

Amended

Approved

Date 8/13/2009

Recorder: Janice Calkins

Chair: Doug Krahrmer

## Marion Soil and Water Conservation District Board Meeting

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Location: Salem USDA Service Center Conference Room  
650 Hawthorne Ave. SE, Ste. 130, Salem, OR 97301-5894  
Date: Wednesday, July 1, 2009  
Time: 7:06 PM to 9:28 PM

*Actions and follow-up items (notes) are italicized.*

### ATTENDANCE:

#### Directors

Ackland, Emily  
Carr, Joanne  
Harper, Sara Jane  
Krahrmer, Doug  
Miller, Jayne  
Olson, Darin

#### Associates / Directors Emeritus

Bowman, Quentin  
Hardy, Leland  
Harper, Myron

#### Staff

Calkins, Janice  
DeStefanis, Luca  
Keppinger, Jane

#### Guests / Partners

Bachelor, Les - NRCS  
Calkins, Eugene - Citizen

### NOT IN ATTENDANCE:

#### Directors

McKinley, Brian

#### Associates

Baum, Robert  
Bishop, Ryan  
Clouser, Marilyn  
Dyk, Robert  
Fisher, Ralph

#### Directors

#### Emeritus

## BOARD MEETING

### ADMINISTRATIVE

**Call Meeting to Order:** Doug Krahrmer, Chairman of the Board, called the Board Meeting to order at 7:06 PM.

**Introductions:** Introductions of all persons present were made.

#### **Public Comment**

There were no public comments made.

#### **May 12, 2009, Budget Committee Meeting Minutes**

The May 12, 2009 Budget Committee meeting minutes were reviewed by the Board members. When asked if there was any need to make corrections or changes to the minute's content, no response was given.

#### *ACTION:*

*Olson motioned for the Board to accept and approve the May 12, 2009 Budget Committee meeting minutes as submitted. S.J. Harper 2<sup>nd</sup> the motion. Motion passed by unanimous vote.*

#### **June 3, 2009 Budget Hearing Meeting Minutes**

The June 3, 2009 Budget Hearing meeting minutes were reviewed by the Board members. When asked if there was any need to make corrections or changes to the minute's content, no response was given.

#### *ACTION:*

*Ackland motioned for the Board to accept and approve the June 3, 2009 Budget Hearing meeting minutes as submitted.*

*Olson, 2<sup>nd</sup> the motion. The motion passed by a unanimous vote.*

### **June 3, 2009 Board Meeting Minutes**

The June 3, 2009 Board Meeting Minutes were reviewed by the Board members. When asked if there was any need to make corrections or changes to the Board meeting minutes content Carr responded that a correction was needed on page # 6. She indicated that she had voted in favor of the motion to accept and approve the two logo designs that were created by Aislin Adams, as not against as was noted. A correction to the minutes will be made accordingly.

#### ***ACTION:***

*Olson motioned for the Board to accept and approve the amended meeting minutes for the June 3, 2009 Board Meeting which will include the correction to the votes cast on page 6. The motion was 2<sup>nd</sup> by Ackland. Motion passed by unanimous vote.*

### **June 2009 Treasurer's Report**

Keppinger provided the Board copies of both her Quikbook "Reconciliation Detail Report" and the monthly Bank Statement for the District's Checking account, for the month of May 2009. She had been unable to provide these two documents to the Board at the June meeting, as the Bank Statement had not yet been received. Both documents were now reviewed. Each confirmed that the balance held in the District Checking Account was \$17,130.22 as of May 31, 2009. There were no questions or concerns voiced regarding them.

Time: 7:15 PM, Jayne Miller arrived at the meeting.

