

REPORTS

NRCS

Malyssa mentioned that Don has received a good amount of Forestry signups.

LCRWC

The LCRWC Coordinator's report was given to the Board. KC reviewed and discussed the report. He added that the council is in the process of creating the MOU between the District and Council. Brief discussion was held.

OLD BUSINESS

- **RCPP (Regional Conservation Partnership Program):** Malyssa informed the Board that the Watershed plan is moving forward.
- **Annual Dinner Reminder:** Malyssa reminded the Board that our Annual Meeting is scheduled for January 17. There will be dinner served before the meeting, at 5:30 pm. She asked that the Board let Jennifer know how many guests they will be bringing by January 8.
- **Audit:** An extension was filed today for the District's Audit through January 31 due to the Federal dollars handled from EWP. Brief discussion was held.

NEW BUSINESS

- **COLA (Cost of Living Adjustment):** Malyssa stated that the District is requesting approval from the Board for a 2% cost of living adjustment to begin January 1st. She added that the District already has \$5,000 in their budget for salary adjustments and that the 2% increase would be just under \$4,000.

Motion: Pierce/Freytag to approve 2% COLA increase beginning January. **Approved Motion passed by unanimous vote.**

- **New Cooperators:**
 - David Parsons, Deer Island, 104 acres
 - Nicole Ferreira; John & Vicky Mikesh, Scappoose, 4.75 acres
 - Robert Lale, Vancouver, 37 acres

Motion: VanNatta/Bergman to approve New Cooperators. **Approved Motion passed by unanimous vote.**

Robert Hoard, Rainier, 57 acres

Motion: Bergman/Busch to amend previous motions to add missed cooperator (Robert Hoard). **Approved Motion passed by unanimous vote.**

- KC mentioned that he would like the Personnel Committee to get together with staff to make the committee and their role known and to ensure staff are happy in the workplace. Lona added that they haven't really had a chance to get to know the newer staff and believes this would be a good idea. Jason added that he thinks the Board will need to talk with Kari first before addressing staff. Bill believes the Board can speak with staff to determine if there's anything they should do differently. Discussion was held. KC asked Malyssa what she thinks the Board should do. She recommended that the Board appoint Committee members and Chair and have the Chair of the committee contact SDAO. She added that they should send SDAO our policy and propose their idea to get feedback.

Motion: VanNatta/Bergman approve to reinstate the Personnel Committee (3 to be appointed) and to send a message to staff to make aware of Committee; Votes not taken due to discussion, **motion failed.**

Brief discussion held.

Motion: VanNatta/Bergman approve to reinstate Personnel Committee with Lona, KC and Jason.
Approved Motion passed by unanimous vote.

Motion: VanNatta/Bergman to approve that the Personnel Committee send a message to staff to assure them that they can come to the Committee if they do not feel comfortable going to management to discuss issues/concerns. **Approved Motion passed by unanimous vote.**
 Brief discussion was held regarding the Policy being updated.

Motion: Bergman/Busch to approve that the Policy Committee finish updating the policy.
Approved Motion passed by unanimous vote.

REPORTS (Cont.)

BOARD

-Bill said that he was given a stack of District calendars and has enjoyed handing them out at the Coffee and Commerce meetings as well as at the Kiwanis Day breaker meetings. He added that he is looking forward to handing out the Annual Report.

-KC mentioned that he sells logs and root wads and recently had someone from Michigan call and ask for a load, which he thought was interesting. Brief discussion held.

-Randy discussed the recent Tide Gate meeting and added that there were a lot of interesting comments. He mentioned that Tillamook is facing a lot of problems. He added that on foggy, coastal mornings when the farmers start their manure pumps the air is very poor and the tourists complain to highway patrol. They are working on a solution.

-Jason added that he has been busy with his own personal stuff. He asked Randy to explain what a tide gate is and asked if they are all the same. Randy explained a tide gate (An opening where water may flow freely when the tide moves in one direction, but closes and prevents the water from flowing in the other direction) and added that some places have different ones.

-Randy also added that OACD has been searching for a new director but they aren't having much luck. They are on to the 7th candidate for the job. They still do not have an Executive Director and there aren't many applications coming in.

Pierce/VanNatta moved to adjourn meeting
MEETING ADJOURNED 8:00 PM

Respectfully Submitted by:

Jennifer Steinke

Jennifer Steinke, Office Assistant