



LOWER PLATTE SOUTH natural resources district

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Memorandum

Date: November 08, 2023

To: Finance and Planning Subcommittee members

From: Mike Sousek, General Manager

RE: Finance and Planning Subcommittee Meeting Minutes

The Finance and Planning subcommittee met on Tuesday November 7, 2023, at 5:30 PM in the LPSNRD boardroom. Subcommittee members in attendance included committee chair Chelsea Johnson, Bob Andersen, Melissa Baker, Christine Lamberty, Luke Peterson, Deb Eagan, Ray Stevens, and Ken Vogel. Staff members included Dave Potter and Mike Sousek. No members of the public were present.

First on the agenda was a presentation by Tom Malmstrom and Dave Potter on a potential land transaction. This opportunity presented itself within the last month and staff brought it to the committee as discussion about our current land purchase at 9600 N. 27th St. continues. After a long discussion comprising in length of over an hour, a recommendation was brought forward for consideration. **It was recommended by Director Vogel and seconded by Director Stevens to recommend to the board that they authorize the general manager to negotiate a land purchase agreement with Solidago Conservancy. Motion carried unanimously.** Said draft agreement will be prepared in anticipation of taking action from the board in December 2023. Discussion of this topic during the board meeting should be done in executive session to protect the interest of the public and to not disrupt negotiations between all the interested parties.

Next on the agenda, a considerable amount of time was used to discuss the concerns, expectations and needs of the district as it relates to human resources. Two concerns that were brought forward was the need for a 3rd party to be involved when disputes between employees happen, and second the need for some training/support in dealing with anxiety of change. Expectations included the need to have a non-hostile work environment and that the district take measures to assure matters are handled in a confidential and professional manner. Questions of liability were raised as it relates to staff/board member interactions and overall liability of the district. The general manager gave his evaluation of the needs of the district as it related to current affairs and talked about previous experiences and how they were handled. Staff will be reaching out to Continuum to provide staff training opportunities on developing a teamwork approach and also a seminar on healthy coping mechanisms to use dealing

with change. An outside firm proposal was discussed to contract our human resources responsibility to them, but at this time the cost for such a service was not warranted. It was discussed that the administration is currently going through personnel policies for recommended changes, a new hire will also be joining our team with a new set of eyes on the situation, and the willingness to engage with specialized outside legal counsel should it be needed depending on the human resource concern.

Discussion moved on to the next agenda item dealing with our board retreat planned for February 2-3, 2024. A draft agenda was presented and briefly discussed and will continue to be modified with another version presented in December.

Last on the agenda was a discussion about staffing. With recent resignations and termination, an update was given by staff on how the district is moving forward. Of the five positions vacant, only three will be filled at this time. Further evaluation will be done as some of our vacant positions are filled and those individuals become part of the discussion. Management is currently evaluating what needs of the district are not being met and if staffing is the best course of action to meet those needs.

Meeting adjourned at 7:30PM

MJS

cc: Chair Landis

Donna Reid, Dave Potter