LOWER PLATTE SOUTH
natural resources district
3125 Portia Street | P.O. Box 83581 • Lincoln, Nebraska 68501-3581
P: 402.476.2729 • F: 402.476.6454 | www.lpsnrd.org

Memorandum

Date: April 14, 2023

To: Each Director

From: Paul D. Zillig, General Manager

Subject: Executive Subcommittee Meeting Minutes

The Executive Subcommittee met at 5:30 pm on Wednesday, April 12, 2023 in the NRD Large Conference Room. Directors in attendance were David Landis, Bob Andersen, Lisa Lewis, Chelsea Johnson, and Tom Green. Others attending included Corey Wasserburger, Dave Potter, and myself.

Chair Landis called the meeting to order at 5:30 pm, made introductions, and welcomed those in attendance. The first item was for the Subcommittee to consider the USDA/Natural Resources Conservation Services and LPSNRD Annual Operational Agreement. Potter reviewed the agreement and reported there were no major changes from last year. It was moved by Andersen, seconded by Green, and unanimously approved by the Subcommittee to **recommend the Board of Directors approve the 2024 Operational Agreement with the USDA Natural Resources Conservation Service.**

The Subcommittee then began the Budget/LRIP review and recommendations. The Subcommittee reviewed the FY'23 accomplishments and FY'24 suggested actions and budget requests along with those for FY'25-28. They discussed the need to also include the Wage Comparability Study on both FY'24 and FY'28. It was reported that the remainder of the personnel costs will be completed after Board action on salary adjustments.

The Subcommittee then discussed staffing and salary adjustments for FY'24. I reviewed the attached April 11th memo reviewing last year's process and my recommendations for FY'24. The Subcommittee reviewed the Consumer Price Index (CPI) and Social Security cost-of-living (COLA) information. The CPI information for March was released earlier that day, for the previous 12 months the CPI was 4.9%. The Subcommittee discussed the NRD's history of using this information and it is the best information available, there was support in recommending utilizing the most current 4.9% increase.

I reported that in addition to a cost-of-living increase for staff we also consider salary raises for merit and/or adjustments. I reported that staff has done a good job this year and I was recommending both merit raises and also salary adjustments to retain staff and remain competitive in the job market. I recommended a total of $44,000 of increases for merit and adjustments. The Subcommittee discussed the recommendations and their interest in recognizing staff with merit raises and their support for adjustments to remain competitive in the job market.

It was moved by Andersen, seconded by Green, and unanimously approved by the Subcommittee **to recommend that the Board of Directors approve for Fiscal Year 2024 an across the board increase of 4.9% for all salaried and part-time employees, and an additional $44,000 for merit and adjustments.**

The next personnel consideration was to establish a position for a third Operation & Maintenance Technician. I reported that last year I referred to the need for additional staffing in this area as the workload increases taking care of our completed projects, improved management of our wildlife, wetlands, and recreation areas, and implement emergency action plans for our high hazard dams and operating the Salt Creek Levee and other projects during high water events. The Subcommittee discussed the need to make sure we have adequate staff to accomplish the work required to take care of our projects and property. It was moved by Lewis, seconded by Green, and unanimously approved by the Subcommittee to **recommend the Board of Directors approve adding a third Operation & Maintenance Technician position to the NRD staff, beginning in FY'24.**

The Subcommittee then was updated by Chair Landis on his plans for the Salt Creek Flood Resiliency Subcommittee and Wasserburger updated the Subcommittee on the Notice of Claim related to last year's MoPac Trail bike/pickup accident at 286th Street, just west of Elmwood.

There being no further business the meeting adjourned at 6:30 am.

PDZ/pz

pc: Steve Seglin
Corey Wasserburger

2024 OPERATIONAL AGREEMENT
between the
LOWER PLATTE SOUTH NATURAL RESOURCES DISTRICT
and the
NATURAL RESOURCES CONSERVATION SERVICE
UNITED STATES DEPARTMENT OF AGRICULTURE

This Agreement covers the utilization of District funds to accelerate technical assistance and assist providing secretarial assistance to the county level Service (Natural Resources Conservation Service) offices in the District. The general intent for how these funds are to be utilized is outlined in the Memorandum of Agreement dated January 28, 2020.

The District will employ a secretary for both Lancaster and Cass County Service Field Offices. The District will coordinate the employment of secretaries in Butler, Otoe, Saunders, and Seward County Service Field Offices with neighboring Districts. The secretary will be employed for the purpose of receptionist, telephone operation, and clerical duties, including preparation of materials for mailing, filing, and record keeping.

The District will employ occasional technicians for each of the six county Service Field Offices. These technicians will assist with work that directly results in the design, layout, inspection, and certification of soil and water conservation practices in the District, and the paperwork directly related to the installation of these practices. Occasional technicians may also be hired for special natural resource projects at the direction of the General Manager.

The Service DC (District Conservationist) will be responsible for planning when these occasional technicians are to be utilized and they will conduct all interviews and recommend hiring such personnel. Occasional technicians will be limited to less than 40 working hours/week, not be eligible for benefits, and will be paid monthly an hourly wage between $16.00/hour to $26.00/hour, depending on their capabilities, job duties, and experience.

The District budgeted funds for 1,000 hours of occasional technical assistance to the Service for FY 2024. These hours are allocated to each of the Service Field Offices in the following manner:

Butler County	50 hours
Cass County	500 hours
Lancaster County	300 hours
Otoe County	50 hours
Saunders County	50 hours
Seward County	50 hours

The District will employ one full-time technician to work out of the Cass County Service Offices and two full-time technicians to work out of the Lancaster County Service Office. The District will be solely responsible for the decisions concerning the employment status of these employees. The District will coordinate the employment of full-time technicians in the Butler, Otoe, Saunders, and Seward County Field Offices with neighboring Districts.

The full-time technicians will work out of the Cass and Lancaster County Service Offices. The NRD's policy concerning the prioritized jobs on which these employees are to work are as follows:

1. Design, layout, inspection, and certification of soil and water conservation practices in the District and the paperwork directly related to the installation of these practices. Promote non-structural conservation practices such a cover crops, buffer strips, reduced tillage, etc.

2. Special projects and programs of the District as directed by the NRD General Manager. These special projects and programs may require work District-wide.

3. General office support as needed at the NRCS Office.

All District employees will only be available to work on jobs that are consistent with District policy. District technical employees are to be available to assist with conservation practice design and layout without regard to whether cost-share assistance is to be provided.

This Agreement will remain in effect until July 1, 2024, or until succeeded by another Operational Agreement, and is subject to all the terms and conditions of the Memorandum of Agreement as identified above. This Agreement may be modified or terminated at any time by mutual consent of the parties hereto or may be terminated by either party by giving thirty (30) days notice in writing to the other party.

LOWER PLATTE SOUTH NATURAL RESOURCES DISTRICT

______________________________ ____________

General Manager Date

NATURAL RESOURCES CONSERVATION SERVICE, USDA

______________________________ ____________

State Conservationist Date

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Memorandum

Date: April 11, 2023
To: Executive Subcommittee
From: Paul Zillig
Subject: Staffing and Salary Adjustments for FY'24

In preparation for your Executive Subcommittee Meeting tomorrow I'm providing some additional background information on staffing and salary adjustments. Hopefully this will be of assistance as you determine your recommendations.

I've provided you with the FY'23 Accomplishments and the proposed FY'24 Budget & FY'25-28 LRIP (Long Range Implementation Plan) suggestions. One addition for FY'24 is to add the Wage Comparability Study for $20,000 and add it to the FY'28 for $25,000. The NRD has contracted for the completion of this study every four years, last completed in 2020.

I've also attached the Subcommittee Meeting minutes and background information from last years meetings in April, May, June and November. It's a good refresher on FY'23 and especially for Lisa and Tom as they are new to the Executive Subcommittee this year. The CPI (Consumer Price Index) is again higher than normal due to primarily inflation, but the past 12 months CPI is 5.6% as of February (the March CPI is to be released tomorrow) the current CPI is lower than last year's previous 12 months (2021) level of 8.6% (see attached table).

