



Approved January 21,
 2020_ Approved as corrected
 March 17, 2020

Clackamas SWCD Board Meeting Minutes for December 17, 2019

| | | |
|---------------------|-----------------------------|---|
| PRESENT | Directors: | Jeff Becker (Chair), Roger Fantz (Treasurer), Don Guttridge (Secretary) Jim Johnson, Jan Lee, Jesse Nelson (Vice-Chair), Joan Zuber |
| | Associate Directors: | PK Melethil |
| | Directors Emeritus: | |
| | Staff: | Nicole Ahr, Justin Cooley, Scott Eden, Jason Faucera, Courtney Gattuso, Tami Guttridge, Lisa Kilders, Clair Klock, Sam Leininger, Cathy McQueeney, Jenne Reische, Tom Salzer, Nathan Tucker |
| | Partners: | Kim Galland (Natural Resources Conservation Service) |
| | Guest: | Bill Merchant, Tammy Stevens (Beavercreek Hamlet) |
| NOT PRESENT: | | |

1 – CALL TO ORDER and ACCEPT AGENDA / PUBLIC COMMENT / DIRECTOR REPORTS / MANAGER’S REPORT ON COMMITTEES

A. Call to order – Chair Becker called the meeting to order with a quorum present at 4:16 p.m., December 17, 2019, in the Clackamas SWCD conference room at 22055 S Beavercreek Rd, Beavercreek, Oregon.

Chair Becker asked if there were any changes to the agenda. No changes were presented.

B. Public comment – No public comment was given.

C. Board and Partner reports

- Director Guttridge reported that he was proud of the accomplishments of the District this year. The acquisition of the Eagle Creek Community Forest and the completion of the new Conservation Resource Center are very exciting.
- Director Lee reported that the next annual meeting of the Oregon Association of Conservation Districts (OACD) would be October 5 and 6, 2020 in Redmond, Oregon. The Partners for Conservation, a national organization, will be meeting October 7 to 9,

2020 at the same location. This may provide some opportunities for OACD members to learn what is going on at the national level.

- Associate Director Melethil thanked Director Fantz for showing him the Eagle Creek Community Forest.
- Director Johnson reported that the Board of Agriculture would be meeting on February 11 through 13, 2020. They will be looking for public comment on land-use resolutions.
- Director Fantz reported that he had sold some Christmas trees locally, and would be phasing out of the tree business over the next 5 to 7 years.

D. Manager's report on committees – Manager Salzer reported that the Personnel Committee had met on Friday, December 13, 2019. The Finance, Building, and Watershed Council Grants Review committees had received information this month but did not meet.

2 – MINUTES

A. November 12, 2019, regular board meeting minutes – Staff Guttridge presented the draft minutes of the November 12, 2019, regular Board meeting. The minutes have been reviewed by the Board Secretary.

Directors Guttridge/Nelson moved/seconded to approve the November 12, 2019, regular Board meeting minutes as presented. Motion carried unanimously.

3 – FINANCIAL REPORTS

A. Review and accept financial reports – Staff Tucker presented the financial reports. As of November 30, 2019, the District has received approximately \$2.2 million in tax revenues, \$32,000 in Cooperative Weed Management Area funding, and \$4,800 in bank interest. There will be payments due in June on the loans for the Eagle Creek Community Forest and the Conservation Resource Center. The current asset to liability ratio is approximately 2 to 1.

Directors Guttridge/Fantz moved/seconded to accept the November 2019, financial reports. Motion carried unanimously.

Auditor Richard Winkel called into the meeting at 4:30 p.m. Chair Becker asked Winkel to proceed with presenting the final audit.

4A. Presentation of final audit – Mr. Winkel reviewed the summary statement of activities as well as the Government and Fund financial statements with the Board. Winkel reviewed the compliance and internal controls that are in place at the District and reported no findings or deficiencies. Winkel's audit opinion was that the finances are materially correct, and he presented a clean, unmodified audit to the District Board.

Directors Johnson/Nelson moved/seconded to accept the audit as presented. Motion carried unanimously.

Winkel left the meeting at 4:46 p.m.

