

**Golden Sands Resource Conservation & Development Council, Inc.**  
**Personnel/Finance Committee Meeting Minutes**  
**September 19th, 2024**  
**Mead Wildlife Area/Online**

**Attendees:** Shane Wucherpennig (Wood); Gary Beastro (Member-at-Large); Amanda Gurklis (Golden Sands RC&D Staff); Bob Walker (Member-at-Large); Amy Thorstenson (Golden Sands RC&D Staff); Jennifer Glad (Golden Sands RC&D Staff); Kevin Munkwitz (Golden Sands RC&D Staff); Denise Hilgart (Golden Sands RC&D Staff); Jared Mader (Marathon); Reesa Evans (Member-at-Large); Carmen Wolfe (Golden Sands RC&D Staff). Bill Clendenning (Wood) was also present.

**CALL TO ORDER:** President Wucherpennig called the meeting to order at 9:00 a.m.

**INTRODUCTIONS:** Everyone introduced themselves.

**APPROVAL OF MINUTES:** A motion was made by Evans, which was seconded by Walker, to approve the minutes from the July 2024 meeting. Motion carried unanimously.

**CLOSED SESSION: CLOSED SESSION:** A motion was made by Walker, which was seconded by Evans, to go into closed session. Motion carried unanimously.

**OUT OF CLOSED SESSION:** A motion was made by Walker, which was seconded by Evans, to come out of closed session. Motion passed unanimously.

**TREASURER'S REPORT:** Hilgart reported on the various accounts: a checking account from Associated Bank, the savings account from Associated Bank, the money market account from Simplicity Bank, the savings account from Simplicity Bank, and the Simplicity Bank line of credit. The line of credit was set up when there was a concern about not being able to meet payroll with the funds on hand due to a delay in reimbursement funds. With the number of employees currently on payroll, obtaining the line of credit will ensure timing issues will not cause a disruption. Details of credit card activity were also provided. The second quarter report from the Natural Resources Foundation of Wisconsin Fund was also reviewed. A motion was made by Walker, which was seconded by Evans, to forward the report onto the full council. Motion passed unanimously.

**FINANCIAL PROCEDURES:**

**Line of credit:** The account is set at \$125,000 possible, secured with collateral from the NRCS contract.

**2025 COLA:** Glad indicated that she expects to ask the P/F Committee for a cost-of-living increase at the November 2024 meeting. She is anticipating a request for a 3% increase, but has not yet made a final determination.

**2025 Fee for Service Hourly Rate:** Glad also will likely bring a request to raise the hourly rate for fee-for-service contracts to \$60 per hour (it is currently \$55 per hour).

**2025 Draft Overhead & Admin Budget:** A draft of the 2025 overhead/admin budget will be available for the P/F Committee to review at the November 2024 meeting.

**Employee Retention Credit Update:** The credit has not been received yet, but it is hoped it will arrive by the end of 2024. Until then, any further use of those expected funds is on hold.

**STAFF AND MEMBERSHIP:**

**Hiring Updates:** The mobile LTE position requested by the NRCS is due to start on 9/26/2024 and be filled by Dan Nath. The position will be finished by the end of 2024. The Forestry position in Clark County is still unfilled. Golden Sands RC&D would like to add a part-time admin LTE.

**Staff Changes:** Golden Sands RC&D plans to participate in a job fair at UWSP in December 2024, hoping it will lead to filling summer LTE positions sooner. Kristin McAdow will be moved to a full-time position as of 10/1/2024. This will mean that Golden Sands RC&D will have three full-time grazing staff.

**Al Barden Tribute:** Evans has been working with Eagle River about options for a tribute to Al Barden at Riverview Park. A flowering tree has been planted. The installation of a bench next to the tree and placement of a plaque on the bench is still remaining. Evans passed around the language decided for the plaque, but asked for help on deciding plaque specifications such as the composition, color, wording, and printing style. A committee of Evans, Glad, and Thorstenson will make the decisions. It is hoped that a formal dedication can be scheduled by late October 2024 up in Eagle River. Evans, Glad, Thorstenson, and Beastro plan to attend. Glad or Thorstenson will contact Barden about his availability.

**POLICY & PROCEDURES:** Glad will be asking the P/F Committee to increase the stipend for insurance to \$3 per hour for full-time employees.

**COMMUNICATIONS & MARKETING:** Carmen Wolf started in the Communications & Marketing position in spring 2024. She has revamped the website already and increased the social media presence. She will take over the newsletter and also increase Golden Sands RC&D's presence on YouTube. Although she is currently an LTE, it is hoped that she can be a full-time employee in 2025. Glacierland RC&D may be interested in contracting for some of Wolfe's services.

**OTHER BUSINESS:** Evans announced that former Adams County Golden Sands RC&D delegate, Paul Pisellini, passed away.

**ADJOURNMENT:** The meeting was adjourned at 9:45 a.m.

Respectfully submitted,

Reesa Evans  
Temporary Recording Secretary