

July 26, 2024

TO: County Personnel Policy Board Members

SUBJECT: Personnel Policy Board Meeting
Thursday, August 1, 2024
1:30 p.m., Commissioners Hearing Room
County-City Building, Room 112

A G E N D A

ITEM 1: Election of Chair

ITEM 2: Election of Vice-Chair

ITEM 3: Approve Minutes from the July 19, 2024 meeting.

ITEM 4: Request to revise and change the title of the following classification:

<u>CLASS CODE</u>	<u>CURRENT CLASS TITLE</u>	<u>PROPOSED CLASS TITLE</u>
2601	Land Records Technician I	Real Estate Specialist (A19)

ITEM 5: Request to revise, change the title and pay grade of the following classification:

<u>CLASS CODE</u>	<u>CURRENT CLASS TITLE</u>	<u>PROPOSED CLASS TITLE</u>	<u>CURRENT PAY GRADE</u>	<u>PROPOSED PAY GRADE</u>
2602	Land Records Technician II	Senior Real Estate Specialist	C08 (\$49,747.36 - \$63,727.04)	C11 (\$55,323.84 \$70,855.20)

ITEM 6: Public Comment

ITEM 7: Miscellaneous Discussion

ITEM 8: Request for appeal hearing – IBEW– Steve Slapnicka – Engineering – Suspension

ITEM 9: Request for appeal hearing - IBEW – Steve Slapnicka – Engineering - Termination.

pc: County Agencies
Union Presidents
Barb McIntyre
Kristy Bauer
John Ward
John Corrigan
Steve Slapnicka

LANCASTER COUNTY
~~LAND RECORDS TECHNICIAN~~ REAL ESTATE SPECIALIST

NATURE OF WORK

This is responsible clerical support work ~~involving documenting, indexing, recording and assisting the public by retrieving and analyzing departmental records and information assisting federal, state and local government offices and the public with processing, maintaining and retrieving records and information related to real property, personal property and tax exemptions.~~

Work involves accepting, reviewing and filing various documents noting the creation, modification and history of ~~land~~ real estate records; assessing and collecting filing fees; and assisting the public with accessing and interpreting records and information. Work also includes data entry and verification of recorded information; monitoring record processing to ensure consistent workflow; and processing incoming mail. The individual within this class performs a significant amount of ~~computer~~ data entry ~~blended with frequent public contact~~ and customer service. General supervision is received from an administrative superior with work reviewed in the form of accuracy, ~~thoroughness~~ compliance and effective interaction with ~~the public~~ stakeholders.

EXAMPLES OF WORK PERFORMED

Accept, review and enter information obtained from incoming documents into specified computer databases; note irregular land tract information on designated index cards; identify and utilize coordinates and degrees to access map information; provide information to customers regarding historical and recent land transactions, accessing various computer databases and written records and referring to appropriate authorities when necessary.

Time and date stamp incoming documents; provide information to the public regarding document recording and processing procedures; assist the public in locating and obtaining document information within the office; assess and collect recording fees; balance cash drawer amounts daily and complete receipts for monies accepted.

Process Homestead Exemption applications; verify eligibility ~~of Homestead Exemption applicant (ownership, account number, age, legal description, address, type of exemption requested);~~ update and enter Homestead Exemption applications and personal property ~~returns~~ information into the computer in respective databases.

Perform general clerical and reception ~~tasks~~ duties including ~~making copies~~ photocopying, faxing ~~information~~, filing, opening and sorting mail and generating routine correspondence; offer technical guidance to customers utilizing office maps, microfilm readers and on-site computer equipment.

Monitor the data entry process to ensure continuity of document order, location of receipted documents and overall status of remaining work; coordinate and compile data for special projects as assigned.

DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS

Considerable knowledge of the principles, practices and procedures of records management as they pertain to the maintenance of government records and confidential or sensitive information.

Knowledge of information management systems, ~~records and equipment~~ computer hardware and software and modern office equipment.

