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.

<table>
<thead>
<tr>
<th>Subcommittee Members Present</th>
<th>Subcommittee Members Absent</th>
<th>Other Directors Present</th>
<th>Others Present</th>
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<tbody>
<tr>
<td>John Schwope</td>
<td>Rich Tesar *</td>
<td>Tim Fowler</td>
<td>John Winkler</td>
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<td>Fred Connealy</td>
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<td>Dorothy Lanphier</td>
<td>Marlin Petermann</td>
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<td>Dick Connealy</td>
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<td>Richard Paterson</td>
<td>Emmett Egr</td>
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<td>Rick Kolowski</td>
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<td>Jim Thompson</td>
<td>Ryan Trapp</td>
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<td>Dave Klug **</td>
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<td>Trent Heiser</td>
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* 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.