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## **CALL TO ORDER & ATTENDANCE**

Chair, Pete Woll called the September 27, 2021, Business meeting to order at 7:00 P.M. in the conference room.

**Board members present:** Pete Woll, Chair; Lech Naumovich, Secretary/Treasurer; Donna Pridmore, Supervisor; Scott Rumsey, Supervisor; Verdell Jackson, Supervisor; being a quorum of the Board.

**Board members absent:** John Ellis, Vice Chair. Absence is excused.

Also, in attendance were Hailey Graf, Virginia Rigdon, Ginger Kauffman, Samantha Tappenbeck, Flathead Conservation District Staff(FCD); Fiona Handler, Big Sky Watershed Corps Member (BSWCM); Kenny Breidinger, Fish Wildlife & Parks (FWP); Gordan Ash, Associate Supervisor; Sean Johnson, Natural Resources Conservation Service (NRCS); Angie LeDuc, Rocky Mountain Law Partners; Doug White, Mark Wattie Watti Engineering; Sam Strickler, Wattie Engineering; Doug Yeager & Dan Graves, Winter Sports Inc.; Kody Coxen, Associate Supervisor; Ruthanne Coffey; Sandi Heil.

## **CONSENT AGENDA**

### **Consent Agenda Item 1: Signature Authority**

- Authorization for Hailey Graf to sign on behalf of Supervisors attending the meeting virtually.

### **Consent Agenda Item 2: Meeting Minutes**

- August 9, 2021, 310-Stream Permit Meeting Minutes
- August 23, 2021, Business Meeting Minutes
- September 13, 2021, 310-Permit Meeting Minutes

### **Consent Agenda Item 3:**

The following bills were reviewed:

(Check Detail September 15, 2021)

1. BCBS \$1,985.86
2. Byte Savvy \$75.00
3. CenturyLink \$324.77
4. Mountain States Leasing – Kalispell \$1,599.73

Lech Naumovich motioned “to approve the consent agenda as presented.” Donna Pridmore seconded. Motion carried unanimously.

## **PUBLIC COMMENT**

No one was present to comment on items not listed on the agenda.

### **310's**

**White**, FL-2021-014, Flathead River, permit violation/remediation: Donna Pridmore explained that FCD has not received a new 310 permit application from Mr. White. Donna proposed that another letter be sent to him which details exactly what was missing from the original permit and what corrective actions are needed. The draft letter was displayed, and board members were asked to comment. Donna went on to explain that a new application is needed to move the process forward and explained that FCD would be imposing civil penalties if a new application is not received. At that point, the violation would be turned over to the County Attorney's office.

Donna asked supervisors if they had any comments after the site visit. Verdell Jackson read his comments summarizing the project to date. Lech Naumovich stated that he agreed with the draft letter, going on to explain that what he saw onsite felt substantially different than what was presented in the original 310-permit application. Scott Rumsey went onsite several times with Donna and concurred with Lech and Verdell. Board members agreed that the application did not explain the project well and construction exceeded the boundaries of the permit. A consensus was reached that his needed to be clarified.

Donna Pridmore reiterated that the board requested a new 310 permit application and not a supplement to the permit. The draft letter is requesting that Mr. White combine all his submittals into one 310 permit application.

Angie LeDuc said that she agreed to send a new 310 application by October 5, 2021, although she noted that this was the first time she received this request. Mark Watti agreed that they could put together a new 310 permit application. Both Angie and Mark explained that they wanted to know if the board had any reasons to think they would need more information in addition to the new 310 application and if there were any issues that they needed to look for. Doug White explained that there was no resistance on his part and that this has been a difficult learning process for him. He agreed that he would send in another 310-permit application.

Hailey Graf provided a link to the adopted rules in the zoom chat box and indicated that this is the guidance that the board would be using to make their decision on the 310-permit application and that if something should fall outside of the adopted rules than that is where the red flags would exist.

Lech Naumovich wanted to clarify if this would be a new 310 permit or a supplement to the existing 310 permit. Donna clarified that this would be a new 310 permit application. Verdell concurred that it would be a good idea to create a new 310 permit.

Donna Pridmore motioned to "complete the letter as drafted and send to Mr. White, allowing him one more opportunity to send in a new 310 application for his project." Verdell Jackson seconded. Motion carried unanimously.

Angie LeDuc asked that it be emailed to her. Hailey Graft noted that she will add a read receipt to the email.