I've also attached the historical Social Security COLA (cost of living adjustment) percentages for comparison. The January 2023 SS COLA was 8.7% and is also expected to decrease, it's safe to assume it will be similar to the CPI.

Everyone is having a challenging time keeping up with inflation, we can't predict inflation for the next year so we can only provide a cost-of-living adjustment based on what happened over the previous year. I feel the best information is the CPI, my

recommendation is to be consistent again and use the CPI as the cost-of-living adjustment for staff. The CPI for the past year, as of today is 5.6%.

I've also attached the current Organizational Structure of the LPSNRD which includes 31 full time employees (includes the Drinking Water Protection Specialist that was approved last year but not yet filled as we await grant approval). I'm very proud of the work being done by these employees, they make us all look good! I'm very appreciative of the Board's willingness to give me the resources to provide raises for merit and adjustments. This year's recommended raises are higher than last year primarily due to the need to increase the salary of the engineer and information technology positions to keep them competitive with the market. **The total recommended increase for merit and adjustments is $44,000.**

I'm recommending the Board also approve a third Operation & Maintenance Technician position. The need for this additional position is listed in LRIP under "Personnel" for FY 24-27, future district staffing requirements. The additional help is needed as we continue to maintain our completed projects, we improve management of our wildlife, wetlands, and recreation areas, implement emergency action plans for our high hazard dams and operate the Salt Creek Levee Project during high water events.

The last action item involves our Annual Operational Agreement with USDA/Natural Resources Conservation Service. Attached is the proposed agreement for FY'24. The Agreement lists the responsibilities of each entity and our cooperative efforts to assist the landowners of the NRD with their conservation needs. **I recommend approval of this agreement.**

Enc. 6

pc: Corey Wasserburger
Steve Seglin

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Memorandum

Date: November 9, 2022
To: Executive Subcommittee
From: Paul Zillig
Subject: Staff Salary Adjustments for FY'23

Last spring the Executive Subcommittee and Board of Directors considered staff salary adjustments for FY'23. During the discussion on the unusually high increases in consumer prices and inflation it was agreed that the Board should re-visit the situation at mid-year. I've given below a brief recap of the actions taken by the Board, then provided additional information on the current situation, and provided my recommendation on further adjustments for FY'23.

The Executive Subcommittee annually considers recommendations to the Board on staff salary adjustments in the spring (April or May). I reported in April on the best available information utilizing the Consumer Price Index, we have used this information for many years and based "cost-of-living" adjustments closely to this information. I reported that the CPI for the past 12 months was 8.6% and I was recommending an increase of 8.6% and an additional $22,000 for merit increases to staff. No action was taken on this recommendation at that time and the Subcommittee asked for additional information.

The Executive Subcommittee then met in May and was presented additional information as listed in the attached May 13th meeting minutes. The Subcommittee looked at an increase of approximately 50% of the CPI. They recommended a 4.0% increase in base salary, an additional $8,000 for merit ($30,000 total), and felt that totaled close to 4.3% or ½ of the CPI rate of 8.6%. This recommendation was approved by the Board after some lengthy discussion and concerns about not keeping pace with inflation.

The Executive Subcommittee then met in June and was presented additional information on a potential inflation adjustment payment to staff. The Subcommittee recommended and the Board approved a one-time payment for non-contract employees of $2,000/full time employee and $1,000/part time employees. Payments totaled $64,000 in additional compensation. This additional payment averaged out to an increase of approximately 2.5% of the total salary with the percent increase highest for the lower salaried employees.

The inflation adjustment payment essentially filled the salary gap for the first 6 months of the fiscal year from not approving base salary increases up to 8.6%. I feel the need to make an additional adjustment for the remaining 6 months of the fiscal year and also catch up with increasing the salary scale/range accordingly.

In reviewing the CPI since registering an annual increase of 8.6% in March, similar percentages were reported since that time (April 8.2%; May 8.8%; June 9.5%; July 8.6%; and August 8.1%). The previous 6 months were (February 8.0%; January 7.9%; December 7.5%; November 7.3%; October 6.6%; and September 5.7%). It does appear that the increases will be lower when we review this information next spring, if the current trend continues.

In reviewing the Social Security "cost-of-living" adjustments, based on CPI for elderly consumers, the increase in the cost-of-living for 2021 was 5.9% and for 2022 it is reported to increase to 8.7%.

I see the need to again adjust staff salaries for the remaining portion of FY'23. The Consumer Price Index of 8.6% from last spring does appear to be accurate and our salaries are less competitive. **I am recommending staff salaries be increased an additional 4.3% for the remaining 6 months of FY'23.**

Enc. 1

pc: Corey Wasserburger
Steve Seglin

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Agenda Item #7

Memorandum

Date: May 13, 2022

To: Each Director

From: Paul D. Zillig, General Manager

Subject: Executive Subcommittee Meeting Minutes

The Executive Subcommittee met at 5:30 pm on Thursday, May 5, 2022 in the NRD Conference Room. Directors in attendance were Deborah Eagan, David Landis, Bob Andersen, and Larry Ruth, also participating were Chelsea Johnson and Luke Peterson. Others attending included Dave Potter and myself.

Chair Eagan called the meeting to order and welcomed those participating. Eagan reported that this meeting is a follow-up to last month's discussion on salary adjustments for FY'23. I provided a copy of the attached April 14th Executive Subcommittee meeting minutes that included the salary adjustment discussion from last month. I reported that Mike Mascoe had recently announced his retirement in early July and adjustments to fill that position are being considered. I provided, reviewed, and attached the following:

1. CPI (Consumer Price Index) from March 2022,
2. Wage increase response from the NRD's Wage Consultant, Paul Essman of Capital City Concepts.
3. Wall Street Journal article on Labor Costs.
4. AP article on anticipated Federal Reserve interest rate increases.

I reported that the Subcommittee requested that I report back on what I could find that "others" are doing on salary increases. I reported that changes in the job market, salaries, and costs are occurring rapidly, finding current comparable numbers is difficult. What I found is listed below:

- NARD – 7% increase for staff, Executive Director 4% increase.
- Lancaster County – focused on a job market analysis to "look at comps". There are several Unions they negotiate with and also groups of salaried employees. The salary employee settlement from August of 2021 was an increase of 2.75% and the December/January of 2021/2 increase was 4.0%. Not sure what else was included in the negotiations.
- Omaha Public Labor Unions – 6.28% for labor, and 5.27% for middle management.
- City of Lincoln – no response from LTU.
- Other NRDs – several are just beginning the process.

- PMR NRD in Omaha approved a 1.6% COLA in January.
- CP NRD in Grand Island will consider a 10% increase for employees making less than $75k and an 8.5% increase for employees making more than $75k.

I reported that I felt that all the information above was very beneficial and that the Board needs to take into account the current economic situation, low unemployment, and adjust salaries in order to retain our employees to do the necessary work.

The Subcommittee discussed my recommendation of an 8.6% "cost-of-living" increase, based on the CPI and an additional $22,000 in merit adjustments. There was hope that inflation would not continue at it's current rate and options of a lower cost of living increase in the 4.3% - 4% range with some increase in merit pay. There was some discussion on adjustments to benefits, previous increases beyond the cost-of-living, and mid-year salary adjustments.

It was moved by Andersen, and seconded by Landis, to **recommend the Board of Directors approve for Fiscal Year 2023 an across the board increase of 4.0% for all salaried and part time employees, and an additional $30,000 for merit and adjustments for changes in duties.** The subcommittee further discussed options that they felt would be a good starting point for the proposed adjustments in salary for staff. The motion was approved with Andersen, Eagan, Landis, and Ruth voting "yes", and C. Johnson "abstaining".

The final item on the agenda was to consider the proposed FY 2023 Operational Agreement with USDA/NRCS, a copy is attached. I reported that this is our annual agreement that spells out the NRD staffing provided for District activities in the local NRCS Offices. It was moved by Landis, seconded by Ruth, and unanimously approved by the Subcommittee to **recommend the Board of Directors approve the FY 2023 Operational Agreement with the USDA/NRCS for staffing.**

There being no further business the meeting adjourned at 6:35 pm.