Keppinger then proceeded to provide the June 2009 Treasurer's report. It was noted that the balance held in the Local Government Investment Pool was \$1,719,897.28 as of June 30, 2009. No Bank Statement was provided, as it had not yet been received. Her Quikbook Reconciliation Detail Report and Checking Account Activity Report, both show the balance held in the District's Checking Account as of June 30, 2009 to be \$43,851.90. Again, no Bank Statement was available for review. All monetary activities were reviewed. Keppinger was able to provide clarification on any and all line items or expenses that were questioned. She also pointed out that the District had received 101% of the projected tax monies, estimated to be received this past fiscal year 2008-2009. "This projected amount is actually a lucky educated guess. And it has been attained to the 100% degree in the past 3 consecutive years, Keppinger advised. Keppinger was pleased to report that the method she uses to calculate this projection has proven to be very accurate.

#### ***ACTION:***

*Olson motioned for the Board to accept and approve the Treasurer's Financial Report for June 2009 as submitted. Carr, 2<sup>nd</sup> the motion. The motion was passed by a unanimous vote.*

### **July and August 2009 Calendar's Reviewed**

Krahmer asked the Board members to review both the July and August 2009 calendars and to advise if any changes or corrections were needed. No changes were requested.

### **Staff and Board Acknowledgements**

There were no acknowledgements of Staff or Board members made.

### **Luca DeStefanis, Riparian Conservation Action Program (RCAP) Presentation**

Staff member, Luca DeStefanis made a presentation to the Board about the Riparian Conservation Action Program (RCAP). This program has now been in existence for a period of one year, and therefore this is a good time to take a review of what we have accomplished and where we are going, he said. The purpose of this program is to establish buffers that will restore riparian function which in turn will improve water quality and provide habitat for several wildlife species within the urban growth boundaries (UGB), for communities that reside within Marion County. Our target areas are the DEQ (Department of Environmental Quality) listed 303D streams (streams considered low in quality / aka sick) and UGB waters requiring TMDL (Total Maximum Daily Load) management plans. In other words, sick streams that need our help. DeStefanis explained how CREP (Conservation Reserve Enhancement Program) addresses water quality issues that lie outside the UGB (urban growth boundaries). This program addresses areas outside that realm that would not otherwise be addressed. A total maximum daily load (TMDL) has been established by the DEQ which is a list of things that cause a stream to be sick.

DeStefanis shared that there have been four (4) projects implemented this past year (2008-2009) under RCAP.

Project # 1 / PETTIJOHN CREEK (CITY OF SALEM): South Salem, 115,000 SF area near Minto Brown Park. 1,872 plants planted. Work was initiated on Pettijohn Creek by a call received from a concerned citizen and long time resident in the area (over 35 years), who has witnessed a real decline in the water quality there. Location: Mid-Willamette Watershed.

Project site # 2 / PRINGLE CREEK: This is an open-ended project, (requires continued action). The area, a 24,500 SF of creek bed bank. This creek was listed as a 303D stream and lies within the Mid-Willamette watershed. This site is used by and for Chemeketa Community College environmental field studies.

Site # 3 / MILL CREEK (CITY OF AUMSVILLE): The City of Aumsville was required to implement a plan and to take action in addressing 303D streams within their city boundaries. The City was basically clueless as to what actions they should take to address the water problems. They virtually fell into our laps, seeking technical assistance and guidance. A team of volunteer Eagle Scouts accomplished the task of planting 470 individual plants along the creek bed, taking a total of two field trips to the site. Mill Creek (in the City of Aumsville) is a 10,000 SF section of land. DeStefanis added in, "that even the City's Mayor helped with the plantings". Mill Creek is also a 303D listed stream and lies within the Mid-Willamette watershed.

Project site # 4 / ELIZABETH CREEK and the SANTIAM RIVER (CITY OF MILL CITY): is a 12,250 SF area, and we have planted 686 individual plants along its waterways, DeStefanis reported.

DeStefanis said that "the costs have varied on each project and have been based on in-kind shares. \$10,000.00 was the total expenditure for the year. This program is one of our newest programs and the District was understaffed for a period of approximately 4 months. Under the litmus test, that means we put in a good 5-months work. During this time 3,848 plants were planted and 3.7 acres were enrolled into the program. But in comparison, we have accomplished more in the short 5 months we have had this program running – compared to other similar programs being conducted in the state."

