

PERSONNEL POLICY BOARD

September 4, 2014

MEETING

Meeting was held Thursday, September 4, 2014, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

Members present: Jerry Sellentin, John Dumonceaux, Randy Goyette, Eric Brown, Steve Eicher. Member absent: Georgia Glass. Personnel Department resource staff attending: Karen Eurich.

The meeting was opened at 1:30 p.m. by Chair Randy Goyette.

It was moved by Jerry Sellentin and seconded by John Dumonceaux to approve the minutes of the April 3, 2013 meeting. Motion unanimously carried by roll call vote.

Agenda Item 1 was the request to create the classification 2329–Biosolids Coordinator–C13. Nicole Gross of the Human Resources Department explained this request was for the Lancaster County Extension office for a new program using biosolids and will be a joint program with the City of Lincoln. Gary Bergman, Extension Agent, also addressed the board with information about this classification. The position had previously been funded by UNL, and the employee running the program recently retired. It was Mr. Bergman’s desire to have the position funded by the County. Following discussion, it was moved by Jerry Sellentin and seconded by Steve Eicher to approve the creation as presented. Motion unanimously carried by roll call vote.

Agenda Item 2 was the request to amend Rule 8.1 of the Personnel Rules–Nature, Duration, and Purpose. Doug McDaniel of the Human Resources Department explained this amendment was to change the Juvenile Detention Officer’s probationary period from six months to one year due to recent labor contract negotiations with the union. Following discussion, it was moved by Eric Brown and seconded by Jerry Sellentin to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 3 was the request to amend Rule 17.11 of the Personnel Rules–Employees Temporarily Assigned to a Higher Classification. Doug McDaniel of the Human Resources Department explained this amendment was to allow more latitude in the amount of pay the employee receives when being temporarily assigned to another position. Because the various pay plans in the County are not in sync, for some employees the next step above their current rate of pay resulted in a minuscule pay increase. This amendment would allow for a more substantial pay increase for employees accepting a temporary assignment. Following discussion, it was moved by Jerry Sellentin and seconded by John Dumonceaux to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 4 was the request to amend Rule 17.15 of the Personnel Rules–Emergency Standby Compensation. Doug McDaniel of the Human Resources Department explained this amendment was to change the application of the payment of standby pay. Rick Deboer, AFSCME president, addressed the board with questions regarding the amendment. Following discussion, it was moved by Steve Eicher and seconded by John Dumonceaux to approve the amendment as presented. Motion unanimously carried by roll call vote.

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Agenda Item 5 was the request to amend Rule 17.19 of the Personnel Rules–Shift Differential. Doug McDaniel of the Human Resources Department explained this amendment was to adjust the shift pay amount for the Juvenile Detention Officers due to recent labor contract negotiations with the union, and to delete language referencing Community Mental Health, as they are no longer a County department. Following discussion, it was moved by Jerry Sellentin and seconded by Eric Brown to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 6 was the request to amend Rule 17.20 of the Personnel Rules–Weekend Differential Pay. Doug McDaniel of the Human Resources Department explained this amendment was to delete language referencing Community Mental Health, as they are no longer a County department. Following discussion, it was moved by John Dumonceaux and seconded by Steve Eicher to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 7 was the request to amend Rule 18.1 of the Personnel Rules–Compensation for Absence on Holidays. Doug McDaniel of the Human Resources Department explained this amendment was to change the number of Personal Convenience Holiday hours for the Juvenile Detention Officers due to recent labor contract negotiations with the union. Following discussion, it was moved by Randy Goyette and seconded by Jerry Sellentin to approve the amendment as presented. Motion unanimously carried by roll call vote.

Agenda Item 8 was the request for grievance hearing for Marvin Tejral–County/City Property Management. Rick Deboer represented Marvin Tejral. Richard Grabow of the County Attorney’s office represented Property Management. The proceedings were recorded by Julie Pell of Pell Reporting, Inc. and are on file in that office. Richard Grabow addressed the board with the opinion that an employee cannot grieve a performance evaluation and requested that the board vote to not hear the grievance. Rick Deboer argued the employee should be able to appear before the board on this matter, as other steps have been taken at the department level, and the Personnel Board is the only other option the employee has. Following discussion, it was moved by Eric Brown and seconded by John Dumonceaux to deny the grievance for lack of jurisdiction by the board to hear the topic. Motion unanimously carried by roll call vote. Lancaster County employees Audrey Hibler, Cory Cramm, and Cheryl Huckabay also addressed the board with comments regarding this matter.

Agenda Item 9 was the election of Chair, and Agenda Item 10 was the election of Vice-Chair. It was moved by Jerry Sellentin and seconded by John Dumonceaux to combine the two agenda items and continue the Chair as Randy Goyette and Vice-Chair as Steve Eicher. Motion unanimously carried by roll call vote.

Agenda Item 11 was miscellaneous discussion. Richard Grabow of the County Attorney’s office informed the board that he has been reassigned to other duties in the County Attorney’s office and will no longer be dealing with personnel issues. He introduced Kristy Bauer to the Board as his replacement. The board commended Mr. Grabow on his professionalism and thanked him for his previous dealings with the board.

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There being no further business, the meeting adjourned at 2:30 p.m.

The next regularly scheduled meeting is tentatively set for Thursday, October 2, 2014.

Karen Eurich
Personnel Operations Specialist

pc: Department Heads
Marvin Tejral
Rick Deboer
Richard Grabow