



Pend Oreille Conservation District
Special Board Meeting MINUTES: 2/2/2023

Meeting Start – 2:00 p.m.

In attendance at Camas Center - **Randall Leestma**, Board Supervisor; **John Floyd**, Board Supervisor – acting chair; **Mary Malone**, Education and Outreach; **Alex Case-Cohen**, POCD District Manager

In attendance via “GoToMeeting,”: **Mike Mumford**, Board Supervisor; **Robert Rosencrantz**, Pend Oreille County Commissioner; **Jon Paul Driver**, Board Supervisor; **Zach Stewart**, Sewell & Associates

Official Action Items					
Motion	Motion made by:	Motioned seconded by:	Abstained	Decision	Attachment
Motion to approve agenda and take items out of order	Randall Leestma	Jon Paul Driver		Carried	A
Motion to select Osborn Consultants for the Salmon Recovery Riparian Program	Mike Mumford	Randall Leestma		Carried	B,C,D
Motion to approve contracts for sustainable Farms & Fields Regenerative Ag Initiative as presented	Jon Paul Driver	Randall Leestma		Carried	E,F
Motion approve a 5.5% COLA increase to Alex’s salary	Jon Paul Driver	Randall Leestma		Carried	G
Meeting Adjourned at 3:21 PM					

Partner Reports

Robert Rosencrantz, POCC

Commissioner Rosencrantz said he attends his first meeting next week as the representative for the Town of Cusick and hopes to bring up the subject of incorporation into the Conservation District.

New & Old Business

Action Item: *Select Statement of Qualifications for Salmon Recovery Riparian Program –*

See attachments B, C, D. Alex introduced Zack Stewart from Sewell & Associates and discussed the two SOQ's. Zach spoke briefly about Sewell & Associates' experience and recent work with POCD. Alex asked about the more natural approach and if there is someone on staff who is a biologist or experienced in bank stabilization practices. No biologist on staff but willing to contract with a biologist. Alex recommended Osborn Consultants as they have a biologist on staff and may be the better option for the "softened" approach. Mike moved to engage Osborn consultants, seconded by Randy. Motion carried.

Action Item: *Approve contracts for Sustainable Farms & Fields Northeast Washington Regenerative Ag Initiative–*

See attachments E, F. Discussion ensued regarding location of each contractor. Alex noted that the two consultants would be working in tandem, with Chris primarily in the area the first week of each month and Gregg would be boots on the ground more since he is local. She then discussed the budget. Discussion regarding hiring both and whether it is cost effective. Jon Paul moved to approve both contracts as presented, seconded by Randy. Motion carried.

Action Item: *Review and vote on COLA proposal –*

See attachment G. Discussion ensued regarding cost of living increases for different agencies and the options presented by Alex. Jon Paul moved to support a 5% increase, seconded by Randy. Jon Paul amended his motion to 5.5% percent. Motion carried.

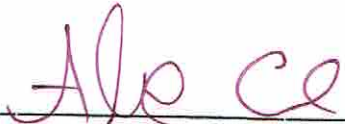
Discussion: *Policy Update Recommendations for employment type and COLA qualification–*

Mike M. discussed a proposed new employee probationary period and COLA eligibility. Discussion over whether an employee on leave counts toward the 2,080 hours. Mike clarified that yes, as long as the employee is in paid status. Discussion over regular/permanent positions vs seasonal/temporary. Tabled to at least the February regular meeting.

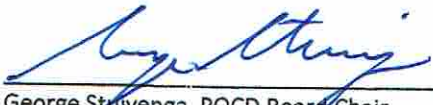
Action Item: Review and Vote on Corey's River Restoration Training Course –

Alex discussed Corey's proposal for continuing education. Discussion ensued regarding the cost of the courses and Alex noted the funding is available through Salmon Recovery funds. The board did not support paying for ongoing education of a temporary employee. Discussion ensued regarding temporary and permanent employment. No action was taken.

Meeting Adjourned: 3:21 p.m.



Alex Case-Cohen, POCD District Manager



George Stuvenga, POCD Board Chair