PDZ/pz

pc: Steve Seglin
Corey Wasserburger

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Memorandum

Date: April 14, 2022

To: Each Director

From: Paul D. Zillig, General Manager

Subject: Executive Subcommittee Meeting Minutes

The Executive Subcommittee met at 5:30 pm on Wednesday, April 13, 2022 in the NRD Confernce Room. Directors participating were Deborah Eagan, David Landis, Chelsea Johnson, Bob Andersen, Larry Ruth, and Luke Peterson. Others participating included Kristin Buntemeyer and myself.

Chair Eagan called the meeting to order, welcomed those participating and reported that she talked to a few Directors to draft some ideas on Director ethics or a code of conduct. Eagan handed out some ideas and asked the Subcommittee members to please review and the Subcommittee can discuss it next meeting.

The next item on the agenda was to answer any questions on the FY 22 Accomplishments that were emailed out. There were no questions but Ruth commented that we need to continue to keep current on our review of District activities and how it relates to climate change.

I then reviewed with the Subcommittee our current staffing (see attached Organizational Chart). I reported that we've had several retirements and openings on our staff this year. Replacing these experienced employees is challenging but I feel good about our new employees. I reported on the staff changes and we now need to hire a new District Engineer. Considering that the Deadmans Run Project is nearing a critical phase of plan review I will likely obtain private sector assistance until our new District Engineer is hired and able to assist.

I also reported on the need and opportunity to provide additional assistance to communities and well owners in protecting their drinking water. I reported that the NRD has been assisting Waverly with their Source Water Assessment and Drinking Water Management Plan. Nebraska Department of Environment and Energy has offered to consider providing Section 319 funding for a 5 year term to provide 60% cost-share assistance for the position. I reported that drinking water protection is a priority of many Directors and adding a staff person for this purpose is needed. The Subcommittee discussed their support for this position and that receiving Section 319 financial support for 5 years would be appreciated but not required for approval.

It was moved by Landis, seconded by Andersen, and unanimously approved by the Subcommittee to **recommend the Board of Directors authorize the General Manager hire a Drinking Water Protection Specialist in FY 2023 and apply for Section 319 assistance.**

The next item on the agenda was to discuss salary adjustments for Fiscal Year 2023. I reported that the Board annually considers adjustments this time of year and we typically approve an adjustment for all of staff (i.e. cost of living), several years the Board included some additional across-the-board increases (i.e. in 2022 the cost of living was 1.7% and an additional 0.3% was added), and typically approves approximately $20,000 for merit raises to be determined by the General Manager. The past 5 years the "cost of living" adjustment has been based on the Consumer Price Index (CPI) from the U.S. Bureau of Labor Statistics and it has been typically around 2%.

I stressed the need to retain our employees and that between the pandemic, low unemployment, and inflation employee salaries are increasing along with the cost of almost everything else. I shared my concern we will lose employees if we don't compensate them fairly, and I don't want to lose more employees.

I then reviewed the CPI report for March 2022 (attached). I reported that about this time last year the CPI began a steady climb and inflation has been occurring for the past year. The CPI for the past 12 months was 8.0% as of February and for March is at 8.6%. I reported that the CPI takes into account food, energy, shelter, medical care, vehicles, household, etc., all these have increased for everyone. I've continued to look for more accurate methods to utilize for staff salary adjustments but have not identified any. The bottom line is that the cost of goods and services are going up for all of us individually and for all taxpayers/agencies/businesses. I reported that I didn't know what the solution was, but we need to increase wages.

I reported that my recommendation was to continue to use the CPI and "recommend the Board of Directors approve for FY 2023 an across-the-board increase of 8.6% for all salaried and part time employees, and an additional $22,000 for merit and adjustments for changes in duties." This motion was put on the floor for discussion by Andersen and seconded by C. Johnson. Discussion ensued.

The Subcommittee discussed the need to retain employees, they discussed factors such as the low unemployment rate, how would they adjust salaries when the CPI falls, how gas prices fluctuate, and discussed a number of ways to make the adjustments over a longer period of time.

The Subcommittee realized that some additional information and discussion will be required, Andersen offered to withdraw the motion, and C. Johnson agreed. The Subcommittee agreed that additional information is needed and directed me to report back next month, in the mean time the Subcommittee will listen to additional information.

The final item on the agenda was to consider appointing a second representative on the Nebraska Land Trust Board of Directors (see attached information on the Nebraska Land Trust). I reported that Dan Schulz had served as the LPSNRD representative for the past 6 years along with myself as the alternate. The Subcommittee discussed the District's representation, who would be interested and willing to serve, and who would be able to assist the Trust in these challenging times. It was moved by Landis, seconded by C. Johnson and unanimously approved by the Subcommittee to **recommend the Board of Directors appoint Larry Ruth to serve as the Lower Platte South NRD's representative on the Nebraska Land Trust's Board of Directors.**

There being no further business the meeting adjourned at 7:15 pm.

PDZ/pz

pc: Steve Seglin
Corey Wasserburger

NEWS RELEASE

BUREAU OF LABOR STATISTICS

U. S. DEPARTMENT OF LABOR

For Release: Tuesday, April 12, 2022 **22-252-KAN**

MOUNTAIN-PLAINS INFORMATION OFFICE: Kansas City, Mo.
Technical information: (816) 285-7000 BLSInfoKansasCity@bls.gov www.bls.gov/regions/mountain-plains
Media contact: (816) 285-7000

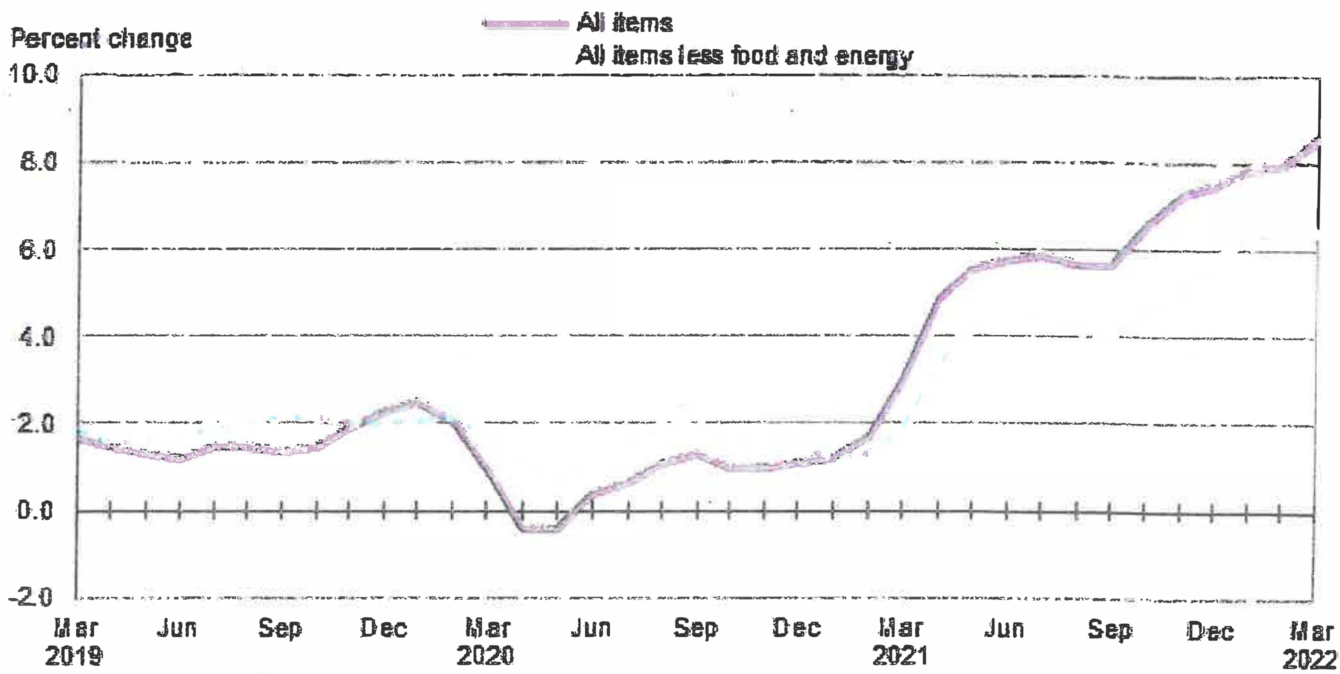
Consumer Price Index, Midwest Region – March 2022

