



LOWER PLATTE SOUTH natural resources district

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Memorandum

Date: May 15, 2026

To: Board of Directors

From: David Potter, General Manager DP

RE: Executive Subcommittee May 12th Meeting Minutes – 1st Meeting

The Executive Subcommittee met on Tuesday, May 12, 2026, at the NRD office to consider and discuss several items. Subcommittee members attending the first meeting included Bob Andersen, Tom Green, Lisa Lewis, Christine Lamberty, David Landis, and John Yoakum. Others present were Larry Ruth, David Potter, Chris Barber, and Corey Wasserburger. Chair Andersen called the first meeting to order at 5:37 p.m. and stated notice of the meeting had been published in the Lincoln Journal Star. Roll call was taken and all subcommittee members were present.

It was moved by Green and seconded by Landis to approve the subcommittee meeting agenda.

AYE: Andersen, Green, Lewis, Lamberty, Landis, and Yoakum.

NAY: None.

Motion was approved.

Andersen then called on Potter to discuss the first item.

Consideration of a License Agreement for WW 7-C [Action] – Potter explained this item initially was on the Water Resources Subcommittee agenda in April, but it was removed from that month's agenda since the landowner was not ready. It now comes before the Executive Subcommittee based on authority delegated to the subcommittee by the Board. On May 18, 2018, the Board of Directors approved a draft License Agreement and authorized the Executive Subcommittee to enter into License Agreements in the future with landowners to allow certain minor temporary structures to be located in NRD flood pool easements. Action taken by the subcommittee under this delegated authority on this item does not need to go before the Board for approval or confirmation. Notice of the subcommittee meeting was published in the Lincoln Journal Star on May 8, 2026, anticipating such consideration and action.

Potter introduced Logan Hutt, Operations & Maintenance Technician, who oversees the District's flood control structures. Hutt explained that Schulz Outdoors LLC, landowner at flood control dam Weeping Water 7-C, is wanting to install two duck blinds within the permanent easement boundary. Upon further inspection, it was noted that there are already other temporary structures located within the permanent easement. These other structures include a boat dock and two pond aerator systems. The easement that LPSNRD holds over the property does not allow structures to be constructed within the permanent flood pool easement. The landowner was given the choice to either remove the temporary structures or request and sign a license agreement stating that LPSNRD cannot be held liable for any damage that any of the above-mentioned temporary structures may cause to the dam or spillway or impede the storage of flood waters. The landowner chose to pursue the license agreement. The attached license

agreement (which has been reviewed by legal counsel), photos, and maps for structure locations were provided to the subcommittee.

It was moved by Yoakum and seconded by Landis that the Executive Subcommittee approve on behalf of the Board of Directors the License Agreement with landowner Schulz Outdoor LLC to locate the identified temporary structures within the LPSNRD Easement at Weeping Water 7-C.

AYE: Andersen, Green, Lewis, Lamberty, Landis, and Yoakum.

NAY: None.

Motion was approved.

Consideration of the 2027 Operational Agreement with NRCS [Action] – Potter identified the proposed 2027 USDA NRCS Operational Agreement provided to the subcommittee and highlighted the purpose of the agreement. This annual agreement identifies the responsibilities of the District and NRCS and provides for occasional technicians' hours and pay. The agreement has not changed from the previous year except for an update to the salary range for the occasional technicians.

It was moved by Lewis, seconded by Yoakum, and approved by the Subcommittee to recommend the Board of Directors approve the 2027 Operational Agreement with the USDA Natural Resources Conservation Service.

AYE: Andersen, Green, Lewis, Lamberty, Landis, and Yoakum.

NAY: None.

Consideration of Cost-of-Living, Merit and Adjustments for staff for FY27 Budget [Action] – Potter explained that historically it has been the practice of the Board to consider setting the cost-of-living adjustment for staff for the upcoming fiscal year. This decision has been based on several factors but largely on the 12-month Consumer Price Index (CPI) for the Midwest region. At the time the information went out to the subcommittee and at the time of the meeting, the latest available CPI report for the Midwest region was for the month of March. The U.S. Bureau of Labor Statistics data as it relates to the consumer price index for all consumers in the Midwest was provided to the subcommittee. From March 2025 to March 2026, the CPI increased by 3.42%. During the meeting it was identified that the CPI for April had become available earlier that day, and there was some discussion about the figures for April; however, those figures had yet to be verified by staff. In addition to cost-of-living increase, management is also proposing an additional \$34,000 increase to the District's FY27 budgeted salary expenditure for the purpose of merit and salary adjustment considerations, which would be awarded to staff at the determination of the General Manager. Adjustments reflect changes in job descriptions and merits were based on evaluation performance and meeting identified expectations.

