

**PACD District Employees Committee
Wyndham State College, Boalsburg, PA
January 22, 2020
10:00AM**

Minutes

Welcome and Roll Call

Chairwoman Sandy Thompson welcomed everyone and called the meeting to order at 10am.

Committee members in attendance: Sandy Thompson, McKean County; Ray Gorman, Cambria County; Mike Price, Beaver County; Lance Bowes, Venango County; Jamie Knecht, Wayne County; Gretchen Schatschneider, Bucks County; Jenna St. Clair, Schuylkill County; Bob Sweitzer, Center County.

Guests in attendance: Amy Brown, PACD; Matt Miller, PACD; Nick Yeagy, PACD; Piper Sherburne, Berks CCD; Donna Zofcin, Forest CCD; Nancy DiFiore, NRCS; Charels Hanner, NRCS; Jennifer Ramey, Susquehanna CCD; Michele Long, Pike CCD; Eric Nyerges, Union CCD; Tyler Lantz, Chester CCD; Nancy Corbin, Columbia CCD; Sonia Wasco, Lancaster CCD; Bill McFadden, Lehigh CCD; Katie Doster, Lebanon CCD

Minutes of Previous Meeting

The minutes of the previous meeting were provided for review.

It was moved by Gretchen Schatschneider and seconded by Mike Price to approve the minutes of the July 17, 2019, meeting. Motion carried.

Conservation District Training Opportunities

Amy Brown provided highlights from a written report on upcoming training opportunities PACD is coordinating for conservation districts, including two Spring bootcamps. Chapter 102 Fall regional trainings dates TBD. Registration will open for Bay Meeting on March 9. Watershed Specialist meeting is scheduled for October 6-8.

Leadership Development Coordinator Status

Matt Miller provided an update on Leadership Development events & planning, including 2020 Staff Conference and New Manager Training bootcamp.

Salary & Benefits Survey

Michele Long discussed the results of the salary survey. She indicated that no information from private industry was submitted and suggested the Indeed.com could be used to find this information for future surveys. Gretchen explained the survey results and mentioned difficulties in compiling information and drawing comparisons between district position and private industries. Discussion of posting results online, and how districts could access the information,

resulted in an extended discussion of staff compensation issues. Questions were posed on individual development plans, benefits and other retention tools and incentives, and the best ways to share this information among districts. Matt Miller suggested that the committee work on a plan to present Salary Survey results at 2020 Management Summit along with a panel discussion of retention tools.

Diversity, Equity & Inclusion (DEI) Survey

Sandy Thompson and Doug Beri reviewed the draft survey that was created. Doug will make changes as necessary, pending further comment by February 14, and the committee will plan to send out to districts in March.

Identify and Assess district staff needs

Sandy Thompson suggested that the committee compile a list of training needs that will be communicated to PACD.

Adjourn

It was moved by Lance Bowes and seconded by Mike Price to adjourn the meeting. Motion carried.

The meeting was adjourned at 11am.