#### *DISCUSSION:*

*Carr wondered how the plants got planted. DeStefanis responded that installers were "contracted". He also commended the "Eagle Scouts" saying they have proved to be a very impressive hardworking group.*

**"What have we learned?** We have put a flashlight into a cave, and we are now asking where do we want to go next? We are dovetailing our services with Water Quality Specialist (for our basin), Nancy Gromlich of the DEQ (Department of Environmental Quality). Pursue a DEQ319 Grant for the winter of 2009. Match \$15,000 of a \$25K budget with DEQ to yield \$30K for progress. Out goal: Convert \$25 K to \$40 K". DeStefanis reminded everyone that the District wants to be able to say to the public "We have used your money wisely we have invested it and increased its yield". He also stated that "To achieve success, it takes vision, development, action and time".

*Krahmer interjected that he would like the Program Committee to work with DeStefanis, and help further develop and outline the program. Luca added that "a good program will have budget limitations, as does the LAP program. The RCAP program has not been advertised. The filtering apparatus for applicants is based on areas that fall in the DEQ targeted streams and waterways. If a client has a TMDL (total maximum daily load) management plan on a 303D listed waterway, this would warrant funding. If they do not have a TMDL plan yet, we can help them but will waitlist them for program funding".*

Later discussions revealed that RCAP plans will be submitted to the Program Committee for their review and then the proposed project(s) will be forwarded on to the District Board members for their final review and if appropriate, approval. The process used will be similar in nature to that used for EQIP, CREP and WHIP plans.

## **REPORTS**

### **Legislative/Current Events**

Quentin Bowman presented his monthly report, highlighting recent news headlines that relate to our environment, sources of energy, conservation and the earth's natural resources. Below are a few highlights from his report:

- Recently the world has been consuming more food than it has been producing, reducing carryover stocks. The population growth exceeds the 2% gain in annual food production. The poorest 1 billion people in the world spend 50% to 70% of their income on food.
- Near John Day, a wood fired power plant will produce power for sale. The areas 2 mills are idle for lumber production so the new plant will help the economy and forests.
- Pacific Gas & Electric has a deal underway to generate the world's first space based power plant. It will beam power to the ground with radio waves and convert it into electricity. Many say it won't work.
- House Bill 3300 passed in both houses. It would promote green jobs in energy efficiency.

- BIOMASS – Oregon has enough forests that need thinning to keep a dozen mills running around the clock for 20 years. Benefits include: fire prevention, job creation, better growth of remaining trees as well as cleaner energy than coal.

*S.J. Harper interjected that she wished to extend Quentin a belated "Happy Birthday" wish, reminding everyone that Quentin had celebrated his 90<sup>th</sup> birthday on June 21<sup>st</sup>. Carr added a thank you to Quentin for his work in keeping the Board so well informed about current issues.*

### **NRCS Report**

Les Bachelor reminded the Board, that there were a couple of conservation plans submitted last month, which they had decided to postpone the review of until tonight. The first of these was a plan for B&G Ditchen, a nutrient management plan. Bachelor indicated some changes are being made to the project, and that revised plan documents will be resubmitted next month. (The Board members responded, that they had never received plan documents for B&G Ditchen, and since they were not being asked to approve the plan at this time, there was no problem). The 2<sup>nd</sup> plan was for Eden Fruit Farms, LLC. This project too, has been cancelled he advised. The 3<sup>rd</sup> plan submitted was for Jerome Rosa. This project also cancelled. The 4<sup>th</sup> plan, for Windsor Island Co., LLC, for installation of a linear pipeline system under the EQIP program, would be a go and would the Board entertain a motion to accept and approve the project plan as submitted.

#### **ACTION:**

*Olson motioned for the Board to accept and approve the conservation plan for **Windsor Island Co., LLC** under EQIP as submitted. Motion was 2<sup>nd</sup> by Carr. Motion passed by unanimous vote.*

Bachelor then asked the Board for their acceptance and approval of the three (3) conservation plans each under the WHIP Plan (Wildlife Habitat Incentive Program) now submitted:

- (1) Helen J Keyser, (2) Carl Jensen, Jr. – Jensen Family Farms LLC, and (3) Nathan Lamkey.