~~Knowledge of modern office equipment, practices and procedures.~~

~~Knowledge of personal computer systems and common database applications.~~

Ability to read and ~~comprehend~~ understand legal property descriptions, plats, maps, deeds and other related property or financial documents.

Ability to effectively interact, cooperate and collaborate with team members to achieve designated goals and solve problems.

Ability to establish and maintain respectful and effective working relationships with ~~co-workers and the general public~~ a diverse group of stakeholders.

~~Ability to operate standard office equipment including computers and peripheral equipment, calculators, photocopiers, facsimile machines and microfilm readers.~~

Ability to effectively communicate ~~effectively both orally and in writing~~ and present accurate and concise information in written or verbal form.

~~Ability to prioritize work and complete work per identified timelines.~~

Ability to effectively utilize personal time-management and organizational skills to successfully manage multiple responsibilities concurrently.

Ability to ~~file, index and maintain accurate records~~ consistently perform accurate and high-quality work.

~~Ability to scan quantities of data and identify and communicate requested information in an appropriate format.~~

Ability to accurately make routine financial transactions and ~~tabulate general~~ mathematical ~~computations accurately~~ calculations.

~~Ability to perform accurate data entry work.~~

Ability to manage confidential and sensitive information.

MINIMUM QUALIFICATIONS

2601 LANCASTER COUNTY ~~LAND RECORDS TECHNICIAN-IREAL~~
ESTATE SPECIALIST

PAGE 3

Graduation from high school or equivalent supplemented by coursework in real estate or records management and six months of experience working with public records or dispensing public information; or any equivalent combination of training and experience that provides the desirable knowledge, abilities and skills.

9/128/24

PS2601

LANCASTER COUNTY
LAND RECORDS TECHNICIAN II SENIOR REAL ESTATE SPECIALIST

NATURE OF WORK

This is responsible ~~and complex clerical~~ administrative work ~~involving documenting, indexing, recording and assisting the public by retrieving and analyzing departmental records and information~~ overseeing and directing business operations in the Register of Deeds or Homestead Exemption/Personal Property divisions of the Assessor/Register of Deeds Office.

Work involves ~~accepting, reviewing and filing various documents noting the creation, modification and history of land records or property assessment data; assessing and collecting filing fees; and assisting the public with accessing and interpreting records and information. Work also includes data entry and verification of recorded information; monitoring record processing to ensure consistent workflow; and processing incoming mail. This class is distinguished from the Land Records Technician I class in the complexity of work tasks performed and in the supervisory or technical support provided subordinate and less experienced personnel. General supervision is received from an administrative superior with work reviewed in the form of accuracy, thoroughness and effective interaction with the public~~ facilitating departmental management by performing a variety of complex administrative responsibilities. An employee in this class serves as a division lead, manages daily workflows, oversees compliance of divisional responsibilities, trains subordinate staff, develops standard operating procedures and improved operating methods and performs a variety of administrative and technical duties requiring accountability, initiative and the use of independent judgement within the framework of established State, and County policies, procedures and laws. Work is performed independently with work being reviewed by the Assessor/Register of Deeds or their designee in the form of statutory compliance and conformance with established departmental policies and procedures. Supervision may be exercised over other employees.

EXAMPLES OF WORK PERFORMED

Serve as subject matter expert for real estate record filings, property tax exemptions and personal property returns; perform complex and technical administrative functions and coordinate special projects.

Examine existing departmental operations and recommend necessary improvements in administrative planning and organization, workflow, reporting structure and cost controls.

Manage daily divisional workloads to ensure accuracy and statutory compliance of duties; assign and direct work of subordinate staff; assist with new employee orientation and training; assist with performance evaluations and personnel actions.

Serve as system administrator for various electronic systems used by the Assessor/Register of Deeds office; add and delete users; provide training; authorize fee transactions; work with administrative team and vendors to resolve technical issues.

Process, compile, research and analyze complex real estate records, tax records and related information; perform research on historical records; assist with fulfilling formal public records requests.

