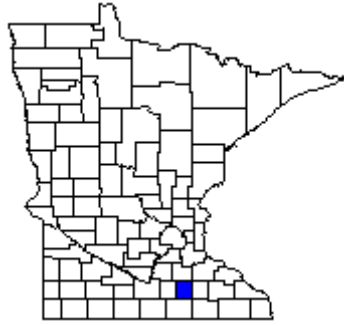


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**MINNESOTA
 SOIL ^{and} WATER CONSERVATION DISTRICTS**

The regular monthly meeting of the Steele County Soil and Water Conservation District Board of Supervisors was called to order by Chairman Mark Ihlenfeld at 7:04 p.m. on Wednesday, December 10, 2008 at the Conservation Office located at 235 Cedardale Drive SE, Owatonna, MN.

SWCD Supervisors Present:

Mark Ihlenfeld, Chairman
 Kyle Wolfe, Reporter
 Dan Hansen, Treasurer
 Doug Pirkl, Vice-Chrm

SWCD Staff Present:

Dan Arndt, Manager
 Eric Gulbransen, Dist. Res. Con.
 Sue Condon, District Admin. Sec.

Others Present:

Bruce Kubicek, Commissioner
 Absent:
 Chris Hughes, BWSR Bd. Rep.
 Noel Frank, NRCS
 Jim Smith, NRCS
 Jim Klecker, Secretary

The November minutes were sent to the Supervisors prior to the meeting. Motion was made by Hansen, seconded by Pirkl to approve the minutes. Motion was carried by voice vote.

The December agenda was reviewed and stays as it stands.

The November Treasurer's Report (see attached) was read by Hansen. Motion was made by Pirkl, seconded by Wolfe to approve the November Treasurer's Report. Motion was carried by voice vote.

Bills: (see attached.) Motion was made by Wolfe, seconded by Hansen to approve paying the bills as listed. Motion was carried by voice vote.

OLD BUSINESS:

1. MASWCD State Convention, December 7-9th, 2008 at St. Paul Riverfront Convention Hall: Supervisors Hansen, Ihlenfeld, Klecker and Wolfe attended as did Arndt, Condon and Gulbransen. James and Margaret Deml attended the Outstanding Conservation Farmer luncheon.

Hansen commented that the business meeting was conducted in an efficient manner and that the auction for education was well attended.

Wolfe commented on the constitutional amendment that was passed in the November election with a 3/8th of 1% increase of the state sales tax that will fund environmental projects. Discussion followed.

Ihlenfeld commented on the training session on the value of rain gardens.

Arndt reported on two of the session he attended.

Condon reported on the importance of setting priorities for a SWCD.

Gulbransen reported that the trade show was very good this year.

All stated that the facilities and accommodations at this years Convention were excellent.

2. RC & D Meeting, November 24th. Ihlenfeld and Commissioner Kubicek attended. The Midwest Value Added Conference will be held in Rochester on January 22 & 23.

NEW BUSINESS:

1. Cedar River Watershed District Plan: Arndt reported that the CRWD Board is seeking feedback on the draft Watershed Management Plan. The watershed covers about 7.6 square miles in Steele County.
2. Memo from MASWCD – Re- State Budget Deficit: memo from LeAnn Buck, it is expected that between the year 2010 – 2011 there will be a 4.8 billion dollar budget shortfall.
3. Purchase a projector for education: Discussion followed. This purchase was included in the designated funds in the 2008 budget. Moved by Wolfe, seconded by Hansen to purchase the LCD projector. Motion was carried by a voice vote.
4. Midwest Value Added Conference, Jan. 22nd – 23rd: Arndt and Gulbransen would like to attend. Motion was made by Hansen, seconded by Pirkl to approve the cost of Supervisors and staff to attend this conference. Motion was carried by a voice vote.
5. Other: Commissioner Kubicek reported that Linda Dahl will be the new Director of the SE Water Resources Board replacing Bea Hoffman. Dahl is from the White Water Watershed Board. Kubicek also reported that there is an opening on the BWSR Board for an appointed member.

Agency Reports: None.

Staff left meeting.

6. Annual Employee Review: Hanson and Wolfe reported on the personnel meeting conducted this afternoon at 3:00 p.m. Employee job performance evaluations were completed. A cost of living wage increase and health insurance benefits were discussed. The cost of current health insurance coverage costs for employees is increasing 27% for 2009. Motion was made by Pirkl, seconded by Wolfe to approve the following actions effective the first pay period in January.
 - Approve a 3% cost of living wage increase for all employees.
 - Continue with existing Blue Cross Blue Shield HSA high deductible or another comparable plan (50% of deductible paid by the District on Jan. 1st.) health insurance plan, with employees paying 25% of the 2009 premium increase.
 - Approve the upcoming step increase for Eric Gulbransen

Motion carried by voice vote.

Meeting resumed.

Motion was made by Hansen, seconded by Wolfe to adjourn. Motion was carried by voice vote.

Meeting adjourned at 10:10 p.m.

Respectfully Submitted By:

Dan Arndt
District Manager

Sue Condon
District Admin. Secretary