**Winter Sports, FL-2021-090C, Haskill Creek, complaint:** Lech Naumovich explained that the district received a complaint of a disturbance on the stream corridor, tree removal and activity in the stream. A letter was sent via certified mail to Winter Sports and a response has been received. He noted that the district also received a letter from Rick Moore, DNRC, regarding a Streamside Management Zone (SMZ) permit.

Dan Graves explained that he thought all the laws were being followed and noted he was surprised by the complaint. He continued by adding he would like to have the district and the DNRC out to look at the site, and he felt that this was an inaccurate complaint.

Lech Naumovich continued the discussion by asking where SMZ and 310 laws intersect. He stated that he wanted to bring Kenny Breidinger from FWP into the discussion. Hailey Graf added that the SMZ law and the 310 law both apply when working within the immediate banks of a perennial stream. She added that this is not a case of an egregious violation, but that a 310 application was not submitted to our office and was needed for work in the stream.

Doug Yaeger added that they were following the law as logging contractors and reiterated that he did not know that the 310 law would intersect with SMZ laws. He continued by stating that Winter Sports followed the specifications of the SMZ law with guidance from the DNRC.

Hailey Graf explained the complaint process and the next step is to follow up with an onsite inspection. She explained that the contents of the complaint did not come from the FCD, but rather the complainant.

An onsite inspection was scheduled for Thursday, October 7, 9:40 A.M. at the Base Lodge.

**Heil, FL-2021-032, Blaine Creek, culvert/bridge replacement:** Pete Woll explained that this is a culvert/bridge replacement on Blaine Creek. An onsite inspection was held on 9/22/2021. He explained that the design is better than the original design submitted.

Ruthanne Coffey explained the site prior to the installation of the culverts and the complications from the old headgate and poor grade of the stream. She added that due to the nature of the site, a bridge would need to be installed rather than culverts which would be misaligned. She went on to explain that this application proposed a vertical wall abutment bridge, and this design would remove the potential fish barrier caused by the culverts. She noted that removal of the culverts and construction of the bridge would be completed by the spring and that the only potential obstacle would be to find a contractor available to do the work.

Pete Woll motioned to “approve the application with modifications as submitted on 9/8/2021 and per the Team Member Report.” Verdell Jackson seconded. Motion carried unanimously.

## **NEW BUSINESS**

**Stream Gage Shutdown:** Hailey Graf reported that FCD received Notice from US Geological Survey (USGS) of potential loss of USGS gages due to lack of funding, including the gage at Hungry Horse Reservoir and noted that annual maintenance cost of a stream gage is \$5,370. Pete Woll explained that he thought data the stream gage was providing was valuable and he would like more information. The board requested staff check to see what data was collected by the gage and the exact location of the gage.

**Order for Name Tags:** Hailey Graf explained that with new supervisors, staff, and a new logo the district needs new name tags. She estimated the price would be approximately \$130 for all the new tags.

Donna motioned “to upgrade nametags to wooden tags for staff and supervisors.” Scott Rumsey seconded. Motion carried unanimously.

**2021 2022 Budget:** Ginger Kauffman explained that at the 9/13/2021 meeting the Board approved the County Budget sheets via Resolution and asked if the Board had any changes to the full budget. No changes were requested.

Lech Naumovich motioned “to approve the full budget for fiscal year 2021 2022 as discussed.” Verdell Jackson seconded. Motion carried unanimously.

## **REPORTS**

**Flathead CD Staff:** Hailey Graf, Samantha Tappenbeck, Virginia Rigdon, Ginger Kauffman and Fiona Handler reported:

### ***Office and Administration***

**310** –Ginger and Virginia processed five new 310-Permit Applications, and five Complaints. To date the district has received 91 310’s; this includes permits, complaints and notice of emergencies. Ginger and Virginia processed the 9/13/2021 meeting minutes and are currently working on 310-permits and letters. Ginger submitted the August and September public meeting notices to the Daily Interlake for publishing. After the 9/13/2021 meeting Donna Pridmore and Ginger contacted applicants and landowners regarding onsite inspection dates, and Ginger emailed the onsite list to Supervisors, FWP and Staff. Hailey attended onsite inspections and coordinated with landowners to provide the virtual meeting attendance information. Hailey consulted with Caitlin Overland regarding legal advice on 310 violation processing. Donna Pridmore has been helping to scan and file signed permits, Work Completion forms, and old 310 files. She has also been processing Follow-Up Inspections and updating the 310-database.