Establish and maintain professional and effective work relationships with internal and external stakeholders including the public, coworkers, supervisors and federal, state and local department or agency representatives; accurately communicate information, policies and procedures.

Assist with developing and maintaining standard operating procedures, filing, accounting and data processing systems; assist with coordinating new systems with current procedures.

Resolve complex departmental problems in accordance with established policies and procedures.

Prepare and maintain statistical and financial reports for the County and the Department of Revenue.

Relieve Assessor/Register of Deeds of designated administrative duties pertaining to certain operations of the department.

Assist the Assessor/Register of Deeds, Chief Deputies and staff with other projects as requested.

~~May supervise subordinate staff coordinating work assignments, ensuring staff coverage and evaluating work performance; acts as Land Technician staff resource person answering questions, assisting in complex recordings/searches, providing new staff orientation and coordinating special projects; assist management in evaluating and revising work processes and procedures to maximize work efficiency and effectiveness.~~

~~Accept, review and enter information obtained from incoming documents into specified computer databases; note irregular land tract information; identify and utilize coordinates and degrees to access map information; provide information to customers regarding historical and recent land transactions, prepare assessment summary reports, accessing various computer databases and written records and referring to appropriate authorities when necessary.~~

~~Process incoming documents; provide information to the public regarding document recording and processing procedures; assist the public in locating and obtaining document information within the office; assess and collect recording fees; balance cash drawer amounts daily and complete receipts for monies accepted.~~

~~Perform general clerical and reception tasks including making copies, faxing information, filing, opening and sorting mail and generating routine correspondence; offer technical guidance to customers utilizing office maps and on-site computer equipment.~~

~~Monitor the data entry process to ensure continuity of document order, location of received documents and overall status of remaining work; coordinate and compile data for special projects as assigned.~~

DESIRABLE KNOWLEDGE, ABILITIES AND SKILLS

Considerable knowledge of Nebraska Revised Statutes, Nebraska Administrative Codes, and policies and procedures related to the duties of the Assessor/Register of Deeds Office.

Considerable knowledge of ~~information~~ management information systems, ~~records and equipment~~ computer hardware and software.

~~Considerable knowledge of modern office equipment, practices and procedures.~~

~~Knowledge of personal computer systems and common database applications.~~

Knowledge and understanding of various legal terminology related to real estate and documentation filed with the Assessor/Register of Deeds Office.

Ability to analyze complex data sets to inform decision-making and operational strategies, displaying a capacity for strategic thinking and problem-solving.

Ability to analyze and interpret administrative problems and comply with all statutes, regulations and policies governing the Assessor/Register of Deeds Office.

Ability to effectively communicate and present accurate and concise information in written or verbal form.

Ability to perform in an independent manner under the direction of a supervisor and to apply creative problem-solving abilities and personal initiative in performing work assignments with minimal supervision.

Ability to effectively interact, cooperate and collaborate with team members to achieve designated goals and solve problems.

Ability to train, coordinate, supervise and evaluate the work of ~~subordinate~~other employees.

~~Ability to read and comprehend legal property descriptions, plats, maps, deeds and other related property or financial documents.~~

Ability to establish and maintain respectful and effective working relationships with ~~coworkers and the general public~~a diverse group of stakeholders.

Ability to effectively utilize personal time-management and organizational skills to successfully manage multiple responsibilities concurrently.

Ability to consistently perform accurate, high-quality work.

Ability to manage confidential and sensitive information.

~~Ability to operate standard office equipment including computers and peripheral equipment, calculators, copiers and fax machines.~~

~~Ability to communicate effectively both orally and in writing.~~

~~Ability to prioritize work and complete work per identified timelines.~~

~~Ability to file, index and maintain accurate records.~~

~~Ability to identify and communicate requested information in an appropriate format.~~

~~Ability to make routine financial transactions and tabulate general mathematical computations accurately.~~

MINIMUM QUALIFICATIONS

~~Associates Degree~~ Graduation from an accredited four-year college or university with major coursework in public or business administration or a related field and four years equivalent in the area of real estate or records management and six months of experience in a responsible administrative capacity managing working with public records or dispensing public information; or any equivalent combination of training and experience that provides the desirable knowledge, abilities and skills.