#### **ACTION:**

*Olson motioned for the Board to accept and approve the conservation plan submitted for **Helen J Keyser**, under WHIP. Miller 2<sup>nd</sup> the motion. Motion passed by unanimous vote.*

*Olson motioned for the Board to accept and approve the conservation plan submitted for **Carl Jensen Jr. – Jensen Family Farms, LLC**, under WHIP. Carr 2<sup>nd</sup> the motion. Motion passed by unanimous vote.*

*Olson motioned for the Board to accept and approve the conservation plan submitted for **Nathan Lamkey** under WHIP. Carr 2<sup>nd</sup> the motion. Motion passed by unanimous vote.*

Bachelor went on to advise the Board that NRCS had expected to have a new employee soon. Unfortunately, this is not going to happen. Dana Higgins will not be joining our Salem office as planned. Efforts are now underway to secure some one else to assist our staff, as needed. Bachelor also advised everyone, that both he and John Gillilan, (NRCS engineer) would be away from the next week (July 6 – 10). Bachelor reminded everyone that the only Staff member that will be available to assist folks next week will be Barbara Bellow, in NRCS. Bachelor also reported that SWCD had mailed out 472 cards to area landowners, for new sign-ups. CCPI funds are now available. However, the funding may be changed to the Agricultural Water Enhancement Program (AWEP) instead of CCPI. We have quite a number of contracts that are either preapproved or approved. Leo Preston of NRCS will be obligating contracts through the end of July when all available funding, EQIP & WHIP, is to be obligated.

### **Administrative Committee**

Hardy advised the Board that the Administrative Committee had met on June 10<sup>th</sup>. Two topics were discussed he said. The first item was the District's Organizational Chart and the possibility of having it revised. "As it now stands, it is very general. De we need to make it be more specific?" This subject will be given further thought and review over the next couple of months. The second item discussed was: "Do we want to award Staff this year by providing a Cost-of-Living (COLA) wage increase?" A COLA is generally somewhere between 2-1/2 % to 5.8 %. If you will recall, Lee said, the Board gave Keppinger prior approval to incorporate into this year's budget, enough money to provide a 3.5 % COLA to all District employees. Accordingly, the monies are now available. The Administrative Committee recommends to the Board, that a 3% COLA adjustment increase be awarded Staff, and that the award be made effective July 1, 2009". Hardy reminded everyone that although other agencies, offices and businesses may be hurting due to the current economy, it is important to remember that we have been working hard these past 2 – 3 years, to adjust the salaries of our Staff members upwardly. And this we have planned to do, by taking small upward steps, over a limited period of time. Our goal has been to bring Staff salaries in better alignment to the salaries offered by our competitors. With hopes this action will prevent valued Staff

members from leaving our employment, for the mere reason they can be paid a higher wage, performing the same or similar job elsewhere.

#### **DISCUSSION:**

*S.J. Harper responded that Social Security is not providing any increases this year. What's the difference? How do you define where a wage should be? What sources did you use in your comparisons? Keppinger, responded saying that the Administrative Committee had done comparisons of like positions and associated salaries, with those offered by City, County and State. Carr also indicated she was not in favor of a COLA this year. Several responded likewise, saying frugal measures should be taken at this time, based on the current state of the economy if nothing else. How can we justify an increase to our constituents? Ackland indicated that she was uncomfortable with hearing the request come from Jane Keppinger who would (herself) receive the COLA wage increase, if approved. Keppinger responded, that she felt the District's Staff members were deserving of this wage adjustment increase and if the Board wished to exclude her from receiving a COLA wage increase, but would grant it to the other Staff, that would be fine with her. Olson asked the Board and Committee members to let him think on the matter for a while before making a decision. Ackland indicated that she had no problem voting in favor of a wage adjustment increase, but suggested it be called something else – something that defined the true purpose behind it. Later in the meeting Hardy suggested the adjustment might be called "a salary equalization adjustment". Ackland agreed the term would work and be appropriately titled. Krahmer suggested that the Administrative Committee deliberate further on the matter, and return to next month's Board meeting with salary comparables that the Board members could review. The Board can make their final decision then, he said.*

