

## Mower County Soil and Water Conservation District

Minutes of the Mower County Soil and Water Conservation District on October 9, 2025. Held at 1408 21<sup>st</sup> Ave NW, Austin, MN.

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

Supervisors Present: Randy Smith                      Jon Erichson- Zoom  
Jim Kellogg                      Rod Moe  
Jay Soltau

Staff Present: Cody Fox, District Manager  
Jeanne Crump, Office Manager

Others Present: Polly Glynn, Mower County Commissioner (Zoom)

### Agenda:

Kellogg made a motion to approve the October agenda. Soltau seconded the motion.  
Affirmative: Smith, Erichson, Kellogg, Moe, Soltau  
Opposed: None

### Secretary Report:

Kellogg made a motion to approve the minutes of the September 11, 2025, board meeting. Moe seconded the motion.  
Affirmative: Smith, Erichson, Kellogg, Moe, Soltau  
Opposed: None

### Treasurer Report:

#### Budget Report/Checks Payable:

The September budget report and October payables report were reviewed with the board.  
Kellogg made a motion to approve the budget report, payables report, October payroll, and to transfer money as needed. Soltau second the motion.  
Affirmative: Smith, Erichson, Kellogg, Moe, Soltau  
Opposed: None

BWSR Report, Annie Gunness:  
Not in attendance.

NRCS Report, Teddy Moreno Santos:  
Not in attendance.

Commissioner Report, Polly Glynn:  
Glynn updated the board on projects going on around the county.

### Action Items:

#### Cost Share:

#### Root River WBIF:

Contract #	Funding Source	Contract/ Payment Approval	Landowner	Twp/Sect	Project	Total Cost Share Rate/Other	Year	Total Estimate/ Cost/ Cost per year	Total Cost Share/ Incentive Payment	Date	L/O Cost
RR24/25-25-08	Root River 1W1P	PAYMENT	Gehling Legacy Farms	Frankford 25	Waterway	90%		\$16,747.50	\$15,072.75	10/9/2025	\$1,674.75
RR24/25-25-11	Root River 1W1P	CONTRACT	Gretchen Eickhoff	Dexter 15	Well Sealing	75%		\$2,575.00	\$1,931.25	10/9/2025	\$643.75

Soltau made a motion to approve the waterway cost share payment for Gehing Legacy Farms at \$15,072.75, 90% of the total cost of \$16,747.50. Funding for the waterway project will come from the FY24/25 Root River WBIF grant. Kellogg seconded the motion.

Affirmative: Smith, Erichson, Kellogg, Moe, Soltau

Opposed: None

Moe made a motion to approve the well sealing cost share contract for Gretchen Eickhoff at 75% of the estimated cost of \$2,575.00. Funding for this project will come from the FY24/25 Root River WBIF grant. Soltau seconded the motion.

Affirmative: Smith, Erichson, Kellogg, Moe, Soltau

Opposed: None

#### Cedar Wapsi WBIF:

Contract #	Funding Source	Contract/ Payment Approval	Landowner	Twp/Sect	Project	Total Cost Share Rate/Other	Year	Total Estimate/ Cost/ Cost per year	Total Cost Share/ Incentive Payment	Date	L/O Cost	AMENDED TYPE	AMENDED COST SHARE	AMENDMENT APPROVAL DATE
CW24-25-06	Cedar-Wapsi 1W1P	PAYMENT	Jennifer Nord	Windom 22	Waterway	90%		\$15,503.00	\$13,952.70	10/9/2025	\$1,550.30			
CW24-25-09	Cedar-Wapsi 1W1P	PAYMENT	Jon Stroup	Windom 22	Waterway	75%		\$1,895.00	\$1,421.25	10/9/2025	\$473.75			
CW22-24-14	Cedar-Wapsi 1W1P	AMEND/PMT	Richard & Wendy Jones	Waltham 26	Cover Crops	133.34 ac @50	2nd	\$6,667.00	\$6,667.00	10/9/2025		AMOUNT	\$18,584.00	10/9/2025

Moe made a motion to approve the waterway cost share payment of \$13,952.70 for Jennifer Nord, 90% of the total cost of \$15,503.00. Funding for the waterway will come from the FY24/25 Cedar Wapsipinicon WBIF grant. Soltau seconded the motion.