Area prices were up 1.3 percent over the past month, up 8.6 percent from a year ago

Prices in the Midwest Region, as measured by the Consumer Price Index for All Urban Consumers (CPI-U), advanced 1.3 percent in March, the U.S. Bureau of Labor Statistics reported today. (See table A.) Higher prices for gasoline were the largest contributing factor to the March increase. The food index rose in March due to higher costs for food at home, and the index for all items less food and energy increased as a result of higher shelter costs. (Data in this report are not seasonally adjusted. Accordingly, month-to-month changes may reflect seasonal influences.)

Over the last 12 months, the CPI-U rose 8.6 percent. (See chart 1 and table A.) The index for all items less food and energy increased 6.4 percent over the year. Energy prices jumped 29.3 percent, largely the result of an increase in the price of gasoline. Food prices were up 10.3 percent. (See table 1.)

Chart 1. Over-the-year percent change in CPI-U, Midwest region, March 2019–March 2022



Source: U.S. Bureau of Labor Statistics.

Food
Food prices increased 1.4 percent for the month of March. (See table 1.) Prices for food at home increased 1.8 percent, and prices for food away from home rose 0.7 percent for the same period.

Over the year, food prices were up 10.3 percent. Prices for food at home increased 11.3 percent since a year ago, and prices for food away from home advanced 8.4 percent.

Energy
The energy index advanced 9.8 percent over the month. The increase was due to higher prices for gasoline (19.4 percent). Prices for electricity edged down 0.1 percent, and prices for natural gas service decreased 1.4 percent for the same period.

Energy prices rose 29.3 percent over the year, largely due to higher prices for gasoline (46.0 percent). Prices paid for natural gas service jumped 26.3 percent, and prices for electricity advanced 5.0 percent during the past year.

All items less food and energy
The index for all items less food and energy rose 0.4 percent in March. Higher prices for shelter (0.6 percent) and medical care (0.6 percent) were partially offset by lower prices for education and communication (-1.0 percent).

Over the year, the index for all items less food and energy increased 6.4 percent. Components contributing to the increase included new and used motor vehicles (23.3 percent), shelter (5.1 percent), and household furnishings and operations (11.3 percent).

Table A. Midwest region CPI-U 1-month and 12-month percent changes, all items index, not seasonally adjusted

Month	2018		2019		2020		2021		2022	
	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month
January	0.6	1.6	0.2	0.8	0.4	2.5	0.5	1.2	0.8	7.9
February	0.2	1.7	0.7	1.3	0.3	2.1	0.8	1.7	0.9	8.0
March	0.2	1.8	0.6	1.7	-0.5	1.0	0.7	3.0	1.3	8.6
April	0.4	1.8	0.3	1.5	-1.1	-0.4	0.8	4.9		
May	0.5	2.3	0.3	1.3	0.3	-0.4	1.0	5.6		
June	0.2	2.5	0.0	1.2	0.8	0.4	1.0	5.8		
July	0.0	2.4	0.2	1.5	0.5	0.7	0.6	5.9		
August	0.0	2.1	0.0	1.5	0.4	1.1	0.2	5.7		
September	0.1	1.9	0.0	1.4	0.2	1.3	0.2	5.7		
October	0.1	2.2	0.2	1.5	-0.1	1.0	0.8	6.6		
November	-0.6	1.4	-0.2	1.9	-0.2	1.0	0.4	7.3		
December	-0.4	1.3	0.0	2.3	0.1	1.1	0.3	7.5		

The April 2022 Consumer Price Index for the Midwest Region is scheduled to be released on May 11, 2022.

Technical Note

The Consumer Price Index (CPI) is a measure of the average change in prices over time in a fixed market basket of goods and services. The Bureau of Labor Statistics publishes CPIs for two population groups: (1) a CPI for All Urban Consumers (CPI-U) which covers approximately 93 percent of the total U.S. population and (2) a CPI for Urban Wage Earners and Clerical Workers (CPI-W) which covers approximately 29 percent of the total U.S. population. The CPI-U includes, in addition to wage earners and clerical workers, groups such as professional, managerial, and technical workers, the self-employed, short-term workers, the unemployed, and retirees and others not in the labor force.

The CPI is based on prices of food, clothing, shelter, and fuels, transportation fares, charges for doctors' and dentists' services, drugs, and the other goods and services that people buy for day-to-day living. Each month, prices are collected in 75 urban areas across the country from about 6,000 housing units and approximately 22,000 retail establishments—department stores, supermarkets, hospitals, filling stations, and other types of stores and service establishments. All taxes directly associated with the purchase and use of items are included in the index.

The index measures price changes from a designated reference date; for most of the CPI-U the reference base is 1982-84 equals 100. An increase of 7 percent from the reference base, for example, is shown as 107.000. Alternatively, that relationship can also be expressed as the price of a base period market basket of goods and services rising from $100 to $107. For further details see the CPI home page on the internet at www.bls.gov/cpi and the CPI section of the BLS Handbook of Methods available on the internet at www.bls.gov/opub/hom/cpi/.

In calculating the index, price changes for the various items in each location are averaged together with weights that represent their importance in the spending of the appropriate population group. Local data are then combined to obtain a U.S. city average. Because the sample size of a local area is smaller, the local area index is subject to substantially more sampling and other measurement error than the national index. In addition, local indexes are not adjusted for seasonal influences. As a result, local area indexes show greater volatility than the national index, although their long-term trends are quite similar. **NOTE: Area indexes do not measure differences in the level of prices between cities; they only measure the average change in prices for each area since the base period.**

The Midwest region is comprised of Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

Information in this release will be made available to individuals with sensory impairments upon request. Voice phone: (202) 691-5200; Telecommunications Relay Service: 7-1-1.

Table 1. Consumer Price Index for All Urban Consumers (CPI-U): Indexes and percent changes for selected periods, Midwest Region, (1982-84=100 unless otherwise noted) (not seasonally adjusted)

