



Santa Cruz County Resource Conservation District

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MINUTES OF THE BOARD OF DIRECTORS MEETING OF THE SANTA CRUZ COUNTY RESOURCE CONSERVATION DISTRICT

The regular Meeting of the Santa Cruz County Resource Conservation District (SCCRCD) Board of Directors was called to order at **6:10 on January 11, 2006**, at the Resource Conservation District Office, 820 Bay Avenue, Suite 128, Capitola, California.

Directors Present:	Sheryl Bailey Tom Lukens John Ricker Roberta Smith
Directors Absent:	Howard Liebenberg Mike Manfre, Vice President Jim McKenna, President
Associate Directors Present:	Kathryn Tobisch
RCD Staff Present:	Tangi Chapman, Recorder Karen Christensen, Executive Director of Programs Sharon Corkrean, Executive Director
Others Present:	George Park, Park Family Insurance

WELCOME - INTRODUCTIONS

The meeting opened at **6:10**, with a quorum present. Roberta Smith chaired the meeting. She welcomed George Park from Park Family Insurance to the meeting. Happy New Year to all.

ORAL COMMUNICATIONS

There were no oral communications. Karen shared a letter received from LAFCO regarding the Eastern Boundary Reorganization of the Aptos/La Selva Fire Protection District LAFCO No. 904. Karen also circulated an invitation to Helen Flach's (NRCS) retirement party which will be held in Davis, California on February 13, 2006 from 10:00-11:30AM.

MINUTES

Sheryl Bailey moved to approve the December 7, 2006 minutes as presented. Tom Lukens seconded the motion. All were in favor.

ACTION ITEMS

Program Discussion Items

Medical/Dental/Retirement Plan -- Karen informed the Board that she and Sharon have been researching medical, dental and retirement plans for District employees. Currently the District provides a stipend for employees to use toward health insurance and retirement plans of their own choosing. Other RCDs were queried to find out how they handled insurance/retirement and many suggested that she talk with George Park of Park Family Insurance. With the assistance of George Park, a suite of competitive options available to the RCD have been identified. The Board reviewed the various options available with the California Choice Plan, the Dental Coverage, 401(k) Retirement Plan and the Cafeteria Plan (Section 125). The Board of Directors will need to decide on the baseline coverage and then each employee will be able to decide if (s)he wants more or less coverage within each plan. Given the cost of the different options, it was suggested that the District pay 100 percent of the premium costs for the primary subscriber for the first year. However, in subsequent years the District would have to adjust the coverage percentages based on the amount premiums increase. Dependents would not be covered, though employees could choose to pay extra to insure dependants. The Cafeteria Plan is complementary to the health insurance coverage. This program allows employees to have money withdrawn pretax and placed into a special account each month for later disbursement. All related medical expenses including co-payments, uncovered premiums, dependant premiums, prescriptions, over-the-counter medications, supplements, and chiropractic and acupuncture costs could then be reimbursed from this account. This plan

provides tax savings to both the District and to the employee. Mr. Park explained that the tax savings to the District would more than offset the costs of administering the plan (\$600 per year). It was further explained that employees would have 90 days after December 31 to petition for reimbursement of any carry-over funds and, if funds remain, 80-90 percent of the funds must then be returned as taxable income to the employee. Mr. Park explained that open enrollment would be in February of each year and coverage would begin March 1. Karen pointed out that the Board will need to discuss action that will need to take place regarding two employees that receive different stipend amounts: Dustin DiMauro, who works in conjunction with State Parks, and Sharon Corkrean, who receives an increased stipend in lieu of raises covering a five-consecutive-year period. Roberta explained that the time this stipend for Sharon was made represented a very different time in the history of the District. The Board agreed that this is a personnel matter and should be placed on the agenda for the next meeting as a Closed Session item. Sheryl moved to identify a committee of two to three Directors to review this issue and bring it back to Board at the February Meeting's Closed Session. Tom Lukens seconded the motion. All were in favor. The identified committee will consist of Sheryl Bailey, Tom Lukens, and John Ricker. They will meet twenty minutes before the next meeting. Karen and Sharon will review the numbers and then bring this issue back to the Board. The Board then discussed the various options. A motion was presented to adopt an Employee Benefits Compensation Package (the bench mark of which will change from year to year) establishing the following Insurance Plans as the bench mark for the Santa Cruz County RCD: Healthnet HMO 25; Blue Shield PPO 1000; and the Humana PPO Dental. It was further moved to establish a 401K Plan with an employee match of dollar for dollar contribution up to 4½% of the employees' gross annual salary. In January of each year, prior to open enrollment the District will review the Compensation Package and adjust as necessary. John Ricker so moved. Sheryl Bailey seconded. All were in Favor. John Ricker then moved to approve the Contract for administration of the 401K and the Section 125 Cafeteria Plan with TASC for a total of \$1,260 per year (March 1, 2006-December 31, 2006, then January 1 to December 31 in subsequent years). Tom Lukens seconded the motion. All were in favor.

