



Pend Oreille Conservation District
Special Board Meeting MINUTES: 4/29/2022

Meeting Start – 10:08 AM

In attendance at Camas Center - **George Stuivenga**, Board Supervisor – Chair; **Randall Leestma**, Board Supervisor; **Alex Case-Cohen**, POCD District Manager; **John Floyd**, Board Supervisor; **Jon Paul Driver**, assistant supervisor; **Mary Malone**, Education and Outreach

In attendance via “GoToMeeting,”: **Mike Mumford**, Board Supervisor; **Mark Simpson**, USDA NRCS;

Official Action Items				
Motion	Motion made by:	Motioned seconded by:	Decision	Attachment
Motion to approve agenda and take items out of order	John Floyd	Randall Leestma	Carried	A
Motion to hiring new employee at \$16/hr for 60-day trial period, at which time it may increase to \$17, part-time per the job description as posted.	Randall Leestma	John Floyd	Carried	C
Motion to approve Resolution No. 20220429_01: Approval to submit applications for two RCO Grants	Randall Leestma	John Floyd	Carried	E
Meeting Adjourned at 12:39 PM				

Alex Case-Cohen, Discussion: Annual Plan of Work Draft –

See attachment B. Alex went over additions, changes, etc., to the annual plan draft since the last it was presented to the Board. The plan was workshopped, and the final draft plan will be presented during the May regular board meeting.

Executive Session

Board moved to executive session at 12:13 p.m. for 15 minutes, pursuant to RCW 42.30.110 (g): "To evaluate the qualifications of an applicant for public employment or to review the performance of a public employee." Board exited executive session at 12:28 p.m. requesting a 10-minute extension and returned to executive session. The regular meeting resumed at 12:31 p.m.

Board Action Resulting from Executive Session

Randy moved to approve hiring new employee at \$16/hr for 60-day trial period, at which time it may increase to \$17, part-time per the job description as posted. Seconded by John Floyd. Motion carried (2 in favor, 1 opposed).


Alex Case-Cohen, Action Item: Resolution No. 20220429_01 –

See attachment E. Approval to submit two grant applications to the Salmon Recovery Funding Board for the Skookum Creek Fish & Farm Enhancement Project. Randy moved to approve the resolution, seconded by John.

Alex Case-Cohen, Discussion: Sunvek –

See attachment D. Alex will ask John Skoog to attend the May meeting when this will be on the agenda as an action item.

Meeting Adjourned: 12:39 PM


Alex Case-Cohen, POCD District Manager


George Stuvenga, POCD Board Chair



BOARD MEETING PACKET

April 29th, 2022

- Attachment A: POCD Special Board Meeting AGENDA – April 29th, 2022
- Attachment B: POCD FY2023 Annual Plan of Work DRAFT
- Attachment C: Interview Questions for Summer Resource Technician Position
- Attachment D: Sunvek WA Documents

Attachment A
Special Board Meeting
Agenda
April 29th, 2022



Pend Oreille Conservation District
Special Board Meeting AGENDA: April 29th, 2022
Attachment A

In accordance with the Proclamation by the Governor 20-28 Open Public Meetings Act this meeting is being held via Zoom and teleconference ONLY. The public is invited to call in.

GoTo Meeting Information
POCD Special Board Meeting
Friday, April 29th, 2022 10:00 AM to 11:45 AM
Meeting link - <https://global.gotomeeting.com/join/302082853>
United States: +1 (408) 650-3123/One-touch: tel:+14086503123,,302082853#
Access Code: 302-082-853

Time: 10:00 a.m. – 11:45 a.m.

More info: www.pocd.org

Start Time	Agenda Items	Item Detail	Attachments	Duration
10:00 AM	Call to Order	<i>George Stuvenga, Board Chair</i>		5 Minutes
10:05 AM	Introductions and Review of Current Agenda		A	5 Minutes
10:10 AM	Discussion Item: Review FY2023 Annual Plan of Work Draft	<i>Alex Case-Cohen, POCD</i>	B	60 Minutes
11:10 AM	Executive Session	<i>Evaluate qualifications of an individual for public employment</i>		15 Minutes
11:25 AM	Action Item: Hiring Summer Resource Technician	<i>Decide on potential candidate to fill Resource Technician Position</i>	Reference Email & C	10 Minutes
11:35 AM	Discussion: Sunvek WA		D	10 Minutes
11:45 AM	Adjourn			

