



# UPPER WILLAMETTE

## SOIL & WATER CONSERVATION DISTRICT

### BOARD OF DIRECTORS SPECIAL MEETING MINUTES

Monday December 28, 2020 2 pm

APPROVED 1/12/2021

Meeting held via Zoom

Directors Present: Al Hrynyshyn, Gary Jensen, Ralph Perkins, Abel Kloster, Malcolm Wilson, Chuck Arrera, Mary Durfee; Associate Director Present: Eric Nusbaum; Staff Present: Dave Downing, Clarissa Berndt.

The meeting was called to order at 2:00 pm by Chair Hrynyshyn. Agenda was reviewed. Dave requested to add an agenda item for approval of an engagement letter to SDAOAS for bridge loan purposes. Director Wilson made a motion to approve the agenda as amended, and Director Arrera seconded. With no further discussion, the motion passed 7-0.

- 1. Employee Insurance Benefits:** Chair Hrynyshyn passed the meeting over to Dave and Eric to discuss the benefits researched. They have been working to review multiple plans for the best option both for staff and the district. Dave discussed the option he had chosen and the cost to the district. He asked for the board's approval to begin this benefit plan on January 1, 2021. Discussion ensued regarding the budget for these funds from current assets. Director Arrera made a motion to accept the recommended insurance benefit plan for the year of 2021, and Director Perkins seconded. Director Kloster requested that the motion state that existing funds would be utilized for the cost. With no further discussion, the motion passed 7-0. Director Wilson suggested that the cost of the insurance be offset by taking away the current monthly stipend staff receives and applying it to the insurance premium. There was a general disagreement to this suggestion from most directors because the staff is not compensated what they are worth in salary, and taking away their stipend is further decreasing their wages before their salary can be raised appropriately. Director Kloster proposed that the board defer the decision on the stipend until the whole compensation package can be reviewed and finalized. Director Wilson asked if the stipend discussion would be deferred to the regular January meeting. Director Arrera mentioned that the Personnel Committee would present their recommendation on a new staff compensation package at the meeting in January. Chair Hrynyshyn closed the discussion on the employee insurance benefits.
- 2. SDAOAS Engagement Letter:** Dave asked the board for approval regarding the SDAOAS engagement letter to authorize SDAOAS to find the best option for a bridge loan for the district. Director Wilson made a motion to authorize Dave to sign the agreement letter with SDAOAS for bridge loan services, and Director Durfee seconded. Board discussed the contents of the letter. Motion passed with a vote of 6-0 with Director Jensen abstaining from the vote. Director Wilson asked to reopen the insurance discussion as he felt it had not been fully completed. Director Wilson made a motion for the cost of the insurance premium be taken out of the present employee stipend, and Director Jensen seconded. No discussion followed. Director Wilson voted yes, Director Jensen abstained from the vote, all other Directors voted no. Motion does not pass. Director Kloster made a motion for the board to reaffirm that the monthly stipend will continue until such time as the whole compensation package can be addressed in full, and Director Perkins seconded. With no further discussion, the motion passed 6-0 with Malcolm abstaining from the vote.

Chair Hrynyshyn adjourned the meeting at 3:40 pm.

*All supporting documents mentioned in the minutes are a part of the official record, and are available upon request. Please contact the office at [admin@uwsxcd.org](mailto:admin@uwsxcd.org) to request copies.*

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