

Jefferson County SWCD Board Minutes ~ October 28th, 2025

BOARD MEETING MINUTES

October 28th, 2025 12:00 pm

Madras Airport Conference Room ~ Madras, Oregon (Virtually Via Zoom)

Members Present:

Board:

Lloyd Forman (Zone 4) - Chair
Rob Galyen (At Large 2)
Curt Locke (Zone 5)
Brad Klann (Zone 2)
Craig Weigand (Zone 3)
Gary Richards (At Large 1)

Community:

Scott Samsel

Staff Present:

Kate Haarberg ~ District Manager
Ellen Hammond
Ally Steinmetz

Staff not present:

Amber Herman
Adam Haarberg

Advisors:

ODA – Nina Caldwell
North Unit - Collin Cowsill

Call to Order:

The October 28th, 2025, Jefferson County SWCD Board meeting was called to order by Chair Lloyd Forman at 12:06 PM with a quorum in place.

Approval of Board Minutes from Sept 23rd, 2005. Minutes were emailed ahead of the meeting for review.

Motion #1: Motion made by Craig Weigand to approve Sept 23, 2025 Board minutes. Seconded by Brad Klann. Motion carried unanimously with no Nays.

Approval of the October 2025 Financial Activity Report: Kate Haarberg went through the recent checking transactions, balance sheet, as well as the active grants. Pointed out our bank balance large increase is primarily due to new grants paying us ahead of the work to be done.

Motion #2: Motion made by Brad Klann to approve the Oct 2025 Financial Activity Report. Seconded by Craig Weigand. Motion carried unanimously with no Nays.

Resolution for FY 24/25 Annual Meeting: Motion was made by Craig Weigand to pass a Resolution to Schedule the Annual Meeting on Feb 5th during the annual Jefferson County Farm Fair. Seconded by Gary Richards. **Resolution passed unanimously with no Nays.**

Staff Wage Increases 2026: Kate Haarberg conducted a review of the detailed spreadsheet outlining all current and guaranteed grants and their associated budgets for 2026, with particular focus on staff wages. In developing this proposal, the following factors were taken into consideration: cost of living, the availability of wage allocations within existing grants, forward funding for 2027, succession planning, and staff performance.

We proposed the following wage increases:

Effective January 1, 2026:

Ally Steinmetz: 3.08% / Kate Haarberg: 4.80% / Ellen Hammond: 4.18%

Effective May 1st, 2026

Amber Herman: 4.11% / Adam Haarberg: 2.5%

After discussion a motion was made to approve the 2026 staff wage increases as proposed.

Motion #3: Motion made by Brad Klann to approve 2026 staff wage increases as proposed above. Seconded by Gary Richards. Motion carried unanimously with no Nays.

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Nina Caldwell w/ ODA: Update on Middle Jefferson County SIA. Both the remote and field evaluation step have been completed. The grant will be submitted by Ellen any day and then the next step is an 'Open House' including all of the landowners in the SIA to come and see what's going on. Goal is early January. In addition, there will be a meeting for all SIA partners in mid-November and Board members are welcome to attend.

Ellen's Updates: CRAM fire seeding small grant will be submitted any day. The seeder was purchased and is with the first landowner for use. Ellen is also looking at putting together a big "weed spray" grant to help with CRAM fire damage. Lateral 43 is moving forward but the landscape may change if irrigation plans are already being developed by Stetler Irrigation and other equipment providers. Ellen participated in the OWEB Board meeting and returned with the news that our CREP "Gap Funding" proposal of \$20k was not approved by the OWEB Board.

Juniper Management Grant Update: The application period closed Oct 17th. We had 13 applications submitted. The ranking team met October 24th. Adam mapped out all the application locations and layered that with where there were springs, creeks, watersheds, ODFW fish layers (red band and steelhead), prior cuts, and impoundments. We ranked them into three tiers. Working with the Tier one landowners has already started. (Updated to 14 applications received after the meeting)

MDWC Check-in Ally: Ally went through changes to the Small Grant program changes including \$20,000 grant to administer the small grants which will be done by MDWC. The small grant cap has been increased to \$20,000 as well. Looking for good ideas to spend these funds over the next few years focusing on improving fish and wildlife habitat. Ally has been assisting with the PSP monitoring which has been completed for the season. The fall field trips season with Jefferson County kids is underway. Ally is also working on writing two grants for the Small Forest Land grant program and the Private Forest Accord.

Amber Herman Update by Kate Haarberg – Amber has been working on putting together a NRCS TA grant through the NACD. She also was able to go out with Ellen and ODA to see the process of the new SIA area and went with Adam out to Foley Meadow to help with juniper removal on his project.

Adam Haarberg Update by Kate Haarberg – (showed pictures)

- Finished Culvert Replacements on both Opal and Auger Creeks - 21' wide bottomless Multiplate culverts.
- Starting Foley Meadow Restoration - Removing encroaching junipers prior to planting 1600 willows along Foley and Martin creeks, then planting 200 cottonwoods and 200 aspens in clumps with 8' high woven wire fencing to protect from elk out in the meadow.
- Ranked HB5006 Juniper Applications - Working on funding the top 10 applications out of a total of 12
- OWEB Little Trout Creek Juniper Removal Grant (\$466,912) is closing out. The controlled burn (and bonus burn) was recently completed. Seeding is the only thing left and will be done in the next month.

NUID Check-in with Collin Cowsill – They are piping the 64 Lateral along Boise. After that they will begin the Feather Drive lining project. Installing the ramp flume on the tail end of 5811. Data collection stuff. Federal grants are pending. Collin is now the Special Projects Manager.

NEXT BOARD MEETING – Next board meetings is set for Tuesday, December 9th at 12:00 pm at the Madras Airport. **Meeting Adjourned by Lloyd at 01:20 pm**