



LOWER PLATTE SOUTH natural resources district

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Memorandum

Date: December 12, 2023

To: Executive Subcommittee members

From: Mike Sousek, General Manager

RE: Executive Subcommittee Meeting Minutes

The Executive Subcommittee met at 12:00pm on Monday, December 11, 2023, at the NRD Office Large Conference room in Lincoln. Subcommittee members present included Dave Landis, Deb Eagan, Bob Andersen, Tom Green and Lisa Lewis. Director Chelsea Johnson was absent. Legal counsel for the district attended; members of the public included John Winkler and Alex DeGarmo. NRD staff members include Dave Potter, Chris Barber and myself.

The first item on the agenda provided an update on written correspondence shared with Senator Brewer on his desire to purchase property from the NRD. Please see the attached letter. John Winkler and Alex DeGarmo, both Cass Co. Commissioners, were present to weigh in on the discussion and provide background information dealing with conversations that were being had in the state capital. The issue of Ethan Holman was discussed and staff will be working on a license agreement with Ethan to resolve the issues of personal property located on NRD property.

The second item on the agenda was consideration of accepting the resignation letter from Director Ron Nolte. See attached letter. The resignation will not become effective until the full board accepts the resignation letter through a vote of the board. Once accepted, the district has 45 days to fill the vacancy. Once accepted, staff can begin the process of notifying the public and Secretary of State of the vacancy. It will be staff recommendation to set a deadline for applications the first or second week of January, have the executive subcommittee interview candidates and have the vote to appoint a new director at the January Board meeting. **It was motioned by Director Andersen and seconded by Director Eagan to recommended to the board that the district accept the resignation letter from Director Ron Nolte and to instruct staff to begin the process of notifying the public of the vacancy and to begin advertising to fill the vacancy. Motion passed unanimously.**

The third item on the agenda deals with Personnel Policy changes dealing with Policy #6, 20, 21, 47, and 53. Changes to policy #6 include – allowing NRD employees housed in NRCS offices to follow Federal work hours determined by their NRCS supervisor, except during any Government furlough.

Changes to policy #20 include – observing Indigenous Peoples Day on the day after Thanksgiving and observing any other holidays that are declared by the President of the United States for Federal Employees. Changes to policy #21 include – allowing employees to take vacation in 1-hour blocks, the current practice requires you take vacation in 4-hour blocks. Policy #47 changes include – a substantial rewrite of our anti-harassment policy. Policy #53 – this is a new policy that would allow employees up to 16 hours of paid leave per year to participate in designated community service activities with flexibility for the General Manager to approve other community service activities. Please see attached policies. **It was motioned by Director Lewis, seconded by Director Eagan to recommend to the board to accept the changes to Personnel Policy #6. Motion passed unanimously.**

It was motioned by Director Landis, seconded by Director Eagan to recommend to the board to accept the changes to Personnel Policy #20. Motion passed unanimously.

It was motioned by Director Green, seconded by Director Eagan to recommend to the board to accept the changes to Personnel Policy #21. Motion passed unanimously.

It was motioned by Director Andersen, seconded by Director Green to recommend to the board to accept the changes to Personnel Policy #47. Motion passed unanimously.

It was motioned by Director Lewis, seconded by Director Green to recommend to the board to accept the new Personnel Policy #53. Motion passed unanimously.

The fourth item on the agenda dealt with an update on the upcoming General Manager evaluation and 2024 Committee assignments for board members.

Corey Wasserburger brought to the attention of the executive committee a lawsuit filed against the district. This lawsuit deals with properties that are currently titled under JAVA and were part of the Antelope Creek project.

Meeting was adjourned at 1:03PM

MJS

cc: Dave Potter, Chris Barber, Donna Reid