



LOWER PLATTE SOUTH natural resources district

3125 Portia Street | P.O. Box 83581 • Lincoln, Nebraska 68501-3581
P: 402.476.2729 • F: 402.476.6454 | www.lpsnrd.org

Agenda Item #12

Memorandum

Date: June 15, 2021
To: Each Director
From: Paul D. Zillig, General Manager
Subject: Executive Subcommittee Meeting Minutes

The Executive Subcommittee met at noon on Tuesday, June 15, 2021 via video/teleconference. Directors participating were Deborah Eagan, Chelsea Johnson, David Landis, Bob Andersen, Larry Ruth and Luke Peterson. Others participating included Steve Seglin, Corey Wasserburger, Kristin Buntmeyer, Nathan Kuhlman, David Potter and myself.

Chair Eagan called the meeting to order, welcomed those in attendance and moved to the first agenda item of discussing future Board and Subcommittee Meeting arrangements. I reviewed the considerations listed in my June 11th memo to the Board of Directors. The Subcommittee discussed the authorities to hold virtual meetings and the limitations. The Subcommittee felt we need to move back to “in-person” Board Meetings. It was moved by Andersen, seconded by Landis, and unanimously approved by the Subcommittee to **recommend the Board of Directors approve returning to holding “in-person” Board Meetings, beginning in July 2021, with the location to be determined by the NRD Chair.**

The Subcommittee then reviewed the current process of each Subcommittee Chair determining whether their Subcommittee meet either virtually, “in-person”, or a combination of both. The Subcommittee felt that there were many unique situations and the Subcommittee Chair should continue to make those decisions for their Subcommittee Meetings.

I then reported that the LR 23 report is due to the Legislative Natural Resources Committee next Monday. I will complete this report and provide a copy to the Directors. I also reported that the Legislative Session is now completed, I will be sending out letters to the Senators representing LPSNRD offering to meet and discuss issues of interest.

The final agenda item was to consider further action related to Director Aldridge’s inappropriate comments directed to an NRD employee. I reported that there was interest expressed in preparing a resolution. I then requested Wasserburger to draft a resolution. Wasserburger discussed the draft resolution and reviewed the purpose of the resolution of censure. The Subcommittee discussed the resolution and the NRD’s extreme disapproval and interest in making sure we are not creating a hostile work environment. A copy of the Resolution is attached.

It was moved by Ruth, seconded by Andersen, and unanimously approved by the Subcommittee to **recommend the Board of Directors adopt the attached Resolution of the Board of Directors of the Lower Platte South NRD.**

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

PDZ/pz

pc: Steve Seglin
Corey Wasserburger

RESOLUTION OF THE BOARD OF DIRECTORS OF THE LOWER PLATTE SOUTH NATURAL RESOURCES DISTRICT

WHEREAS, the Lower Platte South Natural Resources District (the “District”) is a political Subdivision of the State of Nebraska; and

WHEREAS, Gary Aldridge is a Director of the District (“Director Aldridge”); and

WHEREAS, on May 5, 2021, prior to a meeting of the District’s Information and Education Subcommittee, Director Aldridge made an inappropriate comment to an employee of the District (the “Employee”); and

WHEREAS, on May 5, 2021, the employee filed a written complaint with the General Manager of the District (the “General Manager”); and

WHEREAS, the General Manager conducted an investigation of the complaint, which substantiated the allegations of the Employee; and

WHEREAS, the Chair of the Board of Directors of the District (the “Chair”) and General Manager met with Director Aldridge on May 14, 2021, to discuss the complaint; and

WHEREAS, at the meeting on May 14, 2021, Director Aldridge stated that he had no recollection of making the comment, but did not deny the substance of the complaint and later apologized in a letter to the Employee; and

WHEREAS, on May 20, 2021, the Chair removed Director Aldridge from his appointment to the Information and Education Subcommittee, which is the same subcommittee to which the Employee is assigned.

NOW THEREFORE BE IT RESOLVED, that the Board of Directors of the Lower Platte South Natural Resources District finds that there is due cause to censure Director Aldridge for his conduct on May 5, 2021, and hereby censures him for making an inappropriate comment to a District employee, which comment the Board of Directors of the District deems as having the potential to create a hostile work environment; and

BE IT FURTHER RESOLVED, that the Board further declares that it will not condone or tolerate such conduct from Director Aldridge or from any other Director or employee of the District, as such conduct is inconsistent with the District’s commitment to maintaining an inclusive, non-threatening workplace environment

Adopted by the Board of Directors of the Lower Platte South Natural Resources District on June 16, 2021, and executed by the Board’s authorized representative.

Deborah Eagan, Chair

Attest: _____
Paul Zillig, General Manager



LOWER PLATTE SOUTH natural resources district

3125 Portia Street | P.O. Box 83581 • Lincoln, Nebraska 68501-3581
P: 402.476.2729 • F: 402.476.6454 | www.lpsnrd.org

Agenda Item #12

Memorandum

Date: June 11, 2021
To: Each Director
From: Paul D. Zillig, General Manager
Subject: Executive Subcommittee – Background Information

The Executive Subcommittee will have two items on the Board Meeting Agenda. The background information is listed below.

12a. Consideration of Board and Subcommittee Meeting arrangements beginning in Fiscal Year 2022. - The Executive Subcommittee will be preparing a recommendation on future Board and Subcommittee Meeting arrangements. In March of 2020 the Board of Directors approved the following motion “while the intent is for Directors to attend meetings in person, in case of where Board or Subcommittee Meetings are held via teleconference or video-conferencing during the COVID-19 Pandemic, the Board of Directors approve allowing Directors to vote remotely and receive per diem for participating in their assigned meetings.” It is unclear when the pandemic will be officially over, the relaxation of restrictions on meetings tends to indicate that we are getting closer to that point.

The bigger question for the Board will be; How do they wish to hold either Board or Subcommittee Meetings in the future? I have listed a few options that the Executive Subcommittee will consider.

Options for **Board Meetings** include: whether to continue with meetings in accordance with LB 83 (virtual with an in-person option) or go back to in-person only at either the NRD Large Conference Room or another larger venue? No more than 50% of our Board meetings in any year can be under the authority granted in LB 83 (virtual with an in-person option). In either case the pre-pandemic position was that Directors had to be present at the meeting to either vote or receive per diem, so if any Directors participate virtually the Board will need to have authorized the voting or receiving of per diem. In the future, at least 50% of our meetings will be required to be “in-person only”.

Options for **Subcommittee Meetings** include: continue to allow Subcommittee Chairs the authority to determine whether a Subcommittee meets “in-person”, virtually, or virtually with an in-person option, or have a Board position on Subcommittee Meetings as Subcommittee Meetings (no

quorum) do not fall under the rules of LB 83. Again, the pre-pandemic position was that Directors had to be present at the meeting to either vote or receive per diem.

12b. Consideration of Resolution concerning inappropriate remarks by Director Aldridge to District employee.

NRD Legal Counsel has drafted a Resolution of censure. The Executive Subcommittee will consider the Resolution and prepare a recommendation.

PDZ/pz

pc: Steve Seglin & Corey Wasserburger