B. Expenditures – Staff Tucker reviewed the disbursement list with the Board. Checks were numbered 2499 to 2514 from checks with the 221 Molalla address and 4000 to 4043 from checks with the new Beaver Creek address. Total expenditures were \$649,978.85 with \$62,378.60 from the conservation grants fund. Tucker pointed out two checks which were re-issues, one due to an incorrect address, and one due to a problem with a college account. Tucker has voided both original checks.

Directors Fantz/Nelson moved/seconded to approve the December 2019 disbursement list. Motion carried unanimously.

1C. Partner report – Kim Galland of the Natural Resource Conservation Service (NRCS) reported that it was very quiet at the old office.

- Galland reported that NRCS was implementing the emergency exit clause for their lease. The state NRCS office will be meeting on January 7, 2020, and hopefully will select the Conservation Resource Center as a new office. Galland hopes the NRCS offices will be moved by February or March, 2020.
- Galland met with Nellie McConville with Wisdom of the Elders. They are looking for land to lease or purchase to establish a native plant nursery, and to help place native youth on farms to learn skills and then transition to their own farms.
- Galland was contacted by a neighbor near the Eagle Creek Community Forest regarding a forest management plan.
- The Conservation Desktop tool is providing NRCS with a good learning tool.
- The local work group will be meeting in the third week of February and Galland is waiting for the EQIP federal rules to be published.
- Galland will be presenting a civil rights agreement for the District to sign at the next Board meeting.

Galland left the meeting at 5:05 p.m.

4 – OTHER FINANCIALS

B. Authorization for General Manager to sign Cooperative Weed Management Area (CWMA) agreements – Staff Leininger asked the Board to authorize the General Manager or Acting General Manager to sign an agreement for the CWMAs to replace the existing agreement which expires at the end of the year.

Directors Guttridge/Fantz moved/seconded to authorize the General Manager or Acting General Manager to sign the Cooperative Weed Management Area agreements. Motion carried unanimously.

- C. **Signature authority for Portland General Electric (PGE) grant agreement** – Staff Leininger asked the Board to authorize the General Manager or Acting General Manager to sign an agreement with PGE for 3 years of funding for the Clackamas River Invasive Species Partnership (CRISP). PGE has awarded the District \$215,000 for CRISP funding.

Directors Fantz/Guttridge moved/seconded to authorize the General Manager or Acting General Manager to sign the Portland General Electric grant agreement to fund the Clackamas River Invasive Species Partnership. Motion carried unanimously.

- D. **Signature authority for an Inter-governmental Agreement (IGA) with Metro** - Staff Leininger asked the Board to authorize the General Manager or Acting General Manager to sign an extension of an existing IGA with Metro. This IGA will provide \$30,000 and in-kind services from Metro for the Clackamas River Invasive Species Partnership (CRISP).

Directors Guttridge/Lee moved/seconded to authorize the General Manager or Acting General Manager to sign the Intergovernmental Agreement with Metro to fund the Clackamas River Invasive Species Partnership. Motion carried unanimously.

- E. **Legal services** – Manager Salzer reported that the District’s legal counsel, Eileen Eakins, is closing her private practice and re-opening as Northwest Local Government Legal Advisors, LLC. Eakins has provided an acknowledgment and acceptance of the terms letter. Salzer recommended that the Board authorize Staff Kilders, as Acting General Manager, to sign the letter of engagement and to continue service with Attorney Eakins.

Directors Fantz/Nelson moved/seconded to authorize the Acting General Manager to sign the Terms of Agreement with Northwest Local Governmental Legal Advisors, LLC for legal services. Motion carried unanimously.

- F. **Watershed Council support grants** – Staff McQueeney presented the recommendations of the Watershed Council Grant Review Committee. McQueeney asked the Board to re-approve the second year of funding in the three year cycle that the Board approved during the 2017/2018 grant cycle. All watershed councils have supplied the District with an annual report, and all met the requested criteria for funding. All councils are aware that the funding is not guaranteed to be the same in the coming years.

Directors Fantz/Guttridge moved/seconded to approve watershed council support grants as presented for 2020. Motion carried unanimously.

Staff McQueeney left at 5:15 p.m.

