

Our oath of office states that we shall uphold the laws and the constitution of the State of Nebraska. However, these laws do not detail exactly *how* this is carried out.

Lacking these details, common sense, good judgment, and business acumen should prevail as we carry out our duties to **direct** the operations of the NRD.

Our contract with Mr. Winkler we "agree to not interfere with or usurp the duties and responsibilities of the other".

Usurp: "to seize or exercise authoritywrongfully"

Examples: carrying out discussions with landowners, interfering with personnel issues, asking staff to do things for strictly personal reasons, asking staff to perform tasks that require an inordinate amount of time to complete. In this regard, you may recall the discussions we had last fall concerning the requirement of Board action on performing or even contracting for services that the General Manager felt were above and beyond the expectations of the investment of staff time. I would expect these types of "votes" to be extremely rare. Bottom line: we should not interfere with the administrative functions of the General Manager or the professional duties of staff; nor impair the ability of staff to implement Board policy decisions

Simple rules:

- Serve others, not ourselves. Be independent, impartial and fair in our judgment and actions. We should serve with dignity and respect, as well as be an agent of the democratic process.
- Use resources with efficiency and economy. The decisions that come before this Board should be based the merits and substance of the matter at hand, rather than on unrelated considerations.
- Treat all people fairly
- Use the power of our position for the well being of our constituents. All of our constituents, not just those within our subdivision boundaries. We have always encouraged diverse public engagement in our decision-making processes and we have always supported the public's right to have access to public information concerning the conduct of the NRD. The Open Meeting Act, posted outside the door, is a constant reminder of this duty.
- Create and sustain an environment of honesty, openness and integrity. We record our meetings, we podcast the meetings, we open our books for auditors, etc. Contrary to archaic beliefs that some may hold, there really is NO conspiracy going on at this NRD.

Confidentially is an essential part of carrying out our duties. There is an expectation that public officials will keep information confidential and will not inappropriately divulge what they know. This includes "coffee shop discussions", slips at social gatherings, etc. Our duty is we shall neither disclose confidential information without proper legal authorization, nor use such information for private interests, financial gain, or any other personal purposes.

Respect for Process

We have a long established, successfully proven method of presenting information to this body for making decisions. It is our responsibility to perform our duties in accordance with the processes and rules of order established by this Board and of course, state law.

Advocacy

Members shall represent the official policies or positions of this Board to the best of their ability **when designated** as delegates for this purpose. When presenting their individual opinions and positions, members shall explicitly state they do not represent their body, nor should they allow the inference that they do. An example is testimony before the state legislature, letters to the Public Pulse, other government officials, etc.

Positive Work Place Environment

It is our responsibility to support the maintenance of a positive and constructive work place environment. Simply reference Page 3 of the Employee Handbook

Honesty: "A refusal to lie, steal, or deceive in any way."

Integrity: "the quality of possessing and steadfastly adhering to high moral principles or professional standards."

Trust: "Assured reliance on the character, ability, strength, or truth of someone."