

September 17, 2019

MEETING of the NEBRASKA BRAND COMMITTEE

**Tuesday September 17, 2019
0900 a.m. MDST / 10:00 CDST**

**To be held at
Newberry's Coffee and Event Center
402 Box Butte Avenue
Alliance, Nebraska 69301**

All agenda items are for discussion and action will be taken as deemed appropriate. The Committee reserves the right to go into closed session in accordance with Neb.Rev.Stat. §84-1410.

Call to Order at 9:00 am

- Pursuant to Neb.Rev.Stat. §84-1412(8) a current copy of the Nebraska Open Meetings Act is posted in the meeting room at a location accessible to members of the public.
- Roll Call

John Widdowson-P Terry Cone-P Jay Martindale-P Adam Sawyer-NP Chris Gentry-NP

- **Adoption of Agenda**

Discussion from John to table item #2 and to move item number #7 after #1.

Jay moved to approve the agenda , Terry seconded

No further discussin

Jay Martindale-Y Terry Cone-Y John Widdowson-Y Adam Sawyer-NP Chris Gentry- NP

- **Current Business**

1. Introduction of Attendees

John Widdowson-Chairman
Dave Horton-Interim Executive Director
Kortnie Shafer-Area 3 District Supervisor
CJ Fell-Area 3 Investigator
Tom Hughson- Area 2 Investigator
Dean Anderson-Registered Feedlot Inspector
Danna Schwenk-IT Coordinator
Greg Deverous-Inspector in Bridgeport
Cody Waite- Area 2 District Supervisor

Monty Sever-Area 4 District Supervisor
Doug Strait-Nebraska Beef Council
Melody Benjamin-Nebraska Cattlemen
Dan Otte- Sheridan Livestock
Donna Dolezal- Sheridan Livestock
Rebekah Vineyard- Office Manager
Cheyanne Volz- Business Operations Manager
Terry Cone- Vice Chair, Nebraska Brand Committee
Jay Martindale- Committee Member
McKenna Zulkoski- Inspector, Rushville
Zate Zander- Inspector, Crawford
Alan Cornish, Inspector, Alliance

2. Election of Chairman and Vice Chairman.- Tabled

3. Approval of minutes of the June 11, 2019 Nebraska Brand Committee Meeting.

Terry Cone moved to approve the minutes, Jay Martindale seconded.

No discussion, votes as follows

Terry Cone-Y Jay Martindale-Y John Widdowson-y Adam Sawyer-NP Chris Gentry- NP

4. Consideration and acceptance of financial statements.

A. Comp-Time Report

Dave presented the financial statements. Becki reviewed the comp time report.

Jay Martindale moved to accept the financial statements, Terry Cone seconded

No further discussion, votes are as follows:

Jay Martindale-Y Terry Cone-Y John Widdowson-Y Adam Sawyer-NP Chris Gentry-NP

5. 2019-2021 Budget Review, Legislative Bill 294, Legislative Resolution 212, and
Legislative Resolution 222. Hearing Scheduled for October 4, 2019 Lincoln, NE

Dave reviewed the letter and questions to chairman Widdowson from the Appropriations
Committee regarding the LB 212 and 222.

John gave an overview of the situation regarding the scrutiny from the Appropriations
Committee and the plan moving forward.

Dave reviewed the financial report put together by Jeanie Glen, by request of Senator Steiner
as well as the letter from Senator Brauch.

There was discussion regarding registered feedlot inspections as they relate to LB 212 and 222.

6. Report / review of All Agency Meeting held on August 5, 2019.

A. Request to set the first Monday in August as annual All-agency Meeting.

Dave expressed his overall approval of the meeting and his views regarding the take away. Only 5 full time and 8 intermittent inspectors that were unable to make it.

There was other discussion regarding employee appreciation for the meeting and what the committee can do to improve it.

Dave requested that the committee set the first Monday in August as a mandatory annual all staff meeting date.

Terry moved to accept the recommendation as stated, location to be determined.
Jay seconded.

Jay Martindale-Y Terry Cone-Y John Widdowson-Y Adam Sawyer-NP Chris Gentry-NP

7. Appearance of Representatives of the Sheridan Livestock, Rushville, NE pertaining to using blue paper for title copies of inspections.

Dan Otte presented his view on the committee accepting blue paper for the legal copies of sale ring clearances. Reasoning was for convenience for the sale barn and the committee, easier recognition for producers. Donna Doezal from Sheridan Livestock also brought to the attention of the committee the confusing billing system.

John gave an overview of committee perspective as to why white paper is used instead of blue. There was discussion points supporting both sides.