#### **Program Committee**

##### **2009-2010 LAP (Landowner Assistance Program) Update**

Olson reported that the 2009-2010 LAP applications have gone through their final review process. All plans have been scored and ranked according to importance. It seems that each application received, was deemed important and worthy of implementation and funding. Due to budget limitations, funding was reduced on one plan, reducing the amount of fencing that will be installed.

##### **Engineering Assistance RFQ Update**

Olson advised the Board that nine separate firms had responded to our RFQ (Request for Qualifications), and that John Gillilan (Engineer for NRCS) and Scott Eden (Staff) are working together to determine which engineering firm will be best suited to work with the District. They will submit their recommendations to the Board in August, for review/approval.

##### **Staff Reporting**

Olson indicated that the Program Committee had discussed and given thought to the methods being used on Staff reports. The Committee members are in agreement that it is good that Staff document the work they perform. We would like to continue seeing actual numbers (bulleted items are okay) given on each report, and a short paragraph to follow that would provide clarification as to what the work entailed (when needed). We would also like to see, on a quarterly basis, a presentation given a Staff member at our Board meetings, to keep us apprised of what's happening. Time allotment need only be about 20 minutes. (Staff member selection, could be randomly made).

##### **Organic Farming & Creating a Task Force**

Olson indicated that Jayne Miller (Director) feels that the District is not doing enough to promote organic farming. I have in turn asked Jayne to give me a list of suggestions as to what more the District could be doing, he said. Miller will be meeting to discuss some of her ideas about setting up a program with Luca DeStefanis (Staff) and Barbara Bellows (Organics Specialist at Salem NRCS) on July 16th. We hope to be able to make a presentation at the August Board Meeting, as to what we have to offer. "Personally, my solution would be to implement organics more into the programs we now offer", he said. "As Jayne Miller has commented numerous times before, we could promote, perhaps more actively, things like: composting programs, buildings, Oregon Tilth certification, how to handle wastes, 10 acre (*small*) sustainable farms, medicinal herbs, produce and water rights." We will research out to see how our programs fit the organic producers. "Does FSA (Farm Service Agency) and NRCS (Natural Resources Conservation Service) have programs that cater to and help the organic producers? Are there any gaps?" Jayne Miller would like to have a Committee formed, that would research and address these issues. Of course, you the Board will decide if that will be done.

#### **DISCUSSION:**

*S.J. Harper responded that what would be created is a special "niche program". We did just that at one time. We have also "done" all those things described in the article Jayne Miller shared with us entitled "No stone un-turned" (a new farmer*

reflects on her 1<sup>st</sup> year in business). Carr voiced in that she appreciated the whole organic concept and those having experience and background in it. . It is a definite trend we are taking which will greatly change the way we farm, for the better. "It is NOT just a passing trend, as in California organic community". Les Bachelor added in that NRCS has been working with organic farmers for years. Included are dairy and composts. If a farm is organically certified, it is tough to qualify it for many of our programs, because in order to have earned certification they have no real resource concerns. Their water quality for example, has already passed the test and is good. One program that would be beneficial to them however, is CSP (Conservation Support Program). As this program provides financial support to those farmers already deemed as good stewards of the earth. Ackland interjected that she sees the District as being a source of information to the public. Forming a Committee would therefore be a good idea. They could work together to gather the information. Olson responded that he would like to take things slowly, "We don't want to get too big, too quick". Krahmer asked that the focus of the 16<sup>th</sup> meeting, (Miller, DeStefanis & Bellows) be concentrated towards what the District is currently doing; what programs FSA & NRCS currently have in place and how those programs "fit" with organics; and how we can better communicate the information to the public. He asked them to keep the Goals of the District at the top of their list and to familiarize themselves more fully with what our current programs have to offer. Once this is done, then we can hold a meeting with members from other groups and organizations with regards to organics.

