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 154th 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.

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