8/138/24

PS2602



OFFICIAL APPEAL

NAME OF EMPLOYEE: Steve Slapnicka

DEPARTMENT: Engineering

CLASSIFICATION: Senior Equipment Operator

WORK LOCATION: Denton shop

STATEMENT OF APPEAL:

List applicable appeal: On February 14, 2024 Steve received a pre disciplinary letter from the County Engineer Pam Dingman proposing a five (5) day suspension for \$5875 damage done to motor grader #320. Steve reported to his supervisor that he did not know how or when the damage happened except that it had to have occurred while pushing drifts from the recent snow storm. On February 21, 2024 Mr. Slapnicka attended a pre disciplinary meeting and reiterated the fact that just like the rest of the employees he was just trying to do his job in a storm that we haven't seen in over ten years, and that this damage occurred during that storm. On March 6, 2024 Mr. Slapnicka received a notice that he would be suspended the week of March 25, 2024.

It is the belief of IBEW that Article 19 section of the CBA has been violated,

Article 19 section 2 of the CBA states that the level of discipline issued against the employee for the infraction that led to the disciplinary action, and the discipline was consistent with how other employees in similar situations were treated as distinguished from arbitrary whim or caprice.

Adjustment Required: Uphold the appeal by giving Mr Slapnicka his five days back and make him whole again.

IBEW Local 1536 is the representative to act in the disposition of this appeal.

Date: March 18, 2024

Signature of Union Representative: Rick DeBoer

THIS STATEMENT OF GRIEVANCE IS TO BE MADE OUT IN DUPLICATE.

ORIGINAL TO: Human Resource

COPY: LOCAL UNION GRIEVANCE FILE



Pamela L. Dingman, P.E.
County Engineer

John V. Berry, P.L.S.
Deputy County Surveyor

444 Cherry Creek Road, Bldg. C
Lincoln, Nebraska 68528
Phone: 402-441-7681 Fax: 402-441-8692

March 04, 2024

Steve Slapnicka
2494 County Road C
Crete NE, 68333

RE: 5-Day Suspension

Dear Steve:

On February 14, 2024, you received a letter proposing to suspend you without pay for five (5) working days pursuant to Lancaster County Personnel Rule 11.2(d) and Article 19 of the 2023-2025 Bargaining Agreement between IBEW-Engineering and the County. This proposed suspension is based upon violations of the Lancaster County Personnel Rules. A pre-disciplinary meeting was held on February 21, 2024. You attended this meeting with Josh Bassen, Eric Hunt, Kristopher Mayer, and Kari Hockemeier.

At this meeting, you stated that something happened during the snow storm but you didn't know what happened. Considering the information shared at this meeting and your acknowledgment of causing damage, I will be issuing a five (5) day suspension without pay.

It appears that the following rules, policies, and provisions were violated:

1. Lancaster County Personnel Rule 11.2(h)(8), "The employee has been incompetent or inefficient in the performance of the duties of his position."
2. Lancaster County Personnel Rule 11.2(h)(9), "The employee has been careless or negligent with the monies or other property of the County."

I have made my decision based upon the facts set forth below:

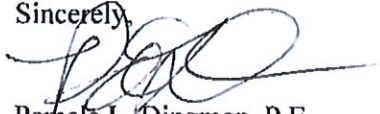
On January 24, 2024, near SW 72nd and W Rockeby Rd at 9:30 am, you noticed damages to the right side of motor grader #320. You reported the damages to your supervisor, Eric Hunt. You stated that you do not know when it happened or how, but assumed it was probably from pushing drifts. The reported damages were to the rear of the machine, the rear door cover, and the grill causing \$5,875.00 in damages to #320.

