

Monday June 1, 2020; 6:00-7:20 PM
Zoom Video Conference: <https://zoom.us/join>
Phone: 1-669-900-6833
Meeting ID: 961 1209 6633
Password: 595308



BOARD OF DIRECTORS MEETING MINUTES

In Attendance

Board Members Present: Faye Yoshihara, Jerry Paul, Bob Morris, Henry Storch, Eliza Mason, Graham Trask

Board Members Absent: Larry Lee

Associate Directors Present: Rana Foster

Associate Directors Absent: Mark Taratoot

Staff Present: Holly Crosson, Laura Brown, Heath Keirstead, Linda Lovett (minutes), Donna Schmitz

Staff Absent: Teresa Matteson

Others Present: Amy Kaiser/NRCS, Eric Nusbaum, ODA SWCD Operations Specialist

Others Absent:

Call to Order

[Yoshihara] 6:02 pm

Introductions, Public Comments, Announcements

- Eric Nusbaum introduced himself and his role with ODA.

Additions/Changes to Agenda

- None

BUDGET HEARING

- **Adopt BC-approved FY2020-2021 Budget; Make Appropriations; Impose/Categorize Tax (Resolution No. FY2019-2020-15)**

Adopt FY2020-2021 Budget: MOTION/2nd: Bob/Henry; (Unanimous 6/6)

CONSENT AGENDA

- **Approve Draft Minutes from May 4, 2020 Board Meeting;** Discussion: none
- **Approve Financials (4/30/20);** Discussion: none
- **Approve Revised Contracting Rules and Procedures (Resolution No. FY2019-2020-16);** Discussion: none

Approve Consent Agenda; MOTION/2nd: Eliza/Jerry; (Unanimous 6/6)

REGULAR AGENDA

NRCS/Staff Reports

Amy: Working on assessments and rankings for FY2020 Environmental Quality Incentives Program sign-up. Received 22 applications for Benton County; see her email for details. NRCS has been allocated nearly one million dollars for Linn, Lane, and Benton counties. Everyone at NRCS is healthy and coming to work. COVID-19 precautions include meeting clients in the parking lot, using MS Teams instead of meeting in person.

Heath: The Native Plant Sale opened today and already has 21 orders for a gross of \$2093.

Laura: Treating oblong spurge and knapweed. People are spending more time in their yards, so are reporting invasive species. Awarded four invasive species grants to remove Japanese knotweed and blackberries.

Holly, Donna, Linda: Deferred to their written reports so Eric could have more time to speak.

Eric: Still doing his regular work but has taken on some duties of retired ODA Water Quality Specialist Jo Morgan, such as becoming the point of contact for several districts. ODA is preparing for potential budget cuts in the general fund; the next step is to determine cuts due to the decline in lottery income. In March ODA stopped all recruiting and is holding positions open in the hope that it will not have to lay anyone off. The

All documents referenced in these minutes are a part of the official record and can be distributed upon request.

Department is shifting work, such as having weed control staff cover the hemp program, and is anticipating reductions in rewarding grants. Eric is still offering board trainings through GoToMeeting. The Agricultural Channel Maintenance rules are out for public comment; email went to district managers and Eric can make it available to other people BSWCD works with.

Director Reports

Jerry: Picked up 39 Bee Buddy boxes and will get the rest tomorrow.

Henry: No news relating to the District. Holly noted that Henry has been active on the DEI committee.

Bob: Brought in his own mason bees and is doing outreach to neighbors about bees.

Grahm: Started first construction project of the season, a fish passage on the Long Tom south of Crow and Coyote creek.

Eliza: Finished planting, has opened the store by appointment but may open on Saturdays. Would like to make BSWCD pamphlets available.

Faye: Using brush hog to control false broom.

Presentation of Internal Culture and DEI Journey Assessment Report

Heath presented PPT "Internal Culture & DEI Journey Assessment: Roadmap and Recommendations." It includes background on the Confluence Collaborative and its DEI process; the Meyer Spectrum Took, which helps organizations assess where they are in their DEI journey; key findings from the Organizational DEI Self-Assessment; and next steps in DEI planning. She closed by asking board members and staff to share hopes and fears related to DEI using this form: <https://forms.gle/x6xD7fS4DYqMGAWX8>

Review/Update Building Reserve Fund Purpose

Faye asked Jerry to share his view: Jerry prefers to leave as is because the board has not fully committed to the Confluence and the issue needs more discussion. The Fund purpose can be changed later if we want. A Motion was made to Leave the building reserve fund as is with opportunity to review in future.

MOTION/2nd: Henry/Bob; (Unanimous 6/6)

Discuss next steps for Covid-19 response and address ways to serve public during pandemic

Holly recommended that staff continue telework for now and that we reevaluate when Benton County is approved for Phase 2 reopening. Holly noted a difference between NRCS and BSWCD is that all of USDA is considered essential. BSWCD is doing all regular business and staff go to the office as needed.

Discussion: Faye noted that as a public agency with a retail front, there is an expectation that staff be there. She is concerned that the office looks closed. On the other hand, if we are doing everything we did before and more, do we even need a retail front? Bob wondered if we are missing opportunities to serve the public, but staff (Laura, Heath) feel that they are connecting with even more people now through online platforms such as Facebook Live. It is an opportunity to innovate and be leaders in embracing change. Holly noted that we can meet people outside the office and that most people who show up unannounced have no business with the District (e.g., asking about Greyhound, wi-fi). It is risky to open the door because you cannot maintain distance.

Faye asked the board if it wants to recommend continuing telework and the monthly stipend. Jerry expressed concern about staff team building without face-to-face interaction and about taxpayers wondering where we are. Henry said it is an opportunity to build community and engage people in other ways and still fulfill the mission of the District. Holly noted that in the future there is likely to be a combination of telework and office work that makes financial sense as well as legislation to follow. We also need to rethink use of space in the Confluence and what to do when our lease ends in June 2021. Grahm suggested taking the stipend month by month. Holly will update the board on telework status each month and work on a prominent sign for the door.

Motion: Approve a \$75 stipend for each staff member for the month of June 2020.

MOTION/2nd: Grahm/Eliza; (Unanimous 6/6)

Meeting Adjourned

[Yoshihara] 7:36 pm