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MINNESOTA SOIL & WATER CONSERVATION DISTRICTS

Minutes of the Sibley Soil & Water Conservation District, 112 5th Street Gaylord, MN on December 9, 2025.

The meeting was called to order by Vice Chair – Wiemann at 3:59 p.m.

Members Present: Vice Chair, Paul Wiemann
Secretary, Robert Nielsen
Treasurer, Wayne Grams
Member, Kathleen Thies

Others Present: District Manager, Joel Wurscher
Senior District Technician, Jeremy Buckentin
Water Resources Coordinator, Jack Bushman
Conservation Technician, Tara O'Brien
Operations Specialist, Hayley Thies
FSA – County Executive Director, Jennifer King
NRCS – District Conservationist, Christopher Eng
BWSR – Board Conservationist, Shane Bugeja

Upon a motion by K. Thies and seconded by Grams, it was moved to approve the December 2025 meeting agenda with the cancellation of the Ag BMP item. Ayes Wiemann, Grams, K. Thies. Carried.

Upon a motion by Wiemann and seconded by Grams, it was moved to approve the minutes of the November 2025 meeting as presented. Ayes Wiemann, Grams, K. Thies. Carried.

Upon a motion by K. Thies and seconded by Grams, it was moved to approve twenty-seven paid bills for the month of November totaling \$53,895.69. Ayes Wiemann, Grams, K. Thies. Carried.

Upon a motion by Wiemann and seconded by K. Thies, it was moved to approve the December 2025 Treasurer's report subjected to audit. Ayes Wiemann, Grams, K. Thies. Carried.

NRCS Report: See attached.

FSA Report: See attached.

BWSR Report: Bugeja informed the Board that the public hearing for the Middle MN Comprehensive Watershed Plan will be December 15. He advertised the availability of a Minnesota Office of Soil Health education and outreach grant, mentioned that there are approximately 95 RCPP grants remaining in the state, and provided the update that CRP Incentive reporting is due next month.

Old Business: None

New Business:

Cost Share: The contract holder for PWP-3 has requested their well water treatment cost share payment. The contract is for a reverse osmosis system in Green Isle Township. Upon a motion by K. Thies and seconded by Grams, it was moved to approve the requested cost share payment of \$1,222.50. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

An amendment request (A-1) was made to contract FY25 WBIF-1, a multi-species 3-year cover crop contract located in Lake Prairie Township. The contract holder was able to plant 165 out of the 188 originally contracted acres. The original contract at \$55/acre was \$10,340 per year or \$31,020 total. By amending the contract, the payment would maintain the rate of \$55/acre but would amount to \$9,075 per year or \$27,225 total for the 165 acres. Upon a motion by Nielsen and seconded by K. Thies, it was moved to approve the A-1 amendment request. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

With the amendment approved, the contract holder for FY25 WBIF-1 requested all three years' payments toward the contract. Upon a motion by Grams and seconded by Nielsen, it was moved to approve the payment of \$27,225. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

The contract holder for FY25 WBIF-2 has requested all three years' payments toward 284 acres per year of multi-species cover crops in Lake Prairie Township. Upon a motion by Nielsen and seconded by Grams, it was moved to approve the payment of \$46,860. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

The contract holder for FY25 WBIF-12 has requested all three years' payments toward 288 acres per year of multi-species cover crops in Bernadotte, Lake Prairie, and New Sweden Townships. Upon a motion by K. Thies and seconded by Grams, it was moved to approve the payment of \$47,520. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

The contract holder for FY25 WBIF-5 has requested their payment toward a WASCOP in Faxon Township. The project cost totaled \$17,990 and the contract holder will receive an EQIP payment of \$8,435.87. Upon a motion by Grams and seconded by Nielsen, it was moved to approve the cost share payment of \$9,540. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

