



Jackson Soil & Water Conservation District  
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May 25, 2016

**MINUTES NOT FINAL UNTIL APPROVED**

**Jackson Soil and Water Conservation District  
(JSWCD)  
Board Meeting Minutes**

**Directors**

Allan Campbell – Chair  
Don Hamann – Director - Absent  
Ron Hillers – Director  
Barbara Niedermeyer – Vice Chair – Arrived  
4:15 pm  
Marilyn Rice – Director - Arrived 4:56 pm  
Juanita Wright – Director  
Stan Dean – Director

**Staff & Guests**

Randy White – District Manager  
Markie Germer – Administrative Secretary  
Clint Nichols – Rural Planner  
Jennifer Sawtell- Education & Outreach Coordinator  
Paul DeMaggio- Arrived 4:17 pm  
Tom Dover – Rogue River Watershed Council (RRWC)  
Karla Bayou – Oregon State University (OSU) Extension  
Max Bennett – Oregon State University (OSU) Extension  
Rachel Werling – Oregon State University (OSU) Extension  
Christ Van Ness – Logos School teacher  
Logos School Students

Board Chair Campbell opened the Board meeting at 4:03 pm.

Karla Bayou spoke about the Logos Students who participated in the OSU Extension Stream Wise Assessment Team (SWAT) Program. Chris Van Ness Director of Environmental Sciences at Logos Charter School spoke about the success of this program for his students. Each student talked about the steps and process used by different applications for the stream assessment program. Some members of this group were also on the Envirothon Team which placed 2<sup>nd</sup> at the state contest. They missed 1<sup>st</sup> place by four points

**AGENDA**

There were no deletions or additions to the agenda.

**MINUTES**

**A motion by Director Niedermeyer with a second by Director Dean to approve the minutes from the April 27, 2016 Board Meeting with the correction of the omitted dollar figure on page 2 under District Funds Committee report. The motion passed unanimously.**

**TREASURER REPORTS**

**A motion by Director Hillers with a second by Director Dean to accept the Treasurer Reports as presented passed unanimously.**

**Staff Reports**

Paul DeMaggio announced that he has passed the Professional Engineer Exam. Jennifer Sawtell attended Envirothon Event and the Logos Team came in 2<sup>nd</sup> place. Day Camp this year will focus on the watershed. Clint Nichols reported that he coordinated a work party for the Forage Plots at Southern Oregon Research and Education Center (SOREC)

**OLD BUSINESS**

**Building Committee**

District Manager White reported that the contract with Vitus Construction has been signed and construction will begin around the 1<sup>st</sup> of June.

**District Funds Committee**

There is nothing to report from the District Funds Committee since all the funds have been obligated for this fiscal year.

**NEW BUSINESS**

**Resolution 07-04/03 Revised 5/25/16 – Employee Salary Range**

**A motion by Director Dean with a second by Director Hillers to approve Resolution 07-04/03 Revised 5/25/16 as presented passed unanimously.**

**Employee Performance Bonus**

**A motion by Director Niedermeyer with a second by Director Hillers to give the District Manager the discretion to authorize and distribute performance awards to staff and the District Board Chair to dispense performance awards to the District Manager within the limits of the approved budget line item for staff “Salary & Wages”. Also, for the approval of the previous paid bonus to be retroactive back to Fiscal Year 2012-2013. This motion passed unanimously. Added to this motion was to direct the District Manager and the personnel committee to draft a policy for inclusion in the Personnel Policy allowing for future performance awards (in lieu of bonuses) to be distributed to staff on a sliding scale based on performance. The resolution should be ready for review and approval by the District Board, on or about July 20, 2016 monthly meeting.**

**REPORTS**

**Manager’s Briefing**

District Manager White asked the Board if they would like him to continue reporting on the OACD monthly teleconference meeting. The Board concurred.

Staff was dismissed at 5:05 pm

**NRCS**

There were no reports from NRCS

**Oregon Association of Conservation Districts (OACD)/OWEB.**

There was nothing to report on the OACD. The Oregon Watershed Enhancement Board (OWEB) Small Grant Team has started the open window process for accepting small grant application. The next window is from July 17<sup>th</sup> through the 31<sup>st</sup>.

**Soil and Water Conservation Commission (SWCC)**

Director Rice reported on a tour the Commission took of a marijuana greenhouse processing facility. District Manager White said that the marijuana issue will be addressed by the Personnel Committee to incorporate the Oregon’s new marijuana laws in the Districts Personnel Policy for staff and hiring guidelines. Director Rice reported that Baker County SWCD has researched and used a lawyer to initiate a marijuana policy for their staff. Director Rice shared a letter that congratulates Stan Dean as the new commissioner for the Southern Oregon Area, representing: Coos SWCD, Curry County SWCD, Fort Rock/Silver Lake SWCD, Illinois Valley SWCD, Jackson SWCD, Josephine SWCD, Klamath SWCD, and Lakeview SWCD.

**Rogue River Watershed Council (RRWC)**

Tom Dover reported that the watershed council has hired a facilitator to help with their strategic planning process.

**Agenda Build**

Lomakasti would like to give a presentation on the AFAR Program. They would also like to give a tour of the area that has been impacted by the program.

There was no public comment.

The meeting adjourned at 6:00 p.m.

Respectfully submitted by:

*Markie Germer*

Markie Germer

Official Minutes approved as printed:

\_\_\_\_\_ Date \_\_\_\_\_

Approved as amended:

\_\_\_\_\_ Date \_\_\_\_\_