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Outcomes Documents – Regular Board Meeting

Location: Arthur Town Hall and Remote Webex Meeting, Tuesday December 8, 2020 3:00 pm

SUPERVISORS: Jan Anderson, Joyce Sawatzky, Paul Hoppe, Kevin Belkholm, Gene Carda

STAFF: Deanna Pomije, Jerah Mattson, Josh Votruba, Mary Krueger*

Others: Jon Sanford, Kim Johnson* (*remote attendance)

1. Closed Meeting 1:30-3:30 pm – Personnel Cmte. Meeting -Pomije’s Performance Review

(present: Anderson, Belkholm, Sawatzky, Carda, Hoppe (part)) Pomije reviewed with the committee the performance of the various staff over 2020. She reviewed highlights from the 2020 SWCD Activity Summary, provided to the board. She left the committee for them to complete their review of her 2020 performance.

2. 3:40 Roll Call - *Approval of Agenda

Motion by Anderson, second by Hoppe to approve the agenda as presented with two additions, under Business 6.4 discuss 2020 cost of living 1.75% pay scale increase and 6.4 county land acquisition under Fiedler

Affirmative: Hoppe, Anderson, Sawatzky, Carda, Belkholm

Opposed: None **Abstain:** None

3. NRCS Report provided, Hermel absent. Pomije reviewed the NRCS provided report. The EQIP deadline for 1st sign-up was 11/20/20. The 2nd sign-up deadline is 3/5/21. CSP applications are being taken for 2021 with a deadline to be determined. General CRP sign up will begin in January. Offices remain open with the door’s locks. Staff is allowed to telework when possible. The catalytic converter was cut off the NRCS pickup at the Hinckley office the weekend of November 12th.

4. *Consent Agenda (no discussion unless Supervisor requests)

3.1. Financial – receipts & disbursements, balance sheet, profit & loss reports

3.2. Outcomes Document:

- Kanabec SWCD Board –November 10, 2020

3.3. Staff Reports

3.4. Upcoming Staff Meetings / Outreach / Training

Motion by Hoppe, second by Carda to approve the consent agenda as presented

Affirmative: Hoppe, Anderson, Sawatzky, Carda, Belkholm

Opposed: None **Abstain:** None

5. *Approve Treasurer’s Report

Motion by Belkholm, second by Anderson to approve the Treasurer’s Report as presented.

Affirmative: Hoppe, Anderson, Sawatzky, Carda, Belkholm

Opposed: None **Abstain:** None

6. Business

6.0. *Office Covid-19 Policy – USDA Matrix (handout) – No motion needed. Pomije reviewed briefly the USDA Covid-19 Policy Matrix. Based on exposure level to the virus the matrix provides guidance on how to manage the staff in the office to control further exposure. It was decided to continue having

Pomije make decisions in regards to staff management for the purposes of health safety during this pandemic. For example, to decide if conditions warrant staff to teleworking or remain in the office following safety protocols.

6.1. Snake 1W1P Update – Pomije reviewed the 8 issue statements compiled from agency/staff/public input.

They are:

- Surface Water Quality
- Surface Water Quantity
- Drinking Water / Groundwater
- Habitat
- Land Use
- Climate Change
- Social Capacity
- Erosion / Soil Health

During the next Technical Advisory Committee (TAC) Meeting (12/10/20), these issues will be prioritized and discussed where within the watershed, we have these issues. Following this the TAC will delve deeper into the issues working to set measurable goals for inclusion into the implementation strategies table. The next planned Policy Cmte. Meeting is set for 1/25/21.

6.2. *SWCD Health Coverage change for 2021 – options, see 2 handouts.

Pomije mentioned in a legislative update from BWSR recently that the state is no longer facing a deficit but actually a surplus. So, we aren't anticipating any cuts in our normal grants. She reviewed with the board health benefits offered by 10 others comparable SWCD, averaging \$677 per month. She then explained five options for consideration for health coverage in 2021, with staff favoring the \$600 per month option.

Motion by Carda, second by Belkholm to approve the SWCD Health Coverage change for 2021. The District will offer health coverage for each staff member in the amount of \$540 per month with any excess above the premiums going into HSA accounts.

Affirmative: Hoppe, Anderson, Sawatzky, Carda, Belkholm

Opposed: None **Abstain:** None

6.3. Newsletter 2021 – Article Ideas – It was suggested to add the following to the article list provided: Highlight one of the issue statements on the Snake 1W1P, ask Tony Miller to provide an article related to forestry, include who did the work on the Sorensen streambank project, mention the boat inspectors on AIS and include AgBMP program information to the article on septic systems.

6.4. 2021 County pay scale increase of 1.75% - Pomije presented the option of following the county in approving a 1.75% cost of living wage increase for the SWCD staff. More information was requested on what Kanabec County is basing their cost-of-living increase on. Topic is tabled until the next meeting.

6.4. Possible Land Acquisition – Fiedler, Grass Lake sec.34 – This proposed land acquisition by the county was discussed as a request from the land owner, Shaun Fiedler. The land will be evaluated for its' land capability and best conservation recommendations for the land for presented at the next meeting, 1/12/21.

7. Board Discussion: Preparation for Strategic Planning Session 12/15, Arthur Town Hall

The board discussed the option of an in-person strategic planning session in Arthur Town Hall in regards to Covid-19 spread safety. Pomije reviewed some of the latest Governor Walz' Executive Order on virus safety guidance. It was decided we would still have an in-person meeting with the options of a remote WebEx participation by anyone wanting to participate this way.

8. Project Updates:

The consent agenda includes details on project developments.

9. General Discussion / Public Input - None

10. Set Next Meeting Dates / Committee Reports – assume all remote meetings - next meeting dates

- 12/8 – *MASWCD Annual Convention – Save the Date – remote meeting (Hoppe, Pomije, Votruba) Hoppe reviewed a bit from the remote Convention today – a great presentation on the 8 characteristics of building trust with partners and individuals & another on engaging legislators.
 - 12/10 – Snake 1W1P Technical Advisory Cmte., (TAC) Remote Meeting 1:30 pm (Pomije, Mattson, Hoppe)
 - 12/14 – Rum Policy Cmte Meeting – Decide on Organization Structure, 5-6 pm (Belkholm, Pomije)
 - 12/15 – SWCD Strategic Planning Session, Arthur Town Hall, 12:30-4:30 pm (all staff, board & new
 - 1/12/21 – Tues. **Regular SWCD Board in-person Meeting**, Arthur Town Hall 3 pm (all)
 - 1/11/21 – COLA-AIS Remote Meeting, 5 pm, in-person meeting Kanabec SWCD off (Supervisor, Votruba)
 - 1/21/21 – Forestry Assoc. Remote Meeting, McGregor 10-12 pm (Carda)
 - 1/21/21, 4th Mon. – Snake River Watershed Management Board (SRWMB), 9 am (supervisor, Pomije), previous meeting 10/26
 - 1/25/21 – Snake 1W1P Policy Cmte. Meeting, 10:30 am, previous meeting 11/23 – no quorum (Supervisor, Pomije, Mattson)
- *Seeking Supervisor report at Meeting

10. Evaluate the Meeting – What worked? What needs further discussion?

Agenda items for next month...

11. 5:18 pm Adjourn Regular Board Meeting

Motion by Carda, seconded by Anderson adjourn meeting at 5:18 pm.

Affirmative: Anderson, Sawatzky, Hoppe, Belkholm

Opposed: None **Abstain:** None

12. Closed Session: 5:20 – 5:35 pm – Personnel Committee (whole board) reviewed Pomijes’ completed performance review with her.

***Seeking Board Decisions**