

Peaks of Otter Soil & Water Conservation District

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May 8, 2014

DIRECTORS PRESENT: Tommy Watson, Corey Crompton, Roger Bollinger, Scott Baker, Richard Chaffin, Gary Reynolds

ASSOCIATE DIRECTORS: Keith Tuck, Todd Kready, Glen Witt

OTHERS: Gavin Sanderlin, E. B. Watson, Kelley Jenkins, Jeremy Falkenau, Mark Hollberg, Jesse Hines, Shelby Trail, Terri Bollinger

Meeting called to order at 6:25pm.

MINUTES: The minutes were circulated prior to the meeting and no corrections were presented.

TREASURER'S REPORT: The treasurer's report was circulated prior to the meeting. No corrections were presented so the report was filed for audit.

>Motion by Roger Bollinger to appoint Glen Witt as an Associate Director to the Board. Corey Crompton seconded and the motion carried.

DCR: *Mark Hollberg submitted a written report.*

NRCS: *Kelley Jenkins reported on agency activities.*

VCE: *Scott Baker reported on agency activities.*

VDOF: *Jeremy Falkenau reported on agency activities.*

FSA: *Shelby Trail reported on agency activities.*

At this time, staff made the Board aware that they were not inclined to implement the \$1.8+ million in SL-6 cost share without significant additional compensation. The staff proposed a 50% increase to pay for one year with a 20% bonus at the end of FY2015.

Motion by Gary Reynolds to revisit this proposal in 10 days. Richard Chaffin seconded. During discussion, the staff made the Board aware that this would impede implementing these projects. All of them must be complete by June 30, 2015 and time is of the essence. Richard Chaffin amended the motion to meet again on Wednesday, May 14, 2014 to discuss the staff's proposal. Gary Reynolds seconded and during discussion the staff strongly expressed the need for expediency once again. Gary amended the motion to meet Monday, May 12, 2014 at 7pm. Richard Chaffin seconded and there was a 3(Reynolds, Chaffin, Baker)-2 (Crompton, Bollinger) vote to approve.

Motion by Roger Bollinger to continue the meeting until a decision could be reached and not reschedule. Corey Crompton seconded and the motion carried 4(Bollinger, Crompton, Baker, Chaffin)-1(Reynolds).

Discussion ensued about the workload that would result on staff to still provide a reasonable level of service to its clientele if the District approves all SL-6 cost-share offered by DCR. The District Board and staff agreed on the following statement: The District does not intend to give up core services and will maintain customer

service to new and existing clients. It also intends to put offered cost-share on the ground. District staff will be expected to work more hours as required to get the job done, acknowledging that a number of requests by the public or partner agencies will need to be put on the back burner until staff time permits. This will require staff to back away from some training, state level meetings, and responsibilities. Staff will maintain regular office hours. Consideration will be given to hiring additional help as long as the personnel budget is not exceeded.

Following this discussion Gary Reynolds made the motion to approve no more than \$105,000 for staff bonuses. Corey Crompton seconded and the motion carried with 2 abstentions (Watson and Bollinger).

Motion by Richard Chaffin that these bonuses be issued quarterly with the last quarter bonus being contingent on completion of all projects. Gary Reynolds seconded and the motion carried.

Motion by Gary Reynolds to adjourn the meeting. There was no second so the motion failed.

SWCD: *E. B. Watson reported:*

>Motion by Scott Baker for the District to accept cost share and approve the following SL-6 projects. Corey Crompton seconded and the motion carried.

| Name | Practice | Score | CEF | Outside Chesapeake Bay | Chesapeake Bay | Tax Credit | Conservation Plan |
|-----------------------|----------|-------|-------|------------------------|----------------|------------|-------------------|
| Sarah Saunders | SL-6 | 85 | 5.97 | \$132,928.21 | | NA | Approve |
| Vincent May | SL-6 | 90 | 8.02 | \$33,030.01 | | NA | Approve |
| Cody Sedelmeyer | SL-6 | 95 | 8.1 | | \$43,801.49 | NA | Approve |
| Edward Patterson | SL-6 | 85 | 8.6 | \$167,889.08 | | NA | Approve |
| James Holdren | SL-6 | 90 | 8.64 | \$112,951.56 | | NA | Approve |
| Homeplace Farms, LLC. | SL-6 | 85 | 8.67 | \$86,292.26 | | NA | Approve |
| Michael Moorman | SL-6 | 100 | 9.68 | \$53,404.85 | | NA | Approve |
| Ollie Witt | SL-6 | 95 | 9.88 | \$65,496.81 | | NA | Approve |
| Margaret Sutphin | SL-6 | 80 | 13.10 | \$115,063.53 | | NA | Approve |
| Michael Moorman | SL-6 | 100 | 13.16 | \$84,502.00 | | NA | Approve |
| Thomas Watson | SL-6 | 100 | 13.71 | \$30,049.21 | | NA | Approve |
| Judith Westenhoefer | SL-6 | 80 | 14.59 | \$89,234.54 | | NA | Approve |
| Bryan Reynolds | SL-6 | 90 | 14.75 | \$72,908.56 | | NA | Approve |
| Richard Read | SL-6 | 80 | 14.93 | \$33,702.19 | | NA | Approve |
| Jerry Falwell, Jr | SL-6 | 90 | 14.95 | \$85,828.46 | | NA | Approve |
| Jerry Falwell, Jr. | SL-6 | 90 | 15.06 | \$86,174.96 | | NA | Approve |
| Idlewild Farm, LLC. | SL-6 | 90 | 15.91 | \$56,292.21 | | NA | Approve |
| Bobby Thomas | SL-6 | 80 | 16.21 | \$60,741.28 | | NA | Approve |
| Carlton Skinnell | SL-6 | 80 | 16.42 | \$225,954.42 | | NA | Approve |

Motion by Gary Reynolds to adjourn the meeting. There was no second so the motion failed.

COMMITTEES:

>Finance: The Committee met to prepare the FY2015 budget. It will be ready for approval at the June Board meeting.

>Operations B: The Committee met to review the Strategic Plan , Annual Plan of Work, secondary considerations for cost-share, and the Cost Share policy. These documents will be ready for approval at the June Board meeting.

>Personnel: Staff evaluations will be reviewed before the next Board meeting.

>TRC: Todd Kready reported on the TRC training he attended with staff.

UNFINISHED BUSINESS:

NEW BUSINESS:

At 10:05, the Board agreed unanimously to adjourn.

NEXT MEETING: will be Thursday, June 12, 2014 at the County Administration Building. We will eat at 6:00pm and the meeting will begin at 6:30pm.

Chairman

Secretary