It was moved by Yoakum, seconded by Green, and approved by the Subcommittee to recommend the Board of Directors approve a 3.42% salary increase for all qualified employees and an additional \$34,000 for merit and adjustments to be determined by the General Manager for the FY27 Budget.

AYE: Andersen, Green, Lewis, Lamberty, Landis, and Yoakum.

NAY: None.

Director Expense Approval [Discussion] – Andersen reminded the subcommittee that at the April board meeting he announced the Executive Subcommittee would discuss the practice by which the Board approves the reports of expense reimbursement made to Directors. For at least the last eight years, the Board has approved such reports on a quarterly basis, has separated the summary of reimbursements made to Directors from the summary of other

expenditures made by the District, and has divided such report into three groups to allow and encourage Directors to abstain from voting to approve the report relating to their own reimbursed expenses. This practice has been followed over the years at the discretion of the Chair, as there is no Board policy mandating it. Andersen is considering whether to end the practice. Andersen asked for the perspective of the Executive Subcommittee to inform his re-evaluation of the process, including consideration of whether the practice is necessary and a weighing of the costs in terms of time and effort involved. Discussion ensued. Corey Wasserburger, District legal counsel provided some historical information and legal advice. Wasserburger advised that there is not an ethical conflict at play for Directors in terms of whether they participate or abstain on a vote to accept and approve publication of a report summarizing previously made reimbursements of expenditures, including those made to them personally, because such a vote does not involve the exercise of discretion on a future matter that relates to a Director's individual benefit. The quarterly reports of Director reimbursements are inherently backwards looking as they relate to transactions that have already occurred. Directors may have an ethical conflict that requires abstention if there was a vote to approve prospective reimbursements to themselves personally, but that is not the policy nor practice of the District. Instead, District policy provides that the General Manager approves reimbursement requests for Directors when they are submitted, which is why the quarterly reports summarize reimbursements that have already been made. Accordingly, there is no ethical conflict that requires Directors to abstain from voting to accept and approve for publication a report summarizing previously made expense reimbursements. The consensus of the subcommittee was that Andersen should set the agendas for future board meetings, starting in July, without scheduling separate votes by groups of directors to accept and approve for publication summary reports on director per diem and expenses reimbursements since those transactions have already been paid by the district to the directors in advance of the meetings.

General Manager Performance Evaluation [Discussion] – Andersen noted that each year LPSNRD board members are asked to complete a General Manager Evaluation and submit it to the board chair. The chair then meets with the general manager to discuss. Based on recent events and with the hiring of a new general manager, Chair Andersen has suggested some changes to the evaluation process and asked legal counsel to develop a new evaluation tool. David Potter and Chris Barber left the meeting prior to any discussion on the topic and did not return until after the meeting was over. The subcommittee discussed the proposed evaluation tool. Andersen asked the subcommittee to provide any recommendations to him by Friday, and the revised form and procedures will be presented to the full board at their May 20th meeting.

There being no further business, Andersen adjourned the first meeting at 7:07 p.m.

Encl.

ec: file

2027 OPERATIONAL AGREEMENT
between the
LOWER PLATTE SOUTH NATURAL RESOURCES DISTRICT
and the
NATURAL RESOURCES CONSERVATION SERVICE
UNITED STATES DEPARTMENT OF AGRICULTURE

This Agreement covers the utilization of District funds to accelerate technical assistance and assist providing secretarial assistance to the county level Service (Natural Resources Conservation Service) offices in the District. The general intent for how these funds are to be utilized is outlined in the Memorandum of Agreement dated January 28, 2020.

The District will employ a secretary for both Lancaster and Cass County Service Field Offices. The District will coordinate the employment of secretaries in Butler, Otoe, Saunders, and Seward County Service Field Offices with neighboring Districts. The secretary will be employed for the purpose of receptionist, telephone operation, and clerical duties, including preparation of materials for mailing, filing, and record keeping.

The District will employ occasional technicians for each of the six county Service Field Offices. These technicians will assist with work that directly results in the design, layout, inspection, and certification of soil and water conservation practices in the District, and the paperwork directly related to the installation of these practices. Occasional technicians may also be hired for special natural resource projects at the direction of the General Manager.

