

**Personnel, Legislative and Public Affairs
Subcommittee Meeting Minutes
December 7, 2021**

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 7, 2021. The meeting was called to order by Chairperson Kevyn Sopinski at 4:07 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
Patrick Bonnett	Danny Begley*	Larry Bradley	John Winkler
Ted Japp, Vice-Chairperson	Tim Fowler*	Fred Conley	Brent Meyer
Tim McCormick		Phil Davidson	Nicole Gust
Kevyn Sopinski, Chairperson		Rich Tesar	Jean Tait
		Jim Thompson	Ashley Thomalla, SilverStone Group
			Other Staff Members

* Absence

** Alternate Voting Member

ADOPTION OF AGENDA:

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

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

Voting Yea: Bonnett, Japp, McCormick, Sopinski

Voting Nay: None

Abstaining: None

Absent: Begley, Fowler

PROOF OF PUBLICATION: Public notice of the meeting was posted at all District offices and published in the Omaha World-Herald on December 2, 2021. The proof of publication affidavit is included with the file copy of these minutes.

1. Review and Recommendation on the P-MRNRD Pay Structure and Compensation Planning – John Winkler, Jean Tait, and Ashley Thomalla, SilverStone Group:

a. Compensation Study Market Analysis Results

Administrative Coordinator Jean Tait and Ashley Thomalla, SilverStone Group, reviewed the Compensation Study Market Analysis Results with the Directors and answered questions.

- **It was moved by Director McCormick and seconded by Director Japp that the Subcommittee recommend to the Board of Directors, that the proposed 2021 Market Analysis results be approved.**

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

Voting Yea: Bonnett, Japp, McCormick, Sopinski
Voting Nay: None
Abstaining: None
Absent: Begley, Fowler

b. Amendment to the P-MRNRD Pay Program Administration Manual for CY 2022

Administrative Coordinator Jean Tait briefed the Directors on recommendations to the Papio-Missouri River NRD Pay Program Administration Manual for CY 2022 as supported by Silverstone Group's 2021 Market Analysis results and World at Work's 2021-2022 United States Salary Budget Survey for Nebraska. Jean, General Manager Winkler and Ashley Thomalla, SilverStone Group, answered Directors questions.

It was moved by Director McCormick and seconded by Director Bonnett that the Subcommittee recommend to the Board of Directors that the proposed amendments to the Papio-Missouri River NRD Pay Program Administration Manual for calendar year 2022 be adopted and incorporated to the District's Policy Manual.

Roll call was taken on the motion. The motion carried on a vote of 3-yea and 1-nay.

Voting Yea: Bonnett, McCormick, Sopinski
Voting Nay: Japp
Abstaining: None
Absent: Begley, Fowler

2. Review and Recommendation on Amendments to P-MRNRD Employee Handbook for CY 2022 – John Winkler and Jean Tait:

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.

It was moved by Director Japp and seconded by Director McCormick that the Subcommittee recommend to the Board of Directors that the proposed amended language to the Papio-Missouri River NRD Employee Handbook for calendar year 2022 be approved 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: Bonnett, Japp, McCormick, Sopinski
Voting Nay: None
Abstaining: None
Absent: Begley, Fowler

ADJOURNMENT: Being no further business, the meeting adjourned by acclamation 4:24 p.m.