

**Personnel, Legislative and Public Affairs Subcommittee  
Meeting Minutes  
November 10, 2009**

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 10, 2009. The meeting was called to order by Chairperson Dave Klug at 7:40 p.m.

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

Subcommittee Members Present	Subcommittee Members Absent	Other Directors Present	Others Present
Fred Conley		Larry Bradley	John Winkler
Tim Fowler		John Conley	Pat Teer
Scott Japp		Dorothy Lanphier	Trent Heiser
John Schwope		Rich Tesar	Carey Fry
Dave Klug		Jim Thompson	Lori Laster
			Barbara Sudrla
			Jean Tait
			Bill Warren
			Ronnie Lehman
			Amanda Grint
			Terry Keller
			Jason Schnell
			Keith Lienemann
			Marlin Petermann
			Paul Peters
			Jason Tonjes, Bland
			Justin Frauenhofer, Bland
			Shawn Melotz

\* 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 5, 2009. The proof of publication affidavit is included with the file copy of these minutes.

**Adoption Of Agenda:**

- **It was moved by Director Schwope and seconded by Director Fred Conley 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), Fowler, Japp, Schwope, Klug  
Voting Nay: None  
Abstaining: None  
Absent: None

**Amendments To P-MRNRD Pay Program Administration Manual For Calendar Year 2010:** General Manager, John Winkler, briefed the Subcommittee on information regarding compensation trends provided by The Silverstone Group and reviewed the subsequent recommended amendments to the P-MRNRD Pay Program for CY 2010. Discussion took place concerning the recommendations.

- **It was moved by Director Fred Conley and seconded by Director Fowler that the subcommittee recommend to the Board that the following adjustments to the P-MRNRD Pay Program for CY 2010 be adopted:**
  - **The Compensation Structure (salary ranges) will not be adjusted for 2010, however will be reviewed again next year to determine the need for any possible adjustments.**
  - **Merit Matrix will be adjusted to an overall 2.5% for 2010**
  - **An increase of 1.5% will be given for 2010 COLA (Cost of Living)**

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

Voting Yea: Conley (Fred), Fowler, Japp, Schwope, Klug  
Voting Nay: None  
Abstaining: None  
Absent: None

### **EMPLOYEE GRIEVANCES**

- **It was moved by Director Fred Conley and seconded by Director Schwope that the subcommittee go into Executive Session to discuss employee grievances.**

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

Voting Yea: Conley (Fred), Fowler, Japp, Schwope, Klug  
Voting Nay: None  
Abstaining: None  
Absent: None

The Subcommittee went into Executive Session at 7:43 p.m.

- **It was moved by Director Fred Conley and seconded by Director Schwope that the subcommittee return to Regular Session.**

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

Voting Yea: Conley (Fred), Fowler, Japp, Schwope, Klug  
Voting Nay: None  
Abstaining: None  
Absent: None

The Subcommittee returned to Regular Session at 8:53 p.m.

- **It was moved by Director Fred Conley and seconded by Director Schwope that the grievances be denied.**

Roll call vote was held on the motion. The motion carried on a vote of 4-yea and 1-nay.

Voting Yea: Conley (Fred), Fowler, Schwope, Klug  
Voting Nay: Japp  
Abstaining: None  
Absent: None

**ADJOURNMENT:** Being no further business, the meeting adjourned by acclamation at 8:55 p.m.