Attachment B
FY2023
Annual Plan of Work
DRAFT



FY2022 (7/1/22 – 6/30/23) Annual Work Plan Pend Oreille Conservation District

For More Information Contact: Alex Case-Cohen, 509-447-1155 or alexcc@pocd.org

*Picture of Natural
Resource Project*

Mission of the Pend Oreille Conservation District

- *The mission of the Pend Oreille Conservation District is to protect and enhance all natural resources including, but not limited to: air, soil, forest, wildlife, water and land in the District for all people in the District through education, partnering, and implementation using best management practices and financial/technical assistance.*

Values of the Pend Oreille Conservation District

- *Conserving Natural Resources*
- *Keeping Farm and Forestland Continuous and Productive*
- *Public Service*
- *Partnership and Collaboration*
- *Outdoor Education*

Natural Resource Priorities (not ordered by importance)

Forest Health/Wildland-Urban Interface

- *Is this a state and or regional natural resource priority along with being a local priority? **Yes***
- *Source of data relied upon to indicate the resource concern: **Pend Oreille County Community Wildfire Protection Plan 2010 Update (March 2011); United States Department of Agriculture (USDA) Forest Service (September 2018) Colville National Forest Land Management Plan; USDA Forest Service (January 2015) Idaho Panhandle National Forest Plan; WRIA 62 Watershed Planning Unit (March 2005) Pend Oreille Watershed Management Plan; WRIA 55/57 Watershed Implementation Team (February 2008) Detailed Implementation Plan: Little and Middle Spokane River Basins, Water Resource Inventory Area 55/57; Title 76 Revised Code of Washington (RCW): Forest and Forest Products;***
- *Other entities engaged in addressing this resource concern: **Washington State Department of Natural Resources (DNR), USDA Natural Resource Conservation Service (NRCS); Kalispel Tribe of Indians; USDA Forest Service, Washington State University (WSU) Extension, University of Idaho (U of I), University of Washington (UW), Consulting Foresters, Bonner County, Safari Club International, Qual Unlimited, Mule Deer Foundation***

Water Quality/Supply

- *Is this a state and or regional natural resource priority along with being a local priority? Yes*

Source of data relied upon to indicate the resource concern: Department of Ecology (2011) Pend Oreille River Temperature Total Maximum Daily Load (TMDL): Water Quality Improvement Report; United States Geological Survey (USGS) National Water Information System along the Little Spokane River and the Pend Oreille River; WRIA 62 Watershed Planning Unit (March 2005) Pend Oreille Watershed Management Plan; WRIA 55/57 Watershed Implementation Team (February 2008) Detailed Implementation Plan: Little and Middle Spokane River Basins, Water Resource Inventory Area 55/57; WDFW Strategy for Protection and Improvement of Native Salmonid Habitat in the Pend Oreille Watershed, WRIT 62 (2007).

- **Other entities engaged in addressing this resource concern: Pend Oreille County Public Utility District (PUD), USDA Natural Resource Conservation Service (NRCS); Kalispel Tribe of Indians; Pend Oreille County Community Development and Weed Board, Washington State Department of Ecology (DOE), non-governmental organizations (Ducks Unlimited, Trout Unlimited, Audobon Society, etc.) WSU Extension, Whitworth University.**

Agricultural Land/Soil Preservation, Enhancement and Management

- *Is this a state and or regional natural resource priority along with being a local priority? Yes*

- **Source of data relied upon to indicate the resource concern: Pend Oreille County (2018) Pend Oreille County Voluntary Stewardship Program (VSP) Work Plan; WRIA 62 Watershed Planning Unit (March 2005) Pend Oreille Watershed Management Plan; WRIA 55/57 Watershed Implementation Team (February 2008) Detailed Implementation Plan: Little and Middle Spokane River Basins, Water Resource Inventory Area 55/57; USDA NRCS Web Soil Survey Data.**

- **Other entities engaged in addressing this resource concern: NRCS, POC VSP Work Group; WSU Extension, Kalispel Tribe of Indians, Pend Oreille County Community Development and Weed Board, Farm Service Agency, Northeast Washington Soil Health Stewards, local farmers and ranchers**

Lifelong Education of People on Conservation and Natural Resources

- *Is this a state and or regional natural resource priority along with being a local priority? Yes*

- **Source of data relied upon to indicate the resource concern: Department of Ecology (2011) Pend Oreille River Temperature Total Maximum Daily Load (TMDL): Water Quality Improvement Report; United States Geological Survey (USGS) National Water Information System along the Little Spokane River and the Pend Oreille River; WRIA 62 Watershed Planning Unit (March 2005) Pend Oreille Watershed Management Plan; WRIA 55/57 Watershed Implementation Team (February 2008) Detailed Implementation Plan: Little and Middle Spokane River Basins, Water Resource Inventory Area 55/57; NRCS Web Soil Survey Data; Pend Oreille County (2018) POC VSP Work Plan**

