

**Personnel, Legislative and Public Affairs Subcommittee
Meeting Minutes
December 10, 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 December 10, 2024. The meeting was called to order by Chairman Ted Japp at 4:00 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	Tim McCormick, Vice-Chairman*	Larry Bradley	John Winkler
Patrick Bonnett	Josh Henningsen*	Fred Conley	Amanda Grint
Tim Fowler		Phil Davidson	Brent Meyer, Legal Counsel
Jim Thompson		Zach Irvine	Jean Tait
		Rich Tesar	Nicole Gust
			Ashley Thomalla, HUB
			Other Staff Members

- * Excused Absence
- ** Alternate Voting Member

ADOPTION OF AGENDA:

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

Roll call was taken on the motion. The motion carried on a vote of 4-yea.

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

PROOF OF PUBLICATION: Notice of the meeting was posted in all District Offices and published in the Omaha World Herald on December 5, 2024. The proof of publication affidavit is included with the file copy of these minutes.

1. Amendments to Papio NRD’s 2025 Pay Program Administration Manual – John Winkler, Jean Tait, and Ashley Thomalla, HUB International:

Administrative Coordinator Jean Tait briefed the Subcommittee on the recommended amendments to the Pay Program Administration Manual for 2025. All questions/concerns were addressed.

- **It was moved by Director Fowler and seconded by Director Bonnett that the Subcommittee recommend to the Board of Directors that the proposed amendments to the Papio NRD’s Pay Program Administration Manual for 2025 be approved and incorporated into the District’s Policy Manual.**

Roll call was taken on the motion. The motion carried on a vote of 4-yea.

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

2. Amendments to Papio NRD’s 2025 Employee Handbook – John Winkler and Jean Tait:

Administrative Coordinator Jean Tait briefed the Directors on the recommended amendments to the Papio Missouri River NRD Employee Handbook. The changes include adjustments to Personnel Records, Bad Weather Closing, Health Flexible Spending Account, Travel and Expense Account, Tuition Reimbursement, and general housekeeping. Jean answered all questions.

- **It was moved by Director Bonnett and seconded by Director Fowler that the Subcommittee recommend to the Board of Directors that the proposed amendments to the Papio NRD’s 2025 Employee Handbook be approved and incorporated into the District’s Policy Manual.**

Roll call was taken on the motion. The motion carried on a vote of 4-yea.

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

ADJOURNMENT: Being no further business, the meeting adjourned by acclamation at 4:06 p.m.