

COUNTY PERSONNEL POLICY BOARD MEETING

June 4, 2026

Minutes

Meeting was held Thursday, June 4, 2026, County-City Building, 555 S. 10th St., 3rd Floor, 303 Conference Room, Lincoln, Nebraska.

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

The meeting was opened at 1:30 p.m. by Co-Chair Jaydon Pence.

Co-Chair Jayden Pence asked if it was permissible to begin with the grievances and Barb McIntyre from Human Resources Department stated that the County business would have to be addressed.

Agenda Item 1 was the request to revise Personnel Rule 14.4 Layoff (Revised 12/00). Kari Hockemeier of Human Resources Department came forward to speak on this subject. Clarify working or non-working notice during a layoff and update working days to calendar days. Following discussion, it was moved by Cori Beattie upon revisions to approve the request once verbiage is updated consistently throughout the document, i.e., department to agency, pronouns to be gender neutral, spell out any number references followed by their numerical premises in parenthesis. Cori asked if “board” was personnel or County Board, Kari said it is defined in the definitions, then seconded by Sherri Wimes. Motion unanimously approved by roll call vote.

Agenda Item 2 was the request to revise Human Resources Policy Bulletin 2003-1 Reduction in Force Policy for Non-Union Classified Employees. Kari Hockemeier came forward to speak on this subject. Changed to standard formatting and to align the format. We revised the non-working notice. Following discussion, it was moved by Cori Beattie upon revisions to approve the request once verbiage is updated consistently throughout the document, i.e., department to agency, pronouns to be gender neutral, spell out any number references followed by their numerical premises in parenthesis, along with a few other small changes in verbiage, then seconded by Jaydon Pence. Motion unanimously approved by roll call vote.

Agenda Item 3 was the request to revise Human Resources Policy Bulletin 2024-1 Overtime Pay and Compensatory Time Policy. Kari Hockemeier came forward to speak on this subject. Kari stated we went through and made the necessary changes to align with the union contract that was approved in 2025. We created a chart to make it easier for them to see where they stand overtime. Following discussion, it was moved by Jaydon Pence and seconded by Cori Beattie to approve the revisions as presented. Motion unanimously approved by roll call vote.

Agenda Item 4 was the official appeal request of Brock Adkins – Engineering – Article 12, Section 3 of the CBA. The proceedings were recorded by Matthew Quinn, which are on file with his office. Rick DeBoer represented the appellant. Rick DeBoer offered exhibits #1-#14. Candace Berens objected to exhibits #8-#14. Exhibits #8-#9 were not admitted. Witnesses: Pam Dingman, Brock Adkins, Shawn Selezak. Candace Berens of the County Attorney’s office represented the County Engineering Department. Candace Berens offered exhibits #1-#13. Rick DeBoer had no objections. Co-Chair Jayden Pence and all members received exhibits #1-#13. Witnesses: Brock Adkins, Pam Dingman, Laura Leppky, Amy Sadler. Following discussion, it was moved by Jaydon Pence and seconded by Greg Meyer to deny the appeal. Motion unanimously approved by roll call vote.

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Agenda Item 5 was the official appeal request of Ezra Puchalla – Engineering – Article 12, Section 3 of the CBA. Due to hard stop time, item has been continued.

Agenda Item 6 was Public Comment. Josh Bassen came forward to speak about his opinion on Rule 17.3 and there should be a policy about how they hire and determine how they decide on where a new hire's pay is started at. There needs to be policies.

Agenda Item 7 was Miscellaneous Discussion. There was no discussion.

There being no further business, motion was made by Jaydon Pence and seconded by Cori Beattie to adjourn. Motion unanimously approved by roll call vote. Adjourned: 4:30 p.m.

The next regular meeting will be held July 2, 2026, at 1:30 p.m.

Carmen Flynn
Human Resources Representative

PC: County Agencies
Barb McIntyre
Kristi Bauer
Candace Berens
Union Presidents