5 – PROJECTS, PROGRAMS

- A. **New road signs for the Conservation District** – Staff Kilders reported that the Clackamas County Road Department had redesigned the road signs to meet their requirements. Kilders presented the artwork and noted that costs would be based on the number of signs printed, and whether the road department would be able to use old signposts or need to install new ones.

6 – PERSONNEL

- A. Workplace harassment policy** – Staff Guttridge presented an updated workplace harassment policy. The updated policy was made at the recommendation of the Special Districts Association of Oregon (SDAO) to meet the requirements of legislation passed in the 2019 Oregon State Legislative Session. This policy was reviewed and amended by the Districts legal counsel. Guttridge noted that highlighted text had either been added by the District or was part of the SDAO’s recommendations.

Directors Guttridge/Fantz moved/seconded to approve the workplace harassment policy as amended. Motion carried unanimously.

- B. Proposed personnel actions** – General Manager Salzer spoke to the Board regarding his pay parity study. Utilizing a report prepared for the Tualatin Soil and Water Conservation District by HR Answers, Salzer was able to share graphs with the Board showing the high and low weighted pay averages for all of the current employees as compared to other like positions in the region.

Salzer reported that credit card spending limits and signing authority for loans are being transferred to Staff Kilders, who will be the Acting District Manager until the Board fills the open General Manager position.

Salzer then reviewed the personnel committee’s recommendations. The Board discussed and voted on each recommendation separately, due to Director Guttridge declaring a conflict of interest for item 4.

- 1) The personnel committee recommended moving Jason Faucera to Conservation Initiatives Manager. This new role was designed to allow Staff Faucera to focus on the larger projects and initiatives upon which the District needs to maintain progress. This would be a 6-month to one-year appointment with no change in pay rate. Additionally Faucera will be appointed as Budget Officer for the FY 20-21 budget cycle.

Directors Johnson/Nelson moved/seconded to appoint Staff Faucera as the Conservation Initiatives Manager and to appoint him as Budget Officer for the 2020/2021 Budget Cycle. Motion carried unanimously.

- 2) The personnel committee recommended promoting Jenne Reische to Senior Resource Conservationist and to change Staff Reische’s pay rate from Band C, Step 18 to Band D, Step 12.

Directors Johnson/Zuber moved/seconded to approve the promotion of Staff Reische to Senior Resources Conservationist with a pay raise from Band C, Step 18 to Band D, Step 12. Motion carried unanimously.

- 3) The personnel committee also recommends that Staff Reische be moved into the role of Acting Conservation Program Planning Manager. This would be a 6-month to one-year appointment.

Directors Guttridge/Nelson moved/seconded to approve the promotion of Staff Reische to Acting Conservation Program Planning Manager. Motion carried unanimously.

- 4) The personnel committee recommended promoting Tami Guttridge from Administrative Assistant to Office Administrator and to change her pay rate from Band B, Step 12 to Band B, Step 14. This is a new job title for the District.

Director Guttridge abstained from discussion and vote on this recommendation due to a direct conflict of interest.

Directors Johnson/Lee moved/seconded to approve the promotion of Staff Guttridge to Office Administrator with a pay raise from Band B, Step 12 to Band B, Step 14. Motion carried as follows: In Favor: Becker, Fantz, Johnson, Lee, Nelson and Zuber. Guttridge abstained.

- 5) Due to a disparity in pay revealed by analysis of similar positions, the personnel committee recommended a pay raise for Staff Lindsey Karr and Justin Cooley from Band C, Step 7 to Band C, 9 step.

Directors Johnson/Guttridge moved/seconded to approve a pay raise for Staff Karr and Cooley from Band C, Step 7 to Band C, Step 9. Motion carried unanimously.

- 6) Due to a disparity in pay revealed by analysis of similar positions the personnel committee recommended a pay raise for Staff Courtney Gattuso from Band C, Step 6 to Band C, Step 8.

Directors Johnson/Guttridge moved/seconded to approve a pay raise for Staff Gattuso from Band C, Step 6 to Band C, Step 8. Motion carried unanimously.

- 7) Due to a disparity in pay revealed by analysis of similar positions the personnel committee recommended a pay raise for Staff Nathan Tucker from Band D, Step 11 to Band D, Step 13.