In addition, on August 30, 2023, during routine roadblading duties near SW Hunters Circle and W Deercrest Drive, you were turning the corner in motor grader #320. You misjudged the proximity of the moldboard to your left front tandem tire as you turned the grader; the moldboard

punctured the tire multiple times and ripped the sidewall in multiple locations. By turning too sharp, you caused the left front tandem tire of #320 to be in the direct path of the moldboard of #320, causing \$1,659.29 in damages to the tire.

You have the right to appeal this unpaid suspension to the Lancaster County Personnel Policy Board in accordance with Lancaster County Personnel Rule 11.2 (d) and Article 19, Section 5, of the Bargaining Agreement.

Sincerely,

A handwritten signature in black ink, appearing to read 'P. Dingman', with a long horizontal flourish extending to the right.

Pamela L. Dingman, P.E.
Lancaster County Engineer

cc: Barb McIntyre, Human Resources Director
Kari Hockemeier, Human Resources Business Partner
Ashley Bonet, County Attorney

SENIOR EQUIPMENT OPERATOR (4523 G14)

NON 7032 DL/CDL-A

RESPONSIBILITIES

I. Essential Job Functions

1. Operate various types of maintenance and automotive equipment properly and safely. Lift equipment/items related to job functions including lifting motor grader blades, bags of asphalt, bags of concrete, bundles of materials, and snow fence. (up to 100 LBS.)

Possess and maintains a valid Commercial Driver's License (CDL) Class A with tanker endorsement.

12 POINTS

2. Perform general and preventative maintenance on vehicles and equipment safely, correctly, and in the time required.

4 POINTS

3. Perform general road maintenance duties safely, correctly, and in the time required.

4 POINTS

4. Attend work during emergency situations.

3 POINTS

5. Perform a variety of miscellaneous tasks in a safe, proper, and timely manner. Maintain a safe working environment. Acts with professionalism and respect at all times in the work environment.

6 POINTS

II. Non-Essential Job Functions

6. Perform general upkeep of duties and complete other duties as assigned.

1 POINT

ACTIONS NECESSARY TO MEET RESPONSIBILITIES

- a. Operate all equipment used to haul, move, load, and spread rock and gravel.
 - b. Operate all equipment used for snow removal; plow/remove snow from roadways; apply salt/sand and brine to roadways.
 - c. Operate all equipment used to mow grasses, and weeds, cut down trees, clearing of brush, and treat trees, stumps, and weeds with chemicals along the shoulders of the roadway and into the right-of-way area.
 - d. Operate pickup trucks, flatbed trucks, trucks & trailers, and any other CDL-rated equipment.
 - e. Safely transport and operate equipment that requires the use of a trailer (cimeline, asphalt trailer, tilt top, 5th wheel, lowboy).
 - f. Operate all equipment used to haul, move, and load materials for County projects.
 - g. Maintain and operate motor grader, which includes changing motor grader blades, usually in inclement weather, by unbolting and lifting the old blades off and putting new blades back on the moldboard.
 - h. Maintain roadways and right of way by using a motor grader blade.
 - i. Report equipment, building, and property malfunctions, damages, and/or breakage to the direct supervisor in a timely manner.
 - j. Operate all equipment and attachments used for ROW maintenance.
-
- a. Make minor repairs when practical; perform routine preventative maintenance on equipment operated, such as fueling/washing equipment, checking and changing oil, fluids, and filters; applying lubrication, inspecting/changing tires, etc.
 - b. Check fluid levels in trucks and equipment daily.
 - c. Perform general building and grounds repairs.
-
- a. Assist in hooking up attachments, including plows, retrievers, profilers, etc.
 - b. Remove, repair, and replace damaged signs and posts.
 - c. Assist operators in removing and replacing culverts and placing and handling materials.
 - d. Install and remove the fence.
 - e. Lead other employees when working together on projects regarding a road, tree removal, ditch cleaning, asphalt repair, etc.
-
- a. Attend work when requested to report for duty during emergency events. Assist with emergency operations such as snow removal, debris removal, sign replacement, flooding, flagging, etc.
-
- a. Be aware and familiar with surroundings, hazards, and conditions when operating equipment, vehicles, performing flagging, and using tools, including familiarity with acceptable operational parameters according to the manual(s); report any concerns to your supervisor immediately to ensure the safety of self, others, equipment, vehicles, and tools.
 - b. Keep assigned County vehicle(s), tools, and equipment in a clean and safe operating condition. Operate equipment, vehicles, and tools without causing damage and always ensure the proper use of seatbelt(s); report any incidents immediately to your supervisor.
 - c. Review all safety manual(s) before operating any equipment, vehicles, and tools; ensure thorough familiarity with said items; inspect all equipment, vehicles, and tools prior to operating and after operating; report any problems, damages, or concerns immediately to your supervisor.
 - d. Attend all requested and required meetings and training, including but not limited to flagger, safety, equipment, soil compaction training, SPCC, etc. (This list is not all-inclusive).
 - e. Develop and maintain positive working relationships with supervisors, coworkers, and external citizens; respond positively to requests for assistance.
 - f. Actively maintain and practice ethical behavior. Follow company rules, demonstrate integrity, responsibility, accountability, professionalism, trust, and respect for all others and property.
 - g. Possess and utilize computer/digital platform skills/devices to perform related work as required.
 - h. Ensure proper usage of Personal Protective Equipment (PPE).
 - i. Perform work assignments with minimal supervision.
 - j. Fill out the proper book for lubricants, diesel fuel, and gasoline used.
 - k. Fill out a daily time sheet and daily traffic sign reports in an accurate and timely manner.
 - l. Maintain good attendance, arrive on time, complete shift, adhere to break time limits, and work overtime when needed.
-
- a. Complete other duties as assigned.
 - b. Keep building and work area clean.
 - c. Assist in training personnel as needed.