The 310 Law Training Day was on September 2. To prepare for this training, Hailey arranged four staged scenarios to facilitate an interactive conversation. Each scenario focused on a different topic including emergencies, complaints and violations, reasonableness, and determining jurisdiction. Hailey prepared locations to visit for each scenario, including staged paperwork and mock photos. Most of the board and staff attended, including Pete, John, Donna, Verdell, Hailey, Ginger, Samantha, and Virginia.

The training was also attended by 17 additional staff and supervisors from neighboring CD's, Flathead County, DNRC, and FWP.

Bookkeeping –Donna Pridmore and Ginger reconciled July bank statements and revenue sheets on 8/26/2021, and VISA statements on 8/27/2021. The August bank statements, revenue sheets and VISA's will be worked on the week of 9/20/2021. Ginger will compile the July and August End of Month Budget sheets after the 2021 2022 full Budget is finalized and approved by the Board. After August statements are reconciled and budget sheets are processed, Ginger will begin compiling documentation for the Annual Financial Report, which will be completed by Susan Hulslander, CPA, and is due to the Department of Administration by the end of December.

Ginger processed payroll, payroll reports and payments on 8/4/2021, 8/18/2021, and Federal & State tax reports and payments for August were processed on 8/19/2021. Ginger processed payroll, payroll reports and payments on 9/1/2021 and 9/15/2021. The next payroll is 9/29/2021. Federal & State tax reports and payments, and third quarter reports for Federal 941 and Unemployment will be processed 9/29/2021.

The County returned final 2021 2022 budget sheets, 2021 Certified Taxable Valuation Information and Determination of Tax Revenue and Mil Levy Limitations information to the district. Ginger presented the information to the Board, and the Board approved the budget via Resolution on 9/13/2021. Pete Woll signed the budget sheets and Ginger scanned and mailed them to Flathead County Finance. Ginger has begun setting up 2021 2022 budget and grant information in Quickbooks and will complete that after the 2021 2022 full Budget is finalized and approved by the Board.

Ginger continues to process daily bookkeeping items such as payroll, invoices, credit card receipts, deposits, grant billing/vendor invoices, program payments, etc. Ginger trained Virginia on the bookkeeping folder system and Virginia set up the folders for fiscal year 2021 2022.

Personnel Policy Updates - At the direction of the personnel policy review committee, Hailey reviewed updated information on state requirements for inclusion in personnel policies and added those updates to the updates previously proposed by the committee. For clarity, this included some reorganization of sections and headings.

#### District Office

- Weekly staff meetings were held each Monday at 2 PM. These meetings are used to review staff schedules, project deadlines, and COVID policy updates.
- Hailey met with John and Pete on September 22 to review the Business Meeting agenda and provide project and office management updates.
- Virginia Rigdon, the new Administrative Assistant began work on August 30<sup>th</sup>.
- Spectrum internet and phone services were (finally) installed on September 16.
- Hailey drafted an annual report and submitted it to MACD in preparation for area meetings and convention.

### On-the-Ground Projects

Cow Creek Restoration Project – Hailey gave a site tour of the completed project to staff and partner organization on September 21. Hailey also worked with Mike Koopal to review the alternatives analysis for phase II and host a partners' meeting to discuss options and potential funding sources.

Trumbull Creek – Hailey coordinated a meeting between River Design Group and Flathead County Roads and Bridges to review potential design options for replacing the Birch Grove Road Culvert. Scott and Kenny both reviewed the design options with Hailey to provide insight.

Krause Creek Restoration Project – Hailey and Pete reviewed the Joint Application prepared by River Design Group and submitted it to the Army Corps of Engineers for a Nationwide 27 404 permit exemption and to FWP for a 124 permit. We anticipate receiving all necessary permits by the end of October.

Construction will take place during the first and second weeks of November and will require volunteer assistance. Hailey met with Ryan Richardson and Matt Daniels to plan for construction and volunteer recruitment. Hailey, Samantha, and Virginia then developed an outreach plan which will include using SignUp Genius and advertising through partner organizations then social media and the FCD newsletter.

