

**Middle Fork Willamette Watershed Council  
Board of Directors Meeting**

26 March 2008  
Lowell, OR  
6 PM

**Present:** Chip Weber, Nancy Sawtelle, Don Hampton, Barbara Hazen, Chuck Davis, Chuck Spies, Eve Montanaro, Stephanie Schroeder, Gregg Vollstedt, Cary Hart, Chad Stuart, Marty Wilder

I. Introductions

Chad Stuart is replacing Bryan Von Bargen as the Army Corps representative on the Board. Mr Stuart is a natural resource specialist. Mr Von Bargen has been transferred out of the natural resources sector to Environmental Compliance.

II. Approval of the Minutes of the February 13 Meeting

The minutes of the Feb 13 meeting minus the portion to be provided by David Atkin were approved as written by consensus.

III. Board of Directors Announcements

- Ms Schroeder said that there was a seed swap taking place at the UO Long House this Sat.
- Mr Spies said that he had a stormwater management plan 90% approved. It includes dealing with TMDLs.
- Mr Weber said that there is a new Chief of the Forest Service, Gail Kimball. She has a new focus. There is a Kids in the Woods program, which is environmental education. There may be some grant money available through this program. Another emphasis is Environmental Services, which means managing for a green approach. Water is another focus. The Forest Service will be doing business in the context of these foci.
- Ms Sawtelle said that Ms Montanaro will be presenting at the BLM Employees meeting about the False brome project.
- Mr Hampton said he went to the Dexter False brome presentation; there were 5 citizens present. Ms Schroeder said she went to the Jasper presentation; there were 7-8 really engaged people present.
- Mr Hart said that Ms LeMasieur took some 4<sup>th</sup> graders on Guistina lands so the kids could see a working commercial forest.
- Directors handbooks. Ms Montanaro and Mr Wilder will make copies this month for all the BOD. When a director leaves the Board, he/she must pass the handbook on to the successor. They have started a section for Board approved policies.
- Mr Davis reminded that the evaluation form for Ms Montanaro is due tomorrow.

IV. Annual Progress Report – Ms Montanaro

Ms Montanaro passed out an annual report she prepared for the BOD, which had been emailed to the BOD, and opened the discussion. She covered major accomplishments of

the past year and developed the report based on OWEB 5 elements for watershed restoration. She felt that dealing with the challenges in a successful way is part of her job. The suggestion was made that she bring the challenges to the Board more often as there may be someone there who has experience with the issue. She is pleased to announce our first Fall Creek project was completed with a private landowner. Under Element #2, she wrote a proposal to OWEB for a 10-year action plan, it was funded, and we will be hiring a facilitator to write the new Action Plan. Mr Hart asked how we will know what is on the private land. Mr Weber pointed out that the Wyden Amendment allows the Forest Service to evaluate private as well as public lands so that may be an assistance. ODF and ODFW may also be resources for information about private lands. In Element #5 Ms Montanaro said that the contracts committee and Mr Davis in his role as president have been involved in dealing with the challenges of 4 new contract people and some of the challenges were discussed.

#### V. Budget – Ms Montanaro and Mr Wilder

A suggestion was made to change the format of the presentation so it is clearer to the BOD what is happening. The Board asked the Finance Committee to meet again and review the format and reporting process. The committee was also asked to review our financial policies and make sure they cover what we need covered after our change in status.

#### VI. Council Employees and Wages – Ms Montanaro

Ms Montanaro's position falls in line with IRS standards for an employee. The question was raised asking if the incentive process can still be in place for an employee. Ms Montanaro said that she would check with other watershed councils to see how they handle year-to-year employment. The question was asked as to how we build a reserve; through tax-exempt donations was the answer. Whatever we decide has to protect both the employee and the employer. It was suggested that a committee review the contract for the incentives and salary offer. It was also suggested by Mr. Davis that Eve started with 5 weeks of vacation and the same be offered for 2008 as an employee. Discussion pursued on the amount of vacation to be given Eve and the decision was tabled for the next BOD meeting.

Discussion went on about the differences between independent contractors and employees. Mr Hampton said that he would send out the questions and answers from the OR Bureau of Labor and Industry, which is how the State decides which one your employee is. For examples: independent contractors are paid for deliverables. Employees are paid whether they deliver or not. For the most part our current contractors do not have full time hours and they are paid for deliverables. Mr Wilder has other clients, and he would like to remain a contractor with the council. Mr. Davis said that the education position should always be an independent contractor who is paid for deliverables. The watershed council will not be competitive in the job market if it doesn't offer benefits. We have to pay unemployment insurance on employees who have ¾ time contracts. There is more commitment to an employee.

Further discussion was tabled. All members will work on it at the next meeting.

VII. Grant Awards and Applications – Ms Montanaro

We have received grants for the Headwaters to Confluence Action Plan project and for the Nelson Creek Riparian Restoration project. The motion was made to accept these grants. It passed unanimously.

Grant applications. The motion was made to pursue a grant for the Greenwaters Park Riparian Restoration and for a False-brome Treatment project. The latter is in tandem with the False-brome outreach project and will include dealing with other invasives. Approved unanimously.

VIII. Next Meeting

23 April 2008

Lowell, OR

6-8 PM

Meeting adjourned 8:17 PM.

Barbara Hazen

Secretary