

Executive Committtee Meeting
Friday, May 29, 2015 9:00 AM
Lower Platte North NRD Office
P.O. Box 126
Wahoo, NE 68066

1. MEETINGS

1.A. Pending

2. MANAGEMENT ITEMS

2.A. Directors Absence

None

2.B. Bob Weaver

2.B.1. Monthly Conference Call and Update

The monthly Weaver conference call will be held the first week of June

2.B.2. Monthly Bill

The May Weaver bill will be attached to these minutes when received

2.B.3. Annual Increase in Monthly Fees

On an annual basis we consider increasing Bob Weavers monthly fee. The past three years we have allowed close to 3% (\$100/month). Our current rate is \$3,300/mo. so a 3% increase equates to \$99. Weaver has asked to have the monthly fee increased to \$4,000 per month (21% increase) which is attached to the Executive Committee Minutes.

2.C. Monthly Education Program

Meghan Sittler will give a program on Alliance Funding at the monthly board meeting. A full presentation was given at Projects Committee who asked that a condensed version be given to the entire board.

2.D. CCEI Lawsuit

The Court of Appeals has upheld the ruling of the district court in favor of CCEI in the suit they had filed against us. Jovan Lausterer attended the Executive Committee meeting to discuss where we go from here.

2.E. NWRA Dues

For the past three years there has been much discussion on NRD dues for NWRA (Nebraska

Water Resources Association). Attached to the Executive Committee Minutes find the current and proposed dues structure.

2.F. Legal Counsel at Board Meeting

Jovan will not be able to attend the May board meeting, Maureen Freeman-Caddy from the firm will fill in his absence.

3. EQUIPMENT

4. PERSONNEL

4.A. Staff Performance Appraisals

Performance Appraisals for all full-time employees have been completed and were discussed at the 5-26-15 Personnel Sub Committee. A copy of the Sub Committee Minutes are attached to the Executive Committee Minutes.

4.B. Recommendations for F.Y. 2016 Salary Adjustments

The following four motions were approved by the Personnel Sub-Committee and Executive Committee.

Base Increase

- To approve a 2.5% across the board salary increase for all employees for F.Y. 16.

Adjust Salaries to Meeting Entry Level

All Employees should at minimum be earning the entry level wage for their position. We currently have two employees who are below this threshold.

- To make salary adjustments so that all employees are at or above the entry level wage for their position.

Adjust to "Year 2 of 3" Step Implementation

The direction that the Board gave last year was to fund a portion of the cost to implement the 9-step system over the next three years.

- To fund "Year 2 of 3" for implementation of the 9-Step system at a cost of \$20,941.

Due to employment changes the net budget effect for salaries is an increase of .96% for next fiscal year (\$1,126,215 in F.Y. 15 - \$1,137,068 in F.Y. 16)

Recommend Step Advances for F.Y. 16

- To make the following step advances for F.Y. 2016: Oaklund to Step 4, Thompson to Step 5, Breunig to Step 6.

4.C. New Position Water Technician

The Personnel Sub-Committee discussed needing an additional employee prior to the Colfax/Platte Special Quantity Sub-Area going on line. Management is suggesting creation of a “Water Technician” position that would have a lower educational requirement and command a lower salary than our Water Specialist positions to fill this need. Staff was directed to assemble information for the committee looking at a January 1, 2016 start time.

4.D. Employee Recognition

The Personnel Sub-Committee reviewed employee recognition nominations with individuals being agreed upon for each of the four award areas. Committee members and the board chair will present the awards at the June 7 Recognition Picnic.

4.E. Manager Evaluation

Directors will be given the Manager Evaluation at Committee Meetings and are asked to turn them in to Director Saalfeld at Board Meeting Monday, June 8th. Saalfeld will assemble the evaluations for review by the Personnel Sub-Committee.

5. FINANCE

5.A. Approval of Financial Reports

5.B. Approval of Managers Time and Expense Sheets

5.C. Accounts over 90 Days

5.D. Union Bank Note Payment

It is time to make our annual payment to Union Bank for the Wanahoo Note.

Current Balance	\$2,521,466.73
June 2015 payment	<u>350,000.00</u>
New Balance	\$2,171,466.73

5.E. Interest Payment to Union Bank

The semi-annual interest payment on the Union Bank Note is due in June. For auditing purposes the interest will be paid up to June 30, 2015.

5.F. Bruno Loan Payoff

It was budgeted to payoff the Bruno Rural Water Loan this fiscal year.

5.G. Budget

5.H. Budget Hearings

For budgeting the following dates and time are recommended:

Budget Workshop	August 5	5:00 pm
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Budget Hearing
Hearing to set Levy

August 10
September 14 5:00 pm

5:00 pm

5.I. Colfax County Tax Refund

Colfax County has informed us that in 2010 Cargill Meat Solutions protested their property tax amount. The court has ruled in Cargill's favor and the county is asking political subdivisions to refund collected taxes back to the county. The total award was \$320,308.60 of which LPNNRD owes \$8,101.01. A copy of correspondence from the county is attached to the Executive Committee Minutes.