Steve Slapnicka	300313	03/04/2024
Name (Please Print)	Oracle Person Number	Date
Senior Equipment Operator	Lancaster County Engineering	
Classification	Department	

This is to officially notify you that you are suspended from your position for a period of 5 working days in accordance with Lancaster County Personnel Rule 11.2(d) or in accordance with a Labor Agreement, if applicable.

Period of Suspension: To Begin: Date 03/25/2024 Time SOD
 To End: Date 03/29/2024 Time EOD
 You are to return to work: Date 04/01/2024 Time SOD

VIOLATION

What action or inaction on the part of the employee has given cause for the suspension? (Give complete details, including dates, witnesses, if applicable. Use additional pages, if necessary.)

see attached

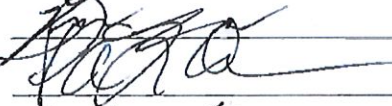
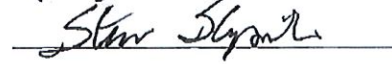
Was employee given a written reprimand for a similar violation prior to this suspension? Written reprimand is not necessary if violation is of such severity as to by-pass written reprimand. ☐ NO ☒ YES DATE 8/30/2023

Corrective action to be taken by employee to avoid more severe disciplinary action:

This suspension is being issued due to your damaging property and progressive discipline from the August 30, 2023, incident. Per your essential job duties, you are expected to be aware and familiar with surroundings, hazards, and conditions when operating equipment, and vehicles, performing flagging, and using tools, including familiarity with acceptable operational parameters according to the manual. In addition, you must keep assigned County vehicle(s), tools, and equipment in a clean and safe operating condition. Operate equipment, vehicles, and tools without causing damage. Safety and awareness of your surroundings should always be a priority. You must always pay attention to your surroundings when operating equipment and performing tasks such as plowing snow. You are expected to report equipment, building, and property malfunctions, damages, and/or breakage to the direct supervisor in a timely manner.

YOU ARE ADVISED THAT A SIMILAR OR RELATED VIOLATION CAN RESULT IN MORE SEVERE DISCIPLINARY ACTION OR DISCHARGE OF YOUR EMPLOYMENT BY THE CITY AS APPLICABLE. REFER TO THE APPROPRIATE UNION CONTRACT OR LINCOLN MUNICIPAL CODE FOR GUIDELINES IF YOU FEEL YOU HAVE BEEN SUSPENDED UNJUSTLY.

