

KING CONSERVATION DISTRICT

Board of Supervisors  
Meeting Minutes

December 13th, 2021

1 **Supervisors Present:** Kirstin Haugen – Chair, Chris Porter – Vice Chair, Bill Knutsen –  
2 Supervisor, Brittney Bush Bollay – Supervisor, Burr Mosby – Supervisor

3 **Guests Present:** Jean Fike – WSCC, Michael Wilsey – WFSE, James Dannen –  
4 WFSE, Simon Farretta – King County Council, Alan Chapman – WACD, Erin  
5 Ericson – SVWID

6 **Staff Present:** Lorna Miss, Jessica Saavedra, Elizabeth Clark, Kathryn Lewis, Rosa Méndez-  
7 Perez, Mary Embleton, Laura Redmond, Carrie King, Mark Dostal, Erin Reed, Jamie Ward,  
8 Liz Stockton, Debbie Meisinger

9 **Preliminary Matters:**

10 Chair Haugen called the meeting to order at 5:00 PM. All attendees introduced themselves.

11 Chair Haugen asked for any additions or corrections to the agenda.

12 **Mosby moved; Bush Bollay seconded, passed unanimously a motion to approve the**  
13 **agenda (4-ayes, 0-nays).**

14 **Consent Agenda:**

15 **Bush Bollay moved; Mosby seconded, passed unanimously a motion to approve the**  
16 **consent agenda (4-ayes, 0-nays).**

17 **Public Comment:** There was no public comment.

18 **Reports:**

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20 Executive Director Méndez-Perez provided a monthly report to the Board.

21 Jessica Saavedra, shop steward, provided a monthly report for WFSE.

22 **Finance:**

23 Lewis presented the proposed 2022 budget, in alignment with the Interlocal Agreement with  
24 King County.

25 **Knutsen moved; Porter seconded, passed unanimously a motion to approve AI 21-081:**  
26 **2022 Budget (5-ayes, 0-nays).**

27 Erin Reed presented the KCD financial update and AI 21-083:Check Register.

28 **Bush Bollay moved; Porter seconded, passed unanimously a motion to approve AI 21-**  
29 **083: Check Register (5-ayes, 0-nays).**

30 **Unfinished Business:**

31 Rosa Méndez-Perez presented AI 21-084: 2022 – 2026 Long Range Plan for consideration.

32 **Bush Bollay moved; Porter seconded, passed unanimously a motion to approve AI 21-**  
33 **084: 2022-2026 Long Range Plan (4-ayes, 1-nay).**

34 The board discussed conservation district election reform.

35 **Mosby moved; Knutsen seconded, an amendment to strike section 2 “King**  
36 **Conservation District opposes land ownership and farm operator requirements for**  
37 **election to the Board of Supervisors” on AI 21-0072: Resolution #21-007: Conservation**  
38 **District Election Reform. Amendment failed (2-ayes, 3-nays).**

39 **Bush Bollay moved; Porter seconded, a motion to approve AI 21-072: Resolution #21-**  
40 **007: Conservation District Election Reform. Motion passed (3-ayes, 2-nays).**

41 Méndez-Perez presented the updated Cost Share Policy.

42 **Bush Bollay moved; Porter seconded, passed unanimously a motion to approve AI 21-**  
43 **077: Resolution #21-009: Cost Share Policy (5-ayes, 0-nays).**

44 Mark Dostal presented the 2020 KCD Annual Report.

45 **Knutsen moved; Mosby seconded, passed unanimously a motion to approve AI 21-082:**  
46 **2020 KCD Annual Report (5-ayes, 0-nays).**

47 **New Business:**

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49 Laura Redmond presented Landowner Incentive Program Applications – AI 21-078: Chris  
50 Hahn-Forest Health Management, AI 21-079: Joe Jornlin & Christine Page – Riparian  
51 Forest Buffer, and AI 21-080: Gary Remlinger – Stream Crossing. The Board will consider  
52 the applications at the January meeting.

