

Board of Directors Meeting Minutes



March 14, 2023

9:00am

Online/Call-in ONLY

Members Present: Bill Rice (Dickinson Conservation District), Steve Kircher (Forest County Conservation Dept), Sheri Denowski (Marinette County), Scott Goodwin (Florence County LCD), Tracy Beckman (Lumberjack RC&D), Aaron McCullough (WDNR-Marinette), Amanda Pyke (USFS)

Members Absent: Larry Sommer (Lumberjack RC&D), Jeff Carlson (Menominee County)

Guests:

Staff: Lindsay Peterson (Coordinator), Amber Butterfield (DCD)

Meeting called to order at 9:00 am by S. Goodwin.

Board of Directors Special Meeting

1. **Approval of Agenda** – Motion to approve the agenda as presented was made by B. Rice / A. McCullough.
Motion carried.

2. **Wage Restructure – WRISC Staff**
 - a. **Discussion:** L. Peterson presented the following documents for reference: *Wage Structure & Analysis*, *MichiganCISMA-WageStructure*, and *WageRestructure-GrantBudgetAssessment*. These documents showcased cost of living analysis for Dickinson County, yearly salary comparison from similar Project Management positions in the region, wage & experience range for Michigan CISMA coordinators, and detailed budget breakdown of existing grant funds for wages by position. The board discussed these documents and the information presented and asked thorough questions. L. Peterson reported that she was confident that the current funding across all grants could sustain a wage increase. She also noted that her and A. Butterfield will be monitoring the project budgets closely and are able to adjust if needed, reverting wage rates to the previously budgeted wage rate if needed to sustain the project to completion. The board also held discussion on other position benefits including health insurance and if these could be explored further and discussed in more detail in the future. L. Peterson and A. Butterfield will do some research on available options for CISMAs. The board was in consensus that with the backlog of funding experienced due to COVID resulting in some current excess, that this was an appropriate time to move forward with adjusting these wage rates to be more competitive. The board agreed that this was a valid improvement and that they should further discuss a yearly scale for wage increases (potentially based on cost of living increases) to be applied for with new projects moving forward.

 - b. **Formal Recommendation:** After discussion, a motion was made to formally recommend to the Dickinson Conservation District board a wage increase for WRISC staff as follows: Coordinator - \$26.00/hr, Project Manager 1 - \$22.00/hr, Project Manager 2 - \$21.00/hr, and Seasonal Technicians - \$18.00/hr (as previously agreed upon at the February 1st, 2023 WRISC Board meeting). Motion made by T. Beckman / A. McCullough. *Motion carried.*

- c. S. Goodwin will attend the Dickinson CD meeting on Thursday March 16th, 2023 to present the formal recommendation to the DCD Board of Directors.

3. Adjourn. S. Goodwin adjourned the meeting at 9:42 AM.

Minutes compiled and submitted by Lindsay Peterson

Minutes approved on April 5th, 2023. Motion to approve the minutes made by S.Denowski/A.Pyke. Motion carried.