Expenditure category	Indexes			Percent change from		
	Jan. 2022	Feb. 2022	Mar. 2022	Mar. 2021	Jan. 2022	Feb. 2022
All items	261.657	263.988	267.312	8.6	2.2	1.3
All items (December 1977 = 100)	425.730	429.523	434.932			
Food and beverages	276.579	279.214	282.806	9.7	2.3	1.3
Food	277.344	280.150	283.955	10.3	2.4	1.4
Food at home	255.381	258.599	263.145	11.3	3.0	1.8
Cereals and bakery products	284.106	287.445	295.390	10.7	4.0	2.8
Meats, poultry, fish, and eggs	291.358	294.524	297.971	15.3	2.3	1.2
Dairy and related products	218.356	221.062	226.265	8.4	3.6	2.4
Fruits and vegetables	297.794	305.051	308.709	11.3	3.7	1.2
Nonalcoholic beverages and beverage materials	183.907	185.041	188.710	9.3	2.6	2.0
Other food at home	219.725	221.920	225.938	10.5	2.8	1.8
Food away from home	312.702	314.608	316.829	8.4	1.3	0.7
Alcoholic beverages	265.339	265.677	266.416	2.3	0.4	0.3
Housing	254.763	256.445	257.919	6.5	1.2	0.6
Shelter	301.535	303.249	305.136	5.1	1.2	0.6
Rent of primary residence(1)	303.356	304.666	306.249	4.6	1.0	0.5
Owners' equivalent rent of residences(1)(2)	308.162	309.495	311.127	4.6	1.0	0.5
Owners' equivalent rent of primary residence(1)(2)	308.064	309.398	311.032	4.6	1.0	0.5
Fuels and utilities	252.086	255.934	255.742	10.6	1.5	-0.1
Household energy	206.070	209.870	209.458	13.0	1.6	-0.2
Energy services(1)	211.911	215.509	214.235	12.0	1.1	-0.6
Electricity(1)	209.008	212.137	211.991	5.0	1.4	-0.1
Utility (piped) gas service(1)	202.801	206.870	203.997	26.3	0.6	-1.4
Household furnishings and operations	131.851	132.313	133.561	11.3	1.3	0.9
Apparel	114.139	117.739	117.961	4.3	3.3	0.2
Transportation	240.942	244.866	255.194	22.6	5.9	4.2
Private transportation	240.330	244.143	254.075	23.0	5.7	4.1
New and used motor vehicles(3)	125.058	125.110	124.732	23.3	-0.3	-0.3
New vehicles	160.448	160.118	160.582	15.5	0.1	0.3
New cars and trucks(3)(4)	113.414	113.179	113.510	15.5	0.1	0.3
New cars(4)	157.140		157.143	14.6	0.0	
Used cars and trucks	210.187	211.940	207.335	35.1	-1.4	-2.2
Motor fuel	282.651	301.079	359.560	46.1	27.2	19.4
Gasoline (all types)	280.991	299.352	357.348	46.0	27.2	19.4
Gasoline, unleaded regular(4)	274.131	292.424	349.752	46.8	27.6	19.6
Gasoline, unleaded midgrade(4)(5)	324.003	341.885	403.804	42.0	24.6	18.1
Gasoline, unleaded premium(4)	301.345	316.367	369.407	38.6	22.6	16.8
Medical care	531.401	531.165	534.114	1.6	0.5	0.6
Medical care commodities	371.027	375.083	376.595	0.5	1.5	0.4
Medical care services	584.598	582.950	586.374	1.9	0.3	0.6
Professional services	439.930	440.364	441.545	0.3	0.4	0.3
Recreation(3)	129.701	130.952	131.349	4.3	1.3	0.3
Education and communication(3)	142.020	142.631	141.202	0.0	-0.6	-1.0
Tuition, other school fees, and child care(6)	1,225.720	1,226.805	1,226.718	0.5	0.1	0.0
Other goods and services	473.538	477.090	479.494	6.1	1.3	0.5

Note: See footnotes at end of table.

Table 1. Consumer Price Index for All Urban Consumers (CPI-U): Indexes and percent changes for selected periods, Midwest Region, (1982-84=100 unless otherwise noted) (not seasonally adjusted) - Continued

Expenditure category	Indexes			Percent change from		
	Jan. 2022	Feb. 2022	Mar. 2022	Mar. 2021	Jan. 2022	Feb. 2022
Commodity and service group						
Commodities	204.162	207.084	211.636	14.3	3.7	2.2
Commodities less food and beverages	168.699	171.545	176.146	17.0	4.4	2.7
Nondurables less food and beverages	208.555	215.412	229.328	16.5	10.0	6.5
Durables	125.630	126.063	125.337	18.6	-0.2	-0.6
Services	320.305	321.926	323.807	4.7	1.1	0.6
Special aggregate indexes						
All items less shelter	249.783	252.343	256.186	10.0	2.6	1.5
All items less medical care	248.923	251.393	254.749	9.3	2.3	1.3
Commodities less food	171.827	174.633	179.173	16.4	4.3	2.6
Nondurables	241.843	246.748	255.873	12.9	5.8	3.7
Nondurables less food	211.470	217.936	231.061	15.4	9.3	6.0
Services less rent of shelter(2)	349.817	351.325	353.216	4.3	1.0	0.5
Services less medical care services	300.564	302.466	304.232	5.2	1.2	0.6
Energy	240.746	250.795	275.376	29.3	14.4	9.8
All items less energy	267.130	268.790	270.226	7.0	1.2	0.5
All items less food and energy	266.113	267.589	268.639	6.4	0.9	0.4

(1) This index series was calculated using a Laspeyres estimator. All other item stratum index series were calculated using a geometric means estimator.
(2) Indexes on a December 1982=100 base.
(3) Indexes on a December 1997=100 base.
(4) Special index based on a substantially smaller sample.
(5) Indexes on a December 1993=100 base.
(6) Indexes on a December 1977=100 base.
Note: Index applies to a month as a whole, not to any specific date.

Paul Zillig

From: npc@paulessmanresearch.com
Sent: Saturday, April 16, 2022 1:25 PM
To: Paul Zillig
Subject: RE: Wage Increases

Caution: This email originated from OUTSIDE the organization. Do not open suspicious links or attachments. Contact IT for assistance.

Paul Z.,

Crazy times- but cyclical like anything else and public employers typically are the slowest to respond to inflation. You are accurate in your 8.6% number. Also, in the Lincoln area a national low unemployment rate, these two factors alone are going to make recruitment and retention difficult, having spoken to many boards and councils over the years someone is going to bring up the price of corn or they do not believe in raising the pay lines when other costs to operate are also rising. Every employer is happy to use the CPI when its low, but how their attitude changes when inflation heat's up. Absolutely check around if anybody has a handle on what they are going to do. The two biggest public labor unions in Omaha just settled next years raise: 6.28% for labor and 5.27% for middle management. In smaller organizations such as your retention is more important because when you lose someone you lose a greater percentage of your productivity for a longer period, than large organizations who will have more people in a department or specialty. Do not be surprised if some of your peers are slower to respond to inflation.

"Small businesses are paying more for labor today, with the smallest businesses seeing the greatest percentage increase in wages. Survey revealed that small businesses are paying roughly $24 an hour today, that's up by almost $2 than it was pre-pandemic when the average rate was $22 per hour. During the COVID-19 pandemic, 19% of small businesses said they were paying employees $10 an hour or less, but today only 8% of small businesses said they pay their staff less than $10 an hour. What's more, businesses with fewer than five employees almost doubled the percentage of employees earning more than $21 an hour (15% vs. 27%), while small businesses with staff of at least 20 also reported "significantly increasing" the percentage of employees earning more than $21 an hour (34% to 44%) compared to pre-pandemic wages, NEXT reported in its survey."

Hope that helps,

Paul W. Essman

Capital City Concepts LLC

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Lincoln NE 68516

402-475-4994 OFFICE

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PCESSMAN@AOL.COM

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npc@paulessmanresearch.com

From: Paul Zillig <pzillig@lpsnrd.org>
Sent: Thursday, April 14, 2022 12:21 PM
To: npc@paulessmanresearch.com
Subject: RE: Wage Increases

From: Paul Zillig
Sent: Thursday, April 14, 2022 12:10 PM
To: npc@paulessmanresearch.com
Subject: Wage Increases

Paul E:

I'm looking for some guidance on salary adjustments this spring. In calculating an annual "cost-of-living" adjustment I typically base that on standard increases on the Consumer Price Index (CPI) which has consistently been in the 1-3% range annually for many years. This isn't perfect but has served us well. This past year inflation has pushed it to 8.6% for the past 12 months and I'm looking for some guidance from experts. If expert guidance isn't available, the best I can do is make some calls to the other comparables and see what they are doing.

Not sure how to deal with the inflation problem? Employer/Board doesn't want to increase salaries according to CPI and employee retainage will likely be a problem if salaries are not adjusted upward?

Ideas? Suggestions?

Paul

Cost of Paying Workers Rises at Record Pace

[illegible] workers' pockets while also keeping pressure on inflation.

Business and government employers spent 4.5% more on worker costs in the first quarter compared with the same period a year earlier, without adjusting for seasonality, the Labor Department said Friday. That marked the fastest increase [illegible] to [illegible] the [illegible]

[illegible] for workers [illegible] on a quarterly basis, rising a seasonally adjusted 1.4% in the first quarter compared with a 1.0% increase in the fourth quarter. The growth reflected strengthening wages, salaries and benefits.