- **Other entities engaged in addressing this resource concern: Washington Department of Fish and Wildlife, United States Fish and Wildlife, Pend Oreille PUD, non-governmental organizations (Selkirk Alliance for Science, Ducks Unlimited, Trout Unlimited, Audobon Society, etc.) NRCS, POC VSP Work Group; WSU Extension, Kalispel Tribe of Indians, Pend Oreille County Community Development and Weed Board,**

Air Quality

- ***Is this a state and or regional natural resource priority along with being a local priority? Yes***
 - ***Source of data relied upon to indicate the resource concern:*** Department of Ecology (June 2019) 2019 Ambient Air Monitoring Network Plan
 - ***Other entities engaged in addressing this resource concern:*** DOE, Selkirk Alliance for Science, Kalispel Tribe of Indians.
-

Program Areas: Natural Resource Programs

I. Forest Health/Wildland-Urban Interface

Goals:

- A. Refer landowners to DNR cost share programs and technical resources to address forest health resource concerns**
- B. Foster local and regional DNR, WSU Extension, and other forestry agency partnerships to accomplish fire-adaptive community goals**
- C. Data analysis and ground-truth BMP implementation**

Natural Resource Measurable Result Objective:

- **Refer Pend Oreille County landowners to DNR and NRCS programs and resources, resulting in the treatment of 60 acres of forest land (10% increase from POCD's 2017 FireWise treatment acres)**

Programmatic Measurable Result Objective

- **25% of DNR/NRCS program referrals result in forest health BMP implementation**
- **DNR attends at least two POCD regular board meetings**
- **Refer landowners to WSU forest health management workshop**
- **Teach Forest Soils course for spring and fall cohorts of WSU Coached Forest Management Planning Course**

Funding Source(s): *Washington State Conservation Commission (WSCC) Implementation (IM) and Natural Resources Investment (NRI) and Voluntary Stewardship Program (VSP) Funds, DNR, NRCS.*

Goal	Activities for FY2022	Person Responsible	Hours (Days) Required	Estimated Funding
Refer landowners to DNR and NRCS cost share programs and technical resources to address forest health resource concerns	Send technical assistance resources via email, over-the-phone, and in-person. Track response rates on referral spreadsheet	Alex Case-Cohen	16 (2)	\$720.00
		VSP Coordinator	8 (1)	\$280.00
Foster local and regional partnerships, encourage outreach and education	Encourage DNR attendance at 2 board meetings, encourage landowners to attend inter-agency forest health workshop	Alex Case-Cohen	40 (5)	\$1,800.00
Data analysis and ground-truth previous BMP implementation	analyze existing DNR Forest Health Tracking Tool, verify on-the-ground BMP Implementation	Resource Technician	40 (5)	\$1,000.00
		VSP Coordinator	40 (5)	\$1,400.00
		Total		\$5,200.00

II. Water Quality

Goals:

- A. Successfully implement water quality best management practices through current water quality grants and programs which include:**
- 1. The Pend Oreille PUD Erosion Control and Cottonwood/Riparian Planting Program**
 - 2. The WSCC Natural Resource Investment Program & new Riparian Enhancement Funding as available**
 - 3. Apply for and receive funding for the Town of Metaline Bank Stabilization/sewer mainline rerouting project along Riverside Avenue**
 - 4. The Washington State Department of Ecology Aquatic Invasive Plant Water Quality programs for Bead Lake Eurasian Milfoil Project**
 - 5. Apply for and receive funding for fish screen at Skookum Creek headgate for irrigation canal through the Recreation and Conservation Office (RCO) Salmon Recovery Funding (SRF) Board**
 - 6. Apply for and receive funding for one Family Forest Fish Passage Program (FFFPP) project**
- B. Monitor previously implemented water quality protection/enhancement projects Ecology Clean Water/Centennial Grant**

Natural Resource Measurable Result Objective:

- Implementation of 4 shoreline stabilization projects resulting in approximately 500 ft. of stabilization**
- Install at least 1000 feet of fence along Little Spokane River and other at-risk tributaries**

Programmatic Measurable Result Objective

- Submit all required permits for FY2024 shoreline stabilization water quality work**
- Form partnership with Spokane County Conservation District, Department of Ecology, and local landowners to create plan to address Little Spokane River TMDL**
- Survivability and project lifespan monitoring for 20 previously implemented cost share projects dependent upon staff availability**
- Hire and train Riparian Planner and train to implement projects in FY2024 & 2025**
- Receive funding for FFFPP**
- Receive funding for Town of Metaline Project**

