

July 31, 2025

TO: County Personnel Policy Board Members

SUBJECT: Personnel Policy Board Meeting
Thursday, August 7, 2025
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 10, 2025, meeting.

ITEM 4: Request to revise the following classification:

<u>CLASS CODE</u>	<u>CLASS TITLE</u>
2713	Clerk Typist III (A19)

ITEM 5: Public Comment

ITEM 6: Miscellaneous Discussion

End of Open Meeting

ITEM 7: Request for appeal hearing IBEW Local 1536 – Motor Vehicle Clerk II - Treasurer

pc: County Agencies
Union Presidents
Barb McIntyre
Kristy Bauer
John Ward
John Corrigan
Jasmine Gibson

COUNTY PERSONNEL POLICY BOARD MEETING

July 10, 2025

MINUTES

A meeting was held Thursday, July 10, 2025, 303 Conference Room, County-City Building, Lincoln, Nebraska.

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

The meeting was opened at 1:30 p.m. by Chair Mark Munger.

Agenda Item 1 was the approval of the minutes from the June 5, 2025, meeting. The minutes were moved by Greg Meyer and seconded by Jaydon Pence to approve the minutes as presented. Motion unanimously approved by roll call vote.

Agenda Item 2 was the request to amend Human Resources Policy Bulletin – Military Family Leave. Beth Olson Leave Manager with the Human Resources Department Risk Management spoke the reasoning behind the amendment. Addition of terms, clarifying when you benefits are eligible. Greg Meyer asked if it was standard that the departments to go to Cobra. Beth explained the process of how the military. Mark Munger, you reference that the team in Texas is Military leave, Beth replied that needed corrected. Most of it is clarifying the meanings. Barb McIntyre Director of the Human Resources Departments came forward to speak about how we didn't have all the information in one spot. Pulled in a lot of state and federal that govern this so our employees could find this. Jayden questioned D. ii of why it says "are" suspended and not "may be" suspended. Jayden requested the following be corrected:

D Benefits

ii. and to an

III. Military Leave

A. Eligibility

- i. Employees are eligible for military leave if they are members of the U.S. Armed Forces, Reserves, National Guard, or other uniformed military services as defined under USERRA.
- ii. Participation in non-military emergency response efforts (such as FEMA's Urban Search and Rescue) is not considered military service under USERRA and may fall under separate provisions for emergency management leave, if applicable.

Following discussion, it was moved by Greg Meyer and seconded by Jaydon Pence to approve the request after revisions. Motion unanimously approved by roll call vote.

Agenda Item 3 was Public Comment. There was no comment.

Agenda Item 4 was Miscellaneous Discussion. Cori Beattie stated she has a conflict with the next scheduled meeting of August 7th.

Agenda Item 5 was for the request of the appeal hearing for – IBEW – Thu Nguyen – Property Management – Suspension. John Ward of the County Attorney’s office representing the County Property Management Division stated the appeal had been resolved.

There being no further business, the meeting adjourned at 1:45 p.m.

The next regular meeting is scheduled for Thursday, August 7, 2025.

Carmen Flynn
Human Resources Specialist

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

LANCASTER COUNTY
CLERK TYPIST III

2713

NATURE OF WORK

This is responsible, skilled and varied clerical work ~~including the skilled use of a typewriter, word processor or more complex transcribing machine~~ involving advanced use of office software, systems and tools to manage complex clerical functions.

Work involves responsibility for the performance of complex clerical operations which require the exercise of independent judgment and initiative based upon knowledge gained through experience. Work decisions are made in accordance with established precedents and departmental policies. Detailed instructions are received only upon implementation of changes in procedures and on unusual ~~or complex~~ tasks. The variety ~~and difficulty~~ of the work differs among positions; where work is more repetitive, there is an added responsibility for finality of action. General supervision is received from an administrative superior. Supervision may be exercised over employees assisting with routine details. This class is distinguished from a Clerk Typist II by ~~fulfilling the responsibilities of Secretary to a Department Head where the use of shorthand is not required~~ the high-level complexity of clerical functions, or by supervising a group of clerical workers engaged in routine ~~typing and~~ clerical operation.

EXAMPLES OF WORK PERFORMED

Type a variety of documents including forms, accounting and financial statements, letters, payrolls, receipts, vouchers, departmental reports, permits, and other materials from rough drafts, ~~dictating machines~~ or written/verbal instructions; utilize considerable independent action and discretion in disposing of minor problems encountered.

Compose and type correspondence requiring knowledge of departmental operations ~~and regulations, which may or may not be reviewed by a superior~~ policies and procedures.

Perform complex computations ~~calculations~~ and post statistical and other records requiring knowledge of office operations; follow up on discrepancies by personal contact or correspondence.

Maintain employee work records; prepare departmental payrolls and keep records of departmental expenditures and a variety of other office records of similar difficulty and complexity.

~~Act as Secretary to Department Head where shorthand is not required.~~

Supervise ~~typing and~~ clerical operations on an assigned shift.

Obtain payment for various departmental programs; maintain and reconcile cash drawers, receipts and ledgers.

Record and maintain accurate case information in a Case Management System.

Compose and type correspondence regarding clients, finances, court related updates, and program statuses.

Operate a telephone/radio dispatch unit for the purpose of receiving and dispatching information to field units.

DESIRABLE KNOWLEDGE, ABILITIES, AND SKILLS

Thorough knowledge of business ~~English language, including grammar,~~ spelling, and ~~commercial arithmetic~~ financial calculations.

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

Ability to communicate effectively both orally and in writing.

Ability to maintain complex clerical records and prepare reports from such records.

Ability to use independent judgment and considerable discretion in making decisions in accordance with laws, ordinances, regulations, and established policies.

Ability to deal with the public tactfully and courteously and to work harmoniously with other employees.

Ability to supervise and evaluate the performance of subordinate clerical workers as assigned.

~~Ability to make arithmetic computations and tabulations with speed and accuracy; file and maintain office records; and operate all office equipment necessary in the completion of job tasks.~~

~~Ability to proficiently type at least 40 words per minute net after errors.~~

~~Skill in operating a typewriter, word processor or transcribing machines~~

MINIMUM QUALIFICATIONS

Graduation from high school or equivalent ~~including or~~ supplemented by courses in business ~~practices~~ and two years of experience in general typing/word complex document processing and clerical work; or any equivalent combination of training and experience that provides the desirable knowledge, abilities and skills.

