

**Personnel, Legislative and Public Affairs Subcommittee
Meeting Minutes
December 7, 2010**

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 7, 2010. 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
Fred Conley		Dorothy Lanphier	John Winkler
Gus Erickson		Rich Tesar	Carey Fry
Tim Fowler		John Conley	Marlin Petermann
Scott Japp		Jim Thompson	Gerry Bowen
Dave Klug		Larry Bradley	Amanda Grint
		Rick Kolowski	Trent Heiser
			Paul Peters
			Pat Teer
			Lori Laster
			Emmett Egr
			Jean Tait
			Barb Sudrla
			Paula Peacher, Silverstone Group

PROOF OF PUBLICATION: Notice of the meeting was posted in all District offices and published in the Omaha World Herald on December 2, 2010. The proof of publication affidavit is included with the file copy of these minutes.

ADOPTION OF AGENDA:

- **It was moved by Director Fowler and seconded by Director Fred 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, Fowler, Klug, Japp
 Voting Nay: None
 Abstaining: None
 Absent: None

Amendments to P-MRNRD Pay Program Administration Manual for Calendar Year 2011: General Manager, John Winkler, briefed the Subcommittee on information regarding compensation trends provided by The Silverstone Group and reviewed the

subsequent recommended amendments to the P-MRNRD Pay Program for CY 2011. Paula Peacher of the Silverstone Group answered questions regarding the plan. Discussion took place concerning the recommendations.

- **It was moved by Director Fred Conley and seconded by Director Erickson that the subcommittee recommend to the Board that the following adjustments to the P-MRNRD Pay Program for CY 2011 be adopted**
 - **The Compensation Structure (salary ranges) will not be adjusted for 2011, however will be reviewed again next year to determine the need for any possible adjustments.**
 - **The CY 2011 Merit Matrix will remain the same as 2010.**
 - **The CY 2011 will remain at 1.5%, the same as 2010 COLA.**

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

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

NARD Flexible Spending Plan – Amendment #1: Pat Teer explained that the NARD Board approved Amendment No. 1 to the NARD Flexible Spending Plan. The amendment puts the plan in compliance with federal law and provides for the following:

1. Over the counter items that are considered a drug or medicine will require a prescription written by a doctor in order to be reimbursed from the flexible spending account.
 2. A dependent will include any child of a Participant who as of the end of the taxable year has not attained age 27.
- **It was moved by Director Erickson and seconded by Director Fred Conley that the subcommittee recommend that the Board approve Amendment #1 to the NARD Flexible Benefits Plan.**

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

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

ADJOURNMENT: Being no further business, the meeting adjourned by acclamation at 6:55 p.m.