

Scotts Bluff County Personnel Board Meeting  
Thursday, November 7, 2024  
County Commissioners Room  
4:30 p.m.

The advertised meeting of the Scotts Bluff County Personnel Board was called to order at 4:35 p.m. by Mark Harris.

Reference was made to the Nebraska Open Meeting Act.

Introduction for new Personnel Board Member Becky Stitt.

Roll Call. Present: Tim White, Mark Harris, Tony Schuler, Becky Stitt. Absent: Jean Bauer.

Pledge of Allegiance.

Emergency Items: none

**Approval of November 7, 2024 agenda.** Moved by Schuler to approve the agenda, seconded by Stitt. YEA: White, Stitt, Harris, Schuler. NAY: None. Absent: Bauer. Motion passed.

**Approval of the August 29, 2024 minutes.** Moved by White to approve the minutes, seconded by Harris. YEA: White, Harris, Schuler. NAY: None. Absent: Bauer. Motion passed. Stitt abstained from voting.

**Personnel Director's Report presented by Lisa Rien.** Lisa provided updates regarding EEOC claims, Worker's Comp claims, hirings, terminations, benefits, Wellness Committee, Time Clock, Bullying Training, Bytes Training. Unemployment claims are now filed on-line.

**Discussed and considered Worker's Compensation Maximum amount of Recovery Time Allowed # 7603.400.** This was brought to the County by our Worker's comp carrier. A policy was needed. Employees need time to recover; County needs to work with employees in returning them to work. If employee is unable to return, worker's compensation will assist with vocational rehab. Moved by Harris to approve based on the information received from NIRMA, seconded by Stitt. YEA: White, Stitt, Harris, Schuler. NAY: None. Absent: Bauer. Motion passed.

**Discussed and considered Distracted Driving Policy # 1700.004.** Training was recently provided for those who drive county vehicles. It was recommended that the County has a Distracted Driving Policy. Discussion regarding needing exceptions for our emergency responders. More discussion is needed, input needed from Sheriff's Office and Public Transit. Moved by Tim to table this discussion, seconded by Schuler. YEA: White, Stitt, Harris, Schuler. NAY: None. Absent: Bauer. Motion passed.

**Discussed and considered Overtime Pay # 3600.001.** Discussion came from Detention Center; personnel manual does not address. Important to be consistent with how overtime, sick and vacation is handled. Moved by Schuler to approve the policy, seconded by White. YEA: White, Stitt, Harris, Schuler. NAY: None. Absent: Bauer. Motion passed.

**Discussed and considered Pet Policy # 9600.000.** Tabled from the previous meeting. Commissioners signed a resolution on March 4<sup>th</sup>, 2024; needed to be added to the Personnel Manual. Added Sheriff's Office and Building and Grounds to the policy. Moved by White to approve as amended, seconded by Stitt. YEA: White, Stitt, Harris, Schuler. NAY: None. Absent: Bauer. Motion passed.

**Discussed and considered No Smoking and Vaping Policy # 1210.000 (tabled from last meeting).** Maps were presented to show smoking and non-smoking areas. Statute states we do not have to provide benches. Moved by White to approve, seconded by Stitt. YEA: White, Stitt, Harris, Schuler. NAY: None. Absent: Bauer. Motion passed.

**Considered Recommendations of Board of Commissioners.** Moved by White to recommend the following policies to the Commissioners, seconded by Stitt. YEA: White, Stitt, Harris, Schuler. NAY: None. Absent: Bauer. Motion passed.

Worker's Comp Maximum Amount of Recovery Time Allowed #7603.400

Overtime Pay #3600.001

Pet Policy #9600.000

No Smoking and Vaping Policy #1210.000

Additional discussion: Lisa reminded everyone that Schuler's term ends 12/31/24, Commissioners will need to re-appoint or advertise this position. Harris mentioned the Nebraska's sick policy passed.

Next meeting: January 23, 2025.

Meeting adjourned at 5:59 p.m. by Harris.