

June 14, 2018  
Nemaha Natural Resources District  
Regular Meeting  
Tecumseh, Nebraska

1. **CALL TO ORDER/ROLL CALL/MOMENT OF SILENCE**

Chair Dan Hodges called the five hundred sixteenth meeting of the Nemaha Natural Resources District Board of Directors to order at 8:05 p.m. Thursday, June 14, 2018, at the NRD Headquarters in Tecumseh, Nebraska.

<b>DIRECTORS PRESENT:</b>	Lisa Beethe	Doug Iske	William Niedfeldt
	Rob Bohling	Jon Keithley	Alan Romine
	Jim Gerweck	Robert Lassen	Eldon Snoke
	Orval Gigstad	Tim Loseke	Dan Stukenholtz
	Dave Guhde	Michael McDonald	Duane Sugden
	Dan Hodges	Russel Moss	Kevin Thorne

<b>DIRECTORS ABSENT:</b>	Jenny Kearney	Mike Speece
	Don Siske	

<b>STAFF PRESENT:</b>	Bob Hilske, Manager
	Scott Nelson, Assistant Manager
	Chuck Wingert, Water Resources Manager
	Jane Kuhl, Administrative Assistant
	Kerri Miller, Administrative Assistant

<b>GUESTS PRESENT:</b>	Roger Reichmuth, NRCS, Tecumseh
	Jessica Jones, Five Rivers RC&D, Tecumseh

Following the Pledge of Allegiance and a moment of silence, Hodges announced that the Open Meetings Act was posted at the back of the room.

2. **PROOF OF PUBLICATION**

Proof of Publication was presented and is on file.

3. **EXCUSED ABSENCES**

**Sugden moved, seconded by Bohling, to approve the excused absences requested by Jenny Kearney, Don Siske, and Mike Speece. Motion carried on consent agenda.**

4. **OPEN FORUMS**

All NRD directors, staff, and guests introduced themselves.

5. **MINUTES**

**Gigstad moved, seconded by Sugden, to approve the minutes as presented. Motion carried on consent agenda.**

6. **TREASURER'S REPORT**

**Sugden moved, seconded by Lassen, to approve the Treasurer's Report as submitted. Motion carried on consent agenda.**

7. **STAFF REPORTS**

Hilske reviewed his written report. Nelson reviewed his written report.

8. **AGENCY/ASSOCIATION REPORTS**

**A. Natural Resources Conservation Service**

Reichmuth provided a written report. There will be a new CRP sign up coming soon.

**B. Five Rivers RC&D**

Jessica Jones distributed and briefly reviewed the RC&D's annual report. She thanked the board for their support.

**C. Nebraska Association of Resources Districts**

Gigstad reported on the recent NARD board meeting where they judged award winners. The 5K run will be in the Nemaha NRD next spring. He also reviewed the NARD budget and the NACD regional meeting held recently.

**D. Nebraska Natural Resources Commission**

Members had received an emailed report from Steve Sugden but there was no additional report given at the meeting.

9. **STANDING COMMITTEES**

**A. Programs & Projects Committee**

1. *Well Permit Applications:* None.
2. *Discussion on Groundwater Rules Changes:* Wingert reviewed some of the special purposes for lower volume wells and the possibility of developing some sort of variance process for them.
3. *AEM Mapping Project Update:* Wingert reviewed the AEM flight line maps and reported that data from the flights will be available in January. We gained some additional flight lines because of the lower cost.
4. *Options for Increasing Irrigation Efficiency:* Trevor Houghton from Pioneer Seeds was unable to attend the meeting, so no presentation was made.

**B. Operations & Education Committee-No meeting**

**C. Executive Committee**

1. **Property & Liability Insurance Quote for FY19:** Hilske explained the quote from our current agent, The Harry A. Koch Co., was for a total of \$42,819, which included property, liability, and workers compensation. This was a net increase of \$182 over last year.

