

Agenda Item 6. Report and Recommendations of the Executive Committee with Salary Recommendation for the Executive Director

The Executive Committee met at the Ferguson House on Thursday, July 7, 2016. Committee minutes and recommendations are on the next page 6-2.

The board may enter into executive session to discuss these matters and then return to regular session for any action as necessary.

Performance Evaluation of the Executive Director

Possible Action: motion to accept the evaluation report.

Salary Recommendation for the Executive Director

Possible Action: motion regarding salary adjustments for the Executive Director.

Board Authority:

To establish committees:

Neb Rev Stat 81-15.173 Board: powers and duties. The board shall have and may exercise the following powers and duties: (5)
Establish ad hoc advisory boards and subcommittees.

Bylaws, Article IV, Committees, Section 1A. Executive Committee. Membership: The Chairperson of the Board, the Vice-Chairperson, the immediate Past Chairperson, the Chairperson of the Finance Committee, the Chairperson of the Legislative Committee, the Chairperson of the Grants Committee and the Director of the Nebraska Game and Parks Commission.. Duties: The Executive Committee conducts annual evaluation of the Executive Director; acts as a search committee to develop a list of candidates for consideration by the board in the case of a vacancy of the Executive Director; and carries out any responsibility, duty or authority delegated to it by the board.

Nebraska Environmental Trust
Executive Committee Meeting Minutes and Executive Director Job Performance
Report

July 8, 2016

On Monday May 23, at the direction of Board Chair Sherry Vinton, Paul Dunn distributed via e-mail the appropriate Executive Director evaluation forms to the Trust board, staff and the director himself. The completed evaluations were returned to Mr. Dunn who compiled the evaluation forms as outlined by Board Policy. The compiled forms were distributed to the members of the Executive Committee, again via email on Wednesday, June 29, 2016.

On Thursday, July 7, 2016, the Executive Committee met to discuss the Director's evaluation. Board Chair Sherry Vinton of District 3 called the meeting to order at 1:32PM. Also present were Paul Dunn of District 2, Rick Brandt of District 1, and Jim Douglas, Director of Nebraska Game and Parks Commission. Joining via teleconference were Gerry Lauritzen of District 1 and Bob Krohn of District 1. Executive Director Mark Brohman was also present.

After calling the meeting to order a motion was made by Rick Brandt and seconded by Jim Douglas to go into a closed session to discuss the evaluation of Executive Director Mark Brohman. Roll was taken and the motion passed. Mr. Brohman left the room.

At 1:57 a motion was made by Jim and seconded by Rick to end the closed session and resume the committee meeting. Motion passed. Mr. Brohman was asked to rejoin the committee.

Reporting from the executive session: The Executive Committee discussed the responses returned by staff, the board and Mark. Following this discussion was a discussion of compensation. Mark received a numeric score of 4.06 of a possible 5 from the board. In addition to numeric scoring, a narrative review was conducted utilizing both the Board and NET staff. It identified both broad support and areas for development. The committee agreed that a recommendation should be made to the board that Mark be given a raise of 2.4%. This is the same increase given to the majority of state employees this year and State Agency Directors. In addition the committee recommends a \$500 performance bonus. The Executive Committee believes that the Trust has appropriate spending authority for this increase.

Motion by Ms Lauritzen and seconded by Mr Brandt to forward a recommendation to the Board that Executive Director Mark Brohman be granted a raise of 2.4% and a bonus of \$500. The motion passed by voice vote.

Motion by Mr Dunn and seconded by Mr Brandt to adjourn. The motion passed by voice vote and the meeting was adjourned at 2:21PM.