Funding Source(s): *Pend Oreille County, WSCC IM, Conservation Technical Assistance (CTA), and VSP Funds*

Goal	Activities for FY2022	Person Responsible	Hours (Days) Required	Estimated Funding
<i>Complete all reporting requirements for WQ grants</i>	<i>DOE Clean Water/Centennial and Aquatic Invasives, PUD, NRI</i>	<i>Alex Case-Cohen</i>	<i>120 (15)</i>	<i>\$5,400.00</i>
		<i>Riparian Planner</i>	<i>120 (15)</i>	<i>\$4,200.00</i>
<i>Successfully implement water quality best management practices through current water quality grants and programs</i>	<i>Complete program outreach, technical/financial assistance, implementation, for all current NRI, PUD, DOE funded water quality projects</i>	<i>Alex Case-Cohen</i>	<i>240 (30) 1 month</i>	<i>\$10,800.00</i>
		<i>Riparian Planner</i>	<i>1,464 (186) 6 months</i>	<i>\$51,240.00</i>
<i>Monitor previously implemented projects</i>	<i>On-site monitoring and reporting created for all ECY, NRI, PUD and IM projects completed since June 2015</i>	<i>Resource Technician</i>	<i>160 (20)</i>	<i>\$3,200.00</i>
		<i>Riparian Planner</i>	<i>160 (20)</i>	<i>\$5,600.00</i>
<i>Coordinate with local agencies to increase outreach, participation and implementation</i>	<i>Facilitate inter-agency site visit along the Little Spokane River with DOE and Spokane Conservation District, formulate plan for campaign</i>	<i>Alex Case-Cohen</i>	<i>80 (10)</i>	<i>\$3,600.00</i>
		<i>Riparian Planner</i>	<i>80 (10)</i>	<i>\$2,800.00</i>
<i>Apply for Grants</i>	<i>Determine partners, formulate plan, complete and submit grant applications for FFFPP, Town of Metaline and SRF Board</i>	<i>Alex Case-Cohen</i>	<i>80 (10)</i>	<i>\$3,600.00</i>
		Total		\$90,440.00

III. Agricultural Land/Soil Preservation, Enhancement and Management

Goals:

A. Successfully implement the POC VSP Work Plan

- 1. Program Admin Support and Project Management**
- 2. Technical Assistance/Farm Planning**
- 3. Implement at least 10 successful cost share projects**
- 4. Outreach and Marketing**
 - **Facilitate at least 3 in-person VSP/Soil Health events**
 - **Create relevant materials (electronic and physical) for**
- 5. Create Robust Monitoring/Reporting Plan**

B. Establish Sustainable Farms & Fields Program

- 1. Create Roster of Potential Projects**
- 2. Coordinate with VSP Work Group and determine priorities**
- 3. Implement up to 5 cost share projects**

C. Complete Preliminary Planning Phase for Skookum Creek Fish & Farm Enhancement Project

- 1. Apply for and receive SRF Board Funding**
- 2. Coordinate with environmental project manager (PM)**
- 3. Hold stakeholder meetings**
- 4. Complete preliminary design phase**
- 5. Potentially apply for final design/implementation funds in April 2023**

Natural Resource Measurable Result Objective:

- **Implementation of individual stewardship plan projects resulting in over 250+ acres of critical area/agricultural intersect.**
- **Implement Carbon Smart farming on at least 100 acres**

Programmatic Measurable Result Objective

- **Reach all measurable annual goals and benchmarks outlined in the work plan**
- **Complete all reporting requirements**
- **Hire and Train VSP Coordinator**
- **Establish Sustainable Farms & Fields Program**
- **Begin Skookum Creek Fish & Farm Enhancement Project Preliminary Design Phase**