Directors Johnson/Guttridge moved/seconded to approve a pay raise for Staff Tucker from Band D Step 11 to Band D Step 14. Motion carried unanimously.

- 8) The personnel committee recommended that until the General Managers position is filled, that Staff Lisa Kilders as Acting General Manager receive a temporary pay increase from Band E, Step 12 to Band E, Step 14.

Directors Johnson/Lee moved/seconded to approve a temporary pay increase for Acting Manager Kilders from Band E, Step 12 to Band E, Step 14. Motion carried unanimously.

- 9) Bonus awards – Chair Becker asked the Board to consider awarding bonuses across the board to all employees. Money had been budgeted for bonuses. It was felt that the new pay equity laws tied the Board’s hands to give a bonus to individuals, but would allow the Board to make an award to all employees at the same level. The Board discussed giving staff a bonus, noting that they believed staff are well paid, and have good benefits. Chair Becker asked that there be a discussion of bonuses after the first of the year.

Director Guttridge abstained from discussion and vote on this recommendation due to a direct conflict of interest.

Directors Lee/Nelson moved/seconded to approve awarding each employee of the District a one-time \$1,500 bonus. Motion carried as follows: In Favor: Becker, Fantz, Johnson, Lee, Nelson, and Zuber. Guttridge abstaining.

- C. **Manager recruitment process and timeline** – Manager Salzer asked the Board if there were changes that they wished to make to the position description for the general manager’s recruitment. The Board approved the position announcement and asked that the following changes be made to the position description.

- The starting salary will be \$84,000 but is negotiable depending on qualifications and experience.
- Minimum qualifications will be changed from Master’s Degree to Bachelor’s Degree with a Master’s Degree being preferred and a minimum of 5 years of experience.
- The location noted on the top for the form “Beavercreek” will be changed to “Located in Beavercreek, Oregon near the Portland Metro Area”.
- The position announcement will be amended to reflect the change from Master’s Degree to Bachelor’s Degree.

7 – BOARD AND MANAGER REPORTS

- A. **Oregon Association of Conservation Districts (OACD) Articles of Incorporation** – Director Lee presented the OACD Articles of Incorporation. The Articles must be adopted by all Soil and Water Conservation Districts in the state. Changes to the by-laws adopted at the last annual meeting triggered the need for the updated articles of incorporation. The OACD Board also changed where the assets of the Association would go, from a California corporation to a 501c approved by the OACD Board if the Association should ever dissolve.

Directors Guttridge/Fantz moved/second to approve the restated Articles of Incorporation of the Oregon Association of Conservation Districts. Motion carried unanimously.

- B. **Oregon Small Woodlands Association membership** – Staff Kilders presented an opportunity to the Board to join the Oregon Small Woodlands Association. The District provides articles to the association’s newsletter and membership would give the District an opportunity to network with small woodland owners (the District now owns woodland property). Some Board members felt that the Association did not reflect the views of the District. One director did not think it was appropriate for the District to belong to any associations as it would show favoritism.

The recommendation died due to a lack of a motion.

C. Management reports

- Staff Leininger thanked the Board for the wage adjustments for his staff and his bonus.
- Leininger reported on the work the WeedWise staff has been completing and noted that Holly was the December weed of the month.
- Staff Karr hosted a CRISP meeting on December 12, 2019. There were 12 people in attendance.
- The District received a \$59,000 retained receipts grant for work in the Sandy River Basin.
- The Cooperative Weed Management Area (CWMA) 4-County Pull Together is scheduled for January 15, 2020, and registration is now open.
- The Columbia Gorge CWMA Pull Together will be held on February 27, 2020, in Stevenson, Washington.
- Staff Justin Cooley is now a full-time employee of the District.
- Staff Faucera thanked the Board for the new facilities. He is thrilled with the location, and the staff services available.
- Faucera noted he was excited about the Staff Reische's promotion, stating that Reische is well versed in our programs and will make a great lead.
- Faucera is in the process of ramping up the National Water Quality Initiative in the Molalla River Basin. The District will be holding public meetings in Molalla and Canby. The meetings will focus on how local concerns can be incorporated into the plan.
- Work on the Oak Conservation Implementation Strategy and Environmental Quality Incentives Programs for oak restoration is waiting for funding from Natural Resources Conservation Service. Hopefully, this funding will be available soon and the planners can move forward to engage more cooperators.
- Faucera reported that the Oregon Water Enhancement Board grant to hire a Conservation Reserve Enhancement Program technician has been approved. The District is waiting for the grant agreement. Faucera hopes to have the job announcement out after the next board meeting.
- Planners are working on certifications and wrapping up the fall work.
- Staff Kilders asked the Board to approve staff and Board attendance for the annual CONNECT training conference. Registration will be open in January and only be available for 30 days.

