

**Personnel, Legislative and Public Affairs Subcommittee
Meeting Minutes
July 9, 2024**

A meeting of the Papio-Missouri River Natural Resources District's Personnel, Legislative and Public Affairs Subcommittee was held at the Natural Resources Center, 8901 S. 154th Street, Omaha, NE on July 9, 2024. The meeting was called to order by Chairman Ted Japp at 4:41 p.m.

QUORUM CALL: Quorum call was taken. The following individuals were in attendance.

Subcommittee Members Present	Subcommittee Members Absent	Other Directors Present	Others Present
Ted Japp, Chairman		Larry Bradley	John Winkler
Tim McCormick, Vice-Chairman		Fred Conley	Amanda Grint
Patrick Bonnett		Phil Davidson	Brent Meyer, Legal Counsel
Tim Fowler		Josh Henningsen	Nicole Gust
Jim Thompson		Kevyn Sopinski	Other Staff Members
		Rich Tesar	

- * Excused Absence
- ** Alternate Voting Member

ADOPTION OF AGENDA:

- **It was moved by Director McCormick and seconded by Director Bonnett that the agenda be adopted.**

Roll call was taken on the motion. The motion carried on a vote of 5-yea.

Voting Yea: Bonnett, Fowler, McCormick, Thompson, Japp
 Voting Nay: None
 Abstaining: None
 Absent: None

PROOF OF PUBLICATION: Notice of the meeting was posted in all District Offices and published in the Omaha World Herald on July 3, 2024. The proof of publication affidavit is included with the file copy of these minutes.

1. NARD 414 (h) Retirement Contribution Resolution – John Winkler:

General Manager John Winkler briefed the Subcommittee on discussions about making changes to the contribution levels to the NARD 414(h) retirement plan. The NARD Benefits Committee, NRD Managers, and the NARD Board approved an increase in employee contribution from 5.5% to 6.5% and employer contribution from 6.0% to 7.0% effective January 1, 2025. The last time these levels were changed was on July 1, 2006. All Directors questions were addressed.

- **It was moved by Director McCormick and seconded by Director Thompson that the following Resolution be adopted:**

NARD 414 (h) Contribution Resolution

WHEREAS, the contribution levels for the NARD 414(h) have not been changed since July 1, 2006; and

WHEREAS, the NRD managers and Nebraska Association of Resources Districts (NARD) Board representatives have been talking to local boards and local employees since August of 2023 about a possible change in contribution levels to assist with recruitment and retention of employees; and

WHEREAS, based on feedback from those conversations, on May 20, 2024, the NRD Employee Benefits Committee voted unanimously to recommend the NRD Managers and NARD Board approve an increase on employee contribution from 5.5% to 6.5% and employer contribution from 6.0% to 7.0% effective January 1, 2025; and

WHEREAS, on June 5, 2024, the NRD Managers voted 21-1-1 to request the NARD Board approve an increase on employee contribution from 5.5% to 6.5% and employer contribution from 6.0% to 7.0% effective January 1, 2025; and

THEREFORE, LET IT BE RESOLVED, that the following Mandatory Employee Contributions Section 30.c. of the Nebraska Association of Resources Districts 414(h) Plan is to be amended as follows:

30.c. [X] An Eligible Employee must contribute to the Plan 6.5% (not to exceed 25% of Compensation. Effective January 1, 2025.

THEREFORE, LET IT BE RESOLVED, that the following Employer Matching Conditions Section 26.B.e.1 and 27.A.c of the Nebraska Association of Resources Districts 414(h) Plan is to be amended as follows:

26.B.e.1 [X] Fixed - uniform rate/amount. The Employer will make matching contributions equal to 100% of the Participant's "matched Employee contributions" that do not exceed 7.0% of a Participant's Compensation. Effective January 1, 2025.

27.A.c [X] 7% of Compensation.

RESOLVED, that the undersigned is hereby authorized to execute, on behalf of the Employer, all documents necessary to effect the changes authorized herein.

Such resolution was approved by the NARD Board of Directors on June 10, 2024.

Roll call was taken on the motion. The motion carried on a vote of 5-yea.

Voting Yea:	Bonnett, Fowler, McCormick, Thompson, Japp
Voting Nay:	None
Abstaining:	None
Absent:	None

ADJOURNMENT: Being no further business, the meeting adjourned by acclamation at 4:45 p.m.