9/1208/25

PS2713



OFFICIAL APPEAL

NAME OF EMPLOYEE:

DEPARTMENT: County Treasurer, Human Resources

CLASSIFICATION: Motor Vehicle Clerk II

WORK LOCATION: 625 N 46th St. Lancaster County Treasurer

STATEMENT OF APPEAL:

I am appealing the grievance denial dated April 11, 2025, regarding the hiring practices in the Lancaster County Treasurer's office. It was stated that the "exact nature of the grievance was not stated with reasonable clearness", so I am providing some of the laws/rules that were included in the Grievance with the situations they apply to.

Nebraska Revised Statute 23-2525. County personnel officer; personnel rules and regulations for classified service. Annotations. General. Statutory requirements for appointments and promotions under a civil service act are mandatory, and appointing authorities must comply with them for an appointment or promotion to be valid. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

By law, the county civil service act must be followed for promotions and appointments to be valid.

Nebraska Revised Statute 23-2517. Act, how cited: purpose of act. Annotations. Civil service acts promote effective public service by establishing a personnel administration system that provides equal opportunity for public employment and advancement based on merit and fitness principles. By requiring a county to incorporate these principles, the Legislature intended to prohibit the county, as much as practical, from making these decisions based on political control, partisanship, and personal favoritism. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

Applications and interviews were not based on merit and fitness; some applications had no qualifying questions at all.

Qualifications for each position were manipulated to ensure that certain employees made it through the minimum qualifications. You can see this with lower-paying positions having more qualifications than higher-paid positions.

Favoritism can be seen in past applications that included stars on various interview answers that were only put on the selected applicants, whether they had the same answer as a

non-selected applicant or not. There wasn't a single star on any other applicants' interview answers. Favoritism can also be tied to the above responses.

Nebraska Revised Statute 23-2531. Discrimination; prohibited; other prohibited acts. (1) Discrimination against any person in recruitment, examination, appointment, training, promotion, retention, discipline, or any other aspect of personnel administration because of political or religious opinions or affiliations or because of race, national origin, or other nonmerit factors shall be prohibited. Discrimination on the basis of age or sex or physical disability shall be prohibited unless specific age, sex, or physical requirements constitute a bona fide occupational qualification necessary to proper and efficient administration. The rules and regulations shall provide for appeals in cases of alleged discrimination to the personnel policy board whose determination shall be binding upon a finding of discrimination.

Comments such as "self-centered", "toxic in the office", "struggles with effective communication" and "very confusing when she speaks", with no explanation and no basis, are a few examples of discrimination that are non-merit based. "She should know more with all of her years of experience" could be considered age discrimination.

Nebraska Revised Statute 23-2517. Act, how cited: purpose of act. Annotations. A county board has no power or authority to bargain or agree that any appointment or promotion shall be based upon anything other than merit and fitness except as provided in the County Civil Service Act. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

As is stated, merit and fitness apply regardless of the collective bargaining agreement.

Nebraska Revised Statute 23-2525. County personnel officer; personnel rules and regulations for classified service. Annotations. General. Under this section, a county department head cannot "reassign" a current department employee to fill a new position outside of applicable transfer rules or the competitive examination process. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

I spoke in front of the county personnel board to ensure this didn't happen. To bypass this, the application for a position was manipulated to ensure that only the pre-chosen employees passed the application to get the position.

Nebraska Revised Statute 23-2525. County personnel officer; personnel rules and regulations for classified service. Annotations. General. When a vacancy in the classified service is not filled by a transfer or under a statutory exception, subdivisions (3) and (4) of this section require a county to fill it through one of two types of examinations: open competitive examinations or promotional examinations. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

This goes along with the one above.

County Personnel Rules. 5.5. Character of Examinations. (a). Examinations shall be practical in nature and job related, constructed to reveal the capacity of the candidate for the particular class of positions for which he is competing, and shall be rated impartially. Examinations may be assembled or unassembled, and may include written, oral, physical or performable tests, or any combination of these. They may take into consideration such factors as education, aptitude,

knowledge, character, personality, or physical fitness as determined by physical and/or medical examination or any other qualifications or attributes which in the judgment of the Human Resources Director enter into the determination of the relative fitness of applicants.

As stated in my grievance "Out of 190 available points, Rachel Garver gave me 89, Kari Hockemeier gave me 115 (without any comments), and Kristen Anderson gave me 47 points".

Getting a separate score of 1, 5, and 9 out of 10 on the same qualification shows that the scoring was not impartial.

This paragraph states that the Human Resources Director will enter into the determination of the relative fitness of applicants. However, Number 1620, Promotion, in the Lancaster County Treasurer's Office Standard Operating Procedures (SOP), list includes motion

1. Upon identifying a vacancy, the Division Manager will discuss the need and obtain authority to begin a selection process from the County Treasurer and/or Chief Deputy County Treasurer.
2. The Treasurer, Chief Deputy Treasurer, and/or Division Manager will discuss the job description and the qualifications necessary to fill the position.
3. With approval, the HR Representative for the office will then contact the Human Resources Director to establish the posting.
4. The Human Resources Director or designee will post the position, either internally or externally, and shall be the receiver of applications and supporting documentation.
5. The Treasurer or designee, along with the Division Manager will review available applicants and determine those to receive interviews based on qualifications.
6. The Treasurer or designee, along with the Human Resources Director or designee, will oversee the interviews and competitive process for fairness and accuracy.
7. The Treasurer or designee will receive the results of the competitive selection and, with input from the Human Resources Director, will select the candidate best suited for the position.

Nebraska Revised Statute 23-2525. County personnel officer; personnel rules and regulations for classified service. Annotations. 2. Open competitive examinations. Subdivision (3) of this section does not prohibit examiners from evaluating subjective traits if those traits are relevant to an applicant's fitness for a position. But when oral examinations are used to test an applicant's subjective traits, the scoring must be guided by measurable standards. That is, the examinations must provide some reasonable means of judicial review. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

"When oral examinations are used to test an applicant's subjective traits, the scoring must be guided by measurable standards". There are no measurable standards when a person gets separate scores of 1, 5, and 9 out of 10 on the same subjective trait. Measurable standards were also not included when I asked for my scoring from my most recent interview.

