

**PACD District Employees Committee  
Zoom Meeting  
January 11, 2023  
11:00 AM**

**Minutes**

**Welcome and Roll Call**

Jamie Knecht welcomed everyone and called the meeting to order at 11:05AM.

*Committee members in attendance:* Jamie Knecht, Wayne County; Sandy Thompson, McKean County; Jenna St. Clair, Schuylkill County; Kate Wehler, Elk County; Jeff Pflug, Beaver County; Holly Kaplan, Lehigh County; Kristina Heany, Monroe County.

*Guests in attendance:* Brenda Shambaugh, PACD; Holly Miller, PACD; Matt Miller, PACD; Frank Schneider, SCC; Janet Creegan, DEP; Doug Deutsch, Wyoming County; Susannah Harris, DEP; John Dryzal, Cambria County; Susan Gallagher, Carbon County; John Motz, Monroe County; Dean Druckenmiller, Berks County; Chris Snyder, Juniata County; Chris Grimsley, PACD; Michele Marsh, Cumberland County.

**Minutes of Previous Meetings**

The minutes of the previous meeting were emailed for review.

*It was moved by Sandy Thompson and seconded by Kate Wehler to approve the minutes of the January 7, 2022, meeting. Motion carried.*

*It was moved by Kate Wehler and seconded by Jeff Pflug to approve the minutes of the July 8, 2022, meeting. Motion carried.*

**Conservation District Training Opportunities – PACD**

Holly Miller, PACD Program Manager, shared information on training opportunities coordinated by PACD and provided a list showing 2023 training opportunities offered by PACD.

**Leadership Development Program – Matt Miller**

Matt Miller, PACD Leadership Development shared information on 2023 training opportunities coordinated by PACD and Leadership Development.

**Salary and Benefits Survey Update**

Holly gave an update on the internal salary survey that conservation districts filled out. About 40 conservation districts submitted information for almost 500 staff positions. The internal salary survey was sent to the consultants that are compiling the statewide salary study. The consultant emailed PACD the salary portion of the study and we are waiting for the benefits portion. Once we have all components, PACD will email the entire package to conservation districts along with

a request for a maximum \$500 voluntary donation from each district to defray the cost of hiring the consultant. The salary survey will help justify the continuation of increased funding for conservation districts in the state budget.

Jamie shared how she was able to create an assistant manager position and increase staff salaries in Wayne County.

### **Identify and Assess District Staff Needs**

No district staff needs were identified or assessed during the meeting.

Brenda thanked all the conservation districts for volunteering at the Farm Show. Every volunteer spot was filled this year.

All 66 districts submitted a highlights page. Brenda thanked everyone for their contributions. Brenda began sending emails to legislators that include the highlights pages of the counties they represent and a link to the entire package. A white paper was included this year as well that provides a description of a conservation district, challenges that occur, and possible solutions to those challenges. She strongly suggested that conservation districts follow-up with legislators about this information in the next few weeks.

After the Governor's budget address, we will begin all over again with meeting with legislators. PACD will send a paper to legislators that addresses conservation district legislative priorities. The number one priority is the continuation of increased funding for conservation districts.

Brenda also mentioned that on January 12 there will be a Senate Environmental Resources and Energy information session. She will be highlighting the importance of increased funding for conservation districts and describing some things districts are gearing up for regarding ACAP. She will also be highlighting the work completed by conservation districts as part of our riparian buffer and ag plan reimbursement programs.

PACD will be asking for volunteers for our PSATS booth in April.

The Governor's budget address will be March 7, 2023.

Chris Grimsley, PACD Instructional Designer, introduced himself to the group. Welcome, Chris!

### **Adjourn**

*It was moved by Jeff Pflug and seconded by Kate Wehler to adjourn the meeting. Motion carried*

The meeting was adjourned at 11:47AM.