

**Personnel, Legislative and Public Affairs Subcommittee
Meeting Minutes
November 6, 2007**

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 November 6, 2007. The meeting was called to order by Chairperson John Schwope at 6:40 p.m.

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

Subcommittee Members Present	Subcommittee Members Absent	Other Directors Present	Others Present
John Schwope	Rich Tesar *	Tim Fowler	John Winkler
Fred Conley		Dorothy Lanphier	Marlin Petermann
Dick Connealy		Richard Paterson	Emmett Egr
Rick Kolowski		Jim Thompson	Ryan Trapp
Dave Klug **			Trent Heiser
			Jean Tait

* 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 November 1, 2007. The proof of publication affidavit is included with the file copy of these minutes.

ADOPTION OF AGENDA:

- ❖ **It was moved by Director Klug and seconded by Director Connealy that the agenda be adopted.**

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

Voting Yea: Conley (Fred), Connealy, Kolowski, Klug, Schwope

Voting Nay: None

Abstaining: None

Excused Absence: Tesar

Absent: Tesar

ADDITIONAL COMPENSATION FOR RYAN TRAPP WHILE SERVING AS ASSISTANT PARK SUPERINTENDENT: General Manager, John Winkler, outlined the duties performed by Ryan Trapp during the time he assumed the duties of Assistant Park Superintendent at Walnut Creek Rec Area.

- ❖ **It was moved by Director Conley and seconded by Director Kolowski that the Subcommittee recommend to the Board that Ryan Trapp be**

paid the amount of \$2,074.38 for serving as Assistant Park Superintendent for the period of May 1, 2007 through October 1, 2007.

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

Voting Yea: Conley (Fred), Connealy, Kolowski, Klug, Schwope

Voting Nay: None

Abstaining: None

Excused Absence: Tesar

Absent: Tesar

ADDITION TO WAGE AND SALARY ADMINISTRATION PROGRAM – COMPENSATION FOR TEMPORARY DUTY: General Manager, John Winkler, recommended to the subcommittee that circumstances similar to the issue above could occur in the future and that the District's Wage and Salary Administration Program should include a policy to insure future fairness in compensating other employees.

- ❖ **It was moved by Director Conley (Fred) and seconded by Director Kolowski that the Subcommittee recommend to the Board that the following paragraph be added to Section VII – Wage and Salary Adjustment of the District's Wage and Salary Administration Program Manual:**

E. Compensation For Temporary Duty: If an employee temporarily serves in the capacity of a higher grade position for an extended period of time (minimum of three months or 60 working days, consecutively), the General Manager shall have the authority to provide additional compensation to that employee for that period according to the general guideline of one-half the difference between the midpoints for the salary grade of the higher grade position and the employee's position.

**Amendment
To the Motion**

It was moved by Director Schwope and seconded by Director Kolowski that the motion be amended to lessen the number of days required to trigger the policy to one month or 20 working days.

Roll call was taken on the amendment. The amendment carried on a vote of 3-2

Voting Yea: Conley (Fred), Kolowski, Schwope

Voting Nay: Connealy, Klug

Abstaining: None

Excused Absence: Tesar

Absent: Tesar

Pursuant to the amendment Paragraph E – Compensation for Temporary Duty would read as follows:

E. Compensation For Temporary Duty: If an employee temporarily serves in the capacity of a higher grade position for an extended period of time (minimum of ~~three~~ **one** months or ~~60~~ **20** working days, consecutively), the General Manager shall have the authority to provide additional compensation to that employee for that period according to the general guideline of one-half the difference between the midpoints for the salary grade of the higher grade position and the employee's position.

Roll call was then taken on the amended motion. The amended motion carried on a vote of 3-yea and 2-nay.

Voting Yea: Conley (Fred), Kolowski, Schwope

Voting Nay: Connealy, Klug

Abstaining: None

Excused Absence: Tesar

Absent: Tesar

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