County Personnel Rules. 6.7. Promotion List. Competitive promotional examinations may be limited to a single department or held on a County-wide basis for common classes which are in more than one department. After each competitive promotional examination held in accordance with Rule 9, the Human Resources Director shall prepare a list of persons meeting minimum requirements. All fractional scores shall be rounded off to the nearest whole number. Certification of eligibles for appointment to vacancies shall be in accordance with a formula which limits selection by the hiring department from among the highest ranking available and

eligible candidates, but which also permits selective certification under appropriate conditions within the Rules.

Again, many promotional positions in the Treasurer's office don't have any qualifying questions or minimum requirements in the application. Instead the Human Resources Director gives the Treasurer's office a list of all employees who submitted their name, education (even though it's not being used for scoring), references, previous positions (also not used for scoring), and other information that is requested in all positions in the City and County. These are higher-paying jobs, yet even non-paying intern positions have qualifying questions.

County Personnel Rules. 9.1. Promotion. (c) In filling a vacancy by promotion, the Human Resources Director shall administer a competitive examination which shall be open to all employees of the County who meet the necessary requirements and who are serving in an appropriate class as determined by the Human Resources Director. A promotional examination may include employees in specific classes in all departments or may be limited to a single department as determined by the Human Resources Director. The Human Resources Director shall prepare an eligible list as provided in Rule 6.7 and shall supply the Department Head with the names of all persons in accordance with a formula which limits selection by the hiring department from among the highest ranking available and eligible candidates

As discussed above, there is no formula to limit selections when no qualifications are required during the application process.

Nebraska Revised Statute 23-2517. Act, how cited: purpose of act. (2) The general purpose of the County Civil Service Act is to establish a system of personnel administration that meets the social, economic, and program needs of county offices. This system shall provide means to recruit, select, develop and maintain an effective and responsive work force, and shall include policies and procedures for employee hiring and advancement, training and career development, position classification, salary administration, fringe benefits, discharge and other related activities. All appointments and promotions under the County Civil Service Act shall be made based on merit and fitness.

The things listed in this paragraph, including hiring and advancement and position classifications, are meant to be done by the County Personnel Officer, their department, and the personnel policy board.

Nebraska Revised Statute 23-2525. County personnel officer; personnel rules and regulations for classified service. The county personnel officer shall, with the assistance of two advisory groups, one of classified employees and one of department heads, prepare and submit to the personnel policy board proposed personnel rules and regulations for the classified service. He or she shall give reasonable notice thereof to the heads of all agencies, departments, county employee associations, and institutions affected thereby, and they shall be given an opportunity, upon request, to appear before the board and present their views thereon. The personnel policy board shall submit the rules and regulations for adoption or amendment and adoption by resolution of the board of county commissioners. Amendments thereto shall be made in the same manner. The rules and regulations shall provide

This states that the County Personnel Officer (whom the county has defined as the Human Resources Department Head), along with assistance, are the ones to submit rules and regulations (including amendments) to the county personnel board, which is then adopted by the board of county commissioners. The rules and regulations include numbers 1, 3, and 4 listed below. It also states that reasonable notice is required to be given to county employee associations. The SOP was never given to the union. As far as I know, after going through the personnel policy board agendas, it was never presented to the personnel policy board. When I was required to sign it, I asked if it was given to the union. I didn't receive a response. Under promotions alone, I knew it didn't follow the County Civil Service Act, the county personnel rules, or the union contract. In my interview, when I was asked what the last rule I broke was, I stated that I believe in rules; rules make it fair for everyone, and if there were any I didn't understand, I would ask about it to gain a better understanding. I was then asked if I signed the SOP. I stated that I didn't. I was then told that was a rule I broke. I explained that I had asked if it went to the union, and when I didn't receive a response, I forgot about it. It was then reiterated that it was a rule I broke. Requesting that the SOP rules be followed before I signed it, and then using that request against me in an interview could reasonably be seen as retaliation.

(1) For a single integrated classification plan covering all positions in the county service except those expressly exempt from the County Civil Service Act, which shall group all positions into defined classes containing a descriptive class title and a code identifying each class, and which shall be based on similarity of duties performed and responsibilities assumed, so that the same qualifications may reasonably be required and the same schedule of pay may be equitably applied to all positions in the same class. After the classification plan has been approved by the personnel policy board, the county personnel officer shall be responsible for the administration and maintenance of the plan and for the allocation of each classified position. Any employee affected by the allocation of a position to a class shall, upon request, be given a reasonable opportunity to be heard thereon by the personnel policy board who shall issue an advisory opinion to the personnel officer.

This is stating that the Human Resources Department Head (HRDH), with the assistance of two groups, should be the one defining positions and titles and then putting them in classes that have similar duties and responsibilities so that qualifications can justifiably be applied to positions of the same class. As I stated in my grievance, the higher-paid positions are being manipulated by have lower minimum requirements and fewer qualifications than the lower-paying positions. The HRDH is also responsible for the maintenance and allocation of the position, which again has not been happening.

(3) For open competitive examinations to test the relative fitness of applicants for the respective positions. Competitive examination shall not be required for transferred employees transferring from positions in the state or a political subdivision to positions in the county pursuant to a merger of services or transferred employees transferring from positions in the state or a political subdivision to positions in the county due to the assumption of functions of the state or a political subdivision by the county. The rules and regulations shall provide for the public announcement of the holding of examinations and shall authorize the personnel officer to

prescribe examination procedures and to place the names of successful candidates on eligible lists in accordance with their respective ratings. Examinations may be assembled or unassembled and may include various job-related examining techniques, such as rating training and experience, written tests, oral interviews, recognition of professional licensing, performance tests, investigations, and any other measures of ability to perform the duties of the position. Examinations shall be scored objectively and employment registers shall be established in the order of final score. Certification of eligibility for appointment to vacancies shall be in accordance with a formula which limits selection by the hiring department from among the highest ranking available and eligible candidates, but which also permits selective certification under appropriate conditions as prescribed in the rules and regulations

(4) For promotions which shall give appropriate consideration to examinations and to record of performance, seniority, and conduct. Vacancies shall be filled by promotion whenever practicable and in the best interest of the service, and preference may be given to employees within the department in which the vacancy occurs Prohibiting disqualification of any person from taking an examination, from promotion or from holding a position because of race, sex, unless it constitutes a bona fide occupational qualification, or national origin, physical disabilities, age, political or religious opinions or affiliations, or other factors which have no bearing upon the individual's fitness to hold the position

Nebraska Revised Statute 23-2531. Discrimination; prohibited; other prohibited acts. (2) No person shall make any false statement, certificate, mark, rating, or report with regard to any test, certification, or appointment made under the County Civil Service Act or in any manner commit or attempt to commit any fraud preventing the impartial execution of the act and the rules and regulations promulgated pursuant to the act.

