

**Personnel, Legislative and Public Affairs
Subcommittee Meeting Minutes
December 10, 2013**

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 10, 2013. The meeting was called to order by Chairperson Dave Klug 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 Present
Dave Klug, Chairperson		Fred Conley	John Winkler
Tim Fowler, Vice-Chairperson		John Conley	Marlin J. Petermann
Patrick Bonnett		Curt Frost	Sonya Carlson
Scott Japp		Rich Tesar	Jean Tait
Patrick Leahy		Jim Thompson	Ross Hoppock
		Ron Woodle	Carey Fry
			Christine Jacobsen
			Jerry Herbster
			Lori Laster
			Zach Nelson
			Terry Schumacher
			Barb Sudrla
			Ashley Thomalla, SilverStone Group

- * Excused Absence
- ** Alternate Voting Member

Adoption of Agenda:

It was moved by Director Bonnett and seconded by Director Leahy that the agenda be adopted.

Roll call was taken on the motion. The motion carried on a vote of 4 - 1.

Voting Yea: Bonnett, Fowler, Leahy, Klug
 Voting Nay: None
 Abstaining: None
 Absent: None
 Excused Absence: None
 Present and not voting: Japp

Proof of Publication: Notice of the meeting was posted in all District offices and published in the Omaha World Herald on December 5, 2013. The proof of publication affidavit is included with the file copy of these minutes.

1. **Review and Recommendation on the 2014 Pay Program Administration Manual - Jean Tait and Ashley Thomalla, SilverStone Group:**

Staff member Jean Tait and Ashley Thomalla, SilverStone Group, briefed the Subcommittee on the 2013 Market Analysis of Job Descriptions that was brought to the PLPA Subcommittee on October 8th, 2014. They further explained that in order to keep jobs competitive with the current market, an update to the existing Pay Structure Midpoints was needed. The existing Pay Program Administration Manual was updated to incorporate the changes for the District's 2014 Pay Program.

- **Director Bonnett amended the Pay Program Administration Manual, page 1, Objectives, striking “needed” and replacing with “recommended”. The new bullet point will read: Ensure market competitiveness by market pricing benchmark jobs every two to three years or as deemed necessary based on market trends. Pay changes will be made as recommended based on the newly obtained market data.**
- **It was moved by Director Fowler and seconded by Director Bonnett that the Subcommittee recommend to the Board of Directors that the amendments to the P-MRNRD Pay Program Administration Manual for calendar year 2014 be adopted and incorporated into the District's Policy Manual.**

Roll call was taken on the motion. The motion carried on a vote of 4 - 1.

Voting Yea: Bonnett, Fowler, Leahy, Klug
Voting Nay: None
Abstaining: None
Absent: None
Excused Absence: None
Present and not voting: Japp

Adjournment: Being no further business, the meeting adjourned by acclamation at 6:35 p.m.