

# **PERSONNEL POLICY BOARD**

## **April 3, 2014**

### **MEETING**

Meeting was held Thursday, April 3, 2014, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

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

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

It was moved by John Dumonceaux and seconded by Eric Brown to approve the minutes of the December 9, 2013 meeting. Voting Yes: Eric Brown, John Dumonceaux, Randy Goyette. Abstaining: Jerry Sellentin.

Agenda Item 1 was the request to change the pay grade of the classification 2602–Land Records Technician II from C06 to C08. Doug McDaniel of the Human Resources department informed the board the classification is in the Assessor/Register of Deeds department. This classification supervises employees in the Land Records Technician I classification, which is represented by AFSCME. Due to differing cost of living increases in the past for the two groups, it has caused the Land Records Technician I pay grade to get close to the Land Records Technician II pay grade. Following discussion, it was moved by John Dumonceaux and seconded by Randy Goyette to approve the pay grade change as presented. Motion unanimously carried by roll call vote.

Agenda Item 2 was a request to revise the Overtime Personnel Policy Bulletin. Doug McDaniel of the Human Resources department informed the board the addition of the language regarding a 207k exemption for the Corrections -Sergeants was added, along with other clean up language. Following discussion, it was moved by Jerry Sellentin and seconded by Eric Brown to approve the revisions as presented. Motion unanimously carried by roll call vote.

Agenda Item 3 was a request to revise the Catastrophic Illness Leave Donation Policy Bulletin. Doug McDaniel of the Human Resources department informed the board the revisions introduced were at the request of the Public Defender's office. The revisions will expand the policy to now allow an employee to receive donations when they have a seriously ill spouse or child for which special care training or twenty four hour care is needed. Dennis Keefe of the Public Defender's office explained the reasoning behind the request, and the situation an employee in his office is currently going through. Board member Jerry Sellentin suggested expanding the policy to the employee's grandchild as a future revision. Following discussion, it was moved by Jerry Sellentin and seconded by John Dumonceaux to approve the revisions as presented. Motion unanimously carried by roll call vote.

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Agenda Item 4 was the request to amend Rule 7.6 of the Personnel Rules–On-Call Appointment. Doug McDaniel of the Human Resources department explained the revision was to add language for re-hire ability without an open competitive process needing to be done. This provision would only apply if the employee was hired from a probationary or regular status to on-call within thirty days from their previous separation. Richard Grabow of the County Attorney’s office also offered information. Following discussion, it was moved by Eric Brown and seconded by Jerry Sellentin to approve the revisions as presented. Motion unanimously carried by roll call vote.

Agenda Item 5 was the request for appeal hearing from Kim Weygint-County Engineering. Rick Deboer of AFSCME represented Kim Weygint. Richard Grabow of the County Attorney’s office represented County Engineering. The proceedings were recorded by Sheryl Teslow of Pell Reporting, Inc., and are on file in that office. There were eleven exhibits offered and received by Chair Randy Goyette. Witnesses called: Ron Bohaty, Bob Jacobs, Kim Weygint. Following discussion, it was moved by Jerry Sellentin and seconded by John Dumonceaux to deny the appeal. Motion unanimously carried by roll call vote.

Agenda Item 6 was the request for grievance hearing from FOP #32–Call Back/Overtime Pay. Gary Young of Keating, O’Gara, Nedved & Peter represented FOP #32. Richard Grabow of the County Attorney’s office represented Corrections. The proceedings were recorded by Sheryl Teslow of Pell Reporting, Inc., and are on file in that office. There were twelve exhibits offered and received by Chair Randy Goyette. Witnesses called: Dan Goodman, Brad Johnson, Mike Thurber. Following discussion, it was moved by Eric Brown and seconded by Jerry Sellentin to grant the grievance and therefore instruct the County to recalculate the hours worked to include call back to count as hours worked toward overtime calculations. Voting Yes: Jerry Sellentin, Eric Brown, Randy Goyette. Voting No: John Dumonceaux.

There being no further business, the meeting adjourned at 5:20 p.m.

The next regularly scheduled meeting is tentatively set for Thursday, May 1, 2014.

Karen Eurich  
Personnel Operations Specialist

pc: Department Heads  
Kim Weygint  
Rick Deboer  
Richard Grabow  
Gary Young