This is saying that no one in the hiring process should be deceiving or manipulating any part of the hiring process, as it prevents fairness to all applicants. As I stated in my grievance, one of the applications that actually had questions was based on what the treasurer's office allowed only three employees to do in the past 18 months. All but one question asked if the applicant had done certain things within in the last 18 months. All three of those people received the promotion. I knew I qualified for the position and had experience with almost every question, so I applied. I had to say no to all but one question but answered that I had not been given the opportunity in the last 18 months. My application was never even marked as received, showing it was not based on qualifications, merit, or fitness.

As I have explained, positions and minimum qualifications are manipulated to ensure the people wanted in the position meet requirements. They don't align with other county positions in the same class.

Even on applications with no qualifying questions or scoring, the interview questions for the positions have little to do with the actual position and the employee's ability to do the work. The interview questions, along with unsubstantiated and unmeasurable subjective traits used for scoring, have been used against employees in interviews to disqualify them.

Giving employees an unfair advantage, including job performance remarks on one person's scoring and not on another, manipulating qualifications, minimum requirements, and

interview questions to ensure a pre-chosen employee gets a promotion is all part of deceiving the promotion process.

Nebraska Revised Statute 23-2531. Discrimination; prohibited; other prohibited acts. (4) No employee of the personnel office, examiner, or other person shall defeat, deceive, or obstruct any person in his or her right to examination, eligibility, certification, or appointment under the act, or furnish to any person any special or secret information for the purpose of affecting the rights or prospects of any persons with respect to employment in the classified service.

This is the same as above.

Nebraska Revised Statute 23-2525. County personnel officer; personnel rules and regulations for classified service. (4) For promotions which shall give appropriate consideration to examinations and to record of performance, seniority, and conduct. Vacancies shall be filled by promotion whenever practicable and in the best interest of the service, and preference may be given to employees within the department in which the vacancy occurs;

The last interview scoring that I was involved in did not include seniority.

Nebraska Revised Statute 23-2525. County personnel officer; personnel rules and regulations for classified service. 3. Promotions. Under subdivision (4) of this section, a county is not conducting promotional examinations when it posts a position as available to all county employees and fails to consider seniority. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

This is the same as above.

Nebraska Revised Statute 23-2525. County personnel officer; personnel rules and regulations for classified service. 3. Promotions. Under subdivision (4) of this section, the Legislature intended a county to conduct promotional examinations, and appointing authorities must consider records of performance, seniority, and conduct when making promotions. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

This is the same as above.

23-2525. County personnel officer; personnel rules and regulations for classified service. 3. Promotions. When a civil service statute requires an appointing authority to consider seniority in making a promotion, that requirement must be respected. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

This is the same as above.

County Personnel Rules. 5.7. Seniority Credit. To the total rating score on a promotional evaluation, 1 point for each year of continuous County service shall be added

This is the same as above but with the added comment that the HRDH has allowed scoring to be done with either no score to seniority or with a capped score for seniority, even though their rules clearly state that 1 point should be given for each year.

IBEW. Article 8. Section 1. Department rules and regulations shall be posted on department bulletin boards fifteen (15) working days prior to their effective date, except in emergency situations where the County shall make a reasonable effort to notify employees. These department or agency rules, regulations and policies must be exercised consistent with the other provisions of this Agreement. The Agreement, entered into by the County of Lancaster and IBEW Local 1536, supersedes the Rules and department or agency rules, regulations and policies.

This includes the 95-page SOP.

IBEW. Article 8. Section 2. The Union shall be provided with a copy of any proposed department rules and/or regulation changes five (5) working days prior to posting. The Union reserves the right to request a special Labor Management meeting to discuss the proposed changes prior to their effective date, except in emergency situations where the meeting shall take place within five (5) working days of the effective date. Employees shall have work area access to a current copy of the department rules.

This is the same as above.

American Fed. S., C. M. Emp. v. County, Lancaster, 200 Neb. 301, 304 (Neb. 1978).
BOSLAUGH, J. The effect of the civil service act is to transfer the control of county employees from the various independent county officers to the board of county commissioners. The county board exercises control through the personnel rules and regulations which it adopts. The policy board is an advisory body only, except in regard to grievance and disciplinary matters. On matters relating to compensation and working conditions, the county board generally may adopt whatever rules it chooses. On matters relating to the appointment and promotion of employees, it is bound by the provisions of the act.

By asking for a company not affiliated with Lancaster County to handle all parts of the hiring process, I am not asking that rules be revised or added to the personnel rules. I am basing my request on the County Treasurer's office and the Human Resources Department not adhering to the County Civil Service Act, their own personnel rules, and the County General Collective Bargaining Agreement. The request has been made to ensure that all employees in the County Treasurer Department are treated fairly throughout the promotion process, that their time and dedication given to the county through seniority is not used against them, that they aren't passed on promotions due to their age, disability, political affiliation or any other non-merit reason, and that their capability to do the job along with their experience in regards to the position is used in the scoring process.

