




LOWER PLATTE SOUTH natural resources district

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Memorandum

Date: May 11, 2018
To: Each Director
From: Paul D. Zillig, General Manager 
Subject: Executive Subcommittee Meeting Minutes

The Executive Subcommittee met at 5:30 pm on Friday, May 11, 2018 at the NRD Office in Lincoln. Subcommittee members present included Ray Stevens, Larry Ruth, Milt Schmidt, and Greg Osborn. Others present included Kathy Spence, Steve Seglin and myself.

Chair Stevens opened the meeting and asked for questions regarding the FY 2018 Accomplishments. The Subcommittee discussed the personnel accomplishments. I then reviewed the status codes and the Subcommittee discussed the Master Plan update process and schedule.

The next item on the agenda was to consider proposed FY 2019 Actions & Budget Requests and FY 20-23 Actions for Personnel, Policies, and Legislation. I first handed out a list of the NRD staff positions with the current FY 18 salary ranges. I reported that the Consumer Price Index (CPI) for the past year was 2.4% and I was recommending the pay scale be adjusted accordingly. The Subcommittee discussed the proposed adjustment for the CPI. Attached is an updated list of the pay scale adjustments and the final proposed recommendation as described below.

I requested some additional merit and adjustments to staff salaries necessary to keep compensation in line with the pay scale for performance and experience. Schmidt felt the base increase for all qualified employees should be 3% plus the General Manager's requested additional \$24,100 for merit and adjustments. The Subcommittee further discussed their satisfaction with staff's work and the importance of compensating staff accordingly. It was moved by Schmidt, seconded by Osborn, and unanimously approved by the Subcommittee to **recommend the Board of Directors approve for FY 2019 a 3.0% salary increase for all qualified employees and an additional \$24,100 for merit and adjustments to be determined by the General Manager.**

The next item on the agenda was to consider approving the 2019 Operational Agreement with the USDA Natural Resources Conservation Service (attached). I reported that this agreement is similar to previous years but it does include the third Resources Technician and an update to the salary range for the occasional technicians. It was moved by Schmidt, seconded by Ruth, and unanimously approved by the Subcommittee to **recommend the Board of Directors approve the 2019 Operational Agreement with the USDA Natural Resources Conservation Service.**



The next item on the agenda was to consider updating the NRD's License Agreement and authorize the approval for minor structures to be located temporarily in NRD flood pool easements. I reported that the NRD operates approximately 190 private lakes for flood control where the NRD holds an easement that prohibits structures (which includes boat docks, decks, small sheds, shelters, etc.). The NRD currently notifies landowners with these types of minor structures to remove the structure or request the NRD approve a License Agreement setting out the terms of allowing the structure. A copy of the draft License Agreement is attached.

The Subcommittee felt that they were not opposed to allowing certain types of structures to be allowed under conditions acceptable to the NRD. Seglin and Ruth discussed several improvements to the draft License Agreement. It was moved by Osborn, seconded by Schmidt, and unanimously approved by the Subcommittee to **recommend the Board of Directors approve the draft License Agreement, incorporating the suggested changes to be completed by Seglin, and authorize the Executive Subcommittee to enter into License Agreements with landowners to allow certain minor temporary structures to be located in NRD flood pool easements.**

The final item on the agenda was a report that the NRD received three applications to be considered to fill the Board of Directors vacancy in Subdistrict #6. Applications were received from Maggie Mae Squires, Brodey B. Weber, and Anthony B. Schutz (copies of their applications are attached). The Subcommittee intends to interview the candidates prior to the May Board Meeting and bring forward a recommendation for Board consideration.

There being no further business the meeting adjourned at 1:20 pm.

PDZ/pz

Encl. 4

pc: Steve Seglin