**Niedfeldt moved, seconded by Lassen, to approve the quote from The Harry A. Koch Co. for property, liability, and workers compensation package for July 1, 2018-June 30, 2019.** (Note: the package was amended following the meeting to include Duck Creek Rec Area items. The revised package is \$43,199.) **Motion carried.**

**AYE:** Beethe, Bohling, Gerweck, Gigstad, Guhde, Hodges, Iske, Keithley, Lassen, Loseke, McDonald, Moss, Niedfeldt, Romine, Snoke, Stukenholtz, Sugden, Thorne

**NOT PRESENT:** Kearney, Siske, Speece

2. & 3. **2019 Salary Schedule/Staff Bonuses:** Niedfeldt explained that the committee was recommending a 3.6 percent increase for all base staff and a 5.0 percent increase for the three, non-base staff. This totals a 4.0 percent overall increase. They also recommended one-time bonuses for five employees based on merit, years of service, and additional effort during the past year. These bonuses were recommended by the Manager. The salary package would also include the automatic, years-of-service bonuses that are available to some employees.

**Beethe moved, seconded by Gigstad, to approve the salary schedule as presented with a 3.6 percent increase for base staff, 5.0 percent increase for non-base staff, and total of \$2,900 to be divided among five employees for one-time bonuses.**

There was discussion about how to address employees who go above and beyond in future years and how to handle merit increases. The committee will look at whether to tweak the schedule in the future. After further discussion, **motion carried.**

**AYE:** Beethe, Bohling, Gerweck, Gigstad, Guhde, Hodges, Iske, Keithley, Lassen, Loseke, McDonald, Moss, Niedfeldt, Romine, Snoke, Stukenholtz, Sugden, Thorne

**NOT PRESENT:** Kearney, Siske, Speece

3. **Update on NACD Grant Position:** Hilske reviewed the grant that would provide technical assistance to NRCS. No financial contribution is required by the District. We will work with NRCS to develop a job description and identify candidates for the position. A total of \$50,000 will be provided by this grant. No action.
4. **Agreement with Game & Parks for Invasive Tree Removal:** Niedfeldt reviewed the agreement which would provide funding for tree removal and grassland enhancement

at Iron Horse Trail Lake. Game & Parks will pay 75% of the costs up to a maximum project cost of \$40,000.

**Beethe moved, seconded by Sugden, to approve the agreement with Nebraska Game & Parks Commission for grassland and woodland enhancement at Iron Horse Trail Lake. Motion carried.**

**AYE:** Beethe, Bohling, Gerweck, Gigstad, Guhde, Hodges, Iske, Keithley, Lassen, Loseke, McDonald, Moss, Niedfeldt, Romine, Snoke, Stukenholtz, Sugden, Thorne

**NOT PRESENT:** Kearney, Siske, Speece

#### 10. DISCUSSION ON FY2019 BUDGET

Miller reviewed some of the proposed figures in the budget pointing out that many things are still unknown until the end of the fiscal year. Hilske added explanation about the UBN 25-C project and that the Resource Development Fund number was a high estimate at this time. A maintenance building as well as the siren were included for Duck Creek. They discussed potential, larger projects. There was discussion about the recreation areas and permits. The Budget Committee will be meeting sometime before the July meeting to discuss the budget in further detail. No action.

#### 11. ANNOUNCEMENTS, JULY MEETING DATE/TIME & AGENDA ITEM REQUESTS

The next meeting will be July 12 at 8:00 p.m. with committee meetings prior to the regular meeting. Directors were reminded that the Watershed of Wonders day camp would be June 20 at Iron Horse Trail Lake. Hilske announced that the board planning meeting would be Wednesday, June 27, beginning at 7:00 p.m. and that directors should expect it to last 2-3 hours. A draft outline of items to be discussed was provided.

#### 12. CONSENT AGENDA

**Sugden moved, seconded by Gigstad to approve the consent agenda.** Consent agenda items: Excused Absences, Minutes, Treasurer's Report. **Motion carried.**

**AYE:** Beethe, Bohling, Gerweck, Gigstad, Guhde, Hodges, Iske, Keithley, Lassen, Loseke, McDonald, Moss, Niedfeldt, Romine, Snoke, Stukenholtz, Sugden, Thorne

**NOT PRESENT:** Kearney, Siske, Speece

#### 13. ADJOURNMENT

**Bohling moved, seconded by Gerweck, to adjourn. Motion carried.**

**AYE:** Beethe, Bohling, Gerweck, Gigstad, Guhde, Hodges, Iske, Keithley, Lassen, Loseke, McDonald, Moss, Niedfeldt, Romine, Snoke, Stukenholtz, Sugden, Thorne

**NOT PRESENT:** Kearney, Siske, Speece

The meeting adjourned at 9:45 p.m.

*Approved 7/12/18*

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Secretary, Nemaha Natural Resources District