Date: April 27, 2025

Signature of Union Representative: Jasmine Gibson

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

ORIGINAL TO: Human Resource, Rachel Garver, Rick DeBoer, John Corrigan, John Ward

COPY: LOCAL UNION APPEAL FILE



LANCASTER COUNTY TREASURER

RACHEL GARVER

Chief Deputy Treasurer
Kristen Anderson

555 S. 10th, Room 102
Lincoln, NE 68508

Phone (402)441-7425
Fax (402) 441-8841
lancaster.ne.gov/treasurer

April 11, 2025

Jasmine Gibson
jgibson@lancaster.ne.gov

RE: Grievance dated March 21, 2025

Dear Ms. Gibson,

This letter will serve as a response to a grievance which was presented to me on March 21, 2025, via email, regarding alleged violations with respect to Article 8, Sections 1 and 2 of the Collective Bargaining Agreement.

Although the exact nature of the grievance was not stated with reasonable clearness, it appears that the grievance alleges certain Lancaster County Treasurer's Office hiring practices are unfair or unlawful. Under applicable violations, Lancaster County Personnel Rules 5.5, 5.7, 6.7, and 9.1 are listed. Numerous state statutes and citations to legal cases are also referenced.

Article 19 of the Collective Bargaining Agreement provides, in relevant part:

"A grievance is hereby defined as any disagreement arising during the term of this Agreement which is expressly limited to matters of interpretation or uniform enforcement of express provisions of this Agreement, the Rules, and any and all conditions of employment...

Section 1...The grievance procedure shall not be used to change any provisions of this Agreement or the Rules, or filed for the purpose of getting an established policy, standard or procedure changed unless it is in conflict with the provisions of this Agreement."

I interpret the adjustment required, as stated in the grievance – "[t]o have a company with no relation to Lancaster County assess and revise job descriptions and qualifications in the Lancaster County Treasurer Department. To have a company with no relation to Lancaster County administer the application questions and scoring, and the interview questions and scorings for all promotions available in the past six years, as current appointments are invalid," as an attempt to change an established policy, standard, or procedure. This would be permitted under Article 19 only if the established policy, standard, or procedure is in conflict with provisions of the Collective Bargaining Agreement.

Two provisions of the Collective Bargaining Agreement – Article 8, Sections 1 and 2 – are named under applicable violations. Those two provisions generally require notice and posting of department rules and regulations and that those department rules and regulations be exercised consistent with other provisions of the Collective Bargaining Agreement. The Treasurer's Office does not have department rules and regulations involving the hiring practices at issue. For this reason, I must deny the grievance because the hiring practices are not department policies and therefore not in conflict with the provisions of the Collective Bargaining Agreement.

It is my position that the hiring practices complained of adhered to all applicable legal and procedural requirements. The remedy sought and alleged violations beyond the Collective Bargaining Agreement and Lancaster County Personnel Rules make the grievance procedure an inappropriate avenue for addressing the concerns raised.

For the foregoing reasons, I am denying the grievance.

Sincerely,

A handwritten signature in cursive script that reads "Rachel M. Garver". The signature is written in dark ink and is positioned above the printed name and title.

Rachel M. Garver
Lancaster County Treasurer



OFFICIAL GRIEVANCE

NAME OF GRIEVANT: Jasmine Gibson

RESPONDENTS: Rachel Garver, Kristen Anderson, The Personnel Officer/Human Resources Department Head

DATE OF GRIEVANCE: March 21, 2025

DATE GRIEVANCE OCCURRED: February 28, 2025

CLASSIFICATION: Motor Vehicle Clerk II

WORK LOCATION: 625 N 46th St. Lancaster County Treasurer

STATEMENT OF GRIEVANCE:

Disposition of Grievance: On February 28, 2025, I received a requested list of my last examination scoring and a list of all job postings in the last six years for the Lancaster County Treasurer Department.

- 1) Applications and job descriptions are being manipulated to both ensure pre-chosen employees pass the initial qualifications and to prevent others who qualify from qualifying at all. Currently, on the county website, the Library Summer Intern – Outreach (Para-Professional/Technical Worker) is available with pay of \$13.50 an hour and consists of 18 qualifying questions. The Motor Vehicle Specialist, starting at \$20.28 an hour, didn't have a single qualifying question. The qualifications are a high school diploma and 6 months – 2 years' experience. An email was sent out by the deputy treasurer that HR was told that time employed in the office could replace job experience. This was expected to be a supervisor position. One of the people hired had just completed 2 years of employment. The Office Support Specialist, starting at \$23.28, did not have a single qualification question. The minimum requirements are a high school diploma and 2 years of experience in clerical work. Even though this position has higher pay, the minimum requirements are less than what is required of positions at lower pay. The person hired has been with the County right over a year. The Motor Vehicle Assistant Team Supervisor consisted of 17 questions. Almost all questions were related to work and experience done in the "past 18 months". This position was open only to current Lancaster County employees. There were only three people who were allowed to do the work that was required in the application, and those three people got the position. Even though I qualified for the position, I had to say no to most of the questions and my application was never marked received.

CI-CO HR DEPT
MAR 25 25 AM 9:57

Many employees in the Treasurer's office have stopped applying for positions due to the negative comments made during interviews by the Deputy Treasurer, as well as knowing they will not be selected, regardless of their qualifications. It has become clear in advance who will be chosen for each role.

In summary, while the Personnel Officer and Human Resources staff are responsible for ensuring that hiring processes are fair and competitive, it appears that the Human Resources department is instead aligning with the department head and deputy to ensure their preferred candidate is selected.

- 2) I received my examination and scoring from my latest interview. It was absolutely horrible. I cannot believe that it was accepted and never questioned. Comments from Kristen Anderson included: "She should know more with all her years of experience", "thinks she is the only one capable & smart enough. not a team player. self-centered. toxic in the office", (illegible but from what I can read) "She often ... the problem & then makes them worse" integrity: "none", trustworthiness: "I do not trust her at all for anything – blames everyone else for her actions", "very confusing when she speaks". Comments from Rachel Garver included: "figures things out, has to be her way", "offers excessive assistance", "had phone out, probably recording", "seems to tell me what I want to hear", "struggles with effective communication", "has answers without much substance". An added comment on Rachel's scoring states, "Expectations are high the longer an employee has been in the job".