Demonstration Garden – Staff continued regular maintenance in the demonstration garden including mowing, weed spraying, pruning, and mulching. Bug Hunters was contracted to exterminate a ground nest of Yellow Jackets. Hailey, Samantha, and Virginia also met to review tasks for Fall, 2021 and develop an education and demonstration plan for 2022.

Browns Meadow Ranch – Hailey reviewed project updates from Browns Meadow Ranch manager, Josh Sonju. Instillation of the second hardened crossing proved to be very difficult due to the lack of solid ground and instillation of the first crossing required approximately three times the amount of materials to complete. For these reasons, Hailey contacted the Ranching for Rivers program to inquire about either getting an extension or modifying the project. Hailey and Josh decided that the best option for moving forward would be to modify the project and use the funding originally intended for the second crossing to purchase off-site watering materials.

Study of Erosion on the Flathead River – Hailey and Donna began working on a study design, based on the boat wake study conducted by Mark Lorang. Hailey will attend the Water Policy Interim Committee meeting in Helena on October 12-13 and will propose the study design to the legislature at that time.

Biosolids Compost Facility – Flathead County applied to the ARPA wastewater grant program to plan and build a biosolids compost facility. Hailey contacted Autumn Coleman to review the application and will reach out to Flathead County to offer support on behalf of FCD (as requested by the board during the annual workplan update meeting).

## Programs

Programs Summary for Annual Report – Samantha provided a report and analysis of 2021 and historical summary data for FCDs landowner assistance and education programs. This information was incorporated into the Annual Report for the 2021 Area V Meeting and will be used to inform program success and decision making.

New Program Development – Samantha met with CHS, Montana Conservation Seedling Nursery, and Flathead County Weed Department to coordinate on development of new landowner assistance programs. Samantha drafted a form and budget for a Native Grass Seed Cost-Share Program in coordination with CHS Agronomy and Retail. Samantha created a form with invoicing instructions for the Seedlings Program. Samantha, Virginia, and Fiona met with Noel Jinnings and Chris Maestas to discuss needs, challenges, and opportunities to provide financial and technical assistance to landowners through a cooperative program with the Weed Department. They also toured the Weed Department facility and rental equipment available to landowners.

Conservation Grant Program – Samantha met on site and by phone with FY21/22 program participants to discuss project details and provide consultation on project implementation. Samantha also provided information about ordering seedlings and assisted a landowner with determining timing of planting based on conditions on site and coordinated with Montana Conservation Seedling Nursery on order pickup logistics. Samantha also met with landowner to review project and application for FY22/23.

Pollinator Initiative – Samantha conducted a site visit with program participants on September 27. Samantha also worked with Lake County Conservation District to coordinate on ordering seeds for 2022. Fiona fielded submissions from participants signing up to participate in 2022.

Rain Garden Initiative – FCD purchased gardening tools and gutter downspout extension kits as landowner incentives and promotional items for the program. Fiona and Virginia removed sod and started installation on a landowner's rain garden on Friday, September 10. Fiona, Samantha, and Virginia started work on another landowner's rain garden on Friday, September 24. Fiona spoke with Forestoration about committing to building 10 rain gardens next year.

Seedlings Program – The Montana Conservation Seedling Nursery began accepting orders for spring 2022 on September 15th. Samantha updated the FCD written program procedure and added a new form that will facilitate financial assistance to landowners that are placing orders at or below the MCSN minimum order size. Samantha met with several landowners to consult on species selection and place orders. To date, 8 orders have been placed for 978 seedlings.

Septic Maintenance Reimbursement Program – This program is administered and managed by a BSWC Member with MACD but advertised at the local level through Flathead CD and Lake County CD. FCD is working with MACD to put on a workshop about sources of and solutions to nonpoint source pollution on October 2nd. Samantha and Fiona will present on services provided by riparian areas, best management practices, and programs available at FCD.



Watershed Support Program – A targeted postcard mailing was distributed using the Every Door Direct Mail program to Ashley Creek watershed residents. Samantha discussed the program with three landowners that have expressed interest.

### ***Education and Outreach***

#### ***Workshops and Events***

- Solutions to Pollution Workshop – **October 2<sup>nd</sup>**, Lawrence Park in Kalispell. The workshop will cover sources of nonpoint source pollution in our watershed, and solutions through best management practices and program resources. Registration is required. The workshop is being advertised in local papers, in eNewsletters, on social media, and through a targeted postcard mailing in the Ashley Creek watershed. The workshop is being hosted by the BSWC Member serving with MACD and Lake County CD and sponsored by Flathead CD. The Flathead Lakers are also providing partnership and financial assistance for the workshop.