That has helped households continue to spend and support the economy. Consumer

Please turn to page A2

◆ Consumers stepped up spending in March........ A2

Labor Costs Rise at Fastest Clip

Continued from Page One

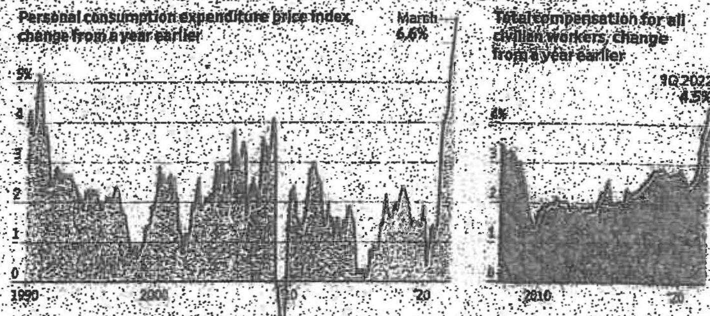
spending rose 1.1% in March, the Commerce Department said on Friday. Americans spent more on services like travel and dining, as well as goods such as gasoline and food, showing a willingness to spend amid the highest inflation in four decades.

Big pay gains for workers reflect their increased bargaining power but also threaten to keep inflation high. Companies need to pass on price increases to consumers to compensate for higher labor costs, economists said.

Consumer prices rose 6.6% in March from a year before, up from February's revised 6.3% increase and the fastest pace since 1982, the Commerce Department said Friday.

Workers recently received wage increases at Pinches Tacos, a family-owned Mexican restaurant chain with seven locations across the Los Angeles and Las Vegas areas. Miguel Anaya, president of Pinches, said he raised the pay for a cook to $20 an hour from $16 to keep the worker from leaving for another offer.

The Federal Reserve's preferred measure for inflation was up 6.6% in March from a year before. Rising prices and the tight labor market have boosted compensation to workers.



Sources: Commerce Department (PCE); Labor Department via the Federal Reserve Bank of St. Louis (compensation)

Mr. Anaya added he is increasingly having to offer higher wages to retain kitchen staff amid a job market where poaching is rampant. Meanwhile, prices for ingredients, including poultry and pork, have also risen briskly.

Due to the higher labor and food costs, Pinches increased menu prices for its burritos and tacos about 5%, on average, at the beginning of this year, after increasing them the same amount last summer, Mr. Anaya said.

"The price for everything, including the labor, was just to a point where we just could not swallow," he said. "You can only hold on for so long."

The wage-price dynamics hold implications for the Federal Reserve, which lifted its benchmark rate in March by a quarter-percentage point from near zero to tame inflation. Central bank officials, who meet next week to consider their next steps, have signaled more increases are likely to follow.

"The Fed is closely tracking the data for signs of a wage-price spiral," said Rubeela Farooqi, chief U.S. economist with High Frequency Economics. "These readings—which are showing no sign of easing—will be of concern to policy makers as they make decisions about monetary policy in an environment where the labor market is tight, and prices are at a 40-year high."

Employer demand for workers far exceeds the pool of job seekers. There were 11.3 million job openings in February compared with 6.3 million Americans who were unemployed but seeking work, according to the Labor Department.

Such a tight labor market makes recruiting workers more challenging and has prompted employers to not only raise wages, but also entice workers with more robust benefits. Benefits rose 1.8% in the first quarter, the fastest quarterly pace since 2004, with workers in management, sales and manufacturing jobs all seeing gains.

Higher compensation costs are among the factors companies say are leading them to raise prices on goods and services. They also cite supply-chain disruptions, high energy and commodity prices pushed upward by the Ukraine war and robust consumer demand.

Rising prices are cutting into worker pay gains. Adjusted for inflation, private-sector wages and salaries fell 3.3% in the first quarter from a year earlier.

Restaurant-and-bar workers bucked the trend, as pay gains in the lower-wage sector slightly outpaced inflation, Friday's Labor Department report showed.

The high rate of job switching is a key factor that could keep wage gains elevated. Workers who change jobs tend to reap bigger pay increases and put pressure on employers to raise pay for existing employees.

Some economists say more Americans are returning to the labor force amid waning pandemic savings and lower Covid-19 case counts. As a result, more workers will be available to fill openings and take some pressure off employers to pay more.

"Over the last several months, the labor-force participation rate has begun to go up in earnest," said Ben Herzon, executive director at IHS Markit. "If that continues, that will help put a cap on the rate of growth of wages."

—Harriet Torry contributed to this article.

Fed is expected to enact sharp rate hike

Inflation has surged to a 40-year high

CHRISTOPHER RUGABER
Associated Press

WASHINGTON — The Federal Reserve is poised this week to accelerate its most drastic steps in three decades to attack inflation by making it costlier to borrow — for a car, a home, a business deal, a credit card purchase — all of which will compound Americans' financial strains and likely weaken the economy.

Yet with inflation having surged to a 40-year high, the Fed has come under extraordinary pressure to act aggressively to slow spending and curb the price spikes that are bedeviling households and companies.

After its latest rate-setting meeting ends Wednesday, the Fed will almost certainly announce that it's raising its benchmark short-term interest rate by a half-percentage point — the sharpest rate hike since 2000. The Fed will likely carry out another half-point rate hike at its next meeting in June and possibly at the next one after that, in July. Economists foresee still further rate hikes in the months to follow.

The Fed is also expected to announce Wednesday that it will begin quickly shrinking its vast stockpile of Treasury and mortgage bonds beginning in June — a move that will have the effect of further tightening credit.

Chair Jerome Powell and the Fed will take these steps largely in the dark. No one knows just how high the central bank's short-term rate must go to slow the economy and restrain inflation. Nor do the officials know how much they can reduce the Fed's unprecedented $9 trillion balance sheet before they risk destabilizing financial markets.

"I liken it to driving in reverse while using the rearview mirror," said Diane Swonk, chief economist at the consulting firm Grant Thornton. "They just don't know what obstacles they're going to hit."

ASSOCIATED PRESS

Fed Chair Jerome Powell.

Even as inflation has soared, the Fed's benchmark rate is in a range of just 0.25% to 0.5%, a level low enough to stimulate growth. Adjusted for inflation, the Fed's key rate — which influences many consumer and business loans — is deep in negative territory.

That's why Powell and other Fed officials have said in recent weeks that they want to raise rates "expeditiously," to a level that neither boosts nor restrains the economy — what economists refer to as the "neutral" rate. Policymakers consider a neutral rate to be roughly 2.4%. But no one is certain what the neutral rate is at any particular time, especially in an economy that is evolving quickly.

If, as most economists expect, the Fed this year carries out three half-point rate hikes and then follows with three quarter-point hikes, its rate would reach roughly neutral by year's end. Those increases would amount to the fastest pace of rate hikes since 1989, noted Roberto Perli, an economist at Piper Sandler.