John moved that as of October 1, 2019 all employees will use blue paper for title copies.

Terry seconded.

Further discussion regarding implementation date

Votes are as follows:

John Widdowson-Y Jay Martindale-Y Terry Cone-N Adam Sawyer- NP Chris Gentry-NP

8. Review of Personnel Positions.-Moved to Executive Session

A. Executive Director.

9. Pay for Performance review and Approval of Evaluation Forms and Percentages.

Dave presented the process and forms for pay for performance review for the employee and supervisor and how raises will be calculated.

Becki discussed timeline for doing the pay for performance so it would not be in conjunction with any state mandated wage increases.

There was discussion on how the new scale relates to the biennial budget.

Jay moved to accept the process and forms, Terry seconded.

No discussion

Votes are as follows:

Jay Martindale- Y Terry Cone-Y John Widdowson-Y Adam Sawyer -NP Chris Gentry-NP

10. Review of Policies and Procedures.

A. Mileage Analysis; Payment of Mileage Vs State Owned Vehicles.

Dave reported that only 5 inspectors drove enough miles to qualify for a TSB lease.

The agency would save around \$3,000 if those 5 got a lease, however it is unpractical to move forward due to TSB policies.

No action taken

B. 2% Per Annum (Step Increase) passed by Committee on April 13, 2017, Repeal.

Dave reviewed the step increase that was passed and how it is not feasible and the complications it would provide for the budget.

The committee will seek legal counsel from Mark Fahleson. Action contingent on counsel.

C. Alliance Office Flex Schedule Policy.

Becki reported on the trial run of flex time and how the policy works.

Terry moved to accept the Flex Policy for office staff.

Jay seconded

No discussion, votes are as follows:

Terry Cone-Y Jay Martindale-Y John Widdowson-Y Chris Gentry- NP Adam Sawyer-NP

11. Executive Session: Discussion of litigation review, legislative and statutory changes if needed, Personnel matters, Investigation updates and Suggested Staff Changes.

Moved to end of meeting

12. Technology Report / Special Projects Manager update.

A. Electronic Brand Reporting System.

Sale barns are all up. There are minor software changes that need made. Next on development list are packing plants. Danna reviewed NI priority list and the timeline. Danna reviewed bugs in the OTG and on the go systems. She also updated the committee on the top 5 inspectors, RFL and sale barn inspection numbers. There was discussion on Nebraska Beef Council Payments.

B. Brand Book Issues.

Brand book is in Beta Test and will hopefully be rolled out soon. There was discussion on if the brand book usability was subpar, what the course of action would be.

C. EID Project Update.

Project update on the general outline and process flow that will be looked at and approved in Executive session in greater detail. Currently examining other front end UX programs to be able to move faster on rollout of the first phase of animal database. Looking to have solid information for general public in the near future and introduction for Nebraska Cattlemen meeting in December

D. Time Reporting Update.

Danna review updates, project expansion. Still in alpha testing and will be releasing for beta testing to supervisor shortly. Targeted general rollout November 1, 2019.

13. Ratification of personnel changes.

Dave reviewed changes, see attached.

There was discussion on the full time inspectors in the Ogallala area as they relate to comp time and efficiencies.

Terry moved to accept the changes, Jay seconded.

No discussion, votes are as follows:

Jay Martindale-Y Terry Cone-Y John Widdowson-Y Adam Sawyer-NP Chris Gentry- NP

14. Estray Case Funds Transfer to State School Fund.

Cheyenne reviewed estray case funds to transfer

Jay Martindale moved to approve the transfer, Terry seconded

No discussion

Votes are as follows.

Terry Cone-Y Jay Martindale –Y John Widdowson-Y Chris Gentry-Y Adam Sawyer-Y

15. Investigator's Reports.

A. Area II Inv. Tom Hughson.- See attached

B. Area III Inv. Christian Fell.- See attached

C. Area IV Inv. Brent Deibler.- See attached

16. Registered Feedlot Inspector Report. – See attached

17. Executive Session, if needed. Review of Special Projects,

18. Public Comment

Doug Strait expressed thanks for partnership with the Nebraska Beef Council.

Melody Benjamin expressed Nebraska Cattlemen would be there to support the Brand Committee during the October 4th Appropriations meeting.

Executive session began at 2:07 pm

Executive session ended at 3:24 pm

19. Adjournment

Terry Cone moved to adjourn the meeting, Jay seconded.

No discussion, votes are as follows:

John Widdowson-Y Terry Cone-Y Jay Martindale- Y Adam Sawyer-NP Chris Gentry- NP

Meeting was adjourned at 3:25.