



DELTA CONSERVATION DISTRICT

GLADSTONE SERVICE CENTER.

2003 MINNEAPOLIS AVE. GLADSTONE, MI 49837

BOARD MEETING MINUTES

December 29, 2023

A **Special Meeting** of the Delta Conservation District was called to order on December 29, 2023 at 2:05 PM at the USDA Gladstone Service Center by Delta Conservation District Chair Joe Kaplan

Pledge of Allegiance

Roll Call – PRESENT Segorski, Brockman, VandeWater, and Kaplan. ABSENT: Ross

Approval of Agenda – Segorski motioned, Brockman seconded to accept agenda. Motioned carried.

Conflict of Interest - None

Public Comment on agenda - None

New Business –

- 1) **Hiring District Manager**- VandeWater provided background on the candidate, Heather LeDuc, interviewed by the District’s Personnel Committee (Kaplan & VandeWater), a representative from the Natural Resource Conservation Service (Mike Van Wyk), and the Michigan Department of Natural Resources (Rachael Guth) on December 14, 2023. VandeWater followed up with numerous references and all provided positive response for her abilities related to managing people, public outreach, interactions with others. VandeWater provided a positive review of her references and interview.

Kaplan provided additional background on the candidate’s previous experience a District Manager from 2020-2022. Board discussion related to her qualifications and experience, advertised salary range (\$50-\$60K), advancement opportunities, personnel policy, insurance. Brockman motioned, second by Segorski to offer Heather LeDuc the position of District Manager for a year contract with review at 6 months, per policy.

Additional discussion focused on length of contract recognizing there is no board policy regarding employee contracts and general District finances. Some board members recommend a longer contract length. Segorski and VandeWater suggested keeping the position consistent with our personnel policies which includes at will employment with a 6-month probationary period. *Brockman amended his motion to offer Heather LeDuc*

the District Manager position with a starting salary of \$60,000 following the District's Personnel Policy. Segorski seconded the motion. Motioned carried unanimously.

2. General Public Comment *Commissioner Viau* suggested leaving more “wobble-room” for contract negotiations. He also offered his appreciation to Rory Mattson tenure as District Manager and wanted to offer his thanks (Rory was on vacation). He also offered his hope that the District and the County renew their interest in partnering together to the benefit of the County.

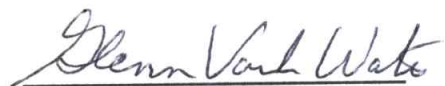
Chris Williams (Ford River Township) - Recommended having a one-year contract with District manager. In absence of a contract, she recommends that the Personnel Policy is amended to have an evaluation process for employees on a regular basis to give employees the opportunity to engage the board from their perspective. This will promote morale, equality, and employee advancement.

3. Board member Comments: *VandeWater*- there will be an opportunity for employee evaluation and discussion at 6-months. He expressed his confidence that the District has made the right choice and is heading in the right direction. *Segorski* – added “the longest journey starts with one step. *Kaplan* – expressed his appreciation to be at this point and that the “future is bright”. *Brockman* – where we are standing today is on the threshold of the future and his surprise that the District met the daunting task of moving District operations from Parks as this required a lot of work. Brockman expressed his disappointment in not being able to reach agreements to share District-owned equipment that previously was used for managing the parks. He hopes in the future that an Advisory Board will be established to guide how County-owned lands are managed on behalf of the Park. Brockman added that there was strong support at the District to open opportunities for the public and the public showed support of this through the outcome of the District elections.

4. Adjourn – Brockman motioned to adjourn at 3:15pm

These draft minutes submitted by Joe Kaplan. Complete meeting recording available on the District's YouTube channel at [Delta Conservation District Board Meeting 10-13-2023 - YouTube](https://www.youtube.com/watch?v=XhrPtFK6KPo) (<https://youtu.be/XhrPtFK6KPo>) or through the District's website at [Board Meetings](https://www.deltacd.org/board-meetings.html) ([deltacd.org](https://www.deltacd.org)) (<https://www.deltacd.org/board-meetings.html>).

Meeting Minutes approved on January 10, 2024.



Glenn VandeWater, Secretary