Directors Fantz/Zuber moved/second to approve staff and Board members to attend the CONNECT conference April 14 to 16, 2020. Motion carried unanimously.

- Kilders reported that Trust for Public Lands (TPL) will fund a kiosk for the Eagle Creek Community Forest. Kilders is working with TPL to get this completed.
- Kilders reported that the Conservation Commission (SWCC) will be meeting at the

Conservation Resource Center on January 14 and 15, 2020.

- The District will be hosting two open houses at the end of January. The open house on Friday, January 24, 2020, will be for partners in conservation, and the open house on Saturday, January 25, 2020, will be for the community.
- Kilders reported that the District has contracted with Coverall for janitorial service at \$567 per month. This service will hopefully begin by the beginning of the year. Staff have been taking care of this in the interim.
- The North Willamette Horticulture Society meeting will be held at the Monarch Hotel in Clackamas this year.
- Registration is open for the farm succession planning workshop that the District is partnering with the East Multnomah Soil and Water Conservation District.

8 – PROPERTY, PLANNING

- A. Building completion and tenancy** – Manger Salzer reported that the building is almost complete. There are a variety of small issues and the hoped-for completion date is December 31, 2019.

Salzer reported that the Natural Resources Conservation Service is going to exercise their 120-day emergency exit clause in their current lease. The local employees hope to be able to move into the space that the District built for partners at the Conservation Resource Center.

9 – OTHER REPORTS

- Staff Reische thanked the Board for her promotion and raise.
- Directors Lee and Nelson reported that they would be unable to attend the next Board meeting.
- Director Lee thanked Manager Salzer for attending the Sandy City Council meeting and explaining just what the District is and does.
- Staff Guttridge thanked the Board for her promotion and raise.
- Staff Guttridge asked if any Board members would be attending the Special Districts Association of Oregon (SDAO) Annual meeting in February, 2020. Director Guttridge stated that he would attend SDAO and not the National Association of Conservation Districts Annual meeting. Director Johnson reported he would not attend, and Director Fantz said he would let Staff Guttridge know the next day.
- Staff Tucker thanked the Board for his raise.
- Associate Director Melethil asked if the District had an AED (automated external defibrillator) for the new office. Manager Salzer reported that one had not yet been purchased.
- Staff Faucera thanked Manager Salzer for his years of dedication to the District and staff.
- Director Johnson reported that Nellie McAdams is the manager of the Oregon Agricultural Trust. This trust is part of the Columbia Land Trust, and is a new nonprofit organization that

will collaborate with organizations statewide to help farmers and ranchers permanently protect their land and keep it in production.

- Staff Kilders thanked Manager Salzer and the Board for taking care of the employees.
- Chair Becker told Manager Salzer and the employees that he was proud of the work that they do and thanked them tremendously.
- Manager Salzer said that he hoped to see everyone at the open house on January 25, 2020.

ADJOURN AND NEXT MEETING

- The next regular meeting will be on January 21, 2020, at 4:00 p.m.
- There being no further business, Chair Becker adjourned the meeting at 6:39 p.m.

