



**Marion Soil and Water Conservation District
Board of Directors October 5, 2022, Meeting Minutes**

6:35 PM to 9:18 PM

Facilitator: Chair Olson

Recorded by: Brenda Sanchez

Attendance

Meeting offered in-person at our location in Stayton, OR, by video conference, and by telephone.

Directors & Record of Attendance		Associate Directors	Staff	Guests
At Large 1-Scott Walker	Present	Leland Hardy	Brenda Sanchez	Derek Godwin
At Large 2-Terry Hsu	Present	Mark Fields	Sarah Hamilton	Peggy Hart
Zone 1	Vacant	Angela Plowhead	Linda Lovett	Karin Stutzman
Zone 2-Kyle Ross	Absent			Eric Nussbaum
Zone 3-Darin Olson	Present			Lindsay McClary
Zone 4-Dave Budeau	Present			
Zone 5-Rochelle Koch	Present			

Note: All documents and materials displayed or referenced are retained in the Board of Directors Meeting file at the District.

A. Olson Call to Order: 6:35 PM

B. Agenda Additions or Changes:

C. Announcements

Olson shared with the Board the 2022 Partnership award given by Natural Resources Conservation Services (NRCS) at CONNECT to the District. Les Bachelor (NRCS) gifted the District with a framed photo of a famous Oregon lighthouse that he took and an award certificate honoring the District's First Friday monthly event.

1. Public Comment

Derek Godwin of Oregon State University Extension (watershed management) introduced himself. Godwin has been for the last four years focused on agriculture and hydrology and how agricultural practices impact water movement, surface, and shallow water interactions. Godwin continues that he is submitting a proposal for the Western Sustainable Agriculture Research and Education (SARE) Grant and is asking the District for a letter of support (LOS). Godwin describes the research project. He has been doing research in the Salt Creek watershed

(tributary to South Fork Yamhill River) Polk County with growers (grass seed and hazelnut) and has installed weather stations and soil moisture sensors at different depths and shallow ground water wells to measure different components of the hydrologic cycle. Growers want to know how their current irrigation practices are impacting shallow ground water, streams, and year-round drainage. The grant will expand this program to do more research and then add in an education component for large scale growers in irrigation management. Godwin is asking that the District engage in the education component of the grant and help to distribute the research and information to growers in Marion County by hosting or sponsoring events that also alert growers to the technical assistance available from SWCDs. Grant deadline is November 1, 2022, and if awarded will be for the July 1, 2023, to June 30, 2026. March 2023 will when the award announcement will be. Godwin will draft the LOS. The discussion ended with further discussion related to research objectives.

2. District Snapshot

- Program Committee 10/19 at 9:00 AM
- Admin Committee 10/21 at 8:30 AM
- Education Committee 10/18 at 9:30 AM
- Conservation Planner and Urban Conservationist positions are/ have been posted. Closes 10/26
- First Friday –Next one is October 7 Pollinator subject: Going Beyond Flowers with Matthew Sheppard of the Xerces Society.
- We had a sign language inter. Of SH First Fridays to be posted on YouTube and website
- Salmon Watch
- Reschedule SIA Open House
- Public Employee Training/ SDAO Summer Conference Training
- Prepping for Audit
- DEI committee
- Site Visits
- Completed PSP sampling for the season
- Scheduled the 2022-23 upcoming rounds of the LAP/CAG grant cycle
 - Letter of Interest Due 12/15/22
 - Application Due Date 1/5/22
 - Review 1/19/22
 - Award 2/1/22
 - LOI Due 3/16/22
 - Application Due Date 4/6/22
 - Review 4/27/22

a) Award 5/3/22

3. Treasurers Report Ending August 30, 2022

Budeau began reporting on the Treasurer's Report ending August 30, 2022, he noted that there is the new "Executive Summary" attached that Sanchez created. This will provide a summary of the Treasurer Report and if you see any other items you would want to see here, let Sanchez know. The summary is still a work in progress. Budeau noted that the General Fund page still has an issue with tax reporting. Budeau and Sanchez discussed earlier, and Sanchez will correct; Line 30 needs to be corrected to zero. Discussion ended with suggestions for the summary.