Time: 8:40 PM, Bachelor left the meeting room.

S.J. Harper reminded everyone of the importance of small farms stating "In Russia, it was the small farms that kept their Country from starving."

### **Wetland in a Box**

Olson indicated that Lee Hardy had shared information about a new product he had learned about, and had seen at a demonstration test site. Olson in turn, wished to share the information with the Board. Hardy was quite impressed with what he saw, and hopes the District will consider purchasing this new product, using it as a tool to educate the public about its purpose and value. The product is called a "Wetland in a Box". Basically, it is a concrete storm drain system which is buried alongside sidewalks and receives storm-water runoff, and filters and cleans the water. The concrete system, however, is very expensive. Lee has spoken to one of the manufacturer's representatives and has been told that they (the manufacturer) would be willing to sell the District a system, at "their cost". A possibility is to establish a demonstration site for testing purposes, to determine its effectiveness and for public viewing. Olson feels the project could be the basis of a Special Projects Grant.

Time: 8:40 PM, Citizen Calkins, left the meeting.

Both Keppinger and S.J. Harper responded that similar systems were installed back in the 1980's, and that they were simply passing fads. Even then, the systems were too expensive for the average person to install.

### **Education and Outreach Committee**

S.J. Harper reported that the Education and Outreach Committee had received and approved two (2) CLEAR grant applications. The first (1) Grant is for a joint project between Cascade High School and Santiam High School. This grant will provide funding for tools, native plants, signage and transportation to Aumsville Ponds where they will work to restore turtle habitat. The second (2) Grant is for a joint venture with French Prairie Middle School and Lincoln Elementary School in Woodburn. This grant will provide funding for two interpretive signs that will be situated between the two schools at the Nuestra Zemlya Garden, where they have, together, created a rain garden.

Harper says the Committee is proud of the work it has been able to support, through funding made possible by the CLEAR (Conservation Learning Education and Resources) Grant. The District has spent \$20,000.00, through this program, and has helped to make 19 hoped for projects a reality. We have \$2,000.00 remaining in the budget. In 2008-2009, the District funded only 5-6 projects under this Grant program. The program has expanded considerably this year. She also advised that Ron Crouse and the winning team from this year's Oregon Envirothon competition will soon be traveling to North Carolina to compete at Nationals. Jenny Meisel sent out approximately 450 postcards to area landowners, to provide a reminder that our weed survey crews will soon be working in their area(s). Jenny reports, that she has received approximately 115 responses back, with the majority granting us permission to access their property for our survey work.

### **OLD BUSINESS**

#### **2009-2010 Invasive Plant Survey**

Keppinger advised the Board that the District held a training session earlier today, with nine (9) Americorp volunteers in preparation for this years field work, conducting a survey of invasive weeds that are growing along the banks of the North Santiam River. Jenny Meisel who is organizing the survey project this year, has received back 115 responses from project area landowners. The phone calls have been minimal, and very few calls from concerned landowners have been received. If a landowner has failed to respond back granting us access to their property, we will not access their land(s).

### **SWCD Employee Work Session Update**

Keppinger advised that the employee work session in Cottage Grove was held 2 weeks ago. We had a good work session, and Staff was encouraged and excited about the goals made for next year.

### **Video Purchase Update**

Keppinger informed the Board that Ron Crouse has purchased the video equipment needed, and that he was able to do so saving the District \$1,000.00 The special pricing he obtained, also allowed him to purchase a smaller camera included in the package. Total spent, under \$5,000.00. The District was also able to purchase a new Lap Top. All this equipment will be safeguarded and protected, Keppinger said.

## **NEW BUSINESS**

### **Wetland in a Box**

#### *ACTION:*

Olson motioned for the Board to direct Staff to do an investigation into the cost associated the "Wetland in a Box" (drainage system), and to cultivate a demonstration site. Motion was 2<sup>nd</sup> by Miller. (S.J. Harper asked, "Will this project be set up like a rain garden?" Olson responded, "Yes, but it will be more complex." Motion was passed by unanimous vote.

