



Guadalupe-Coyote Resource Conservation District (GCRCD)

An independent special district of the State of California

SUMMARY MINUTES

Regular Meeting of the Board of Directors
Thursday, October 1, 2020 at 5:00 p.m.

Rick Lanman, M.D.
President

Gary Jahns, Ph.D.
Vice-President

Tess Byler
Director

Bill Leikam
Director

John Vidovich
Director

Roger Castillo
Director Emeritus

Nathan Hale
Associate Director

Larry Johmann
Associate Director
Director Emeritus

Stephanie Moreno
Executive Director
District Clerk

Richard Roos-Collins
District Counsel

Julie Gantenbein
District Counsel

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NOTICE PERTAINING TO TELECONFERENCING AND PUBLIC ACCESS TO THE MEETING

Due to the Shelter-in-Place Order issued by Governor Gavin Newsom and the Santa Clara County Health Officer in response to COVID-19, this meeting was held via Zoom teleconference only, as permitted by the Governor's Executive Order N-29-20, Section 3. Call-in information for the meeting was provided on the agenda.

Note: Though agenda items may be considered out of order to accommodate the schedules of guest speakers and/or members of the public in attendance for a specific item, the official minutes remain recorded in the same order as originally published in the official agenda. Number of votes are reflected in the following order: Aye-Nay-Abstention, with nays and abstentions called out by Director name.

1. Call to Order

Meeting was called to order at 5:07 p.m. by Vice-President Jahns, who chaired the meeting for the first hour, before turning it over to President Lanman. Directors present for the meeting: President Rick Lanman, Vice-President Gary Jahns, and Directors Tess Byler (arrived at 5:26 p.m.; left at 7:10 p.m.), and Bill Leikam. Director John Vidovich was absent. Staff present: Stephanie Moreno, Executive Director/District Clerk.

2. Approval of Agenda

Motion: Approve the agenda as presented. (Leikam/Lanman; 3-0-0; Byler/Vidovich absent)

3. Public Comment: None

4. Consent Agenda

Motion: Approve the consent agenda as presented. (Leikam/Lanman; 3-0-0; Byler/Vidovich absent)

5. Presentation

Diversity, Equity and Inclusion (DEI): Call to Action to Move Forward. Erika Boyland, Chair for the 2020 California NRCS Civil Rights Advisory Committee, gave a presentation and facilitated discussion among the Board members regarding a process for moving forward with the District's commitments outlined in its June 9, 2020, Statement of Diversity and Inclusion. The Board

and other attendees discussed various ideas to bring the District's statement of diversity and inclusion to life, including how to achieve greater diversity on the Board; methods to reach out to local community leaders; ways to include youth and engage college students; using the Santa Clara Valley Open Space District's *Understanding Our Community* reports as a resource; finding a symbol to gather everyone in the community together (such as the pollinator project); considering ways to collaborate with non-governmental organizations (NGOs) who are already involved in outreach efforts to underserved communities; actively recruiting additional Associate Directors; and developing a mechanism to involve each of the Directors and Associate Directors in the community outreach effort. Director Leikam requested that Executive Director Moreno send out a list of possible actions from which the Directors could choose to take on individually.

Motion: Authorize the President to send a letter to the President of the Board of Supervisors to request a meeting regarding the Board appointments; President will emphasize the Directors want to achieve more diversity on the Board, relay the District's outreach efforts, and request the Board of Supervisors' support for those efforts. (Jahns/Byler; 4-0-0; Vidovich absent)

In response to Director Lanman's question, Director Byler indicated she did not feel she can continue serving on the Board due to work-related time commitments.

6. Partner Reports

- 6.1 *USDA-NRCS Reports:* James Booth, District Conservationist for the Hollister Service Center, gave very positive feedback to the Board on its DEI and natural resource conservation efforts, and updated the Board on the SCU Lightning Complex fire recovery activities.
- 6.2 *Valley Water Report:* Domingo Candelas, Local Government Affairs, reported that GCRCD's fee waiver request for the Silver Lake Linear Park Wetlands Study has been approved and that a new Valley Water grant cycle has opened up, with applications due December 1, 2020. He also responded to questions from President Lanman regarding the dewatering releases from Anderson Dam, and will follow up on whether Valley Water plans any fish barrier removal projects while Coyote Creek is dry.
- 6.3 *Other Partner Reports:* None.

7. Programs and Projects

- 7.1 *Local Work Group (LWG) Meeting:* Executive Director Moreno gave a report on plans for the NRCS-RCD Local Work Group meeting and indicated that instead of a Zoom meeting, it has been suggested to take an online survey, which is being investigated as an option. She also indicated that she would be presenting the long-range plan for LWG feedback.
- 7.2 *SCU Lightning Complex Fires:* Executive Director Moreno gave a report on the status of CAL FIRE's fire suppression repairs for landowners, a brief overview of the Watershed Emergency Response Team (WERT) evaluation, and shared an offer she made to CAL FIRE regarding the possibility of entering into an agreement pursuant to Public Resources Code 9003 to provide pass-through funding to landowners for fire suppression repairs in order to reduce the timeframe for repairs and potentially reduce State costs.
- 7.3 *Post-Fire Technical Assistance and Re-Oaking Program:* Executive Director Moreno gave an update on initial outreach to potential post-fire technical assistance providers, including Point Blue. She requested an allocation of \$10,000 in the FY20-21 Budget for agreements to provide fire recovery technical assistance. Jennifer Benson from Point Blue briefly addressed the Board. President Lanman suggested there be outreach to the San Antonio Valley Ecological Reserve, which was in the fire area and has its own Tule elk herd. President Lanman also gave a brief presentation regarding the ability of a string of beaver dams to act as a fire break and/or refuge for wildlife, and mentioned other ways beavers can assist with reducing fire

risk. He is interested in generating more discussion regarding their potential value to ranchers and other landowners; Executive Director Moreno suggested setting up a meeting with CDFW to explore options.