The contract holder for FY25 WBIF-7 has requested their payment toward a WASCOP in Henderson Township. The project cost totaled \$8,362.95 and the contract holder will receive an EQIP payment of \$2,446.90. Upon a motion by Nielsen and seconded by K. Thies, it was moved to approve the cost share payment of \$5,916.05. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

The contract holder for FY25 CC-2 has requested their payment toward a WASCOP in Arlington Township. The project cost totaled \$13,802.65 and cost share is being requested from both Conservation Contracts and local non-state funding. Upon a motion by Nielsen and seconded by K. Thies, it was moved to approve the cost share payments of \$12,422.39 from Conservation Contracts, closing out the grant, and the remaining \$1,380.23 from local non-state funding. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

The contract holder for 72-1-1 has requested their cost share payment toward 76.4 acres of single species cover crops in Dryden Township. Upon a motion by K. Thies and seconded by Wiemann, it was moved to approve the cost share payment of \$2,674. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

The contract holder for 72-1-2 has requested their cost share payment toward 73 acres of single species cover crops in Dryden Township. Upon a motion by Nielsen and seconded by Grams, it was moved to approve the cost share payment of \$2,555. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

The contract holder for 72-1-3 has requested their cost share payment toward 200.5 acres of multi species cover crops in Sibley Township. Upon a motion by K. Thies and seconded by Grams, it was moved to approve the cost share payment of \$9,022.50. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

The contract holder for 72-1-5 has requested their first-year cost share payment toward 200 acres of multi species cover crops in Severance Township. Upon a motion by K. Thies and seconded by Nielsen, it was moved to approve the cost share payment of \$9,000. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

The contract holder for 72-1-7 has requested their first-year cost share payment toward 38.9 acres of single species cover crops in Moltke Township. Upon a motion by Nielsen and seconded by K. Thies, it was moved to approve the cost share payment of \$1,361.50. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

The contract holder for 72-1-8 has requested their first-year cost share payment toward 136.8 acres of multi species cover crops in Washington Lake and Jessenland Townships. Upon a motion by Nielsen and seconded by Grams, it was moved to approve the cost share payment of \$6,156. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

2025 Performance Evaluations: Wiemann announced that a personnel committee meeting was held on December 8 to discuss annual reviews. After some discussion, a motion was made by Wiemann and seconded by Nielsen, moving to approve the personnel committee's recommendations for each employee to receive a step increase using the approved 2026 Sibley County performance matrix starting the first pay period in January. The motion also recommended ending H. Thies' probationary period. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

2026 Supervisor Committees/Assignments: Upon a motion by Wiemann and seconded by Grams, it was moved to approve the 2026 board positions as follows: Chair –Wiemann, Vice Chair – Nielsen, Secretary – Grams, Treasurer – K. Thies, Member – Evenson. This motion also included leaving all committee assignments as they were in 2025. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

2026 Banking: Upon a motion by Grams and seconded by Nielsen, it was moved to leave all banking matters as they were in 2025. ProGrowth Bank in Gaylord will remain official depository and Wiemann will maintain signing authority on all bank accounts. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

Supervisor & Staff Reports: See attached staff reports.

Other Business: Wurscher provided an update on the AIS project at Clear Lake. The project is not complete yet, and the contractor has requested partial payment for the work completed to date. An invoice was submitted by the contractor for \$17,400 of the \$26,000 bid. Houston Engineering Inc has suggested a 5% retainage of \$870, lowering the partial payment to \$16,530. After some discussion, a motion was made by Wiemann and seconded by Grams to pay the contractor \$16,530 with the contingency that HEI have a conversation with the contractor to stress the urgency of the project's completion. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

Next Meeting: January 13, 2026, starting at 4:00 p.m., located at 112 5th Street, Gaylord, MN.

Adjourn: Upon a motion by Grams and seconded by Nielsen, it was moved to adjourn the meeting at 5:29 p.m. Ayes Wiemann, Nielsen, Grams, K. Thies. Carried.

Approved: January 13, 2026


Secretary