Powell said last week that once the Fed reaches its neutral rate, it may then tighten credit even further — to a level that would restrain growth — "if that turns out to be appropriate." Financial markets are pricing in a rate as high as 3.6% by mid-2023

Markets Recap

	NYSE	NASD
Vol. (in mil)	4,833	4,583
Pvs. Volume	4,764	4,428
Advanced	1096	2129
Declined	1358	1389
New Highs	8	78
New Lows	447	590

DOW
DOW
NASD
S&P 5
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Gold (
10-yr T

Closing figures for Monday, May 2, 2022

NAME	TKR	LAST	CHG
AT&T Inc	T	19.12	+.26
Alphabet Inc A	GOOGL	2331.66	+49.47
Amazon.com Inc	AMZN	2490.00	+4.37
Apple Inc	AAPL	157.96	+.31
Ballantyne Strong	BTN	2.99	-.06
Bank of America	BAC	36.14	+.46
Becton Dickinsn	BDX	245.58	-1.61
Berkshire Hath A	BRK/A	478150	-6190
Berkshire Hath B	BRK/B	318.19	-4.64
Boeing Co	BA	148.61	-.23
Buckle Inc	BKE	32.17	+1.11
CSG Systems Inc	CSGS	60.89	-.58
Caterpillar Inc	CAT	212.07	+1.53
Citigroup	C	48.11	+.50
CocaCola Co	KO	63.44	-1.17
ConAgra Brands Inc	CAG	34.22	-.71
Deere Co	DE	381.23	+3.68
DuPont de Nemours	DD	65.90	-.03
Exxon Mobil Corp	XOM	86.41	+1.16
Fiserv	FISV	97.13	
Ford Motor	F	14.27	
General Motors Co	GM	38.45	[illegible]
Green Plains Inc	GPRE	31.34	+3.27
Hormel Foods	HRL	51.82	-.5

Dividend Footnotes: a - Extra dividends were paid, bu f - Current annual rate, which was increased by most re year. Most recent dividend was omitted or deferred. n - not known, yield not shown. t - Paid in stock, approxima exceeds 99 dd - Loss in last 12 months Source: The A

$3B plan to

MATTHEW DALY
Associated Press

WASHINGTON — Continuing its push to boost sales of electric vehicles, the Biden administration on Monday announced $3.1 billion in funding to U.S. companies that make and recycle lithium-ion batteries.

The investments from last year's $1 trillion infrastructure law are separate from an executive order President Joe Biden issued this spring, invoking the Defense Production Act to bo production of lithium and oth critical minerals used to power electric vehicles.

Energy Secretar Jen Gr Granholm said th gram will offer gr

U.S. BUREAU OF LABOR STATISTICS

Mountain-Plains Information Office

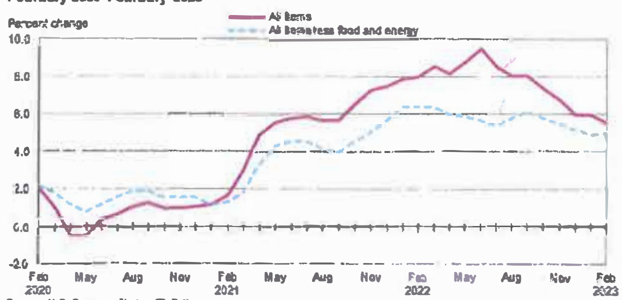
Consumer Price Index, Midwest Region – February 2023

Area prices rose 0.5 percent in February, up 5.6 percent over the year.

Prices in the Midwest Region, as measured by the Consumer Price Index for All Urban Consumers (CPI-U), advanced 0.5 percent in February, the U.S. Bureau of Labor Statistics reported today. (See table A.) The all items less food and energy index increased 0.6 percent, led by an increase in the index for owners' equivalent rent of residences. Food prices increased 0.3 percent over the month. A decline in the index for energy (-1.0 percent) was almost entirely driven by falling natural gas service prices. (Data in this report are not seasonally adjusted. Accordingly, month-to-month changes may reflect seasonal influences.)

Over the last 12 months, the CPI-U advanced 5.6 percent. (See chart 1.) The index for all items less food and energy increased 5.0 percent over the year, while food prices advanced 10.2 percent. Energy prices rose 2.8 percent over the same period. (See table 1.)

Chart 1. Over-the-year percent change in CPI-U, Midwest region, February 2020–February 2023



Source: U.S. Bureau of Labor Statistics.

View Chart Data

Table A. Midwest region CPI-U 1-month and 12-month percent changes, all items index, not seasonally adjusted

Month	2019		2020		2021		2022		2023	
	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month
January	0.2	0.8	0.4	2.5	0.5	1.2	0.8	7.9	0.8	6.0
February	0.7	1.3	0.3	2.1	0.8	1.7	0.9	8.0	0.5	5.6
March	0.6	1.7	-0.5	1.0	0.7	3.0	1.3	8.6		
April	0.3	1.5	-1.1	-0.4	0.8	4.9	0.5	8.2		
May	0.3	1.3	0.3	-0.4	1.0	5.6	1.5	8.8		
June	0.0	1.2	0.8	0.4	1.0	5.8	1.6	9.5		
July	0.2	1.5	0.5	0.7	0.6	5.9	-0.2	8.6		
August	0.0	1.5	0.4	1.1	0.2	5.7	-0.2	8.1		
September	0.0	1.4	0.2	1.3	0.2	5.7	0.2	8.1		
October	0.2	1.5	-0.1	1.0	0.8	6.6	0.1	7.4		
November	-0.2	1.9	-0.2	1.0	0.4	7.3	-0.2	6.8		
December	0.0	2.3	0.1	1.1	0.3	7.5	-0.5	6.0		

The March 2023 Consumer Price Index for the Midwest Region is scheduled to be released on Wednesday, April 12, 2023.

News Release Information

23-496-KAN
Tuesday, March 14, 2023

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Media contact:
(816) 285-7000

Related Links

- CPI Overview Table - U.S. and areas
- CPI Detailed Tables - Mountain Plains
- CPI Chart Package
- Area Economic Summaries

Social Security

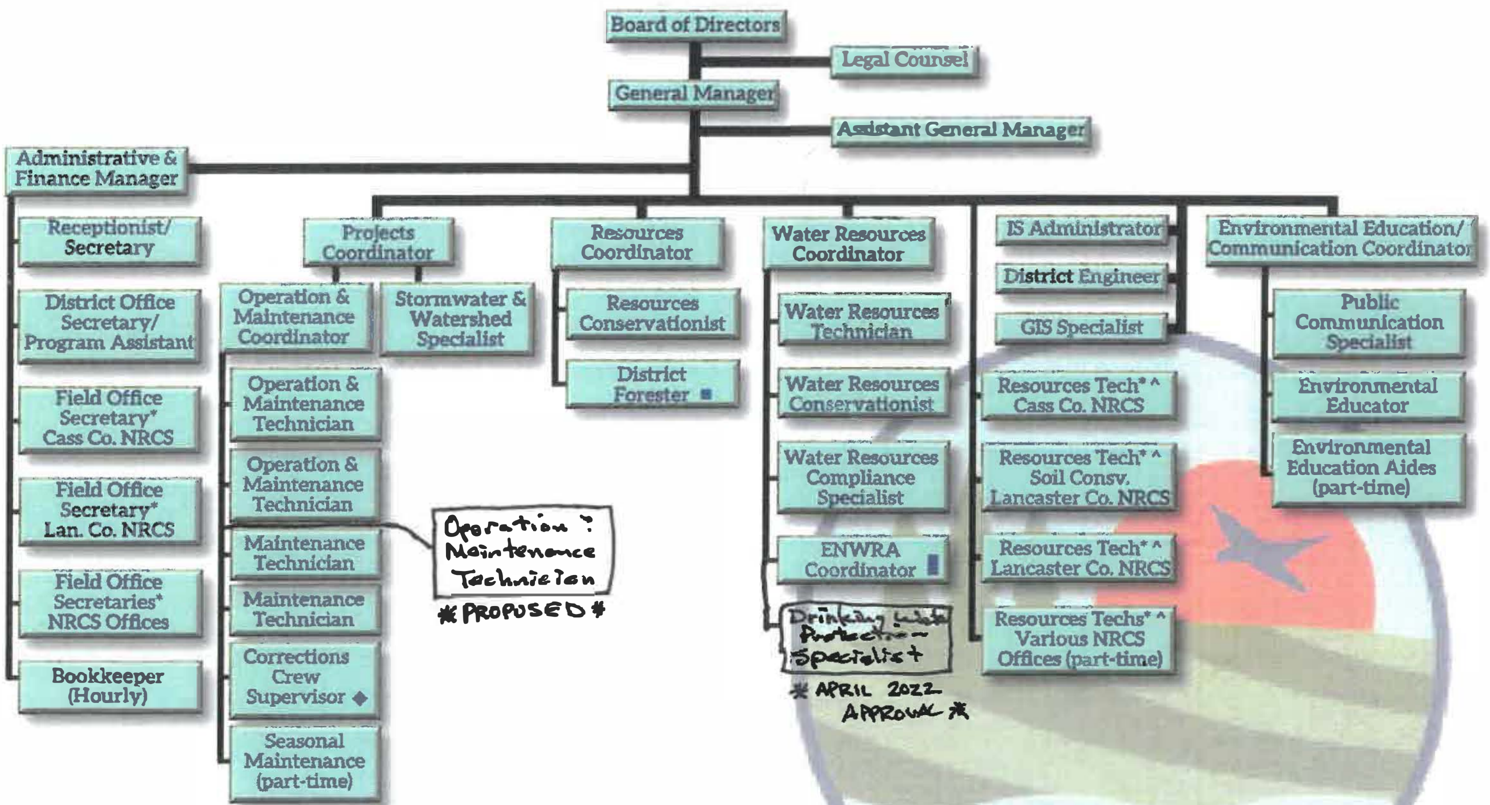
Cost-of-Living Adjustment (COLA) Information (En español)

