

PERSONNEL BOARD

December 19, 2013

MEETING

Meeting was held Thursday, December 19, 2013, City Council Chambers, County-City Building, Lincoln, Nebraska.

Members present: Pat Borer, Joe Rupp, Pat Kahm, Kent Mattson. Member absent: Maggie Stine. Personnel Department resource staff attending: Karen Eurich.

Due to changes in board members due to new appointments, there was a lack of a chair or vice-chair to preside over the meeting. Human Resource Director Doug McDaniel appointed Pat Borer as interim chair for the meeting.

Meeting was opened at 1:30 by interim chair Pat Borer.

Agenda Item 1 was the request to change the pay range and amend the IAFF pay plan for the classification 5100–Fire Air Technician from N16 to F11. Doug McDaniel of the Human Resources department explained this class was created for the Fire Department in 2012. At that time, it was determined the position would be civilian, and therefore placed in the PAGE union. The IAFF union filed a petition with the CIR for the classification to be represented by the IAFF union. A hearing was held, and the CIR court determined the classification should be represented by the IAFF union. This action is to move the classification from the PAGE union to the IAFF union, and establish a new pay range of F11, which is the same pay the classification is currently receiving. The classification will now be represented by the IAFF union, but will remain in the civilian pension plan. Don Taute of the City Attorney’s office also offered information to the board that a letter of agreement has been entered into with IAFF in regard to the findings of the CIR court case.

Agenda Item 2 was the request to delete the classification 5100–Fire Air Technician from the PAGE pay plan. Doug McDaniel of the Human Resources department explained this request goes with agenda item 1. As a result of moving the classification to the IAFF pay plan, the classification needs to be removed from the PAGE pay plan. Following discussion, it was moved by Kent Mattson and seconded by Pat Borer to approve Agenda Item 1 and 2 as presented. Motion unanimously carried by roll call vote.

Agenda Item 3 was the request to change the class titles of Personnel Clerk to Human Resources Clerk, Personnel Coordinator to Human Resources Coordinator, and Personnel Operations Specialist to Human Resources Specialist. Nicole Gross of the Human Resources Department explained this request was due to the recent change in the department’s name from Personnel to Human Resources. These are the only classes within the department with the word Personnel in the class title, and we are requesting to change the class titles to be consistent with the department name change. Following discussion, it was moved by Pat Kahm and seconded by Joe Rupp to approve the title changes as presented. Motion unanimously carried by roll call vote.

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Agenda Item 4 was the request to amend Section 2.76.400 of the Lincoln Municipal Code—Leaves of Absence Without Pay. Doug McDaniel of the Human Resources department explained this request would allow the City to approve employees for a leave of absence due to temporary loss of funding for grant funded positions if we ever have a federal government shut down situation again. This would allow the City to avoid a reduction in force situation for employees if they work under a federal grant. Don Taute of the City Attorney's office also answered questions from the board. Following discussion, it was moved by Kent Mattson and seconded by Joe Rupp to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 5 was miscellaneous discussion. Don Taute of the City Attorney's office discussed the approval of the November 21, 2013 minutes. Since the board has turned over three members, there will never be a quorum of three members that attended the November meeting present to approve the minutes. After discussion, Board Member Pat Borer, who was in attendance at the November 21, 2013 meeting, proposed the minutes of the meeting be accepted as presented without a formal vote of the Board. The other board members concurred.

There being no further business, the meeting adjourned at 1:50 p.m.

The next scheduled meeting is tentatively set for Thursday, January 16, 2014.

Karen Eurich
Personnel Operations Specialist

PC: Teresa Meier, City Clerk
Directors