

Carlton County Soil and Water Conservation District
Regular Board Meeting Minutes

November 11, 2025 – Carlton SWCD Office, Carlton MN

The meeting was called to order at 10:00 a.m. by Board Chair Gary Peterson

Roll call was taken:

Board Members present: Gary Peterson
Barb Dahl
Julianne Motis
Roger Hurd

Board Members absent: Bob Fox

Staff present: Alyssa Bloss, District Manager
Cameron Gustafson, Water Resource Technician

Guests present: Melanie Bomier, BWSR

Meeting Agenda: M/S Motis/Hurd to approve the agenda. Motion carried.

Meeting Minutes: October regular board meeting, M/S Dahl/Peterson to approve. Motion carried.

Finance Report

M/S Motis/Hurd to approve the new CD through CornerStone State Bank.

Roll Call Vote

Peterson - Aye

Dahl - Aye

Motis - Aye

Hurd - Aye

Motion carried.

Strategic Plan Updates

SWCD Committee Reports

Finance Committee

M/S Motis/Hurd to approve adopting 2026 COLA adjustments of 2.8%.

Roll Call Vote

Peterson - Aye

Dahl - Aye

Hurd - Aye

Motis - Aye

Motion carried

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M/S Dahl/Peterson to approve the 2026 taxable fringe adjustment. Motion carried.

Roll Call Vote

Peterson - Aye

Dahl - Aye

Hurd - Aye

Motis - Aye

Motion carried.

Personnel Committee

Policy Committee

M/S Peterson/Dahl to approve the position classes changing Level I and Level II promotion descriptions based on accomplishments and removing the 25% pay increase when promoted to Level II. Motion carried.

M/S Peterson/Dahl to approve the new remote work policy.

Roll Call Vote

Peterson - Aye

Dahl - Aye

Hurd - Aye

Motis - Aye

Motion carried.

M/S Peterson/Dahl to approve the overtime/compensatory time allowed for non-exempt employees and remove wording.

Roll Call Vote

Peterson - Aye

Dahl - Aye

Hurd - Aye

Motis - Aye

Motion carried.

M/S Peterson/Dahl to approve the removal of 3 tier performance ranking system in the employee performance evaluations.

Roll Call Vote

Peterson - Aye

Dahl - Aye

Hurd - Aye

Motis - Aye

Motion carried.

One Watershed One Plan Reports

Nemadji River

St. Louis River

Kettle River

Upper Mississippi - Grand Rapids

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Old Business

M/S Peterson/Dahl to approve the amendment of the end date for the Stormwater Project Fund Agreement with CCTD from Cameron Gustafson.

Roll Call Vote

Peterson - Aye

Dahl - Aye

Hurd - Aye

Motis - Aye

Motion carried.

New Business

M/S Peterson/Dahl to approve the Life and STD insurance cancellation.

Roll Call Vote

Peterson - Aye

Dahl - Aye

Hurd - Aye

Motis - Aye

Motion carried.

M/S Peterson/Dahl to approve the State of MN Master Joint Powers Agreement- Reinvest in MN.

Roll Call Vote

Peterson - Aye

Dahl - Aye

Hurd - Aye

Motis - Aye

Motion carried.

M/S Peterson/Dahl to approve the Minnesota's Lake Superior Coastal Program's FFY25 Task 306-14: Implementing the SLR 1W1P - Carlton SWCD technical assistance.

Roll Call Vote

Peterson - Aye

Dahl - Aye

Hurd - Aye

Motis - Aye

Motion carried.

M/S Peterson/Dahl to approve the Nemadji River Watershed Restoration and Protection Strategy (WRAPS) Cycle 2 Phase 2 JPA.

Roll Call Vote

Peterson - Aye

Dahl - Aye

Hurd - Aye

Motis - Aye

Motion carried.

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Other Reports

BWSR

Outside Organizations

BSALWMP

Laurentian RC&D

Minnesota Forestry Association

TSA 3

Northeast Area 3 Association of SWCD's

Adjourn M/S Motis/Hurd to adjourn the regular meeting at 11:00 AM. Motion carried.

Next meeting December 9th at 10:00 a.m. in the Carlton SWCD meeting room (808 3rd Street, Carlton MN).

Date 12-9-2025

Barbara M. Dahl

SWCD Board Secretary

Gary E. Peterson

SWCD Board Chair