Out of 190 available points, Rachel Garver gave me 89, Kari Hockemeier gave me 115 (without any comments), and Kristen Anderson gave me 47 points. Under the score – notes/comments section, out of 10 points for each score Kristen Anderson gave me two 4's and the rest were 1's. I work with the public and money daily, yet for integrity and trustworthiness, I was given 1's out of 10 points for each. For communication skills points I received, Kari gave me a 9, Rachel gave me a 5, and of course, Kristen gave me a 1, while again receiving comments that I'm confusing, there is no substance in the things I say, and that I am confusing. For Multi-tasking, Kari gave me a 7, Rachel gave me a 6, and again, of course, Kristen gave me a 1.

Ratings and scorings (including subjective traits) are supposed to be impartial and have a scoring basis. When scores range from the very bottom to almost the very top on the same topic, there is something wrong. When comments like the ones listed are made, again there is something wrong. When interview questions are taken out of an article and mostly based on one subject instead of the actual job position, something is wrong.

- 3) Seniority was not included in the scoring even though it is required through Nebraska law, county personnel rules, and the IBEW contract.
- 4) In October of 2023, I asked if the county treasurer's standard operating procedures manual (SOP) was sent to the Union for review. It was something

every employee was required to sign. There were a few things that didn't align with the union contract and the county personnel rules. One of the areas that didn't align was hiring practices. Six of us had an open appeal regarding the way promotions were handled, and I was afraid they would use it against us in the case if I signed it. I also knew that any changes in rules had to go in front of the personnel board and the union before being put into effect and being required to sign it. I didn't receive a response to my question. I eventually forgot about it. Not signing the SOP was then used against me regarding integrity in my interview.

List applicable violations:

Validity

23-2525. County personnel officer; personnel rules and regulations for classified service. Annotations. **General. Statutory requirements for appointments and promotions under a civil service act are mandatory, and appointing authorities must comply with them for an appointment or promotion to be valid.** Blakely v. Lancaster County, 284 Neb. 659, 825 N.W.2d 149 (2012)

County to Federal Merit and Fitness

23-2532. Federal merit standards; federal Hatch Act provisions; applicable to programs. Whenever federal merit standards or the federal Hatch Act provisions are applicable to programs, the personnel policy board shall take such action as is necessary to assure that all personnel practices in those programs are in accordance with federal regulations, and those practices found not to be in compliance with such regulations shall not be implemented in those programs.

Personal Favoritism

23-2517. Act, how cited: purpose of act. Annotations. Civil service acts promote effective public service by establishing a personnel administration system that provides equal opportunity for public employment and advancement based on merit and fitness principles. By requiring a county to incorporate these principles, the Legislature intended to prohibit the county, as much as practical, from making these decisions based on political control, partisanship, and personal favoritism. Blakely v. Lancaster County, 284 Neb. 659, 825 N.W.2d 149 (2012).

Qualifications and Fair Competition

23-2517. Act, how cited: purpose of act. Annotations. Properly conducted examinations provide the cornerstone of a merit-based civil service system. Blakely v. Lancaster County, 284 Neb. 659, 825 N.W.2d 149 (2012).

23-2531. Discrimination; prohibited; other prohibited acts. (1) Discrimination against any person in recruitment, examination, appointment, training, promotion, retention, discipline, or any other aspect of personnel administration because of political or

religious opinions or affiliations or because of race, national origin, or other nonmerit factors shall be prohibited. Discrimination on the basis of age or sex or physical disability shall be prohibited unless specific age, sex, or physical requirements constitute a bona fide occupational qualification necessary to proper and efficient administration. The rules and regulations shall provide for appeals in cases of alleged discrimination to the personnel policy board whose determination shall be binding upon a finding of discrimination.

23-2517. Act, how cited: purpose of act. Annotations. A county board has no power or authority to bargain or agree that any appointment or promotion shall be based upon anything other than merit and fitness except as provided in the County Civil Service Act. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

23-2525. County personnel officer; personnel rules and regulations for classified service. Annotations. General. Under this section, a county department head cannot "reassign" a current department employee to fill a new position outside of applicable transfer rules or the competitive examination process. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

23-2525. County personnel officer; personnel rules and regulations for classified service. Annotations. General. When a vacancy in the classified service is not filled by a transfer or under a statutory exception, subdivisions (3) and (4) of this section require a county to fill it through one of two types of examinations: open competitive examinations or promotional examinations. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

County Personnel Rules. 5.5. Character of Examinations. (a). Examinations shall be practical in nature and job related, constructed to reveal the capacity of the candidate for the particular class of positions for which he is competing, and shall be rated impartially. Examinations may be assembled or unassembled, and may include written, oral, physical or performable tests, or any combination of these. They may take into consideration such factors as education, aptitude, knowledge, character, personality, or physical fitness as determined by physical and/or medical examination or any other qualifications or attributes which in the judgment of the Human Resources Director enter into the determination of the relative fitness of applicants

Hiring Practices

23-2525. County personnel officer; personnel rules and regulations for classified service. Annotations. 2. Open competitive examinations. Subdivision (3) of this section does not prohibit examiners from evaluating subjective traits if those traits are relevant to an applicant's fitness for a position. But when oral examinations are used to test an applicant's subjective traits, the scoring must be guided by measurable standards. That is, the examinations must provide some reasonable means of judicial review. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

County Personnel Rules. 6.7. Promotion List. Competitive promotional examinations may be limited to a single department or held on a County-wide basis for common classes which are in more than one department. After each competitive promotional examination held in accordance with Rule 9, the Human Resources Director shall prepare a list of persons meeting minimum requirements. All fractional scores shall be rounded off to the nearest whole number. Certification of eligibles for appointment to vacancies shall be in accordance with a formula which limits selection by the hiring department from among the highest ranking available and eligible candidates, but which also permits selective certification under appropriate conditions within the Rules

County Personnel Rules. 9.1. Promotion. (c) In filling a vacancy by promotion, the Human Resources Director shall administer a competitive examination which shall be open to all employees of the County who meet the necessary requirements and who are serving in an appropriate class as determined by the Human Resources Director. A promotional examination may include employees in specific classes in all departments or may be limited to a single department as determined by the Human Resources Director. The Human Resources Director shall prepare an eligible list as provided in Rule 6.7 and shall supply the Department Head with the names of all persons in accordance with a formula which limits selection by the hiring department from among the highest ranking available and eligible candidates

County Personnel Officer and the Human Resource Department

23-2517. Act, how cited: purpose of act. (2) The general purpose of the County Civil Service Act is to establish a system of personnel administration that meets the social, economic, and program needs of county offices. This system shall provide means to recruit, select, develop and maintain an effective and responsive work force, and shall include policies and procedures for employee hiring and advancement, training and career development, position classification, salary administration, fringe benefits, discharge and other related activities. All appointments and promotions under the County Civil Service Act shall be made based on merit and fitness.

