

**STAFF MEETING MINUTES
LANCASTER COUNTY BOARD OF COMMISSIONERS
TUESDAY, MAY 30, 2023
IMMEDIATELY FOLLOWING THE BOARD OF COMMISSIONERS MEETING
COUNTY CITY BUILDING, 555 S. 10TH STREET
ROOM 112 – CITY COUNTY CHAMBERS**

Commissioners Present: Christa Yoakum, Chair; Sean Flowerday, Vice Chair; Roma Amundson, Rick Vest and Matt Schulte

Others Present: David Derbin, Chief Administrative Officer; John Ward, Deputy County Attorney; and Courtney Lyons, Deputy County Clerk

Advanced public notice of the meeting was posted on the County-City Building bulletin board and the Lancaster County, Nebraska, website and emailed to the media on May 26, 2023. Notice was also published in the Lincoln Journal Star print and digital editions on May 29, 2023.

The Chair noted the location of the Open Meetings Act and opened the meeting at 10:40 a.m.

AGENDA ITEM

1. PAID PARENTAL LEAVE - Barb McIntyre, Director, Lincoln-Lancaster County Human Resources

McIntyre answered questions she had received since the board meeting the previous week where the drafted policy was discussed (Exhibit 1). She said there would be an estimated 19 births per year at a cost to the County of \$173,275, not including overtime.

Amundson asked what the minimum unit of leave could be if an employee chose to use leave time intermittently. McIntyre answered the policy was drafted to match current Family Medical Leave Act (FMLA) language and that there is no minimum unit of leave specified.

Schulte asked for and McIntyre answered the definition of a reduced leave schedule. He asked why the policy draft required paid parental leave to be used before other paid leave. McIntyre answered it is easier to track and requires the employee to use it close to the time of the qualifying event. Schulte recommended striking language that implied employees could take parental leave at any time, when in some cases, it is up to department approval. McIntyre agreed to the change.

Flowerday stated he would approve a paid parental leave length of six weeks and the use of intermittent leave for bonding subject to department approval. Yoakum agreed.

Vest asked if employees continue to accrue vacation leave if they are on paid medical leave. McIntyre answered yes. Schulte asked if this included an employee's first six months. McIntyre answered yes, employees accrue leave during that time, but cannot use it. McIntyre noted the policy draft would exclude employees on probation, but they could use unpaid time and have job protection under Nebraska's pregnancy protection laws.

Schulte and McIntyre discussed the definition of "spouse" in the policy. McIntyre said the policy draft was written to reflect the federal definition, but she will update the language.

Amundson noted the previous policy draft language of eight weeks would be a long time. Flowerday agreed. Vest noted six weeks is incredibly generous.


McIntyre said she would make changes to the policy draft and explained the remaining steps she will take before she returns the policy to the Board.

2. EMERGENCY ITEMS

There were no emergency items.

3. ADJOURNMENT

MOTION: Flowerday moved and Vest seconded to adjourn at 10:55 a.m. Flowerday, Schulte, Vest, Amundson and Yoakum voted yes. Motion carried 5-0.



Matt Hansen
Lancaster County Clerk