### **2009-2019 Landowner Assistance Program Applications (LAP)**

Out of the twenty-seven (27) applications received, five (5) of them were found to cause a conflict of interest with at least one Board member. The five plans presenting conflicts were: (1) Forster, Mark & Dian, (2) Haviland, Ann, (3) Miller, Jayne & Jim, and (4) Olson, Stuart and (5) Osborn, Joel & Sherrie.

#### *ACTION:*

*Olson asked the Board members if they would all be in agreement to cast one vote to approve all twenty-two (22) LAP applications received, where no conflicts of interest had been noted. S.J. Harper so moved. Carr, 2<sup>nd</sup> the motion. Motion was passed by unanimous vote.*

#### *ACTION:*

*Ackland then motioned for the Board to accept and approve the LAP conservation plan submitted for **Mark & Dian Forster**. Sarah Jane Harper indicated that she wished to declare an actual conflict of interest due to a potential interest of financial gain. Therefore, she would be abstaining from casting a vote. Motion was 2<sup>nd</sup> by Olson. Votes in favor of were cast by: Ackland, Carr, Krahmer, Miller and Olson. No vote was cast my S.J. Harper. Motion passed.*

#### *ACTION:*

*Olson motioned for the Board to accept and approve the LAP conservation plan submitted for **Ann Haviland**. Joanne Carr indicated that she wished to declare an actual conflict of interest due to a potential interest of financial gain. Therefore, she would be abstaining from casting a vote. Motion was 2<sup>nd</sup> by Ackland. Votes in favor of were cast by: Ackland, SJ Harper, Krahmer, Miller and Olson. No vote was cast by Carr. Motion passed.*

#### *ACTION:*

*Olson motioned for the Board to accept and approve the LAP conservation plan submitted for **Jayne & Jim Miller**. Jayne Miller indicated she wished to declare an actual conflict of interest due to financial gain. Therefore, she would be abstaining from casting a vote. Motion was 2<sup>nd</sup> by Carr. Votes in favor of were cast by: Ackland, Carr, Harper, Krahmer and Olson. No vote was cast by Miller. Motion passed.*

#### *ACTION:*

*Ackland motioned for the Board to accept and approve the LAP conservation plans submitted for: **(1) Stuart Olson, and (2) Joel & Sherrie Osborn**. Darin Olson indicated he wished to declare an actual conflict of interest due to potential financial gain. Therefore, he would be abstaining from casting a vote. Motion was 2<sup>nd</sup> by Miller. Votes in favor of were cast by: Ackland, Carr, Harper, Krahmer, and Miller. No vote was cast by Olson. Motion passed.*

#### *ACTION:*

*Olson motioned for the Board to accept and approve all twenty-two (22) LAP plans as submitted. These included: (1) 4B Farms, (2) Bochsler, Dave & Nancy, (3) Cayton, Tim, (4) Champoeg Creek Farms, (5) City of Hubbard, (6) Gordon House, (7) 3H Simmental Ranch, (8) Haley, Kathy & Alan, (9) Holm, Carl & Cate, (10) Jensen, Carl Jr., (11) Jer-Osa Organic Dairy, (12) Keyser, (13) Lamkey, Nathan, (14) Lasater, Jean & Gary, (15) Lesch, Lisa & Paul, (16) McDonald, Melinda & Jim, (17) McKay FFA & Marion /Polk Food Share, (18) Meyer Family Farm, (19) Seeber, (20) Silver Falls Alpacas, (21) Van Horne and (22) White, Paul & Kathryn. Motion was 2<sup>nd</sup> by Ackland. Motion was passed by a unanimous vote.*

### **Cost of Living Adjustment (COLA) for Personnel**

Keppinger recapped what was spoken earlier in the meeting, saying "the District worked hard in the past 3-4 years vying for increases on salaries. Due to extreme Staff turnover, increases in salaries were given. But COLA was figured into the cost when we were calculating the goals to attain the adjustment increases. You have qualified Staff. By not supporting the COLA adjustment increase at this time, you will be saying to the Staff that you don't care for their work. We realize the economy is bad, but we aimed, scrimped and saved to attain this opportunity to provide a COLA."

