



# Monthly Board Meeting Agenda

## Thursday, December 18, 2025 – 4:00 PM

11360 Highway 212, Suite 6, Cologne, MN | Phone: (952) 466-5230  
*Meeting will be held in conference room 1*

*Please note the time change for the December meeting.*

1. **Meeting called to order by Chair Zabel**
2. **Public Comments** – Limited to 5 Minutes
3. **Agenda review and adoption**
4. **Agency Reports**
  - a. Carver County Report
  - b. FSA Report
  - c. NRCS Report
5. **Consent Agenda Action Items**
  - a. Approval of November 20, 2025, Board Meeting Minutes *Pages 1-4*
  - b. Acceptance of the November Treasurer's Report *Pages 5-10*
6. **Regular Agenda Items**
  - a. Pollinator projects approvals *Pages 11-17*
  - b. Ron Olson grade stabilization cost-share reimbursement approval *Pages 18-20*
  - c. Terrain Holdings LLC cost-share reimbursement approval *Pages 21-23*
  - d. Review Zellman projects - no action needed funded through South Fork Crow River *Pages 24-27*
  - e. Lind cost-share – discussion/approval (*more details will be available at the meeting*) *Pages 28-29*
  - f. JPA Agreement approval for the SWCD to participate in Carver County's insurance benefits *Pages 30-37*
  - g. Review and approve Personnel Committee recommendations for 2026 compensation plan *Pages 38-39*
7. **SWCD Board Committee & SWCD Staff Monthly Reports**
  - a. Personnel Committee (Zabel; Zbinden) – Met Dec. 10 – items in 6.g. above  
Felicia's SWCD anniversary 12/28 – 32 years!
  - b. Metro Conservation Districts Committee (Zbinden; Lynch alt.) – did not meet
  - c. Education & Outreach Committee (Sons, Lynch) – did not meet
  - d. Budget Committee (Sons, Zbinden) – did not meet
  - e. WMO Advisory Committee (Zbinden; Sons alt.) – did not meet
  - f. South Fork Crow River 1W1P (Zabel; Lynch alt.) – did not meet
  - g. SWCD Staff Monthly Progress Report *Pages 40-42*
8. **Board of Supervisors announcements**
  - a. Supervisors Compensation Forms are due by December 18! Please bring them to the Board meeting.
  - b. Upcoming meetings/events:
    - December 18 – SWCD Board meeting, **4:00 PM**
    - December 24-25 – Christmas Holiday observed (SWCD office closed)
    - January 1 – New Year's Day (SWCD office closed)
    - January 15 – SWCD Board meeting, organizational meeting 8:00 a.m.
9. **Adjourn**