



# LOWER PLATTE SOUTH

## natural resources district

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Agenda Item #7

### Memorandum

**Date:** May 13, 2022  
**To:** Each Director  
**From:** Paul D. Zillig, General Manager  
**Subject:** Executive Subcommittee Meeting Minutes

The Executive Subcommittee met at 5:30 pm on Thursday, May 5, 2022 in the NRD Conference Room. Directors in attendance were Deborah Eagan, David Landis, Bob Andersen, and Larry Ruth, also participating were Chelsea Johnson and Luke Peterson. Others attending included Dave Potter and myself.

Chair Eagan called the meeting to order and welcomed those participating. Eagan reported that this meeting is a follow-up to last month's discussion on salary adjustments for FY'23. I provided a copy of the attached April 14<sup>th</sup> Executive Subcommittee meeting minutes that included the salary adjustment discussion from last month. I reported that Mike Mascoe had recently announced his retirement in early July and adjustments to fill that position are being considered. I provided, reviewed, and attached the following:

1. CPI (Consumer Price Index) from March 2022,
2. Wage increase response from the NRD's Wage Consultant, Paul Essman of Capital City Concepts.
3. Wall Street Journal article on Labor Costs.
4. AP article on anticipated Federal Reserve interest rate increases.

I reported that the Subcommittee requested that I report back on what I could find that "others" are doing on salary increases. I reported that changes in the job market, salaries, and costs are occurring rapidly, finding current comparable numbers is difficult. What I found is listed below:

- NARD – 7% increase for staff, Executive Director 4% increase.
- Lancaster County – focused on a job market analysis to "look at comps". There are several Unions they negotiate with and also groups of salaried employees. The salary employee settlement from August of 2021 was an increase of 2.75% and the December/January of 2021/2 increase was 4.0%. Not sure what else was included in the negotiations.
- Omaha Public Labor Unions – 6.28% for labor, and 5.27% for middle management.
- City of Lincoln – no response from LTU.
- Other NRDs – several are just beginning the process.

- PMR NRD in Omaha approved a 1.6% COLA in January.
- CP NRD in Grand Island will consider a 10% increase for employees making less than \$75k and an 8.5% increase for employees making more than \$75k.

I reported that I felt that all the information above was very beneficial and that the Board needs to take into account the current economic situation, low unemployment, and adjust salaries in order to retain our employees to do the necessary work.

The Subcommittee discussed my recommendation of an 8.6% “cost-of-living” increase, based on the CPI and an additional \$22,000 in merit adjustments. There was hope that inflation would not continue at it’s current rate and options of a lower cost of living increase in the 4.3% - 4% range with some increase in merit pay. There was some discussion on adjustments to benefits, previous increases beyond the cost-of-living, and mid-year salary adjustments.

It was moved by Andersen, and seconded by Landis, to **recommend the Board of Directors approve for Fiscal Year 2023 an across the board increase of 4.0% for all salaried and part time employees, and an additional \$30,000 for merit and adjustments for changes in duties.**

The subcommittee further discussed options that they felt would be a good starting point for the proposed adjustments in salary for staff. The motion was approved with Andersen, Eagan, Landis, and Ruth voting “yes”, and C. Johnson “abstaining”. Peterson

The final item on the agenda was to consider the proposed FY 2023 Operational Agreement with USDA/NRCS, a copy is attached. I reported that this is our annual agreement that spells out the NRD staffing provided for District activities in the local NRCS Offices. It was moved by Landis, seconded by Ruth, and unanimously approved by the Subcommittee to **recommend the Board of Directors approve the FY 2023 Operational Agreement with the USDA/NRCS for staffing.**

There being no further business the meeting adjourned at 6:35 pm.

PDZ/pz

pc: Steve Seglin  
Corey Wasserburger