

**Personnel, Legislative and Public Affairs Subcommittee  
Meeting Minutes  
January 10, 2012**

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 January 10, 2012. The meeting was called to order by Chairperson Dave Klug at 6:30 p.m.

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

Subcommittee Members Present	Subcommittee Members Absent	Other Directors Present	Others Present
Gus Erickson	Conley (Fred)*	Larry Bradley	Dick Sklenar
Tim Fowler		John Conley	Ross Hoppok
Scott Japp		Rick Kolowski	John Winkler
Jim Thompson **		Rich Tesar	Terry Schumacher
Dave Klug (Chair)			Heather Guthridge
			Marlin Petermann
			Paul Peters
			Kelli Lieurance
			Jean Tait
			Christine Jacobsen

\* Excused Absence

\*\* Alternate Voting Member

**PROOF OF PUBLICATION:** Notice of the meeting was posted in all District offices and published in the Omaha World Herald on January 5, 2012. The proof of publication affidavit is included with the file copy of these minutes.

**ADOPTION OF AGENDA:**

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

Roll call was taken on the motion. The motion carried on a vote of 5-0.

Voting Yea: Erickson, Fowler, Japp, Thompson, Klug  
 Voting Nay: None  
 Abstaining: None  
 Excused Absence: Fred Conley  
 Absent: Fred Conley

**Review and Recommendation on District Policy Appendix U – Affirmative Action Policy – Jean Tait and Kelli Lieurance, Baird Holm LLP:**

Staff reviewed the Affirmative Action Policy and the Equal Opportunity Employer Policy. Kelly Lieurance from Baird Holm LLP answered a few Director’s questions regarding updates, termination dates, and publication of such policies.

- **It was moved by Director Fowler and seconded by Director Erickson that the PLPA Subcommittee recommend to the Board of Directors that the proposed revisions to the Pappio-Missouri River NRD Affirmative Action Plan be adopted and incorporated into the District’s Policy Manual as Appendix U.**

Roll call was taken on the motion. The motion carried on a vote of 5-0.

Voting Yea: Erickson, Fowler, Japp, Thompson, Klug  
Voting Nay: None  
Abstaining: None  
Excused Absence: Fred Conley  
Absent: Fred Conley

**Review and Recommendation on District Policy Appendix V – Family and Medical Leave and Family Military Leave Policy – Jean Tait and Kelli Lieurance, Baird Holm LLP:**

Staff reviewed the Family and Medical Leave and Family Military Leave Policy. Jean Tait answered questions regarding the number of Military personnel employed by the District, and the degree of compliance with the Policy.

- **It was moved by Director Fowler and seconded by Director Erickson that the PLPA Subcommittee recommend to the Board of Directors that the Pappio-Missouri River NRD Family and Medical Leave and Family Military Leave Policy be adopted and incorporated into the District’s Policy Manual as Appendix V.**

Roll call was taken on the motion. The motion carried on a vote of 5-0.

Voting Yea: Erickson, Fowler, Japp, Thompson, Klug  
Voting Nay: None  
Abstaining: None  
Excused Absence: Fred Conley  
Absent: Fred Conley

**Review and Recommendation on Updates to District Policy Appendix B – P-MRNRD Employee Handbook – Jean Tait and Kelli Lieurance, Baird Holm LLP:**

Staff reviewed the minor changes to the Employee Handbook. There were no questions from the Subcommittee.

- **It was moved by Director Erickson and seconded by Director Fowler that the PLPA Subcommittee recommend to the Board of Directors that the update to the Papio-Missouri River NRD Employee Handbook be adopted and incorporated into the District's Policy Manual as Appendix B.**

Roll call was taken on the motion. The motion carried on a vote of 5-0.

Voting Yea: Erickson, Fowler, Japp, Thompson, Klug  
Voting Nay: None  
Abstaining: None  
Excused Absence: Fred Conley  
Absent: Fred Conley

**ADJOURNMENT:** Being no further business, the meeting adjourned by acclamation at 6:47 p.m.