

**Personnel, Legislative and Public Affairs Subcommittee  
Meeting Minutes  
March 8, 2005**

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 March 8, 2005. The meeting was called to order by Chairperson Fred Conley at 8:10 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)	Schwoppe *	Conley (John)	Steve Oltmans
Connealy		Lanphier	Marlin Petermann
Fowler		Thompson	Emmett Egr
Tesar		Jansen	Pat Teer
Kolowski **			Trent Heiser

- \* Absent for quorum call, but attended meeting.
- \*\* Alternate voting member.

**ADOPTION OF AGENDA:**

☼ **It was moved by Connealy and seconded by Fowler that the agenda be approved.**

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

- Voting Yea - Conley (Fred), Connealy, Fowler, Tesar, Kolowski
- Voting Nay - None
- Abstaining - None
- Absent - Schwoppe

**PROOF OF PUBLICATION:** Public notice of the meeting was posted at all District offices and published in the Omaha World-Herald on March 3, 2005. The proof of publication affidavit is included with the file copy of these minutes.

**P-MRNRD AFFIRMATIVE ACTION PLAN:** Pat Teer briefed the Subcommittee on the suggested revisions to the P-MRNRD Affirmative Action Plan. She also reported on actions taken in CY 2004 to implement the plan.

☼ **It was moved by Connealy and seconded by Fowler that the Subcommittee recommend to the Board that the proposed revisions to the P-MRNRD Affirmative Action Plan be adopted.**

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

Voting Yea - Conley (Fred), Connealy, Fowler, Tesar, Kolowski  
Voting Nay - None  
Abstaining - None  
Absent - None

**P-MRNRD WAGE AND SALARY ADMINISTRATION PROGRAM FOR 2005:** A PowerPoint presentation was given by Pat Teer briefing the Subcommittee on the P-MRNRD Wage and Salary Administration Program and the proposed staff recommendations for calendar year 2005. It was noted that the NE Department of Personnel has changed the reporting period for the State Salary Survey from calendar year to fiscal year. The change in reporting period will work well in future years in that data will be available in October/November of each year which will allow staff to calculate the midpoints and “n” factor; present it to the PLPA Subcommittee in November/December and have it in place for the upcoming calendar year. However, there is no base data available to calculate midpoints and “n” factor for CY 2005. Staff recommended that the District use the average “n” factor for the past 5 years (3.3%) to determine pay range midpoints and the “n” factor.

✿ **It was moved by Connealy and seconded by Fowler that the Subcommittee recommend to the Board the following:**

- a. Wage and Salary Pay Ranges - Recommendation that the wage and salary pay range midpoints be adjusted by 3.3%, effective January 1, 2005; and,**
- b. Wage and Salary Administration Guide - Recommendation that an “n” factor of 3.3% be used to compute Adjustment Factors for Calendar Year 2005 and that the resulting Adjustment Guide become effective January 1, 2005.**

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

Voting Yea - Conley (Fred), Connealy, Fowler, Tesar, Kolowski  
Voting Nay - None  
Abstaining - None  
Absent - None

**LEGISLATIVE UPDATE:**

General Manager, Steve Oltmans, briefed the subcommittee on bills currently before the Nebraska Legislature. He began with information on the issue of the City of Sidney’s desire for cities to be exempt from groundwater regulations instituted by NRDs. He believes the issue will be debated this year by the Nebraska Water Task Force.

He then reviewed the NE Supreme Court debate on combining ground and surface water rights. He also spoke about the P-MRNRD's effort to get legislation allowing the District to issue bonds to finance flood control projects.

The last issue discussed was LB 102 concerning funding of stormwater projects to meet EPA regulations. It appears that NRDs may be taken out of the bill and that only Cities and Counties would be included in any possible new funding mechanism.

**OTHER ITEMS OF INTEREST:** There were no other items discussed.

**ADJOURNMENT:** Being no further business, the meeting adjourned by acclamation at 8:40 p.m.

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