

Personnel, Legislative and Public Affairs Subcommittee Meeting
October 6, 2020

Review and Recommendation on the Sixth Addendum to the Papio-Missouri River
NRD General Manager's Employment Agreement

There will not be a separate memorandum for this item. A redlined version of the Sixth Addendum of the GM;s Employment Agreement and additional attachments have been posted to the District's website.

~~FIFTH~~SIXTH ADDENDUM
TO
PAPIO-MISSOURI RIVER NATURAL RESOURCES DISTRICT
GENERAL MANAGER EMPLOYMENT AGREEMENT

This ~~Fifth~~Sixth Addendum (“~~Fifth~~Sixth Addendum”) amends the General Manager Employment Agreement (“Agreement”) entered into on October 10, 2006 by and between Papio-Missouri River Natural Resources District (“District”) and John G. Winkler (“Winkler”), for the employment of Winkler as General Manager of the District.

For full and adequate consideration and their mutual covenants herein contained the parties hereby agree that paragraph (b) of Section 2 of the Agreement should be amended, to read as follows, to-wit:

2. COMPENSATION.

During the period of employment under this Agreement, Winkler shall be compensated as follows:

(b) Salary. For all services rendered by Winkler in any capacity during his employment under this Agreement, District shall pay Winkler a base salary of ~~\$161,154.00~~169,656.30 per year beginning ~~July~~ October 1, ~~2018~~2020, payable in monthly installments according to Employer’s standard payroll procedures. Unless otherwise agreed, the base salary shall increase on each July 1 thereafter, in direct proportion to the increase for the preceding 12 months in the Consumer Price Index Seasonally Adjusted U.S. City Average for All Urban Consumers (CPI U) as published by the U.S. Department of Labor, or if such index does not exist, the most comparable consumer price index shall be used. District may pay Winkler an additional lump sum of money as a performance bonus on an annual basis, if the Board of Directors of the District determines by a majority vote of a quorum that a performance bonus is appropriate. The Board of Directors of the District shall have sole discretion on whether to award a performance bonus to Winkler and the amount of such bonus.

The Agreement is hereby ratified and confirmed in all respects, except as so amended by this ~~Fifth~~Sixth and by the ~~four~~five previous Addendums to the original Papio-Missouri River Natural Resources District General Manager Employment Agreement, entered into on December 14, 2006 by and between the District and Winkler.

This ~~Fifth~~Sixth Addendum shall be effective upon its execution by both parties.

~~HB: 4832-0203-3849.1~~

~~OMA-488045-1~~

**PAPIO-MISSOURI RIVER NATURAL RESOURCES
DISTRICT**

By: _____

Title: Chairperson _____ Date: _____

JOHN G. WINKLER

Date: _____

**U.S. BUREAU OF LABOR STATISTICS****Economic News Release**

CPI PRINT:

Consumer Price Index Summary

Transmission of material in this release is embargoed until
8:30 a.m. (EDT) July 14, 2020 USDL-20-1376

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CONSUMER PRICE INDEX - JUNE 2020

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.6 percent in June on a seasonally adjusted basis after falling 0.1 percent in May, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 0.6 percent before seasonal adjustment.

The gasoline index rose sharply in June after recent declines and accounted for over half of the monthly increase in the seasonally adjusted all items index. The energy index increased 5.1 percent in June as the gasoline index rose 12.3 percent. The food index also rose in June, increasing 0.6 percent as the index for food at home continued to rise.

The index for all items less food and energy rose 0.2 percent in June, its first monthly increase since February. The index for motor vehicle insurance increased sharply in June after recent declines. The indexes for apparel, shelter, and medical care also increased in June, while the indexes for used cars and trucks, recreation, and communication all declined.

The all items index increased 0.6 percent for the 12 months ending June; this compares to a 0.1-percent increase for the 12 months ending May. The index for all items less food and energy increased 1.2 percent over the last 12 months. The food index increased 4.5 percent over the last 12 months, with the index for food at home rising 5.6 percent. Despite increasing in June, the energy index fell 12.6 percent over the last 12 months.

Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average

	Seasonally adjusted changes from preceding month							Un- adjusted 12-mos. ended June 2020
	Dec. 2019	Jan. 2020	Feb. 2020	Mar. 2020	Apr. 2020	May 2020	June 2020	
All items.....	.2	.1	.1	-.4	-.8	-.1	.6	.6
Food.....	.2	.2	.4	.3	1.5	.7	.6	4.5
Food at home.....	.0	.1	.5	.5	2.6	1.0	.7	5.6
Food away from home (1) ..	.3	.4	.2	.2	.1	.4	.5	3.1
Energy.....	1.6	-.7	-2.0	-5.8	-10.1	-1.8	5.1	-12.6
Energy commodities.....	3.0	-1.6	-3.5	-10.4	-20.0	-3.5	11.7	-23.2
Gasoline (all types)....	3.1	-1.6	-3.4	-10.5	-20.6	-3.5	12.3	-23.4
Fuel oil.....	1.1	-.4	-8.5	-13.7	-15.6	-6.3	10.2	-29.9
Energy services.....	-.2	.6	-.3	-.5	.1	-.5	-.2	.1
Electricity.....	-.2	.4	-.1	-.2	.1	-.8	-.3	.1
Utility (piped) gas service.....	-.5	1.0	-.9	-1.4	.2	.8	.0	-.2
All items less food and energy.....	.1	.2	.2	-.1	-.4	-.1	.2	1.2
Commodities less food and energy.....								



Jobs in each Suggested Pay Grade

Pay Grade	Pay Grade Minimum	Pay Grade Midpoint	Pay Grade Maximum	Job Titles
Effective: 01/18				
23	201,124	251,406	301,687	General Manager
22	182,840	228,550	274,261	
21	166,219	207,773	249,328	
20	151,108	188,885	226,662	
19	137,371	171,713	206,056	
18	124,882	156,103	187,324	
17	113,530	141,912	170,294	Assistant General Manager
16	103,209	129,011	154,813	
15	93,826	117,283	140,739	
14	85,296	106,620	127,945	

Taken from the Natural Resources Districts
 Salary Survey
 FY 2019-2020

FY 2019-20	General Manager	SALARY
	NRD Average	111,392
	NRD Median	105,063
14 Y	Upper Loup	66,509
4 Y	Lewis and Clark	75,754
17 Y	Nemaha	83,835
32 Y	Lower Big Blue	85,992
3 Y	Lower Republican	91,000
25 Y	Tri-Basin	91,000
9 Y	Lower Niobrara	91,600
18 Y	Middle Niobrara	92,115
7 Y	Upper Niobrara-White	94,000
26 Y	Upper Elkhorn	100,728
7 Y	Middle Republican	105,000
3 Y	Lower Platte North	105,426
34 Y	South Platte	108,005
1 Y	Little Blue	112,000
4 Y	Upper Big Blue	115,001
47 Y	Twin Platte	116,390
2 Y	Lower Loup	124,500
5 Y	Lower Elkhorn	132,473
7 Y	North Platte	140,293
24 Y	Central Platte	144,909
4 Y	Lower Platte South	151,000
14 Y	Papio	163,732
16 Y	Upper Republican	170,747

