

**PERSONNEL, LEGISLATIVE AND PUBLIC AFFAIRS SUBCOMMITTEE
MEETING MINUTES
November 6, 2008**

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 South 154th Street, Omaha, Nebraska, on November 6, 2008. The meeting was called to order by Chairperson Klug at 7:30 p.m.

Quorum Call: Quorum call was taken. The following subcommittee members were in attendance.

Subcommittee Members Present	Subcommittee Members Absent	Other Directors Present	Others in Attendance
Tim Fowler	Fred Conley *	John Conley	John Winker
Dave Klug	Richard Patterson**	Rich Tesar	Marlin Petermann
Dorothy Lanphier ***		Rick Kolowski	Emmett Egr
John Schwope			Jean Tait
Jim Thompson ***			Trent Heiser

* Absent

** Excused Absence

*** Alternate Voting Member

Adoption Of Agenda

- **It was moved by Director Schwope and seconded by Director Fowler that the agenda be adopted.**

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

Voting Yea: Fowler, Klug, Lanphier, Schwope, Thompson

Voting Nay: None

Abstaining: None

Excused Absence: Conley (Fred), Patterson

Absent: Conley (Fred), Patterson

Proof Of Publication: Public notice of the meeting was posted at all District offices and published in the Omaha World-Herald on November 1, 2008. The Chairperson ordered the Proof of Publication recorded in the minutes of this meeting.

Changes to the P-MRNRD Wage and Salary Administration Program: General Manager, John Winkler, presented information to the subcommittee on efforts thus far to investigate potential changes to the district’s Wage and Salary Administration Program. He told the subcommittee that staff had met with Silverstone Group and received some basic information from them. He presented amendments to the current Salary Administration program developed by staff after meeting with Silverstone.

He then offered three options for the Subcommittee to consider:

1. Contract with Silverstone to implement a proposed work plan
 2. Adopt recommended amendments to the current Wage and Salary Administration Program.
 3. Keep the Wage and Salary program as is.
- **It was moved by Director Schwope and seconded by Director Lanphier that the Subcommittee recommend to the Board that the General Manager be authorized to negotiate and execute a contract for and on behalf of the District with the Silverstone Group for development of a pay plan to replace the District's current system, subject to approval as to form by District legal counsel.**

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

Voting Yea: Fowler, Klug, Lanphier, Schwope, Thompson

Voting Nay: None

Abstaining: None

Excused Absence: Conley (Fred), Patterson

Absent: Conley (Fred), Patterson

Adjournment: Being no further business, the meeting adjourned by acclamation at 7:45 p.m.

/pt/com/plpa/2008/november/nov08_plpa_minutes