Motion: Approve an amendment to the FY20-21 Budget to allocate \$10,000 to a new post-fire technical assistance line item. (Byler/Leikam; 4-0-0; Vidovich absent)

- 7.4 *Working Lands Climate Action Project:* Executive Director Moreno gave an update on the recent successful agricultural producer focus group and outlined next steps.
- 7.5 *Pond-IT Project:* Executive Director Moreno gave an update on the status of third-party beta-testing of the Excel- and Python-based versions of the hydroperiod water balance model/guidebook and reviewed next steps.
- 7.6 *Community Grant Program:* Executive Director Moreno reviewed the updated application for the grant program, and solicited feedback from the Board regarding the rating sheet. There was a request to include environmental justice examples to make the application requirements easier to understand and complete. Vice-President Jahns and Associate Director Hale agreed to serve as an ad hoc committee for revising the rating sheet. President Lanman, Vice-President Jahns, and Associate Director Hale volunteered to review applications.

8. Administration

- 8.1 *Joint Board Meeting with Loma Prieta RCD:* Loma Prieta RCD is unable to schedule a joint Board meeting at this time. Executive Director Moreno indicated that LAFCO will be presenting at the November 5, 2020 Board meeting, and can give an overview of the consolidation process in the event another resource conservation district is interested in exploring that option with the District in the future.
- 8.2 *2019-2024 Long Range Plan:* Executive Moreno reported that the Long Range Plan is completed and will be posted to the website, and noted the *Fire and Fuel Load* area of strategic focus has been retitled *Fire Risk*. She suggested each Director take responsibility for monitoring District progress on one area of strategic focus, and the Board agreed. Director Byler expressed her interest in being assigned to *Climate Change*, and President Lanman expressed his interest in either *Biodiversity* or *Fire Risk*. Executive Director Moreno will send out a survey to the Directors to determine everyone's individual interest so that each of the seven areas of strategic focus can be assigned to a Director.
- 8.3 *Website:* Executive Director Moreno reported that the District has been awarded a Special District Leadership Foundation scholarship, which will pay for the \$75 monthly fee to use Streamline for 15 months, after which the District would be responsible for the monthly cost. She received authorization from the Board to proceed with the website transition.
- 8.4 *Executive Director Compensation Agreement:* President Lanman reviewed the Labor Negotiation Committee's recommendation to approve an interim increase to the Executive Director's salary of \$166.66/month for a 2% cost-of-living increase and \$500/month (retroactive to May 2020) to cover the increase in her health insurance costs as a result of the federally-mandated change from the District's group health plan to a Medicare plan, for a total annual salary increase of \$7,999.92. This represents a cost-savings to the District due to the reduction in the District's group health plan costs, currently budgeted at \$14,400/year under the terms of the Executive Director's compensation agreement. President Lanman said the committee has also agreed to resume salary discussions with the Executive Director as soon as they complete her performance review, and will bring back any additional recommendations to the Board for approval. Executive Director Moreno clarified that of the proposed salary increase, her net annual salary increase is only \$2,000 (a 2% increase) because the remaining balance is to rectify the impact from her increased health care costs

due to the loss of group health insurance previously paid entirely by the District as part of her compensation agreement.

Motion: Approve the recommendation of the Labor Negotiation Committee for a \$566.66/month increase to the Executive Director's salary, retroactive to May 2020. (Jahns/Leikam; 3-0-0; Byler/Vidovich absent.)

9. Director/Associate Director/Staff Updates: Directors, Associate Directors and the Executive Director gave individual updates on topics and activities relevant to GCRCD.

10. Adjourn Meeting

Consent Agenda

- 4.1 Approve minutes for the June 4, 2020 Regular and Special Board meetings.
- 4.2 Approve minutes for the June 9, 2020 Special Board meeting.
- 4.3 Approve minutes for the July 15, 2020 Special Board meeting.
- 4.4 Approve minutes for the August 11, 2020 Regular Board meeting.
- 4.5 Approve minutes for the September 3, 2020 Regular Board meeting.
- 4.6 Accept financial reports for September 2020.
- 4.7 Approve updated FY20-21 Annual Work Plan (now indicates planned activities with high priorities).
- 4.8 Authorize Executive Director to sign partnership agreement with Veggielution Community Farm in the amount of \$2,000 for the Xerces Monarch Butterfly and Pollinator Hedgerow Project.

Information Only:

- 4.9 Letter to Valley Water Board Chair Nai Hsueh from GCRCD Board President Rick Lanman, requesting a meeting with Chair Hsueh, President Lanman, Valley Water CEO Rick Callender, and GCRCD Executive Director Moreno; dated August 6, 2020.
- 4.10 Letter to GCRCD Board President Rick Lanman from Valley Water Board Chair Nai Hsueh, in follow-up to the meeting held on August 28, 2020; dated September 2, 2020.
- 4.11 Letter to City of San Jose; *GCRCD Comments on the Draft Supplemental EIR for the Almaden Office Project*; September 21, 2020.
- 4.12 Email from State Water Resources Control Board; *Summary of Comments and 2018 California Integrated Report (Clean Water Act Section 303(d) List and 305(b) Report) and Proposed Final Staff Report*; September 18, 2020.