

September 27, 2024

TO: County Personnel Policy Board Members

SUBJECT: Personnel Policy Board Meeting
Thursday, October 3, 2024
1:30 p.m., Commissioners Hearing Room
County-City Building, Room 112

A G E N D A

- ITEM 1: Approve Minutes from the September 5, 2024, meeting.
- ITEM 2: Public Comment
- ITEM 3: Miscellaneous Discussion
- ITEM 4: Request for appeal hearing - IBEW – Steve Slapnicka – Engineering - Termination.

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

Dowd & Corrigan, LLC

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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

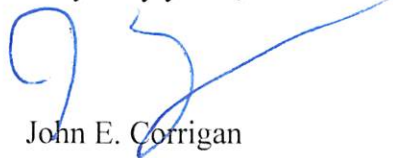
Re: Appeal of order of dismissal on behalf of the employee Steve Slapnicka, which order was taken on or about June 13, 2024 by Lancaster County Engineer, Pam Dingman

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

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