

DUBUQUE SOIL & WATER CONSERVATION DISTRICT COMMISSIONER

Watershed MEETING

July 8, 2024

1225 Seipple Road, Dubuque IA 52002

Call Meeting to Order: The special meeting of the Dubuque Soil & Water Conservation District Commissioners was called to order by Chairperson Wayne Demmer at 1:01 pm, Those participating included Commissioners: Wayne Demmer, Jack Smith and Mike Freiburger. Staff Helen Backes and Watershed Director Eric Schmechel were in attendance also. John Sewell, Scott Hedricks and Allisen Freihage attended during the personnel portion of the meeting. The meeting was held at the Dubuque County Building at 1225 Seipple Road, Dubuque.

Adopt Agenda: The agenda was approved as presented. Demmer requested a motion to approve the agenda. **24-78** Motion was made by Freiburger to approve the agenda presented. Motion was seconded by Smith. Motion carried unanimously.

Public Comments: Backes stated that an upcoming PFI Meet and Greet will be held Thursday July 18 at Textiles Brewery in Dyersville, IA.

Personnel: For the personnel reviews, Schmechel stated that the staff were given a self-evaluation that included what was accomplished this year, any training needs or opportunities for both the current year and next year, goals for next year, and what can we (Watershed) do to be a better team.

Demmer called for a motion to move to a closed session to discuss personnel reviews.

24-79 Motion was made by Freiburger to move to a closed session to discuss personnel reviews. Motion seconded by Smith. Motion carried unanimously.

John Sewell was first in the review process which contained an interactive discussion with the Commissioners and Schmechel.

Demmer called for a motion to move out of closed session.

24-80 Motion was made by Freiburger to move out of session. Motion seconded by Smith. Motion carried unanimously. Demmer called for a motion to move to a closed session to discuss personnel reviews.

24-81 Motion was made by Freiburger to move to a closed session to discuss personnel reviews. Motion seconded by Smith. Motion carried unanimously.

Scott Hendricks was second in the review process which contained an interactive discussion with the Commissioners and Schmechel.

Demmer called for a motion to move out of closed session.

24-82 Motion was made by Freiburger to move out of closed session. Motion seconded by Smith. Motion carried unanimously.

Demmer called for a motion to move to a closed session to discuss personnel reviews.

24-83 Motion was made by Smith to move to a closed session to discuss personnel reviews. Motion seconded by Freiburger. Motion carried unanimously.

Allisen Freihage was third in the review process which contained an interactive discussion with the Commissioners and Schmechel.

Demmer called for a motion to move out of closed session.

24-84 Motion was made by Freiburger to move to out of closed session. Motion seconded by Smith. Motion carried unanimously.

Watershed Work Session: Schmechel presented the tentative Watershed budget for FY 25. It is still a fluid budget as it depends on receiving the DRA Grant and the finalization of IPC Grant. Discussion was held on the budget. Schmechel suggested a 5% pay increase for employee. After discussion on the pay increase for employees Commissioners decided to give Eric Schmechel and Scott Hendricks a 5% increase as of July 1, 2024. For the new employees, John Sewell and Allisen Freihage, they will receive a 3% cost of living increase beginning July 1, 2024. At their six-month review, they would receive an additional 2% merit increase.

Demmer called for a motion to approve the Watershed proposed budget as presented with a wage increase of 5% for Schmechel and Hendricks and a 3 % for Sewell and Freihage with an additional 2 % increase at Sewell and Freihage six-month reviews.

24-85 Motion made by Freiburger to approve the Watershed proposed budget as presented with a wage increase of 5% for Schmechel and Hendricks and a 3 % for Sewell and Freihage with an additional 2 % increase at Sewell and Freihage six-month reviews. Motion was seconded by Smith. Motion carried unanimously.

Schmechel presented an updated benefit package for Dubuque County employees. Discussion was held on district employees benefits which includes time off, holidays, "banking comp" time. After much deliberation it was decided to compare the various benefit packages of Dubuque SWCD along with other watershed districts, state, and federal benefits before making any decisions.

Being no further business to discuss, Demmer requested a motion to adjourn.

24-86 Motion made by Smith to adjourn. Motion seconded by Freiburger. Motion carried unanimously.

The meeting adjourned at 5:05 pm.

The next meeting tentatively to be held on **Tuesday, July 23, 2024, at 1:30 p.m.** at the district office in Epworth.

Wayne Demmer 7/23/24
Chairperson Date

Helin Backes 7.23.24
Secretary Date