

# COUNTY PERSONNEL POLICY BOARD MEETING

## March 5, 2026

### Minutes

A meeting was held Thursday, March 5, 2026, Commissioners Hearing Room, County-City Building, Room 112, Lincoln, Nebraska.

Members present: Greg Meyer, Mark Munger, Cori Beattie, Jaydon Pence; Sherri Wimes. Human Resources Department resource staff attending: Carmen Flynn.

The meeting was opened at 12:00 p.m. by Chair Mark Munger.

**ITEM 1:** Approval of December 4, 2025, meeting minutes. Moved by Mark Munger and seconded by Greg Meyer to approve the minutes as presented. Abstain: Jaydon Pence, Sherri Wimes. Motion passed.

**ITEM 2:** Request to change the pay grades of the following classifications – 5760 Correctional Records Manager (C15 to C17); 7870 Juvenile Detention Supervisor (C12 to C14); 7875 Juvenile Training Coordinator (C14 to C16); 7881 Juvenile Detention Team Leader (C14 to C16). Jon Thober from the Human Resources Department came forward to speak on this item. HR team worked with services, 12% gap, now they run 4.5%, so adjustments will be made. All four position are for youth services. Following discussion, it was moved by Cori Beattie and seconded by Sherrie Wimes to approve the request as presented. Motion passed.

**END OF REGULAR MEETING: 12:05 p.m.**

**APPEAL HEARINGS BEGIN: 12:07 p.m.**

**ITEM 3:** Appeal hearing – IBEW-G – Emergency Conditions – Article 12, Section 2 of the CBA. 12:07 p.m. – 1:23 p.m.

Break: 1:23 p.m. to 1:32 p.m.

**ITEM 4:** Appeal hearing – IBEW-G – Coaching Papers – Article 22, Section 5 of the CBA. 1:32 p.m. – 2:30 p.m.

**APPEAL HEARINGS END: 2:35 p.m.**

Board breaks for hearing decision: 2:45 p.m. to 2:59 p.m.

Following discussion Jaydon Pence moved to overrule the grievance, seconded by Cori Beattie. Motion passed.

**REGULAR MEETING RESUMED: 3:05 p.m.**

- ITEM 5:** Request to revise Personnel Rule 17.3 Starting Rate at Original Appointment. Barb McIntyre of the Human Resources Department came forward to speak on this item. Rick DeBoer of the IBEW-1536 Union came forward with remarks. Jaydon Pence had questions. Mark Munger had questions. Following discussion, it was moved by Mark Munger and seconded by Greg Meyer to reject the proposed revisions. Motion passed to reject revisions.
- ITEM 6:** Request to revise Human Resources Policy bulletin 2019-2 – Vacation Usage Upon Retirement Policy to Human Resources Policy Bulletin 2026-01 - Leave Benefits Upon Retirement Policy. Following discussion, it was moved by Mark Munger and seconded by Jaydon Pence to approve the request as presented. Motion passed.
- ITEM 7:** Public Comment. None.
- ITEM 8:** Miscellaneous Discussion. None.

There being no further business, motion was made by Mark Munger and seconded by Jaydon Pence to adjourn. Motion unanimously approved by roll call vote. Adjourned: 1:45 p.m.

The next regular meeting is scheduled for Thursday, April 2, 2026.

Carmen Flynn  
Human Resources Representative

PC: County Agencies  
Barb McIntyre  
Kristi Bauer  
John Ward  
Union Presidents