23-2517. Act, how cited: purpose of act. Annotations. Civil service acts promote effective public service by establishing a personnel administration system that provides equal opportunity for public employment and advancement based on merit and fitness principles. By requiring a county to incorporate these principles, the Legislature intended to prohibit the county, as much as practical, from making these decisions based on political control, partisanship, and personal favoritism. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

23-2525. County personnel officer; personnel rules and regulations for classified service. The county personnel officer shall, with the assistance of two advisory groups, one of classified employees and one of department heads, prepare and submit to the personnel policy board proposed personnel rules and regulations for the classified service. He or she shall give reasonable notice thereof to the heads of all agencies,

departments, county employee associations, and institutions affected thereby, and they shall be given an opportunity, upon request, to appear before the board and present their views thereon. The personnel policy board shall submit the rules and regulations for adoption or amendment and adoption by resolution of the board of county commissioners. Amendments thereto shall be made in the same manner. The rules and regulations shall provide

- (1) For a single integrated classification plan covering all positions in the county service except those expressly exempt from the County Civil Service Act, which shall group all positions into defined classes containing a descriptive class title and a code identifying each class, and which shall be based on similarity of duties performed and responsibilities assumed, so that the same qualifications may reasonably be required and the same schedule of pay may be equitably applied to all positions in the same class. After the classification plan has been approved by the personnel policy board, the county personnel officer shall be responsible for the administration and maintenance of the plan and for the allocation of each classified position. Any employee affected by the allocation of a position to a class shall, upon request, be given a reasonable opportunity to be heard thereon by the personnel policy board who shall issue an advisory opinion to the personnel officer
- (3) For open competitive examinations to test the relative fitness of applicants for the respective positions. Competitive examination shall not be required for transferred employees transferring from positions in the state or a political subdivision to positions in the county pursuant to a merger of services or transferred employees transferring from positions in the state or a political subdivision to positions in the county due to the assumption of functions of the state or a political subdivision by the county. The rules and regulations shall provide for the public announcement of the holding of examinations and shall authorize the personnel officer to prescribe examination procedures and to place the names of successful candidates on eligible lists in accordance with their respective ratings. Examinations may be assembled or unassembled and may include various job-related examining techniques, such as rating training and experience, written tests, oral interviews, recognition of professional licensing, performance tests, investigations, and any other measures of ability to perform the duties of the position. Examinations shall be scored objectively and employment registers shall be established in the order of final score. Certification of eligibility for appointment to vacancies shall be in accordance with a formula which limits selection by the hiring department from among the highest ranking available and eligible candidates, but which also permits selective certification under appropriate conditions as prescribed in the rules and regulations
- (4) For promotions which shall give appropriate consideration to examinations and to record of performance, seniority, and conduct. Vacancies shall be filled by promotion whenever practicable and in the best interest of the service, and

preference may be given to employees within the department in which the vacancy occurs

Prohibiting disqualification of any person from taking an examination, from promotion or from holding a position because of race, sex, unless it constitutes a bona fide occupational qualification, or national origin, physical disabilities, age, political or religious opinions or affiliations, or other factors which have no bearing upon the individual's fitness to hold the position

Defeating and Deceiving

23-2531. Discrimination; prohibited; other prohibited acts. (2) No person shall make any false statement, certificate, mark, rating, or report with regard to any test, certification, or appointment made under the County Civil Service Act or in any manner commit or attempt to commit any fraud preventing the impartial execution of the act and the rules and regulations promulgated pursuant to the act.

23-2531. Discrimination; prohibited; other prohibited acts. (4) No employee of the personnel office, examiner, or other person shall defeat, deceive, or obstruct any person in his or her right to examination, eligibility, certification, or appointment under the act, or furnish to any person any special or secret information for the purpose of affecting the rights or prospects of any persons with respect to employment in the classified service.

23-2533. Violations; penalty. Any person who willfully violates any provision of the County Civil Service Act or of the rules and regulations adopted under the act shall be guilty of a misdemeanor, and shall, upon conviction thereof, be fined not more than five hundred dollars, or be imprisoned in the county jail for not more than six months, or be both so fined and imprisoned.

U.S. Merit Systems Protection Board. Prohibited Personnel Practice 6: Granting Any Preference or Advantage Not Authorized by Law. *What is the purpose of the sixth prohibited personnel practice?* This provision supports the first Merit System Principle which asserts that recruitment, selection and advancement should be merit-based. See 5 U.S.C. § 2301(b)(1). This PPP is designed to prevent an agency from giving an improper advantage in promoting an employee or in selecting an applicant for a position in federal employment. See 5 U.S.C. § 2302(b)(6). It complements and supports the same goal of fair competition as do PPPs 4 and 5, which prohibit obstructing the right to compete and influencing a person to withdraw from competition.

U.S. Merit Systems Protection Board. Prohibited Personnel Practice 6: Granting Any Preference or Advantage Not Authorized by Law. *What exactly is prohibited?* To establish a violation of 5 U.S.C. § 2302(b)(6), Merit Systems Protection Board (MSPB or Board) case law requires proof of an intentional or purposeful taking of a personnel action in such a way as to give a preference to a particular individual for the purpose of improving his or her prospects. See *Special Counsel v. Byrd*, 59 M.S.P.R. 561, 570 (1993), *aff'd*, 39 F.3d 1196 (Fed. Cir. 1994) (Table). The preference must be given for the purpose of providing an improper advantage. In other words, an improper

motive must be shown. See *Special Counsel v. Lee*, 114 M.S.P.R. 57, ¶ 21 (2010), *rev'd in part*, 413 F. App'x. 298 (Fed. Cir. 2011). However, it is not necessary that the action actually have resulted in an advantage, only that its purpose be to give an advantage. *Special Counsel v. DeFord*, 28 M.S.P.R. 98, 104 (1985).

