

**Personnel, Legislative and Public Affairs  
Subcommittee Meeting Minutes  
December 10, 2019**

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 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.

| Subcommittee Members Present | Subcommittee Members Absent | Other Directors Present | Others in Attendance               |
|------------------------------|-----------------------------|-------------------------|------------------------------------|
| Fred Conley, Chairperson     | Tim Fowler *                | Danny Begley            | John Winkler                       |
| Mark Gruenewald              |                             | Larry Bradley           | Marlin Petermann                   |
| Ted Japp                     |                             | Rich Tesar              | Brent Meyer                        |
| Tim McCormick                |                             | Jim Thompson            | Jean Tait                          |
| Kevyn Sopinski **            |                             | John Wiese              | Other Staff Members                |
|                              |                             |                         | Ashley Thomalla, SilverStone Group |
|                              |                             |                         | John & Kim Erickson                |
|                              |                             |                         | Rod Scheer                         |
|                              |                             |                         | Mark Ondracek                      |

\* 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.