



KANABEC SOIL & WATER CONSERVATION DISTRICT

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MINUTES OF JULY 18, 2012 REGULAR BOARD MEETING

MEMBERS PRESENT: Tom Demarais, Gene Carda, Betty Wilkens,
Kevin Belkholm, Paul Hoppe

OTHERS PRESENT: Kelly Osterdyk, Jan Anderson

Chairman Demarais called the meeting to order at 4:02 p.m.

M/S/C Hoppe, Carda to approve the minutes of the June 11 Special Board Meeting. M/S/C Carda, Hoppe to approve the minutes of the June 12 regular board meeting. M/S/C Hoppe, Carda to approve minutes of July 16 special board meeting.

Financial Report for June was discussed; as well as financial contributions from lake associations and charging of fees. M/S/C Wilkens, Carda to accept the financial report for June as presented and pay the vouchers.

Cost-Share projects update: Discussed Leroy Sipes diversions & grade stabilization, fence exclusion, critical area seeding project which is partially completed. Sipes requested an additional \$10,235.64 due to increased overall project costs and the addition of a pump jack for alternative waters for cattle. After much discussion on the funding request and seeding plans the board suggested other options for the seeding & pump request. M/S/C Hoppe, Belkholm to release \$4,000 of the \$5,208.64 previously set aside for Sipes's project from the Clean Water Partnership grant from MPCA.

The new required Biennial Budget Review was submitted to BWSR; M/S/C Wilkens, Belkholm to approve the Biennial Budget Review report. M/S/C Carda, Hoppe to nominate the City of Mora for Outstanding Conservationist of 2012 for their streambank stabilization, storm water management and gully stabilization and erosion control projects. Staffing of the Kanabec County fair booth was discussed and those able to volunteer to "man" the booth. M/S/C Wilkens, Hoppe to approve \$80 registration fee for Kelly to attend the September 6 leadership training put on by MASWCD. M/S/C Hoppe, Wilkens to approve Kevin Belkholm cutting the reed canary grass on the district farm for bedding.

D.C. Report: Reviewed Shannon's submitted report. Provided technical assistance provided for 3 landowners in EQIP; six applicants for 3rd round sign-up. Provided assistance to landowners for WHIP; wetland determinations and other technical assistance issues. Will be going along for annual inspection of the Knife Lake Dam; and preparing for Civil Rights Field Office review on July 25. The EQIP Local Work Group meeting will be August 2. Paul or Betty will be available to chair the meeting.

D.M. Report: Kelly reported that on July 27 representatives from The Nature Conservancy will be coming to meet Kanabec SWCD and representatives from DNR & MPCA in regard to our work in the Snake River Watershed. M/S/C Hoppe, Wilkens that any board members that can attend to do so. Board reviewed Jan's performance evaluation which Kelly had done previously.

Committee reports: Area 3 TSA – Tom reported that the TSA eliminated Nick Solomon's position. TSA recently hired an engineering tech to work out of the Duluth office. Gene reported that Knife Lake Township has concerns about a recycling center in their township; didn't get required storm water permit before opening business; wondering about doing water sampling downstream from the facility. Kelly will check into testing parameters with MPCA and lab costs. Paul attended the State Forestry committee meeting; discussion was on Emerald Ash Borer and future of ash trees. Next meeting July 19. Kelly attended the NRCS area meeting in Grand Rapids; SWCDs were invited.

Employee Wages & Benefits – Betty had contacted representative at state regarding pay equity compliance; with proposed employees package we could be out of compliance; Paul also contacted the county and was told it doesn't apply to 2 person office. M/S/C Wilkens, Hoppe to offer compensation packages to staff. Kelly \$51,929 and Jan \$39,602. Staff can choose to purchase insurance through a flex benefit plan as they need. Paul also mentioned that our personnel policies need to be changed to reflect the wage and benefit changes. This is to take effect in 2013; if we are not able to get out of our present insurance plan during mid year renewal; Kanabec SWCD would purchase temporary insurance elsewhere.

Meeting adjourned at 8:59 p.m.

_____ approved _____ date