SIGNATURES:

Supervisor(s):		Date: <u>3-5-24</u>
		Date: <u>3-5-24</u>
Department Head:		Date: <u>3/4/24</u>
Employee:		Date: <u>3-5-24</u>

Forward a copy of this form to Human Resources



Pamela L. Dingman, P.E.
County Engineer

John V. Berry, P.L.S.
Deputy County Surveyor

444 Cherry Creek Road, Bldg. C
Lincoln, Nebraska 68528
Phone: 402-441-7681 Fax: 402-441-8692

February 14, 2024

Steve Slapnicka
2494 County Road C
Crete NE, 68333

Dear Steve:

The purpose of this letter is to inform you that I am proposing to suspend you without pay for five (5) working days pursuant to Lancaster County Personnel Rule 11.2(d) and Article 19 of the 2023-2025 Bargaining Agreement between IBEW-Engineering and the County. This proposed suspension is based upon violations of the Lancaster County Personnel Rules. It appears that the following rules, policies, and provisions were violated:

1. Lancaster County Personnel Rule 11.2(h)(8), "The employee has been incompetent or inefficient in the performance of the duties of his position."
2. Lancaster County Personnel Rule 11.2(h)(9), "The employee has been careless or negligent with the monies or other property of the County."

On February 1, 2024, the facts were reported to me as follows:

On January 24, 2024, near SW 72nd and W Rockeby Rd at 9:30 am, you noticed damages to the right side of motor grader #320. You reported the damages to your supervisor, Eric Hunt. You stated that you do not know when it happened or how, but assumed it was probably from pushing drifts. The reported damages were to the rear of the machine, the rear door cover, and the grill causing \$5,875.00 in damages to #320.

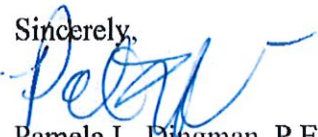
In addition, On August 30, 2023, during routine roadblading duties near SW Hunters Circle and W Deercrest Drive, you were turning the corner in motor grader #320. You misjudged the proximity of the moldboard to your left front tandem tire as you turned the grader; the moldboard punctured the tire multiple times and ripped the sidewall in multiple locations. By turning too sharp, you caused the left front tandem tire of #320 to be in the direct path of the moldboard of #320, causing \$1,659.29 in damages to the tire resulting in a one-day suspension.

Pursuant to Article 19, Section 2 of the IBEW-Engineering Agreement, a pre-disciplinary meeting has been set for February 21, 2024, at 3:15 p.m., at the Lancaster County Engineering Office. You may bring a Union representative to this meeting. At the meeting, you may present any evidence, arguments, or mitigating factors regarding these charges. If you do

Slapnicka PDM, 2/14/2024

not wish to meet to discuss these charges, please let me know in writing, and I will proceed with the appropriate discipline based upon the information before me at this time.

Sincerely,



Pamela L. Dingman, P.E.
Lancaster County Engineer

cc: Barb McIntyre, Human Resources Director
Kari Hockemeier, Human Resources Business Partner
Ashley Bohnet, County Attorney

Dowd & Corrigan, LLC

Attorneys at Law

Thomas F. Dowd - (1938 - 2019)

*Michael P. Dowd

Timothy S. Dowd

John E. Corrigan

**Also licensed to practice in Iowa*

6700 Mercy Rd, Suite 501

Omaha, NE 68106

www.dowd-law.com

(402) 341-1020

FAX (402) 341-0254

(800) 341-7190

July 2, 2024

Via Email: bmcintyre@lincoln.ne.gov

Barbara D. McIntyre
City-County Human Resource Director
Lincoln/Lancaster County
555 South 10th Street, Room 302
Lincoln, NE 68508

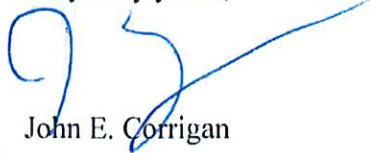
Re: Appeal of order of dismissal on behalf of the employee Steve Slapnicka, which order was taken on or about June 13, 2024 by Lancaster County Engineer, Pam Dingman

