



Harney Soil & Water Conservation District
PO Box 848
530 Hwy 20 South, Hines, OR 97738
Phone: 541.573.5010
Email: Hswcd1@gmail.com

What: Special Meeting Minutes
When: March 9, 2021
Time: 4:30 p.m.
**Where: Harney County Courthouse, Basement meeting room
(450 North Buena Vista, Burns, OR)**

Attendees:

Members of the Board:

Jeff Hussey, Chair; Scott Franklin, Vice Chair; Carol Dunten; Secretary/Treasurer; Susan Doverspike, Zone 1; Ken Bentz, Zone 5; Ryan Peila, At-large 1

Members of the Staff:

Shannon Brubaker, District Manager; Jason Kesling, Sage Grouse/Rangeland Habitat Planner; Sarah Mundy, Sage Grouse Program Coordinator

Members of the public and partners:

Alfred Dunten, public; Eric Nussbaum, ODA; Jim Campbell, Harney County Weed Control; Randy Weist, Oregon State Lands; Zola Ryan, NRCS.

Meeting Content

Welcome and Introductions

Chair Hussey requested all in attendance to introduce themselves and for those on the phone to identify themselves and organizations for the record.

Meeting overview and purpose

Chair Hussey gave a brief overview of the purpose for the special meeting and opened up discussion pertaining to the resignation of current District Manager Shannon Brubaker. There was no discussion at this time.

Chair Hussey requested Board to refer to the updated position description for the District Manager and opened discussion to the Board.

Board member Susan Doverspike, requested a brief comparison be provided by the current District Manager. To which Shannon Brubaker provided the outline of the changes to include formality changes to fall in line with other district manager positions to create consistency. Sections were adjusted to outline oversight of the position and specific oversight by the District Manager. Board member Susan Doverspike, pointed out the need for a qualification to include fiduciary responsibility, brief discussion was had. An understanding that the positions duties include the requirement for grants and



Harney Soil & Water Conservation District
PO Box 848
530 Hwy 20 South, Hines, OR 97738
Phone: 541.573.5010
Email: Hswcd1@gmail.com

financial management and consideration for fiduciary responsibility be added as a preferred qualification was made.

Hiring replacement: Promotion from within

Chair Hussey, requested the Board to refer to materials submitted by Jason Kesling current District Sage Grouse/Rangeland Planner and opened discussion regarding the potential to replace current district manager with an internal promotion.

Secretary/Treasurer, Dunten commented toward the process for hiring indicating that she felt it bordered on nepotism and ethics violations. Additional comments from Board members included, Ryan Peila, feeling the momentum is positive right now with current staff and this has the potential to keep this going, at times it is difficult to find the right fit for a position and for the community it is in it isn't easy to see it on a resume' and Jason already has this fit. Board Members, Ken Bentz and Scott Franklin expressed agreement to Ryan Peila's comments. Board Member, Susan Doverspike expressed concerns about leaving the District in good standing with funders and requested current District Manager work diligently to submit past due reports and financials to bring things up to date, Shannon agreed.

Chair requested comments from public and partners present.

Staff member, Sarah Mundy indicated a decision like this would be helpful to the SWCD team to maintain continuity. Eric Nussbaum, ODA addressed the concern for perception indicating that many districts have in fact done this practice. Zola Ryan pointed out that hiring from within does occur often, she indicated that District employees are often asked if they would like to apply for the position, she understood this was done in a direct and relaxed fashion verses formally. Comments were requested from Jason and a brief interview took place.

Action item: Board decision

Chair Hussey called for a motion to accept the District Manager resignation as submitted. Motion made by Secretary/Treasurer Dunten, Seconded by Board Member Ken Bentz. All members moved to accept. Motion carries.

Chair Hussey called for a motion to promote Jason Kesling as the new District Manager of Harney SWCD. Motion made by Board Member Ken Bentz, Seconded by Board Member Ryan Peila. Board member vote 5 yes, 1 no - Carol Dunten, Secretary/Treasurere. Motion carries.

5:30 p.m. Meeting adjourn