



LOWER PLATTE SOUTH natural resources district

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Agenda Item #7

Memorandum

Date: April 16, 2021
To: Each Director
From: Paul D. Zillig, General Manager
Subject: Executive Subcommittee Meeting Minutes

The Executive Subcommittee met at 5:30 pm on Wednesday, April 14, 2021 via video/teleconference. Directors participating were Deborah Eagan, Chelsea Johnson, David Landis, Bob Andersen, and Luke Peterson. Others participating included Kristin Buntemeyer, Nathan Kuhlman, David Potter and myself.

Chair Eagan called the meeting to order, welcomed those in attendance and moved to the first agenda item discussing any questions on the FY 21 Accomplishments and a review of the Budget Codes, Master Plan Goals & Objectives, and Measurable Goals.

The next agenda item was to consider salary adjustments for FY 2022, an organizational structure chart for the NRD was provided, which included employee job titles (attached). I reviewed my recommendation of a 2.0% salary increase and an additional \$19,000 for merit. I reported that NRD staff continues to do excellent professional work, the pandemic provided many new challenges to all facets of completing their assigned tasks and working with landowners and the public. The 2.0% salary increase is based on a regional Consumer Price Index increase of 1.7% for the past year (March-March) and an additional 0.3% for staff merit. Increases the past 5 years ranged from 1.9% to 3.0%. The proposed increase of \$19,000 for merit compares to a range of \$19,000 to \$24,500 over the past 5 years.

The Subcommittee discussed the recommendation and important work that staff does, additional discussion included concerns about impacts of the pandemic on other businesses and employees, and the need to review the NRD employee benefits. It was moved by Landis, seconded by Chelsea Johnson, and unanimously approved by the Subcommittee to **recommend that the Board of Directors approve for FY 2022 a 2.0% salary increase for all qualified employees and an additional \$19,000 for merit to be determined by the General Manager.**

The Subcommittee then reviewed the proposed FY 22 Actions & Budget Requests and FY 23-26 Actions for the Subcommittee's Program Area (Personnel/Policies/Legislation). Chelsea Johnson requested that the NRD work with NARD on building support for legislative efforts to prepare for changes in climate. The Subcommittee discussed this request, it was moved by Chelsea Johnson,

seconded by Landis, and unanimously approved by the Subcommittee to amend the FY 22 Action “Monitor and recommend positions on 2022 Legislation” to also include “and work with NARD on additional support of legislation supporting the preparation for changes in climate.” The Subcommittee then voted 5-0 to submit the FY 2022 Actions & Budget Requests to the Finance & Planning Subcommittee for inclusion in the 1st Draft of the FY 2022 Budget.

The next item was to consider a new Annual Operational Agreement with the United States Department of Agriculture, Natural Resources Conservation Service (USDA NRCS). Staff reviewed the attached proposed agreement (will need to be updated to include an increase in hourly wages if approved by the Board). It was moved by Peterson, seconded by Landis, and unanimously approved by the Subcommittee to **recommend the Board of Directors approve the FY 2022 Annual Operational Agreement with the USDA Natural Resources Conservation Service.**

Potter then reported that the NRD has been selected to receive an additional grant from NACD (National Association of Conservation Districts). Potter reviewed the grant and reported that this grant would provide the NRD a total of \$59,600 to assist with Resource Technician funding. It was moved by Andersen, seconded by Peterson, and unanimously approved by the Subcommittee to **recommend the Board of Directors approve the Memorandum of Agreement with the National Association of Conservation Districts (NACD) for FY 2021 Technical Assistance Funds.**

The Subcommittee then discussed Board Meeting options that will need to be determined after the Executive Order expires in May and/or LB 83 is potentially approved. Depending on those actions the NRD could be holding Board Meetings that would be virtual, in-person, or both. The Subcommittee expressed an interest in exploring options with a better audio-visual capability (downtown hotel conference room) with public parking arrangements provided. The Subcommittee also discussed the need to re-visit virtual subcommittee meeting authorization as we near the end of the pandemic. Buntmeyer reported that the Medicare Tax issue has been cleared up and is no longer a problem. The last report was that LB 406 has been completely revised and we need to review the changes on this bill that our position is to “monitor” (LB 406 was to create the Lower Platte River Infrastructure Task Force and provide funding).

There being no further business the meeting adjourned at 6:55 pm.

PDZ/pz

pc: Steve Seglin
Corey Wasserburger