

**Personnel, Legislative and Public Affairs Subcommittee
Meeting Minutes
December 6, 2011**

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 6, 2011. 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
Conley (Fred)	Fowler	Kolowski	Petermann
Erickson		Bradley	Jean Tait
Thompson		Conley (John)	Trent Heiser
Japp		Lanphier	Gerry Bowen
Klug (Chairperson)			Paul Peters
			Amanda Grint
			Carey Fry
			Barb Sudrla

- * 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 Dec. 1, 2011. 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 Conley that the agenda be adopted.**

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

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

**Review and Recommendation on Amendments to P-MRNRD Pay Program
Administration Manual for Calendar Year 2012 – John Winkler and Paula Peacher,
Silverstone Group:**

General Manager, John Winkler briefed the subcommittee on the NRD's past use of the Silverstone Group to make recommendations concerning the district's Salary Administration Program.

Paula Peacher, Silverstone Group representative gave a presentation on their work this year to review current national and local employment compensation trends. She briefed the subcommittee on their recommendations to the NRD.

It was moved by Director Thompson and seconded by Director Conley that the subcommittee recommends to the Board of Directors that the following adjustments to the P-MRNRD Pay Program for CY 2012 be adopted:

- * The compensation structure (salary ranges) be adjusted by a 2% increase**
- * The CY 2012 Merit Matrix be increased to 3%**
- * The COLA for CY 2012 be set at 0%**

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

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

ADJOURNMENT: Being no further business, the meeting adjourned by acclamation at 7:00 p.m.