Automatic Cost-Of-Living Adjustments received since 1975

July 1975 -- 8.0%	January 2000 -- 2.5% [(1)]
July 1976 -- 6.4%	January 2001 -- 3.5%
July 1977 -- 5.9%	January 2002 -- 2.6%
July 1978 -- 6.5%	January 2003 -- 1.4%
July 1979 -- 9.9%	January 2004 -- 2.1%
July 1980 -- 14.3%	January 2005 -- 2.7%
July 1981 -- 11.2%	January 2006 -- 4.1%
July 1982 -- 7.4%	January 2007 -- 3.3%
January 1984 -- 3.5%	January 2008 -- 2.3%
January 1985 -- 3.5%	January 2009 -- 5.8%
January 1986 -- 3.1%	January 2010 -- 0.0%
January 1987 -- 1.3%	January 2011 -- 0.0%
January 1988 -- 4.2%	January 2012 -- 3.6%
January 1989 -- 4.0%	January 2013 -- 1.7%
January 1990 -- 4.7%	January 2014 -- 1.5%
January 1991 -- 5.4%	January 2015 -- 1.7%
January 1992 -- 3.7%	January 2016 -- 0.0%
January 1993 -- 3.0%	January 2017 -- 0.3%
January 1994 -- 2.6%	January 2018 -- 2.0%
January 1995 -- 2.8%	January 2019 -- 2.8%
January 1996 -- 2.6%	January 2020 -- 1.6%
January 1997 -- 2.9%	January 2021 -- 1.3%
January 1998 -- 2.1%	January 2022 -- 5.9%
January 1999 -- 1.3%	January 2023 -- 8.7%

(1) The COLA for December 1999 was originally determined as 2.4 percent based on CPIs published by the Bureau of Labor Statistics. Pursuant to Public Law 106-554, however, this COLA is effectively now 2.5 percent.

ORGANIZATIONAL STRUCTURE OF THE LOWER PLATTE SOUTH NRD



• Direct day-to-day supervision by NRCS district conservationist
^ NRD supervision by assistant general manager
■ Administration and supervision by Nebraska Forest Service
▮ Administration and supervision by UNL Conservation and Survey Division
◆ Contract with Nebraska Department of Corrections for two crews and two crew supervisors

11/21/22

PERSONNEL, FINANCES, AND LAND RIGHTS REQUIREMENTS

This section of the Plan summarizes three important requirements of the District. Each requirement is vital in the operation of the District, and thus must be examined for the current fiscal year as well as forecasted for a longer range period.

PERSONNEL

FY2023:

Present District full-time personnel include: General Manager, Assistant General Manager, District Engineer, Projects Coordinator, Public Communication Specialist, Environmental Education/Communication Coordinator, Environmental Educator, Social Media Strategist (Vacant), Resources Coordinator, Resources Conservationist, Stormwater/Watershed Specialist (Vacant), GIS Specialist, Water Resources Coordinator, Water Resources Conservationist, Water Resources Technician, Operation and Maintenance Coordinator, Operation and Maintenance Technicians (2), Maintenance Technician, Administrative and Finance Manager, Receptionist/Secretary, District Office Secretary/Program Assistant, Information Systems Administrator and Water Resources Compliance Specialist in the District office along with a Resource Technician and a Field Office Secretary in the Cass County NRCS office and two Resource Technicians and a Field Office Secretary in the Lancaster County NRCS Office. The District employs several part-time technicians assigned to the six county NRCS offices, a part-time Bookkeeper, and part-time student interns, Environmental Education Aides and summer field crews are also employed.

The Saline Wetlands Coordinator employed by the City of Lincoln, an NRD Forester and the Coordinator for the Eastern Nebraska Water Resources Assessment (ENWRA) under funding arrangements with UNL are officed at the District office.

The District has agreed to add an additional position, Drinking Water Protection Specialist, to assist communities with protecting and managing their water supplies.

The Lower Platte River Corridor Alliance will continue to meet, the LPRCA Coordinator position will remain vacant at this time.

The District contracts with the Nebraska Department of Corrections for two inmate crews with supervisors to perform operation and maintenance and property management activities.

FY 2024 – 2027:

Future district staffing requirements will remain level or continue to increase in connection with the following projects: the Salt Creek Levee O&M/SWIF, Deadmans Run Flood Reduction Project, social media, the Prairie Corridor on Haines Branch project, Platte River activities, wetland restoration and preservation, recreation trails, implementation of the Ground Water Management Plan, the Lower Platte River Basin Water Management Plan (Coalition) implementation, the Integrated Management Plan/Drought Contingency projects, a growing commitment to operation and maintenance, aging infrastructure rehabilitation and urban stormwater management activities. Staff adjustments are likely.

All employers anticipate some staff turnover, the District should anticipate a slight increase in turnover as several District employees will likely be considering retirement sometime in the next decade. The District has benefited from the experience and institutional knowledge of these employees, replacing those individuals will bring in replacements with new ideas, but at the same time a short term reduction in efficiency and challenges filling those positions required to enable the District to provide the services to fulfill the needs of the District.

FINANCES

FY 2023:

The District operates on a budget made up of a variety of sources, including property taxes from the District levy, federal funds, state funds from several programs/agencies and local funds under cost-sharing arrangements with communities, counties, and other local entities. The tables and graphs on the following pages display the sources and relative proportions of the District revenues and the level of planned expenditures for the various budget areas.

FY 2024 – 2027:

The long-term projections of expenditures are contained in the following tables. The largest potential funding needs in this time horizon and beyond is the proposed Deadmans Run Flood Reduction Project, Salt Creek Flood Plain Resiliency action, Urban stormwater programs, the Prairie Corridor on Haines Branch, the MoPac East Connection to the Lied Platte River Bridge, and infrastructure (dams and levees) maintenance and rehabilitation.

The Nebraska Legislature obligated $8.3 million in funding for this NRD to implement the MoPac Connector Project. Currently no plan has been proposed or approved, some locak match should be anticipated for the project.

The Deadmans Run Flood Reduction Project's anticipated District cost of $7.5 million is covered at this time. Final design, updating of preliminary costs, and reconsideration of betterments will likely increase the project costs.

LAND RIGHTS

FY 2023:

Land right acquisitions will include additional easements for stream stability projects, channel repair projects, easements for open space and projects that are a part of basin master plan implementation, the Deadmans Run Flood Reduction Project, conservation easements and fee title for the Prairie Corridor on Haines Branch project, conservation easements, leases for monitoring wells and easements or acquisitions of wetlands. The District plans to acquire a storage facility and maintenance yard for District Operations and maintenance. Implementation of the Deadmans Run Flood Reduction Project will require coordination between the City of Lincoln and District to acquire the necessary land rights for the project, the city is the lead.

FY 2024 – 2027:

Land rights will be required for the Deadmans Run Flood Reduction Project, the Prairie Corridor on Haines Branch Project, for trails and trail connections, for conservation easements as proposed and considered, for wetlands, for Lincoln basin master plan implementation, and along the Salt Creek Levees in Lincoln and other flood plain areas.