Advertisements – FCD ran advertisements in the Flathead Beacon for 310 Permits on September 9th and the Seedling Program on September 23<sup>rd</sup>. We also boosted an advertisement for the Solutions to Pollution Workshop on social media to reach a larger audience.

Website – Over the past 30 days, the website was viewed 1,630 times, with 79% new (vs. returning) visitors. Viewers of the website were most frequently referred from Facebook and kalispell.com. The most viewed posts/pages beyond the FCD homepage were blog posts about the life history of larch trees and free family fishing ponds, and Stream Permitting.

Social Media – Over the past 30 days, we posted information about monitoring on Cow Creek research on Asian Giant Hornets, AIS inspections and detections, Demonstration Garden info, the natural history of mining bees, and local resources for fruit gleaning in the fall to minimize wildlife conflicts. The FCD Facebook page gained 4 new followers, posts reached 1,039 people, and there were 119 post engagements and 34 page views. The FCD Instagram page gained 27 new followers and posts reached 178 accounts over the past 30 days.

eNewsletter – The Local Dirt was distributed on 9/7/2021 to 682 people directly and posted on Facebook. The September issue included information about upcoming events, profile on the FCD new employee, available programs, a blog post, and 310 permit information. It was opened 439 times by 242 people and clicked 153 times by 36 people. The most-clicked links were to the FCD events calendar, Seedling Program website, and FCD meeting agendas.

### ***Partnerships***

- Hailey attended the MACD Employee Organization Roundtable discussion on HR resources and employee retention.
- Hailey attended the Montana Drought and Water Supply Committee meeting on September 8.



- Samantha, Virginia, and Hailey attended the Flathead Basin Commission Meeting on September 8.
- Hailey attended the MACD Monthly CD Check-in meeting on September 20.
- Fiona and Virginia attended the R2L meeting at the Creston Fish Hatchery on September 15.
- Samantha, Virginia and Fiona met with the Flathead County Weed Dept. to discuss partnership options and tour the facility and equipment on September 14.
- Fiona and Virginia attended the FireSafe Flathead meeting on September 29.

**Natural Resources & Conservation Service (NRCS):** Sean Johnson reported

➤ **Programs**

- Environmental Quality Incentive Program (EQIP)
  - All three Targeted Implementation Plans TIPs (Little Bitterroot, Wedge Canyon, Lower Valley Irrigation) deemed investment ready which means they will come online in FY22, pending funding availability
    - Started to make landowner contacts, take applications, and make site visits for FY22 sign ups
  - Application deadline of October 29<sup>th</sup> for any FY22 applications
- Joint Chief's – FY22 Funding
  - Joint Chief's proposal identified as one of top 3 in MT and sent to National Office for review. We are supposed to find out by the end of September on which proposals are selected for FY22 funding.
- Conservation Stewardship Program (CSP)
  - Signup deadline of October 29<sup>th</sup>

➤ **Review Items**

- Karli Becher (NRCS) and I have been making quite a few site visits both to Little Bitterroot and the Wedge Canyon area to talk with interested landowners

➤ **Upcoming Items**

- End of our 2021 fiscal year coming up on Thursday September 30<sup>th</sup>
- Attending the MACD Area 5 meeting although I might attend virtually
- More site visits with Little Bitterroot and Wedge Canyon landowners

➤ **Miscellaneous**

- Kalispell couldn't hire a new soil conservationist unfortunately. We offered the position to 4 or 5 applicants, and all declined either because of cost of living or they had accepted another job already. Mindy Gauthier was also trying to fill Roger Marsonnette's engineer position at the same time and got declined by 4 people as well before she moved that position to the Missoula Area Office.
- Drought
  - Most of Flathead County has been backed from Severe down to Moderate.

- Some slight changes in status across MT but much of eastern MT still in bad shape with a noticeable increase from extreme to exceptional

**Montana Association of Conservation Districts (MACD):** Hailey Graf reported that August/September program updates were provided from MACD, and that she would forward any questions Supervisor have to Rebecca Boslough.

**Flathead County Planning Board (FCPB):** Verdell Jackson reported several small subdivisions were reviewed and approved.

