

**Personnel, Legislative and Public Affairs  
Subcommittee Meeting Minutes  
December 12, 2017**

A meeting of the Papio-Missouri River Natural Resources District’s Personnel, Legislative and Public Affairs Subcommittee was held at the Natural Resources Center, 8901 South 154<sup>th</sup> Street, Omaha, NE, on December 12, 2017. The meeting was called to order by Chairperson Fred Conley at 6:30 p.m.

**QUORUM CALL:** Quorum call was taken. The following subcommittee members were in attendance.

Subcommittee Members Present	Subcommittee Members Absent	Other Directors Present	Others in Attendance
Fred Conley, Chairperson	Patrick Leahy*	Larry Bradley	John Winkler
Tim Fowler, Vice Chairperson		David Klug	Marlin Petermann
Mark Gruenewald		Rich Tesar	Brent Meyer
Ted Japp		Jim Thompson	Jean Tait
John Conley**			Other Staff Members
			Ashley Thomalla, SilverStone Group
			Marnie Jensen, Husch Blackwell

\* Absent

\*\* Alternate Voting Member

**ADOPTION OF AGENDA:**

- **It was moved by Director Fowler and seconded by Director J. Conley that the agenda be adopted.**

Roll call was taken on the motion. The motion carried on a vote of 5-yea.

Voting Yea: J. Conley, Fowler, Gruenewald, Japp, F. Conley  
 Voting Nay: None  
 Abstaining: None  
 Absent: Leahy

**PROOF OF PUBLICATION:** Public notice of the meeting was posted at all District offices and published in the Omaha World-Herald on December 7, 2017. The proof of publication affidavit is included with the file copy of these minutes.

**1. Review and Recommendation on the 2018 Pay Program Administration Manual – John Winkler, Jean Tait and Ashley Thomalla, SilverStone Group:**

Jean Tait briefed the subcommittee on recommendations to the Papio-Missouri River NRD Pay Program Administration Manual for calendar year 2018. There was general discussion on the 2017 Market Analysis that was approved by the Board at the October 13, 2017 meeting. John Winkler, Jean Tait and Ashley Thomalla, Silverstone Group, addressed questions.

- **It was moved by Director J. Conley and seconded by Director Fowler that the Subcommittee recommends to the Board of Directors that the amendments to the Papio-Missouri River NRD Pay Program Administration Manual for calendar year 2018, be adopted and incorporated into the District Policy Manual.**

Roll call was taken on the motion. The motion carried on a vote of 4-yea and 1-nay.

Voting Yea: J. Conley, Fowler, Japp, F. Conley  
Voting Nay: Gruenewald  
Abstaining: None  
Absent: Leahy

**2. Review and Recommendation on the Update to the Employee Handbook – John Winkler, Jean Tait, and Marnie Jensen, Husch Blackwell:**

Jean Tait briefed the subcommittee on the recommended amendments to the Papio-Missouri River NRD Employee Handbook. Marnie Jensen, Husch Blackwell was present to answer questions if requested.

- **It was moved by Director Fowler and seconded by Director Japp that the Subcommittee recommends to the Board of Directors that the amendments to the Papio-Missouri River NRD Employee Handbook be adopted and incorporated into the District Policy Manual.**

Roll call was taken on the motion. The motion carried on a vote of 5-yea.

Voting Yea: J. Conley, Fowler, Gruenewald, Japp, F. Conley  
Voting Nay: None  
Abstaining: None  
Absent: Leahy

**ADJOURNMENT:** Being no further business, the meeting adjourned by acclamation 6:47 p.m.