53 There was no more business before the Board.

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55 **Porter moved; Bush Bollay seconded, passed unanimously a motion to adjourn the**  
56 **meeting at 6:52 PM (5-ayes, 0-nays).**

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Chris J. Porter

61

1/19/22

62 Authorized Signature

Date

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Summary of Motions

65 Mosby moved; Bush Bollay seconded, passed unanimously a motion to approve the  
66 agenda (4-ayes, 0-nays).

67 Bush Bollay moved; Mosby seconded, passed unanimously a motion to approve the  
68 consent agenda (4-ayes, 0-nays).

69 Knutsen moved; Porter seconded, passed unanimously a motion to approve AI 21-081:  
70 2022 Budget (5-ayes, 0-nays).

71 Bush Bollay moved; Porter seconded, passed unanimously a motion to approve AI 21-  
72 083: Check Register (5-ayes, 0-nays).

73 Bush Bollay moved; Porter seconded, passed unanimously a motion to approve AI 21-  
74 084: 2022-2026 Long Range Plan (4-ayes, 1-nay).

75 Mosby moved; Knutsen seconded, an amendment to strike section 2 "King  
76 Conservation District opposes land ownership and farm operator requirements for  
77 election to the Board of Supervisors" on AI 21-0072: Resolution #21-007: Conservation  
78 District Election Reform. Amendment failed (2-ayes, 3-nays).

79 Bush Bollay moved; Porter seconded, a motion to approve AI 21-072: Resolution #21-  
80 007: Conservation District Election Reform. Motion passed (3-ayes, 2-nays).

81 Bush Bollay moved; Porter seconded, passed unanimously a motion to approve AI 21-  
82 077: Resolution #21-009: Cost Share Policy (5-ayes, 0-nays).

83 Knutsen moved; Mosby seconded, passed unanimously a motion to approve AI 21-082:  
84 2020 KCD Annual Report (5-ayes, 0-nays).

85 Porter moved; Bush Bollay seconded, passed unanimously a motion to adjourn the  
86 meeting at 6:52 PM (5-ayes, 0-nays).

WFSE Union Staff Update  
KCD Board of Supervisors Meeting  
12/13/21  
Presented by Jessica Saavedra

I'm here on behalf of represented staff, in my role as a shop steward. My fellow shop stewards are Mike Lasecki and Nikki Wolf. Our role as shop stewards is to listen to staff concerns and relay them to management. We appreciate having time on the Board meeting agenda for regular union updates.

We'd like to acknowledge that we are finally gaining momentum on the following issues.

- Agreements have been made from the demand to bargain over the reorg
- We're negotiating to get a fair COLA for staff next year
- Salary study and system to be done by mid-year 2022
- Looking forward to implementation of KCD's 1st payroll system in 2022

BUT,

Multiple Executive Director transitions has made progress extremely challenging; the board is ultimately responsible for adhering to the CBA.

Represented staff (~20 members) want to bring the following to the Board's attention.

- We are disappointed progress has taken so long.
- Staff want certainty about pay and their supervisor
- We are concerned about retention of existing staff and effectiveness of the organization as a whole
- Staff have acted in good faith, stepped up to keep KCD moving forward despite major transitions and being patiently frustrated
- Delays in hiring vacant positions are having an impact on morale and getting work done effectively
- Staff need the Stewardship Director position filled and we need more than 12 hours/week of HR support
  - Director of Stewardship Programs position has been vacant since October 2020
    - While not a represented position, this position supported the majority of programs at KCD and is urgently needed by represented staff
  - HR Services at 12 hrs per week are inadequate for the needs of the organization
    - Staff need more support for Public Records Requests and basic HR support
- We are concerned about an aggressive hiring plan taking place in the first 6 months of 2022 before a salary system/study is established
  - Existing staff salaries have not been reconciled with updated position descriptions
  - On top of this, when director positions were abrogated, staff have taken on additional duties without commensurate compensation as stipulated in CBA article 39.3 about pay for performing the duties of a higher classification

- Position descriptions were supposed to be updated in time for the 2021 bargaining for wages
  - Bargaining for wages in the first CBA was pushed to 2021, staff wages were not prioritized and did not happen by the deadline in the CBA of 12/31/21
  - Heard from management in July of 2021 that position descriptions were being worked on
  - Staff are still waiting for updated position descriptions from management that match what they are currently doing and bargaining for wages has been postponed by 7 months
  - Salary study cannot be done effectively without up to date position descriptions

We're hoping for quicker resolutions of these issues in 2022 through the Union Management Communication Committee and the 2022 reopener for bargaining wages which will include salary ranges, steps, and periodic increases for staff as stipulated by CBA article 39.1 C.

We welcome questions and ongoing, transparent dialogue on these issues. Thank you.