The Service DC (District Conservationist) will be responsible for planning when these occasional technicians are to be utilized and they will conduct all interviews and recommend hiring such personnel. Occasional technicians will be limited to less than 40 working hours/week, not be eligible for benefits, and will be paid monthly an hourly wage between \$16.00/hour to \$27.00/hour, depending on their capabilities, job duties, and experience.

The District budgeted funds for 1,000 hours of occasional technical assistance to the Service for FY 2027. These hours are allocated to each of the Service Field Offices in the following manner:

Butler County	50 hours
Cass County	500 hours
Lancaster County	300 hours
Otoe County	50 hours
Saunders County	50 hours
Seward County	50 hours

The District will employ one full-time technician to work out of the Cass County Service Office and two full-time technicians to work out of the Lancaster County Service Office. The District will be solely responsible for the decisions concerning the employment status of these employees. The District will coordinate the employment of full-time technicians in the Butler, Otoe, Saunders, and Seward County Field Offices with neighboring Districts.

The full-time District technicians will work out of the Cass and Lancaster County Service Offices. The NRD's policy concerning the prioritized jobs on which these employees are to work are as follows:

1. Design, layout, inspection, and certification of soil and water conservation practices in the District and the paperwork directly related to the installation of these practices. Promote non-structural conservation practices such as cover crops, buffer strips, reduced tillage, etc.
2. Special projects and programs of the District as directed by the NRD General Manager. These special projects and programs may require work District-wide.
3. General office support as needed at the NRCS Office.

All District employees will only be available to work on jobs that are consistent with District policy. District technical employees are to be available to assist with conservation practice design and layout without regard to whether cost-share assistance is to be provided.

This Agreement will remain in effect until July 1, 2027, or until succeeded by another Operational Agreement, and is subject to all the terms and conditions of the Memorandum of Agreement as identified above. This Agreement may be modified or terminated at any time by mutual consent of the parties hereto or may be terminated by either party by giving thirty (30) days notice in writing to the other party.

LOWER PLATTE SOUTH NATURAL RESOURCES DISTRICT

General Manager

Date

NATURAL RESOURCES CONSERVATION SERVICE, USDA

State Conservationist

Date



Databases, Tables & Calculators by Subject

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Data extracted on: May 8, 2026 (11:19:15 AM)

Consumer Price Index for All Urban Consumers (CPI-U)

Series Id: CUUR0200SA0,CUUS0200SA0

Not Seasonally Adjusted

Series Title: All items in Midwest urban, all urban consumers, not seasonally adjusted

Area: Midwest

Item: All items

Base Period: 1982-84=100

Download: [xlsx](#)

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	HALF1	HALF2
2016	223.301	223.196	224.621	225.609	226.476	227.835	226.786	227.097	227.636	227.358	226.673	226.794	226.115	225.173	227.057
2017	228.279	228.633	228.824	229.682	229.705	229.780	229.820	230.443	231.030	230.660	231.084	230.548	229.874	229.151	230.598
2018	232.028	232.512	232.931	233.913	235.065	235.455	235.346	235.276	235.524	235.680	234.292	233.458	234.290	233.651	234.929
2019	233.837	235.444	236.793	237.510	238.219	238.288	238.760	238.786	238.847	239.243	238.850	238.734	237.776	236.682	238.870
2020	239.690	240.421	239.163	236.474	237.291	239.259	240.430	241.362	241.878	241.740	241.316	241.453	240.040	238.716	241.363
2021	242.552	244.477	246.246	248.169	250.582	253.042	254.671	255.142	255.709	257.793	258.911	259.609	252.242	247.511	256.973
2022	261.657	263.988	267.312	268.639	272.673	277.072	276.525	275.875	276.549	276.908	276.436	275.182	272.401	268.557	276.246
2023	277.332	278.672	280.330	281.927	282.656	283.741	284.640	285.122	285.276	284.981	284.539	283.908	282.760	280.776	284.744
2024	284.731	286.346	288.301	289.718	290.355	290.779	292.256	292.559	292.547	292.291	292.022	292.533	290.370	288.372	292.368
2025	294.404	295.232	296.227	296.688	297.342	299.529	299.836	300.753	301.579	(X)	300.771	300.404	298.433	296.570	300.669
2026	301.591	303.490	306.366												

X: Data unavailable due to the 2025 lapse in appropriations

U.S. BUREAU OF LABOR STATISTICS Office of Publications and Special Studies Suitland Federal Center Floor 7 4600 Silver Hill Road Washington, DC 20212-0002

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