Respectfully submitted,



Tami L. Guttridge
Office Administrator

Voucher Approval List

11/20/2019

| Date | Number | Payee | Memo | Payment |
|------------------|--------|---|--|-------------------|
| 11/20/2019 | 2499 | Century Link | Acct: 503-656-1105-1708 11/4/19 | 71.74 |
| 11/20/2019 | 2500 | Coulter Printing, Inc | Printing: Oak Habitat 11/2019 | 126.75 |
| 11/20/2019 | 2501 | Clackamas Dept of Finance | CSWCD: EE/ER Benefits 12/2019 | 25,116.20 |
| 11/20/2019 | 2502 | Green Banks, LLC | DOG-1822-4032 [WW-2019-05] 10/2019 | 505.24 |
| 11/20/2019 | 2503 | H2Oregon | Acct: 21948 Water/RNT 10/2019 | 77.00 |
| 11/20/2019 | 2504 | Allstream | Acct: 829514 11/11/19 | 709.26 |
| 11/20/2019 | 2505 | Samuel Leininger | Reimbursement: Parking 10/2019 | 6.25 |
| 11/20/2019 | 2506 | Ohio Chapter MIA/POW | CSWCD: POW/MIA Flag [CRC] 10/2019 | 60.00 |
| 11/20/2019 | 2507 | Oregon City Garbage, Inc | Acct: 57768000 11/2019 | 30.20 |
| 11/20/2019 | 2508 | Pacific Office Automation | Acct: 900-0266949-000 10/2019 | 230.25 |
| 11/20/2019 | 2509 | School Outfitters | Acct: CL38962705 PO181112-001 11/2019 | 4,301.68 |
| 11/20/2019 | 2510 | Sonitrol | Acct: 01SCLA01 11/2019 | 160.65 |
| 11/20/2019 | 2511 | Tualatin Soil & Water Conservation District | CSWCD: CPR/1st Aid 11/2019 | 1,305.00 |
| 11/20/2019 | 2512 | Waterways Consulting Inc | Job# 18-059 PSC-1819-4031-Wat [Delano] 10/2019 | 2,283.73 |
| 11/20/2019 | 2513 | Wilbur-Ellis Company LLC | Acct: 1979712 Supplies [WEB/4Ult] 10/2019 | 576.33 |
| 11/20/2019 | 2514 | Joan Zuber | Reimbursement: Travel 11/2019 | 213.44 |
| 12/5/2019 | 4000 | AFLAC | Acct: LGF14 12/2019 | 827.52 |
| 12/5/2019 | 4001 | Nicole Ahr | Reimbursement: Mileage 11/2019 | 31.32 |
| 12/5/2019 | 4002 | Comcast Business Internet | Acct: 8778 10230 0924690 11/2019 | 146.85 |
| 12/5/2019 | 4003 | Day Wireless Systems | Acct: 26002 Antenna Removal 11/2019 | 300.00 |
| 12/5/2019 | 4004 | Eileen G Eakins | CSWCD: Prof Svcs [Legal] 11/2019 | 968.00 |
| 12/5/2019 | 4005 | Jason Faucera | Reimbursement: Travel 11/2019 | 253.96 |
| 12/5/2019 | 4006 | Garmin Services, Inc | Acct: DL627537 11/2019 | 73.22 |
| 12/5/2019 | 4007 | Donald Guttridge | Reimbursement: Travel 11/2019 | 295.40 |
| 12/5/2019 | 4008 | Catherine McQueeney | Reimbursement: Mileage 11/2019 | 145.81 |
| 12/5/2019 | 4009 | OC Properties, LLC | Acct: 775-102-CU Rent 12/2019 | 6,854.50 |
| 12/5/2019 | 4010 | Oregon City Garbage, Inc | Acct: 57768000 12/2019 | 76.48 |
| 12/5/2019 | 4011 | Oregon State University | Scholarship Award: E Gallant [EOU-910213196] 12/2019 | 3,000.00 |
| 12/5/2019 | 4012 | Pamplin Media Group | Acct: 81177287 Estacada News 12/2019 | 54.00 |
| 12/5/2019 | 4013 | PGE | Acct: 9606754531 11/21/19 | 903.27 |
| 12/5/2019 | 4014 | Jennifer Reische | Reimbursement: Mileage 11/2019 | 197.20 |
| 12/5/2019 | 4015 | Sandy River Watershed Basin Council | CSWCD: Partner Support [Salmon Floodplain] 10/2019 | 50,000.00 |
| 12/5/2019 | 4016 | US Bank Voyager Fleet Systems | Acct: 869284679 11/2019 | 350.28 |
| 12/5/2019 | 4017 | Verizon Wireless | Acct: 242017036-00001 11/2019 | 240.06 |
| 12/5/2019 | 4018 | Safe Deposit Box Wells Fargo | CSWCD: Box ORFIB0000650017 11/2019 | 100.00 |
| Subtotal: | | | | 100,591.59 |

