

**Personnel, Legislative and Public Affairs
Subcommittee Meeting Minutes
December 8, 2020**

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 8, 2020. The meeting was called to order by Chairperson Fred Conley at 4:00 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, Vice-Chairperson*	Danny Begley	John Winkler
Ted Japp	Mark Gruenewald*	Larry Bradley	Marlin Petermann
Tim McCormick		Rich Tesar	Brent Meyer
Kevyn Sopinski**		Jim Thompson	Nicole Gust
			Jean Tait
			Other Staff Members

* Absent

** Alternate Voting Member

ADOPTION OF AGENDA:

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

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

Voting Yea: Japp, McCormick, Sopinski, Conley

Voting Nay: None

Abstaining: None

Absent: Fowler, Gruenewald

PROOF OF PUBLICATION: Public notice of the meeting was posted at all District offices and published in the Omaha World-Herald on December 3, 2020. The proof of publication affidavit is included with the file copy of these minutes.

1. Review and Recommendation on the 2021 Pay Program Administration Manual – Jean Tait and John Winkler:

Jean Tait briefed the subcommittee on recommendations to the Papio-Missouri River NRD Pay Program Administration Manual for calendar year 2021 as supported by Silverstone Group’s Annual Compensation Planning Bulletin for 2021 and World at Work 2020-2021 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 proposed amendments to the Papio-Missouri River NRD Pay Program Administration Manual for calendar year 2021 be adopted and incorporated to the District’s Policy Manual.**

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

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

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

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

It was moved by Director Sopinski and seconded by Director McCormick that the Subcommittee recommends to the Board of Directors that the proposed amended language to the Papio-Missouri River NRD Employee Handbook and Safety Manual be approved and incorporated to the District Policy Manual.

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

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

ADJOURNMENT: Being no further business, the meeting adjourned by acclamation 4:25 p.m.