**Whitefish City Planning Board (WCPB):** No report.

**Haskill Basin Watershed Council (HBWC):** No report.

**Flathead Basin Commission (FBC):** Lech Naumovich reported the last meeting included many ongoing current projects. He noted that he felt the GIS septic information was good and needed to be disseminated to the public as soon as possible as it would help with identifying sensitive areas. Discussion among the board and staff continued and all agreed that this information would help to target areas and subdivisions which would be appropriate for outreach and education on septic programs. Samantha Tappenbeck added that the scale of the septic problem is so great that an equally large funding solution would be needed. She explained that the Flathead Basin Wastewater Partnership is exploring options to apply for the American Rescue Plan Act of 2021 (ARPA) funding. She explained that this funding would include things like connecting houses to city sewer as well as pumping and maintenance of existing septic systems. She noted that the Water Quality Outreach Campaign logo prototype is approved.

#### **MATTERS OF THE BOARD/STAFF**

**Krause Creek Project Update:** Hailey Graf reported the project is moving along, and the Montana Department of Environmental Quality (DEQ) temporary turbidity permit was received today. Permitting is on schedule and construction will begin on November 1st. Construction will be done mainly with the help of volunteers and will be used as a training opportunity for partner agencies. Training will be first offered to agency partners and if not enough volunteers, then to the public. River Design Group will be onsite for the entire duration of the project and leading teams.

**Purchase of New Vehicle:** Hailey Graf explained that in April, during the budget planning meetings, the board elected to wait until the September board meeting to decide if they want to move forward with purchasing a new vehicle. Pete Woll stated he had talked to John Ellis about purchasing a vehicle. Current inventory is low and costs are too high, so he recommended FCD wait until spring. Supervisors agreed that a pickup truck is necessary. Hailey Graf noted that it will be needed come spring, however, per state procurement, the district must go through the bid process which would have to begin in January. The board also discussed rental vehicles as an option.

**Montana Association of Conservation Districts (MACD) Convention, Auction Item, & Resolutions:** Hailey Graf stated that she will provide copies of the Resolutions to Supervisors and noted that if the resolutions pass at the Area meetings, the Board will have to decide how they want to vote at convention. The MACD board is waiting until their October meeting to decide if Convention will be held in person, virtual or hybrid. Convention is scheduled for November 16-18.

**Biosolids Compost Facility Update: Biosolids Compost Facility Update:** Hailey Graf explained sewage treatment facilities for the cities of Kalispell, Whitefish, and Columbia Falls are at capacity. Compost facilities are also at capacity to receive biosolids from sewage treatment facilities. Flathead County has submitted and received a grant through the American Rescue Plan Act of 2021 (ARPA) for a biosolids compost facility and Hailey will contact them to offer FCD support and ask what their needs are.

**2022 BSWC Memorandum of Understanding (MOU):** Samantha Tappenbeck explained the Big Sky Watershed Corps Member MOU for the 2022 BSWC position at FCD was approved by the Board and now requires a signature. Chair, Pete Woll signed the MOU.

**Water Policy Interim Committee (WPIC) committee** Hailey Graf explained that the WPIC committee will meet October 12-13 in Helena, and she and Donna Pridmore will be attending.

**Montana Association of Conservation Districts Employee Organization (MACDEO) training** Hailey Graf explained that district staff will be attending the MACDEO training virtually, and the office will not be closed.

**Office Lease** Hailey Graf explained that the office lease extension ends 10/13/2021. An updated lease will be provided at the 310-meeting for the Board to review, approve and sign.

**Petition:** Pete Woll reported that landowners are taking a petition to FWP for a no wake zone on Church Slough. Discussion held. The board agreed that it is a good idea to send a letter in support of the no wake petition on Church Slough. This will be placed on next month's meeting.

The next business meeting is scheduled for Monday, October 25, 2021, 7:00 P.M. via ZOOM.

Adjournment: Verdell Jackson motioned "to adjourn. Donna Pridmore seconded. Motion carried unanimously. As there was no further business, the meeting was adjourned at 9:27 P.M.

Submitted By:

Virginia Rigdon  
Administrative Assistant

Ginger Kauffman  
Administrator

Hailey Graf  
Resource Conservationist

Minutes approved by FCD Board motion made on:

<u>10/12/2021</u>	<u>Pete Woll</u>	<u>Chair</u>
(Date)	(Signature)	(Title – Chair etc.)