

**Personnel, Legislative and Public Affairs Subcommittee
Meeting Minutes
December 6, 2022**

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 S. 154th Street, Omaha, NE on December 8, 2022. The meeting was called to order by Chairman Ted Japp at 4:00 p.m.

QUORUM CALL: Quorum call was taken. The following individuals were in attendance.

Subcommittee Members Present	Subcommittee Members Absent	Other Directors Present	Others Present
Ted Japp, Chairman		Larry Bradley	John Winkler
Tim McCormick, Vice-Chairman		Fred Conley	Amanda Grint
Patrick Bonnett		Phil Davidson	Brent Meyer, Legal Counsel
Tim Fowler		Josh Henningsen	Nicole Gust
Jim Thompson		Kevyn Sopinski	Jean Tait
		Rich Tesar	Ashley Thomalla, SilverStone LLC
			Other Staff Members

- * Excused Absence
- ** Alternate Voting Member

ADOPTION OF AGENDA:

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

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

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

PROOF OF PUBLICATION: Notice of the meeting was posted in all District Offices and published in the Omaha World Herald on December 1, 2022. The proof of publication affidavit is included with the file copy of these minutes.

1. **Amendments to the Papio NRD’s 2023 Pay Program Administration Manual – John Winkler, Jean Tait and Ashley Thomalla, SilverStone Group LLC:**

Administrative Coordinator Jean Tait and Ashley Thomalla, SilverStone Group, briefed the Subcommittee on the recommended amendments to the Pay Program Administration Manual for 2023. There was discussion on employee pay increases for 2022, the proposed increases for 2023, and various other Employee Benefits. Jean and Ashley addressed Directors questions.

- **It was moved by Director Thompson and seconded by Director Fowler that the Subcommittee recommend to the Board of Directors that the proposed amendments to the Papio NRD’s Pay Program Administration Manual for 2023 be approved and incorporated to the District’s Policy Manual.**

An amended motion was discussed to include a one-time inflation bonus to all full-time employees.

- **It was moved by Director Japp and seconded by Director McCormick that a one-time inflationary bonus of \$1,000 be given to each full-time employee.**

Roll call was taken on the amended motion. The amended motion carried on a vote of 3-yea and 2-nay.

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

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

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

2. Amendments to the Papio NRD's 2023 Employee Handbook – John Winkler and Jean Tait:

Administrative Coordinator Jean Tait briefed the Directors on the recommended amendments to the Papio-Missouri River NRD Employee Handbook. The changes included the addition of O&M hours of work, employee notification for bad weather closing and reduced amount of time the District will provide long term disability coverage. All questions/concerns were addressed.

- **It was moved by Director Fowler and seconded by Director McCormick that the Subcommittee recommend to the Board of Directors that the proposed amendments to the Papio NRD's 2023 Employee Handbook be approved and incorporated to the District's Policy Manual.**

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

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

ADJOURNMENT: Being no further business, the meeting adjourned by acclamation at 4:35 p.m.