Action: Koch motioned for the Board to **approve the Financial/Treasurers Report ending August 30, 2022.** 2nd by Walker. No further discussion. MOTION PASSED (unanimously: Aye-5 (Walker, Olson, Koch, Hsu, and Budeau), Opposed-0).

4. United States Department of Agriculture (USDA) Services

Not in attendance. No report.

5. Review of September 7, 2022, Board Meeting Minutes

Budeau noted that he submitted edits to Sanchez, and they were incorporated.

Action: Budeau motioned for the Board to **approve the September 7, 2022, Board Meeting Minutes.** 2nd by Koch. No further discussion. MOTION PASSED (unanimously: Aye-5 (Walker, Olson, Koch, Hsu, and Budeau), Opposed-0).

6. Director Roles and Responsibilities

Eric Nussbaum of the Oregon Department of Agriculture provided an informational presentation regarding Director Roles and Responsibilities. Presentation on file.

7. United States Geological Survey (USGS) Agreement-Streamflow Program

Sanchez explains that the USGS agreement has been cancelled. USGS is still working to find financial support for the gauges but will decommission if no funding is found. The final payment request from USGS has been submitted to the District for \$28,548. Sanchez is seeking approval for the payment. Discussion proceeded regarding the gauges and whether the District should continue with the Streamflow Program. Walker and Budeau both agreed the cost was high and the District could use the funds more effectively in other programs. Olson explained how long the program has been, how it started with seven gauges and overtime the District has dropped them because of cost and lack of interested parties for support and funds.

Action: Budeau motioned for the Board to **make payment to USGS for the water monitoring stages at gauges at Butte Creek and Abiqua Creek in the amount of \$28,548 for the past year from October 1, 2021 to October 31, 2022.** 2nd by Walker. No further discussion. MOTION PASSED (unanimously: Aye-5 (Walker, Olson, Koch, Hsu, and Budeau), Opposed-0).

8. Associate Director Application – Julia Battle and Peggy Hart

Koch suggestion that the applicants attend a meeting or two more before the Board makes the decision. Olson supported Koch's request and stated that in the past we usually waited for a potential associate director to attend a few meetings to determine commitment level. Discussion continued with Hart as she described why she wanted to be an associate director and how she heard of the Board opportunity. Olson moved the agenda item to the next Board meeting.

9. iMap Invasives

Hamilton (staff) described the iMAP platform and its uses. Hamilton uses the platform to see where invasive plants are occurring; this information can be used to determine where control is needed. Budeau shared his concerns, and he realizes that mapping is occurring, but control is not and wonders if District funds could be better spent, such as in control, instead of mapping weeds. Budeau is OK with moving forward with iMAP support but by next year, we need to truly understand whether the mapped information is critical to weed control. The Directors went on examining the need for iMAP. Hamilton replied with how iMap assists with the broader landscape control of invasive plants and that partners go out and complete the control with landowners and managers. Sanchez explained that there is \$5,000 dollars budgeted for iMAP support. Hsu brought up the point that chemicals control weeds but could damage soil health and that other practices that do not need chemicals should be the message. Hamilton explained that Integrated Pest Management practices are provided. Hsu reinforced his point that maybe the District should not be using chemicals to control weeds. Olson explained that the District provides recommendations, but it is up to the landowner to choose their method. Hart asked Hamilton if iMAP makes her job easier, Hamilton says yes.

Action: Budeau motioned for the Board to **support iMAP Invasives in the amount of \$5,000 for this year and encouraged staff to investigate ways to partner in treatment of weeds that have been mapped by iMAP.** 2nd by Koch. Discussion: Hsu would like to see that the chemical methods used for weed removal be re-considered and that the risk to soil health be taken into account. Budeau follows by saying that Hamilton is using best management practices and that soil health

along roadsides is not important. Hsu and Budeau continued to discuss. Sanchez and Hamilton confirmed that the District would always promote the IPM approach. History of the Board's position on pesticide use was provided by Olson. Olson suggested that Hsu's concerns go to the Program Committee and be addressed that way. MOTION PASSED (unanimously: Aye-5 (Walker, Olson, Koch, Hsu, and Budeau), Opposed-0).