Resolution 2006-01 Pajaro 319 (h) Vegetative Treatment Systems and Farm Water Quality Plans -- Karen informed the RCD Board that the Vegetative Treatment Systems and Farm Water Quality grant agreement with the State Water Resources Quality Control Board contains language that would cause the RCD Board concern. Karen has been working on getting this language changed. However, the SWRCB has not yet agreed to the revisions and Karen is not confident that the SWRCB will agree to them. Karen has drafted a resolution included in which is a caveat that we are concerned with the grant language. RCD Board members discussed their concerns with the grant language and discussed options for dealing with this issue. John Ricker moved that the RCD accept Resolution 2006-01 and that we do everything we can to get the stream reach location versus GIS coordinates included in the grant agreement. The motion died for lack of a second. The RCD Board further discussed and clarified the issue. The RCD Board then made recommendations for altering the resolution to reflect the recording requirement concerns. Karen suggested the need to continue working with Central Coast Regional Water Quality Control Board staff, Monterey Bay National Marine Sanctuary, University of California and the State Water Resources Control Board on the Central Coast Agricultural Waiver Program Reporting Requirements. It is still unknown whether landowners will want to work within these guidelines. It was suggested that the RCD Board will need to look forward to evaluate the affect of the SWRCB requirements on the ability to implement RCD programs. Karen pointed out that the manure, the agriculture, and the roads projects are all using SWRCB as the funder and that we must look at a broader range of funding sources consistent with the RCD's mission. Sheryl Bailey moved to adopt the amended Resolution 2006-01. Tom Lukens seconded the motion. All were in favor.

Authority Approval for RCD Board Members -- Karen informed the Board that NRCS has no record of Jim McKenna being the authorized agent to sign to accept funds on behalf of the RCD Board. John Ricker moved to authorize Jim McKenna, Santa Cruz County RCD Board President, to act contractually and financially on behalf of the Board of Directors and grant authority to sign as such. John further moved to have Jim McKenna be the authorized RCD agent to sign contracts and to accept money from the 2002 Farm Bill Program from this day forward and retroactively to January 1, 2002. Sheryl Bailey seconded the motion. All were in favor.

BUDGET & FINANCE

Expenditures

General Expenditures – The General Expenditures for November and December 2005 were circulated for review. John Ricker moved to approve the November 2005 General Expenditures. Tom Lukens seconded the motion. All were in favor. John Ricker moved to approve the December 2005 General Expenditures. Tom Lukens seconded the motion. All were in favor.

Transfers

There were no Transfers.

REPORTS

Staff Reports

Karen informed the Board that Dawn Mathes has given notice of her resignation to be effective January 31, 2006. The position is currently being advertised; resumes are due by Friday, January 20, 2006. A farewell party is planned for Dawn at Michael's on Main Street (Soquel) for Friday, January 27 at 4:00pm.

Directors/Associate Director Reports

There were no Directors/Associate Directors Reports.

NRCS Reports

An NRCS Activity Report for November and December 2005 was distributed for review.

Calendar Dates

February 20-24 International Erosion Control Assoc., Environmental Connection 2006, Long Beach, CA.

ADJOURN

Adjournment

The meeting was adjourned at 8:10PM. The next **Board Meeting will be on February 8, 2006 at 6:30PM** at the Capitola Office, 820 Bay Avenue, Suite 128, Capitola.

James G. McKenna
President, Board of Directors

(TC:JGM)