Pend Oreille Conservation District
Board Meeting MINUTES:
6/23/2026
Meeting 4:00pm-5:45pm
In person at
Diamond Lake Fire District
325272 Hwy 2
Newport, WA 99156
Join Zoom Meeting
https://zoom.us/j/92588403372

In attendance at: Corey Brenner *(POCD Riparian Program Manager),* **Mary Malone** *(POCD Executive Director),* **Russ Fick (***POCD Board Supervisor),* **George Stuivenga** (*POCD Board Vice Chair),* **Mark Simpson** *(NRCS),* **Mike Mumford** (*POCD Board Chair*), **Steve Schmid** (POCD Board Supervisor), **Dominic Casolari** (POCD Ag Coordinator),

In attendance via "Zoom," :) Robert Rosencrantz *(POC commissioner District #2),* **Robert Rosencrantz** *(POCC*), **Sandy Nguyen** *(Community Member),* **Loretta Nichols** *(Pend Orielle County Noxious Weed Board), Scott Noble (WSCC regional manager),* **Steve Harris** *(DNR)*

Meeting Start 4:03pm

Official Action Items				
Motion	**Motion made by:**	**Motioned seconded by:**	**Decision**	**Attachment**
Agenda and take items out of order- as corrected- NRCS MOU and salary discussion/action item	George Stuivenga	Russ Fick	**Carried**	A
Regular board meeting minutes 5/19/2026- clerical edits to names and titles and CEMA.	George Stuivenga	Russ Fick	**Carried**	B
Action Item: Financial Reports for April	George Stuivenga	Russ Fick	**Carried**	D
Action Item: Financial Report for May	Russ Fick	George Stuivenga	**Carried**	E

Action Item: Salary Schedule- table salary structure and add Russ to personnel committee	George Stuivenga	Steve Schmid	**Carried**	F
Action Item: State introduced COLA for employees with 2% increase.	George Stuivenga	Steve Schmid	**Carried**	F
Action Item: Building Repairs-updated bid, additional $11, 285.48 for roof repair	George Stuivenga	Russ Fick	**Carried**	G
Action Item: Resolution #6-23.1-2026 Vacant Board Position	George	Russ	**Carried**	H
Action Item: NRCS MOU			Tabled	
Meeting Adjourned at 6:03 PM				

Agenda Add-NRCS MOU and make it a salary discussion/ action item-

<u>Partner Reports</u>

Robert Rosencrantz, POC Commissioner

Commissioners appreciated the visit to discuss wildfires- it provided clarity. Mary wanted to note an update with the commissions on the Metaline project- the RFP is out and we will be reaching out to Brian Smiley for review of those. Stephen updated that KNRD update is coming.

Loretta Nichols, POCWB

They are getting ready for Aquatic Workshop on July 10th- registration is open and advertisements are out. In the thick of field season and working on getting contracts in place for flowering rush projects. Corey discussed wild basil that is a new noxious weed in POC, with new treatments. Mike discussed education outreach and inspection on AIS- 5 mobile sites in the county as a new program for invasive species.

Steve Harris, WA DNR

End of the fiscal year June 30th. Cost share funding available- $400k for stand treatments. New allocation for 1168 funding but the challenge is the only one to spend it. Funding is available for landowners. The wildfire season has them busy. The financial reports for DNR are due by July 5th

Scott Noble, WSCC

End of fiscal year ending. Ensure vouchers are submitted

Mike Mumford, WACD

WACD update- court case challenging one of the districts regarding the constitutionality of rates and charges. The court ruled in favor of the CD- westside Clallam. The case is continuing in court for review which leads to concerns that rates and charges are at risk.

There is a new WSCC Northeast manager. Budget looks like it will break even at the PMC which runs the WACD and the money for the budget.

Sandy Nyugen, Metaline Falls Community Garden, WA Native Plant Society (discuss with Mary)

Built out the gravel path and have $1500 in lumber donated from Vaagen and, $1k in hardware and cost share opportunity. The greenhouse will be anchored this weekend from 9-12pm. Volunteer and board for the WA native plant society- Seattle City Light- dam deconstructive and restoration efforts and the role that native plants play.

Operations Report- see attachment C

Fully moved into post office. Everything is moved into garage or back office. The break room is the only thing being used until construction starts on roof. There is a safe that we do not have the combination or lock for that we will get open with a locksmith is needed.

Asbestos survey is done and the roof does have asbestos which adjusted the cost of the approved roof repair. The tar paper has asbestos on the roof they are redoing the screws, so we are considering caulking the screws for a less cost. The asbestos abatement costs are a $5k addition- totaling approx. $30k for the total roof repair. That does not include any boards they have to replace. There is presumption that boards will need to be replaced.

IMP FY ending and new funds will be available July 1st. NRI cost shares will be adjusted. Corey gave a summary of his projects for May as his report was not included in the board report.

RPPP grant is closing and SFF are other SCC grants closing. The rest of them carry over into the biennium. RCPP update.

Treasurers Report- April and May– see attachment D and E

Motion to approve April T-report: George moves to approve. Russ seconds. Motion Approved.

Motion to approve May T-report:

Russ moves to approve. George seconds. Motion Approved.

<u>**New Business**</u>

Executive Session Start - 5:07pm

Executive Session End - 5:17pm

Break 5:18-5:23

Action Item: Salary Schedule- see attachment F

Looking at moving to a structured salary schedule. A federal table and policy were included as well as the feral GS schedule for employees pay, Discussion about why a structured salary schedule is being proposed and why percentage-based increases are a challenge with sustainability on grant funding. Being fiscally responsible is the intent for the structured compensation plan.

The proposal is being introduced by Mary and Mike, and the federal chart is only being used as a guide in conjunction with the county steps and levels. Mike suggested putting together examples of these pay grades and structures to use for comparison. Mike would like a system by July 1st but gathering information is priority to make a decision. A discussion on current comp rates and salary composition based on affordability and equity. The use of federal schedule chart is the cost-of-living increase as an easy and affordable option for salary composition.

An organizational chart was introduced by Mike to have the Executive Director with the staff as GS-9 level management. Mary recommendation is to table the structured salary. The next discussion will be in August.

Motion to approve: George moves to approve the bid. Russ seconds the motion. Motion approved.

Action Item: COLA increase for employees

Discussion on cost-of-living COLA with the state requirements of an increase of 2% beginning July 1, 2026.

Motion to approve: George

Motion, Steve Second. Motion Approved

Action Item: Building Repairs- see attachment G

Additional cost of $4,920.85 in cost for asbestos abatement, $6564.43 for additional roof screws.

Total $36,015.28

Approved 24,530.00 already- with an additional of $11485.28 to be approved to cover the costs

Motion to: George Moves to approve. John W. Floyd Seconds. Motion approved.

Action Item: Discussion on NRCS MOU
Mike recommendation is to table this until the next meeting until the language in the MOU doesn't hold us accountable for anything fiscally that we may not be able to be held to.

Action Item: Resolution #6-23.1-2026- Vacant Board Position

Motion to approve (Tabled)

Meeting Adjourned: 6:03 PM

Mary Malone, Executive Director	**Mike Mumford, POCD Board Chair**
Mary Malone	Mike Mumford