U.S. Merit Systems Protection Board. Prohibited Personnel Practice 6: Granting Any Preference or Advantage Not Authorized by Law. *Has the Board recently issued any significant decisions addressing this PPP?* Yes. In *Special Counsel v. Lee*, 114 M.S.P.R. 57 (2010), *rev'd in part*, 413 F. App'x. 298 (Fed. Cir. 2011), OSC brought two complaints before the Board, alleging that Richard F. Lee and Diane L. Beatrez, Human Resource (HR) Specialists for the Coast Guard, violated section 2302(b)(6) when they assisted in promoting a particular individual to a supervisory position. The Board stated that Lee and Beatrez could be held liable under the statute because there was "a pattern of cooperation" between the HR specialists and the supervisor who sought to promote a particular individual. *Id.*, ¶ 25. The Board held that the HR specialists were liable for this PPP under the theory that "conduct that aids and abets another who is violating the statute" also violates section 2302(b)(6). *Id.*, ¶ 32. The Board noted that, by holding the HR specialists liable, they were "mindful of [the Board's] obligation to faithfully uphold the merit system principles as set forth by Congress". *Id.*, ¶ 35. As a consequence, the Board imposed a 45-day suspension without pay on Lee and a 10-day suspension without pay on Beatrez. See *id.*, ¶ 50. The Court of Appeals for the Federal Circuit later held on review that there was insufficient evidence to establish that Beatrez had the requisite intent to aid in the commission of a PPP and reversed the action against her. See *Beatrez v. Merit Systems Protection Board*, 413 F. App'x. 298 (Fed. Cir. 2011) (NP). The court did not disagree with the Board's finding that any of the actions taken by the employees, if done with the requisite intent, would properly constitute a PPP under § 2302(b)(6).

U.S. Merit Systems Protection Board What is the ninth prohibited personnel practice? Prohibited Personnel Practices (5 USC § 2302(b)). Under the law, any employee who has the authority to take, direct others to take, recommend, or approve any personnel action, shall not, with respect to such authority — take or fail to take, or threaten to take or fail to take, any personnel action against any employee or applicant for employment because of —

- (A) the exercise of any appeal, complaint, or grievance right granted by any law, rule, or regulation;
- (B) testifying for or otherwise lawfully assisting any individual in the exercise of any right referred to in subparagraph (A)(i) or (ii);
- (C) cooperating with or disclosing information to the Inspector General (or any other component responsible for internal investigation or review) of an agency, or the Special Counsel, in accordance with applicable provisions of law; or
- (D) for refusing to obey an order that would require the individual to violate a law, rule or regulation.

Seniority

23-2525. County personnel officer; personnel rules and regulations for classified service. (4) For promotions which shall give appropriate consideration to examinations and to record of performance, seniority, and conduct. Vacancies shall be filled by promotion whenever practicable and in the best interest of the service, and preference may be given to employees within the department in which the vacancy occurs;

23-2525. County personnel officer; personnel rules and regulations for classified service. 3. Promotions. Under subdivision (4) of this section, a county is not conducting promotional examinations when it posts a position as available to all county employees and fails to consider seniority. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

23-2525. County personnel officer; personnel rules and regulations for classified service. 3. Promotions. Under subdivision (4) of this section, the Legislature intended a county to conduct promotional examinations, and appointing authorities must consider records of performance, seniority, and conduct when making promotions. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

23-2525. County personnel officer; personnel rules and regulations for classified service. 3. Promotions. When a civil service statute requires an appointing authority to consider seniority in making a promotion, that requirement must be respected. *Blakely v. Lancaster County*, 284 Neb. 659, 825 N.W.2d 149 (2012).

County Personnel Rules. 5.7. Seniority Credit. To the total rating score on a promotional evaluation, 1 point for each year of continuous County service shall be added

Employee Environment

23-2522. Personnel policy board; powers; duties. (3) To cooperate with and advise the personnel officer in fostering interest and cooperation of institutions of learning and civic, professional, and employee organizations in the improvement of personnel standards and the development of high public regard for the county as an employer and for careers in the county service

Department Rules

IBEW. Article 8. Section 1. Department rules and regulations shall be posted on department bulletin boards fifteen (15) working days prior to their effective date, except in emergency situations where the County shall make a reasonable effort to notify employees. These department or agency rules, regulations and policies must be exercised consistent with the other provisions of this Agreement. The Agreement, entered into by the County of Lancaster and IBEW Local 1536, supersedes the Rules and department or agency rules, regulations and policies.

IBEW. Article 8. Section 2. The Union shall be provided with a copy of any proposed department rules and/or regulation changes five (5) working days prior to posting. The Union reserves the right to request a special Labor Management meeting to discuss the proposed changes prior to their effective date, except in emergency situations where the meeting shall take place within five (5) working days of the effective date. Employees shall have work area access to a current copy of the department rules.

American Fed. S., C. M. Emp. v. County, Lancaster, 200 Neb. 301, 304 (Neb. 1978). BOSLAUGH, J. The effect of the civil service act is to transfer the control of county employees from the various independent county officers to the board of county commissioners. The county board exercises control through the personnel rules and regulations which it adopts. The policy board is an advisory body only, except in regard to grievance and disciplinary matters. On matters relating to compensation and working conditions, the county board generally may adopt whatever rules it chooses. On matters relating to the appointment and promotion of employees, it is bound by the provisions of the act

Adjustment required: To have a company with no relation to Lancaster County assess and revise job descriptions and qualifications in the Lancaster County Treasurer Department. To have a company with no relation to Lancaster County administer the application questions and scoring, and the interview questions and scorings for all promotions available in the past six years, as current appointments are invalid.

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

Date: March 21, 2025

Signature of Union Representative: Jasmine Gibson

Title: IBEW 1536 Union Steward

THIS STATEMENT OF GRIEVANCE IS TO BE MADE OUT IN DUPLICATE. COPIES ARE TO BE SIGNED BY THE IBEW REPRESENTATIVE HANDLING THE CASE.

ORIGINAL TO: Department Head – Rachel Garver

COPY: Human Resources – Barb McIntyre

LOCAL UNION GRIEVANCE FILE