10. Administrative Committee

a) Compensation Study

Sanchez started by describing and reviewing the components of the Compensation Study (Study). Sanchez noted that the Study was revised to remove the Financial Manager position and add in the Financial Administrator position. Sanchez asks the Board to determine the market range that we would like to set up our salary plan for and to look at the annual leave benefit. Sanchez states that the Study reveals we are close to 100 percent of the market norm and that is good; we have a competitive edge in the job market. Sanchez also notes that the Study is becoming obsolete with time. Sanchez also notes that we will be completing a Pay Equity Study. Sanchez would like the Board to decide if we will accept this report for use. Sanchez would also like to consider paid time off. Budeau suggests that the District add a day per year for up to ten years. Discussion continued regarding the paid leave. Walker noted that the District's annual income at three million is incorrect. Walker also brought up concerns regarding the data used and how relevant is it to the District; concerned we are not matching apples to apples but maybe apples to oranges. Discussion continued regarding the data. Sanchez requests that the Board decide to accept the Study or not. Hsu states that the Admin Committee recommends that the Study move forward.

Action: Walker motioned for the Board to **accept the Compensation Study an official document of the District.** 2nd by Koch. No further discussion. MOTION PASSED (unanimously: Aye-5 (Walker, Olson, Koch, Hsu, and Budeau), Opposed-0).

Budeau suggested that the District give employees one additional day of leave (eight hours) per year up to ten years of service on top of current benefit.

Action: Olson motioned for the Board to **add one day a year of annual leave, every year, to employee benefits for up to ten years of service.** 2nd by Budeau. Discussion: Walker asks if the leave could be rolled over when not used? Sanchez explained that employees can accrue up to 244 hours of annual leave. Anything

over 244 does not accrue and is lost. MOTION PASSED (unanimously: Aye-5 (Walker, Olson, Koch, Hsu, and Budeau), Opposed-0).

b) Organizational Structure

Sanchez explained that our current structure was developed in 2008. Sanchez describes how she developed the new structure based on where we are now. Olson went on to pause/ dissolve the Building Committee. Olson asked Koch to join the Program Committee and Plowhead to join the Education Committee. Plowhead clarified the commitment and meeting times. Koch and Plowhead agreed to join. Olson states we do not need a motion, the structure is what it is.

Walker took this opportunity to state he is concerned that the Building Committee should not be disbanded. Koch asks can't the remaining work be completed by the District Manager, and she can consult with Walker to work out the details. Directors continued discussion regarding the Building Committee. Olson officially disbanded the Building Committee and stated if the need is their it can always be brought back on.

11. Education Committee

a) CLEAR Grant; Queen of Peace

Outdoor program asking for \$2,000 with a project total of \$4,00. The funds will be used for bus drivers.

Action: Koch motioned for the Board to **approve the \$2,000 CLEAR Grant for Queen of Peace Program 2nd** by Walker. No further discussion. MOTION PASSED (unanimously: Aye-5 (Walker, Olson, Koch, Hsu, and Budeau), Opposed-0).

Walker brings up Claudia a 19-foot salmon exhibit that needs a facelift and a new place to store. Claudia is used to engage kids in salmon lifecycles. Directors discussed the use and need of Claudia and walker asks if the Board would consider using District funds to provide the makeover and find storage. Discussion ensued around the District's assistance for Claudia.

Walker also wanted to discuss support for partners. Olson suggests that Walker speak with Sanchez to get more info regarding this.

12. Building Committee

Walker shared that the ADA entrance will be constructed at the back door. Olson asks if Walker is OK with that plan? Walker says he is fine with it but we need to

add a doorbell and camera to let people in. Walker adds that we have to consult with the natural gas company, add in a bench, a boot wash and handrail/ bike lock up. Walker reminded the Board that they approved \$15,000. Sanchez adds that she is working on the sketch, and she will write up the scope of work and consult with Walker to capture his vision of the ADA entrance.