12/17/2019

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| 12/16/2019 | 4019 | 4Sight Consulting, LLC | CSWCD: Arch Svcs [CRC] 11/2019 | 6,936.37 |
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| 12/16/2019 | 4020 | Nicole Ahr | Reimbursement: Mileage/LogoW 12/2019 | 61.58 | |
| 12/16/2019 | 4021 | Ash Creek Forest Management, LLC | DOG-1922-4043 [WW-2019-02] 11/2019 | 931.38 | CF |
| 12/16/2019 | 4022 | Cascade Environmental Group | PSC-1820-4037 [Molalla] 11/2019 | 13,660.50 | |
| 12/16/2019 | 4023 | D Franco Contracting Inc | WW-2019-03 [CRISP] 09/2019 | 6,615.54 | CF |
| 12/16/2019 | 4024 | E & A Systems Incorporated | CSWCD: SRL-7003-Oblack [50% Dn] 12/2019 | 12,440.00 | CF |
| 12/16/2019 | 4025 | H2Oregon | Acct: 21948 Water-RNT 11/2019 | 57.50 | |
| 12/16/2019 | 4026 | Jeffrey Heiman | DOG-1820-4038 Urban Wetland 10/2019 | 667.39 | CF |
| 12/16/2019 | 4027 | Integrated Resource Management | WW-2019-06 EDRR 11/2019 | 1,511.70 | CF |
| 12/16/2019 | 4028 | J Franco Reforestation, Inc | WW-2019-07 10/2019 | 17,076.43 | CF |
| 12/16/2019 | 4029 | Lisa Kilders | Reimbursement: Mileage/Supplies 11/2019 | 136.02 | |
| 12/16/2019 | 4030 | Ohm Systems LLC | CSWCD: AV [CRC] Final 12/2019 | 9,916.00 | |
| 12/16/2019 | 4031 | P & C Construction | Job 18011 [CRC] 11/2019 | 425,436.00 | |
| 12/16/2019 | 4032 | Eann Rains | Reimbursement: Mileage 11/2019 | 14.27 | |
| 12/16/2019 | 4033 | Reliable Service People Inc | CSWCD: Cubicle Cleaning [CRC] 11/2019 | 17,056.19 | |
| 12/16/2019 | 4034 | R Franco Restoration Inc | WW-2019-11 [WW-2019-EC/CRISP] 11/2019 | 10,576.16 | CF |
| 12/16/2019 | 4035 | Thomas Salzer | Reimbursement: Travel 11/2019 | 241.68 | |
| 12/16/2019 | 4036 | Sonitrol | Acct: 01SCLA01 12/2019 | 160.65 | |
| 12/16/2019 | 4037 | Spire Technologies, Inc | Acct: 02208 CTERA 01/2020 | 347.50 | |
| 12/16/2019 | 4038 | The Oregonian Media Group | CSWCD: Ad [Annual Mtg] 12/2019 | 94.82 | |
| 12/16/2019 | 4039 | T-MOBILE | Acct: 961602090 11/2019 | 939.52 | |
| 12/16/2019 | 4040 | Trout Mountain Forestry | CSWCD: PSA [Eagle CR] 11/2019 | 1,250.00 | |
| 12/16/2019 | 4041 | Nathan Tucker | Reimbursement: Supplies [Wreath] 12/2019 | 45.00 | |
| 12/16/2019 | 4042 | VOYA Financial OSGP | CSWCD: EE/ER 457b PPE11/30/19;Pd12/5/19 | 10,655.06 | |
| 12/16/2019 | 4043 | E & A Systems Incorporated | CSWCD: SRL-7003-Oblack [Final] 12/2019 | 12,560.00 | CF |

Subtotal: 549,387.26

Total: \$ 649,978.85

Total Conservation Fund 62,378.60 CF


Board Chair

 12/17/19
Board Treasurer