

Executive Committtee Meeting  
Thursday, June 1, 2017 9:30 AM  
Lower Platte North NRD Office  
P.O. Box 126  
Wahoo, NE 68066

## 1. UNFINISHED BUSINESS

### 1.A. OffSite Water Table Concerns Near Sand Creek

See update below from Lausterer dated 5-17-17.

Guys,

Just a heads up that Mike Murren called into the office a short while ago. He was questioning if the District has decided if it would agree to tiling work on his dads farm in lieu of the parties having to litigate the dispute. I expressed to him that the committee did not feel enough evidence has been presented to prove causation and/or that he has been damaged. He indicated that he would likely be submitting a formal claim against the District in the near future and that he would beginning his search for an engineering firm to look into the matter. If the claim does come in then please put it on the agenda for the June committee/board meetings. Thank you.

Jovan W. Lausterer

## 2. MEETINGS

### 2.A. Pending

### 2.B. Reports

#### 2.B.1. GMDA Summer Meeting Report

A Report from Andersen on the GMDA Summer Meeting is attached

## 3. MANAGEMENT ITEMS

### 3.A. Directors Absence

Attached find absnce request from the May Board Meeting for Bailey, McDermott, Meduna, Saalfeld and Sobota.

### 3.B. Monthly Education Program

Matt Moser a biologist with USGS was scheduled to give us an update on stream gages, however our June meeting is not going to work for him.

Other programs suggested in the past include:

Groundwater Foundation

Nebraska Land Trust

Tiling

How bills.com works

Fisheries Biologist

The Executive Committee asked that we try to find someone to speak on tiling that would have a neutral perspective such as NRCS or UNL Extension.

### 3.C. FY18 Medical and Dental Rates

Attached find a memo from Dean Edson concerning rate changes for NARD medical and dental coverages. In FY18 there will be a 5% increase for Medical and 2.9% increase for dental coverages. The attachment shows the cost for each coverage option.

The NARD Intergovernmental Risk Management Pool Association board will act on this proposal at their June 12 meeting.

### 3.D. Motion to Reconsider a Vote

At the Lake Level Work Group meeting on May 31 a recommendation to reconsider the motion that failed (on a tie vote) was made. Lausterer's comments are;

The policy and procedures we passed several months ago don't expressly speak to the issue of reconsideration. Provided, however, the policy does say that for a motion to be considered (or reconsidered) the item must be listed on the agenda. As such, if a matter doesn't get through committee then it therefore wouldn't end up on the agenda and can't be voted on for reconsideration. This is similar to how the legislature operates in the sense that something must make it out of committee before it can be addressed by the full board.

As such, I think it would be appropriate to add a column to the policy addressing this issue. Attached is a draft for consideration by the committee. The idea here would be that a board member or member of the public would first ask the committee or chair to place the item on the agenda. Provided that one of them agrees to do so then you would need a motion and second to reconsider the measure and a simple majority vote at the board meeting. Assuming you received a simple majority vote to reconsider then anyone could present a motion and second on the underlying measure to be voted on again by the board. They would of course be free to modify the original motion, table discussions, amend the motion, etc. as is true in the normal course of procedure.

Director Hannah suggested that a 60% vote be required for a previous action to be "Reconsidered".

### 3.E. Water Strategies

The May report has not yet been received.

## 4. EQUIPMENT

## 5. PERSONNEL

The Personnel Sub-Committee met on May 24, with a copy of the minutes attached. Key items and recommendations from the sub-committee are listed in the below sections.

### 5.A. Overview of Current Personnel

**a. New Employee Daryl Andersen**

Miyoshi reported that he is very pleased with the performance of Water Manager Daryl Anderson who began work on February 27. Daryl has quickly moved into the leader position for the water department and is proving to be a wealth of knowledge. Any salary adjustments would not be effective until the pay period that ends September 1, 2017.

**b. New Water Resources Technician**

Resumes are due on May 31 for the new Water Technician position that is to begin July

1. Staff plan to have a selection ready for board approval at our June 12 Board Meeting.

**c. Project/ O&M Assistance**

Miyoshi and Mountford reminded the committee of their concerns that additional employee time is needed for the projects department. Since elimination of the Large Projects Coordinator position Heimann, Mountford and Miyoshi have split the responsibilities that is leading to some items not getting accomplished. It is suggested to delay any decisions until a new General Manager is hired to reevaluate these needs.

5.B. Salary Ranges for FY18

**a. State Salary Survey Results**

Breunig has prepared results from the Nebraska State Salary Survey that was reviewed.

**b. Concern on Manager/Assistant Manager Range**

One area of concern on the current survey is the drop in the General Managers mid-point of 13 percent. This change also effects the Assistant Manager position whose midpoint is 85% of the GM midpoint.

**c. Water Resources Technician Job Code**

A Job Code is needed for the new Water Resources Technician. Upon review a very good match was found at Job Code 17.3025

5.C. Performance Appraisals

**a. List of performance appraisal rankings**

The committee reviewed performance appraisals and rankings for all employees with discussion on staff performance.

**b. List of previous three rankings**

The Committee reviewed the three previous performance appraisals for all employees to assist with determining employees that would receive step advances this year. Employees who have received a step increase in the past two years are not eligible for one this year as well as those with less than three performance appraisals.

**c. Improvement Needed**

Miyoshi reviewed employees with areas of needed improvement.

5.D. Consumer Price Index

**a. Bureau of Labor CPI**

The Bureau of Labor has the Consumer Price Index at 2.2% for the past 12 months as attached.

5.E. FY18 Salary Adjustment

6. FINANCE

#### 6.A. Selection of Annual Auditing Firm

Request for Proposals were opened on May 25 with five submissions. Copies of all proposals were sent to Executive Committee members for their review and any comments. Breunig, Miyoshi and Love reviewed the proposals and selected what they felt were the three top firms who will give presentations to the Executive Committee today. Gabriel Burger & Else was eliminated due to a substandard peer review report and Bland and Associates' fees were considerably higher than the other firms.

Attached find a summary of the three firms we will be receiving oral presentations from along with a copy of the original RFP.

Presentation Times:

10:30 HSMC, Omaha

10:50 Almquist, Maltzahn Galloway & Luth, Grand Island

11:10 Hayes and Associates, Omaha

#### 6.B. Approval of Financial Reports

Cindy Love was present to review our March and April Financials. We are now current and up to date on our monthly financials.

Love noted a few items that are still out of balance and will work with staff to see that they are resolved.

#### 6.C. HBE Payment

Attached find an accounting invoice from HBE for December (one-half mo.), January and February in the amount of \$15,900.

#### 6.D. Approval of Managers Time and Expense Sheets

#### 6.E. Accounts over 90 Days

The accounts receivable as of 4-30-17 are attached.