#### **DISCUSSION:**

*S.J. Harper responded, "Then call the adjustment something different than a "cost-of-living adjustment". Olson responded, "If no one is given 3% than we don't fall behind, as other agencies aren't giving them out either." Krahmer added, "Our salaries became skewed, as we didn't give COLA adjustment increases for a period of 3-4 years. Personally, I am not in favor of them, but, we need to take a leap now so we can attain our goal of offering a competitive salary edge." Miller voiced that she too did not feel right about an increase. It was agreed, the Administrative Committee will go back to the drawing board, perhaps come up with terminology that better reflects why an additional salary increase is warranted, and to resubmit the information along with new figures documenting salary comparisons for the Board to review.*

### **Student Scholarship Award(s)**

The Education and Outreach Committee received seven (7) applications for College Scholarships. The applications were ranked and two (2) top contenders were chosen as deserving of the District's financial support. The winners included: (1) Emily Jensen, who is a Silverton High School graduate. Emily will be attending Lewis Clark in the fall. The Committee members were impressed with her long list of extra-curricular activities, and high grades. They wish to award Miss Jensen a scholarship in the amount of \$1,000.00. The second (2) award requested is for Miss Alyssa DuVal. Alyssa was a recipient of last year's scholarship. She is continuing her College studies and has again requested the District's financial assistance. The Committee would like to see Ms DuVal awarded a \$500.00 College Scholarship this year.

#### **ACTION:**

*Olson motioned for the Board to accept and approve the Committee's recommendation, approving of \$1,000.00 College Scholarship to Miss Emily Jensen, and a \$500.00 College Scholarship to Miss Alyssa DuVal. Carr, 2<sup>nd</sup> the motion. Motion passed by unanimous vote.*

### **Intergovernmental Agreement (IGA) with Oregon Department of Agriculture**

Keppinger asked the Board to review and approve the Intergovernmental Agreement between ODA and Marion SWCD. This agreement has been modified slightly, giving ODA a lesser responsibility than before. Basically, it is a pretty generic form.

#### **ACTION:**

*Olson motioned for the Board to accept and approve the Intergovernmental Agreement No. 2506-IG between Marion Soil and Water Conservation District and Oregon Department of Agriculture. Motion was 2<sup>nd</sup> by Miller. There was no discussion. Motion passed by unanimous vote.*

### **ODA Scope of Work for 2009-2010**

Keppinger asked for the Board to accept and approve the 2009-2010 Scope of Work for Grant Application. It was explained that we currently have two Staff members, whose work relates directly to this document. They are Scott Eden and Mark Hadden. Each working closely with water and monitoring it for quality and quantity.

#### **ACTION:**

*Olson motioned for the Board to accept and approve the 2009-2010 Scope of Work for Grant Application, as submitted. Carr, 2<sup>nd</sup> the motion. There was no further discussion. Motion passed by unanimous vote.*

**Request for Payment under RCAP (Riparian Conservation Action Program)**

Keppinger indicated the District had received a final request for payment from Corea Contracting. "This company was contracted to lay down mulch at Minto Brown Park under a RCAP project. Work has been completed. Will the Board please entertain a motion to accept and approve making payment to them, as they have requested?"

*ACTION:*

*Olson motioned to accept and approve the payment request of Corea Contracting, authorizing Keppinger to issue funds to the contractor in the amount needed for final payment. Carr 2<sup>nd</sup> the motion. There was no further discussion. Motion passed by unanimous vote.*

**MEETING WAS ADJOURNED AT 9:28 PM**

Next meeting: Wednesday, August 5, 2009 and beginning at 7:00pm.

Location: Salem USDA's Service Center Conference Room  
650 Hawthorne Ave SE, Ste. #130, Salem, OR 97301-5894

Minutes submitted by Janice (Bryant) Calkins