Affirmative: Smith, Erichson, Kellogg, Moe, Soltau

Opposed: None

Kellogg made a motion to approve the waterway cost share payment of \$1,421.25 for Jon Stroup, 75% of the total cost of \$1,895.00. Funding for the waterway will come from the FY24/25 Cedar Wapsipinicon WBIF grant. Soltau seconded the motion.

Affirmative: Smith, Erichson, Kellogg, Moe, Soltau

Opposed: None

Kellogg made a motion to approve the amendment to the Cedar Wapsi 1W1P cover crop incentive contract #CW22-24-14 for Richard & Wendy Jones. The amendment includes increasing the total 3 year incentive amount from \$15,750.00 to \$18,584.00. Soltau seconded the motion.

Affirmative: Smith, Erichson, Kellogg, Moe, Soltau

Opposed: None

Moe made a motion to approve the 2<sup>nd</sup> year cover crop incentive payment of \$6,667.00 for Richard & Wendy Jones. Funding for this project will come from the FY24/25 Cedar Wapsipinicon WBIF grant. Soltau seconded the motion.

Affirmative: Smith, Erichson, Kellogg, Moe, Soltau

Opposed: None

Resolutions: (moved to the end of Action Items)

#### Health Insurance:

Erichson and Fox explained that, due to an almost 23% increase in the current Medica health insurance through the SE Service Coop, other options were explored. They talked about a new plan through North Risk Partners and explained the differences between their plan and the SE Service Coop. Included with the North Risk Partners package would be a single/family \$1000/\$2000 deductible and \$10,000 out of pocket maximum (\$4600 more than the current plan maximum). An out-of-pocket maximum American Health Resources 105 buy down plan was also explored. See comparison summary below.

<b>2026 Insurance Cost Comparison</b>	<b>SE Service Coop</b>	<b>North Risk Partners</b>
Total Insurance Cost w/VEBA & Buy Down	\$147,373	\$139,775
Minus Employee Share	-\$20,486	-\$19,346
<b>Total SWCD Cost</b>	<b>\$126,887</b>	<b>\$120,429</b>

The board held discussion on the new options, along with keeping the 15% employee share. Erichson made a motion to go with the new insurance plan through North Risk Partners for 2026. Kellogg seconded the motion.

Affirmative: Smith, Erichson, Kellogg, Moe, Soltau

Opposed: None

#### PFML:

Fox and Erichson talked about the Paid Family & Medical Leave Program, a mandated MN state program. This program covers employees and board members. The cost of this program through the state is .66% of covered wages for small employers. Fox checked into an equivalent plan through ShelterPoint Insurance Company, of which, the cost is .59%. Erichson made a motion to go with the ShelterPoint Insurance for PFML at .59%. The cost of the PFML will be split 50/50 between the SWCD and employees. Soltau seconded the motion.

Affirmative: Smith, Erichson, Kellogg, Moe, Soltau

Opposed: None

Erichson left the board meeting.

#### Owl Virtual Meeting Camera:

Soltau made a motion to approve the purchase of the Meeting Owl 4+ and a carrying case. Kellogg seconded the motion.

Affirmative: Smith, Kellogg, Moe, Soltau

Opposed: None

#### Resolutions:

The board reviewed and voted on the annual MASWCD resolution packet.

#### Discussion Items:

##### Orchard Creek:

Fox talked about media event for the new Orchard Creek access.

##### Pheasants Forever Update:

Fox updated on the Pheasants Forever position.

Staff Report (See Attached)

The Staff Report and all programs were reviewed.

Supervisor Reports:

NACD Leadership:

Smith talked about the NACD leadership program that he is participating in through MASWCD. MASWCD is requesting a \$200 contribution towards tuition from the SWCD. Kellogg made a motion to approve the \$200 contribution towards Smith's tuition for the NACD leadership program. Soltau seconded the motion.

Affirmative: Kellogg, Moe, Soltau

Opposed: None

Abstained: Smith

Meeting was adjourned. The next board meeting will be held Thursday, November 13, 2025, at 8:00 a.m.

APPROVED \_\_\_\_\_ DATE \_\_\_\_\_