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 10, 2019. 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</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>Tim Fowler *</td>
<td>Danny Begley</td>
<td>John Winkler</td>
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<td>Mark Gruenewald</td>
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<td>Larry Bradley</td>
<td>Marlin Petermann</td>
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<td>Ted Japp</td>
<td></td>
<td>Rich Tesar</td>
<td>Brent Meyer</td>
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<td>Tim McCormick</td>
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<td>Jim Thompson</td>
<td>Jean Tait</td>
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<td>Kevyn Sopinski **</td>
<td></td>
<td>John Wiese</td>
<td>Other Staff Members</td>
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<td>Ashley Thomalla, SilverStone Group</td>
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<td>John &amp; Kim Erickson</td>
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<td>Rod Scheer</td>
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<td>Mark Ondracek</td>
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* Absent
** Alternate Voting Member

**ADOPTION OF AGENDA:**

- It was moved by Director Sopinski and seconded by Director McCormick that the agenda be adopted.

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

Voting Yea: Gruenewald, Japp, McCormick, Sopinski, Conley
Voting Nay: None
Abstaining: None
Absent: Fowler

**PROOF OF PUBLICATION:** Public notice of the meeting was posted at all District offices and published in the Omaha World-Herald on December 5, 2019. The proof of publication affidavit is included with the file copy of these minutes.

1. **Review and Recommendation on the 2020 Pay Program Administration Manual – Jean Tait and Ashley Thomalla, SilverStone Group:**

Jean Tait and Ashley Thomalla, SilverStone Group briefed the subcommittee on recommendations to the Papio-Missouri River NRD Pay Program Administration Manual for calendar year 2020 as supported by Silverstone Group’s Annual Compensation Planning Bulletin for 2020 and World at Work 2019-2020 United States Salary Budget Survey for Nebraska. All questions and concerns were addressed by staff.
• It was moved by Director McCormick and seconded by Director Sopinski 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 2020 be adopted and incorporated in 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: Japp, McCormick, Sopinski, Conley
Voting Nay: Gruenewald
Abstaining: None
Absent: Fowler

2. Review and Recommendation on Update to the Employee Handbook – Jean Tait and John Winkler:

Jean Tait briefed the subcommittee on the recommended amendments to the Papio-Missouri River NRD Employee Handbook. The amendments were primarily housekeeping in nature and all questions/concerns were addressed by staff.

• It was moved by Director McCormick and seconded by Director Sopinski that the Subcommittee recommends to the Board of Directors that the amendments to the Papio-Missouri River NRD Employee Handbook be adopted and incorporated in the District’s Policy Manual.

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

Voting Yea: Japp, McCormick, Sopinski, Conley
Voting Nay: Gruenewald
Abstaining: None
Absent: Fowler

ADJOURNMENT: Being no further business, the meeting adjourned by acclamation 6:50 p.m.