13. Program Committee

a) Landowners Assistance Program Name Change

Sanchez explains that committees have discussed that a name change is needed for the LAP. The current name excludes (implied-anyone can apply for a LAP) those that are not landowners. Discussion centered around the name change to Conservation Assistance Grant (CAG) and concerns were expressed. Hardy expresses that the word program does not display what the LAP is. Whereas grant explains what it is. Hamilton shared the background as to why the CAG was selected. Olson provided a history on the name; originally it was developed for those landowners who did not qualify for NRCS programs. Hsu declares that if staff wants the name change then we should do it.

Action: Hsu motioned for the Board to **approve the Landowners Assistance Program name change to Conservation Assistance Grants.** 2nd by Koch.

Discussion: Plowhead asks what the cost is associated with changing the name. Sanchez replies that there would be minimal costs. The District has a LAP logo that will need to be updated/ created at some point. MOTION PASSED (Aye-4 (Olson, Koch, Hsu, and Budeau), Opposed-0 (Walker)).

14. Landowners Assistance Program

a) LAP Extension Request

Action: Koch motioned for the Board to **approve the LAP Extension Request for Goshie Farms** 2nd by Hsu. No further discussion. MOTION PASSED (unanimously: Aye-5 (Walker, Olson, Koch, Hsu, and Budeau), Opposed-0).

b) Completed – Closed Projects

Staff created a slideshow of completed projects. Presentation on file.

15. Knotweed Contract

Olson stated that there is policy that the Board have at least a week to review contracts.

Action: Olson motioned for the Board to **make an exception for this contract, only, to review at this meeting.** 2nd by Koch. No further discussion. MOTION PASSED (unanimously: Aye-5 (Walker, Olson, Koch, Hsu, and Budeau), Opposed-0).

Hamilton described the knotweed control project. Budeau asked if this money came from the City of Salem? Hamilton replied that no, this is a District paid for contract, but we partner with the City of Salem. They control (and pay for) riparian area knotweeds, and the District works on the upland control. Sanchez explained that there were no significant changes to the contract and the contract has an approved budget. Hamilton added that she put in an updated map with ten properties identified for work.

Action: Koch motioned for the Board to **support the Knotweed contract for \$6,000** 2nd by Budeau. Discussion: Walker asks if the \$6,000 is for eradication on the identified properties? Hamilton replied yes. Olson asked if the funding only comes from the District. Hamilton responded that our partners all have separate contracts for knotweed control, and we have this contract for those upland properties identified. Olson asks if these is any responsibility for the landowner. Hamilton replied the landowners grant permission to enter, we complete the control activities and then we return over time to control. The landowner has no obligations to control. MOTION PASSED (unanimously: Aye-5 (Walker, Olson, Koch, Hsu, and Budeau), Opposed-0).

16. Confederated Tribes of Grande Ronde (CTGR) Letter of Support

McClary introduced herself and the described the project that they are working on and that she is requesting a LOS from the District. The Tribes own two properties on the North Santiam River (~900 acres). McClary noted that she has worked with Hamilton on many projects and have partnered with the District on most of their grant proposals. This LOS is not requesting any technical assistance or funds just support for a good project. The Tribes are proposing to enhance floodplain function by improving two crossings and removing two earthen berms on a side channel. Olson asks McClary to someday comeback and present the results of these projects. McClary agrees.

Action: Walker motioned for the Board to **send a letter of support to the CTGR.** 2nd by Budeau. No further discussion. MOTION PASSED (unanimously: Aye-4 (Walker, Olson, Koch, and Budeau), Opposed-0). Hsu was absent for vote.

17. OSU LOS

Godwin will draft LOS for District editing. Olson suggests that Budeau sign the letter.

Action: Olson motioned for the Board to **support the OSU Letter of Support that Budeau will review and sign.** 2nd by Walker. No further discussion. MOTION PASSED (unanimously: Aye-5 (Walker, Olson, Koch, Hsu, and Budeau), Opposed-0).

Adjourn: Chair Olson adjourned the meeting at 9:18 PM



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