

Mower County Soil and Water Conservation District

Minutes of the Mower County Soil and Water Conservation District on March 29, 2022. Held at the Jay C. Hormel Nature Center and remotely via Zoom video.

Meeting was called to order by Randy Smith, Board Chairman.

Supervisors Present: Randy Smith Jon Erichson
 Micah Peterson Rod Moe

Staff Present: Justin Hanson, District Manager

Others Present:

Agenda:

Erichson made a motion to approve the March agenda. Peterson seconded the motion.

Affirmative: Erichson, Moe, Peterson, Smith

Opposed: None

Review schedule for transition:

Hanson discussed his transition schedule for leaving the district and moving to a job with the Board of Water and Soil Resources as Director of Field Operations. This job will start on May 9th. Justin plans to remain with the District until Friday, May 6th.

Review of Manager duties for Mower SWCD and Administrator duties for Cedar River Watershed District Administrator

Hanson reviewed the job description and held discussion about specific duties and responsibilities

Outcomes from Staff Input

Hanson held meetings with each staff member to discuss transition process and staff expectations. Outcomes were reported to board

Action Items:

Erichson made motion to direct Personnel Committee to negotiate terms for Steve Lawler to become Interim Manager.

Peterson second the motion

Affirmative: Erichson, Smith, Peterson, Moe

Opposed: None

Discussion Items:

Internal vs. External Candidates for manager position

The board held discussions about the future of the Manager Position and evaluated several topics, including candidate pool opportunities for internal or external individuals who may be interested.

Next Steps:

Board directed Hanson to develop a flow chart of the various activities that staff are responsible for

Board directed personnel committee to hold meeting with staff on Monday, April 4th and informally discuss the transition process and address questions/concerns that may be present.

Meeting was adjourned. The next board meeting will be held Wednesday, April 16th, 2022, at 8:00.m.

APPROVED _____ DATE _____