Dear Ms. McIntyre,

As you know our office represents the IBEW, Local 1536 and on behalf of bargaining unit member Steve Slapnicka, we present this document as his appeal and notice to the County of his and the union's intent to appeal Mr. Slapnicka's dismissal to the Lancaster County Personnel Policy Board. The decision to terminate his employment is in violation of his rights under the applicable agreement in that it is not supported by just cause as required by Article 19 §1 and §6. The requested remedy is reinstatement with back pay after imposition of appropriate discipline as ordered by the Personal Policy Board in its discretion.

I ask that you please refer all further correspondence regarding this matter to the undersigned and if you require any further information, please do not hesitate to contact me. Thank you for your time and attention.

Very truly yours,



John E. Corrigan

JEC:bm

Cc: Pdingman@lancaster.ne.gov, Rick Deboer (Via Email), Steve Slapnicka (Via email)



Pamela L. Dingman, P.E.
County Engineer

John V. Berry, P.L.S.
Deputy County Surveyor

444 Cherry Creek Road, Bldg. C
Lincoln, Nebraska 68528
Phone: 402-441-7681 Fax: 402-441-8692

June 13, 2024

Steve Slapnicka
2494 County Road C
Crete NE, 68333

Dear Steve:

Re: Termination of Employment

Dear Steve:

On May 28, 2024, you received a letter proposing to terminate your employment with Lancaster County Engineering pursuant to Lancaster County Personnel Rule 11.2(e) and Article 19 of the 2023-2025 Bargaining Agreement between IBEW-Engineering and the County.

A Pre-Disiplinary meeting was held on June 3, 2024. You attended this meeting with Pam Dingman, Kris Mayer, Rick Deboer, Josh Bassen, and Kari Hockemeier.

Based upon the information before me, I have determined that your conduct violated Lancaster County Personnel Rules 11.2(h)(8) and (9). I have decided to terminate your employment with Lancaster County Engineering, effective immediately.

The basis of my decision is as follows:

On May 9, 2024, during routine blading duties, near SW 56th and W Saltillo Rd at 3:20 pm, you were blading dirt in county motor grader #320. You misjudged the proximity between motor grader #320 and your supervisor, Roger Heusinkvelt's, county truck #29. You hit the back bumper of truck #29 with motor grader #320 causing \$4,825.23 in damages to truck #29's rear bumper, bed, rear body, stripes, and moldings.

In addition, on January 24, 2024, near SW 72nd and W Rockeby Rd at 9:30 am, you noticed damages to the right side of motor grader #320. You reported the damages to your supervisor, Eric Hunt. You stated that you do not know when it happened or how, but assumed it was probably from pushing drifts. The reported damages were to the rear of the machine, the rear door cover, and the grill causing \$5,875.00 in damages to #320.

In addition, On August 30, 2023, during routine roadblading duties near SW Hunters Circle and W Deercrest Drive, you were turning the corner in motor grader #320. You misjudged the proximity of the moldboard to your left front tandem tire as you turned the grader; the moldboard

Slapnicka PDM

punctured the tire multiple times and ripped the sidewall in multiple locations. By turning too sharp, you caused the left front tandem tire of #320 to be in the direct path of the moldboard of #320, causing \$1,659.29 in damages to the tire resulting in a one-day suspension.

You have the right to appeal this separation Pursuant to Article 19, Section 6 of the IBEW-Engineering Agreement and Article 20. Please contact your supervisor, Roger Heusinkvelt, to make arrangements to return any County property in your possession and to obtain any personal property you may have left at work.

Sincerely,

A handwritten signature in black ink, appearing to read 'P. Dingman', followed by a horizontal line.

Pamela L. Dingman, P.E.
Lancaster County Engineer

cc: Barb McIntyre, Human Resources Director
Kari Hockemeier, Human Resources Business Partner
Ashley Bohnet, County Attorney