Funding Source(s): WSCC VSP Funds, SFF funds, SRF Board Funds

Goal	Activities for FY2022	Person Responsible	Hours (Days) Required	Estimated Funding
<i>Successfully implement the POC VSP Work Plan</i>	<i>Program administration and work group coordination</i>	<i>Alex Case-Cohen</i>	<i>152 (19)</i>	<i>\$6,840.00</i>
		<i>VSP Coordinator</i>	<i>160 (20)</i>	<i>\$5,600.00</i>
	<i>Technical Assistance/Farm Planning/Cost share Implementation</i>	<i>Alex Case-Cohen</i>	<i>304 (38)</i>	<i>\$13,860.00</i>
		<i>VSP Coordinator</i>	<i>504 (63) 2+ months</i>	<i>\$17,640.00</i>
	<i>Monitoring/Reporting</i>	<i>Resource Technician</i>	<i>248 (31)</i>	<i>\$4,960.00</i>
<i>Establish the Sustainable Farms & Fields Program</i>	<i>Create roster of potential projects</i>	<i>VSP Coordinator</i>	<i>248 (31)</i>	<i>\$8,680.00</i>
		<i>Alex Case-Cohen</i>	<i>80 (10)</i>	<i>\$3,600.00</i>
	<i>Coordinate with VSP Work Group and determine priorities</i>	<i>Alex Case-Cohen</i>	<i>24 (3)</i>	<i>\$1,080.00</i>
	<i>Implement up to 5 cost share projects</i>	<i>Alex Case-Cohen</i>	<i>96 (12)</i>	<i>\$4,500.00</i>
		<i>VSP Coordinator</i>	<i>96 (12)</i>	<i>\$3,500.00</i>
<i>Complete Preliminary Phase for Skookum Creek Fish & Farm Enhancement Project</i>	<i>Receive funds, coordinate with environmental PM, conduct survey/design work, hold stakeholder meetings, complete preliminary design phase</i>	<i>Alex Case-Cohen</i>	<i>96 (12)</i>	<i>\$4,500.00</i>
		<i>Environmental PM</i>	<i>320 (40)</i>	<i>\$32,000.00</i>
		<i>Engineer</i>	<i>320 (40)</i>	<i>\$32,000.00</i>
			Total	\$138,760.00

IV. Lifelong Education of People on Conservation and Natural Resources

Goals:

- A. Increase natural resource education and opportunities through various outreach events held across the county.**
 - 1. Implement Newport Library Community Garden Implementation & Outreach Plan**
 - 2. Coordinate two Outreach Event on the Pend Oreille River: one at Sandy Shores/Sunnyside Neighborhood and another at a location TBD.**
 - 3. Coordinate at least 3 natural resource outreach events with Stevens County, Spokane, Lincoln and Ferry CDs; WSU Extension; the Lands Council; and/or the Kalispel Tribe of Indians**
 - 4. Host Snow Investigations**
- B. Expand social media into other platforms**
 - 1. Create, edit and post content for Facebook, Instagram, YouTube, and manage the website**
 - 2. Create, edit, design and send out quarterly newsletter**
- C. Attend/table other county-wide outreach events (POC Fair, Weed Board events, tribal events, etc.)**
- D. Purple Air Quality Monitoring Outreach/Engagement**
 - 1. Partner with Selkirk Alliance for Science to install weather stations at local schools**
- E. Apply for and receive one environmental education grant**

Programmatic Measurable Result Objective

- **Engage with over 7,500 users annually through social media platforms**
- **Provide technical assistance as requested and track in the TA/CS master spreadsheet or other tracking tools**
- **Host 5 Newport Garden events, 3 soil health stewards/VSP/forestry events, 1 Outreach event at Sandy Shores/Sunnyside neighborhood and 1 riparian event at Metaline (or another location TBD).**
- **Attend/table at least 3 county-wide events**

Funding Source(s): WSCC VSP, IM and CTA funds

Goal	Activities for FY2022	Person Responsible	Hours (Days) Required	Estimated Funding
<i>Increase natural resource education and opportunities through POC schools and existing social media platforms</i>	<i>Implement Newport Library Community Garden Outreach Plan</i>	<i>Mary Malone</i>	<i>240 (30)</i>	<i>\$8,360.00</i>
		<i>Resource Technician</i>	<i>272 (34)</i>	<i>\$5,400.00</i>
	<i>Host 2 riparian outreach events</i>	<i>Mary Malone</i>	<i>160 (20)</i>	<i>\$6,080.00</i>
		<i>Riparian Planner</i>	<i>80 (10)</i>	<i>\$2,800.00</i>
	<i>Coordinate at least 3 additional natural resource outreach events with partners</i>	<i>Mary Malone</i>	<i>200 (25)</i>	<i>\$7,600.00</i>
		<i>Riparian Planner</i>	<i>104 (13)</i>	<i>\$3,640.00</i>
		<i>VSP Coordinator</i>	<i>104 (13)</i>	<i>\$3,640.00</i>
		<i>Alex Case-Cohen</i>	<i>48 (6)</i>	<i>\$2,160.00</i>
	<i>Snow Investigations at 49 Degrees North</i>	<i>Mary Malone</i>	<i>160 (20)</i>	<i>\$6,080.00</i>
		<i>Riparian Planner and/or VSP Coordinator</i>	<i>160 (20)</i>	<i>\$5,600.00</i>
<i>Continue to expand social media and marketing program</i>	<i>Create, edit and post content on Facebook, YouTube, Instagram, manage website</i>	<i>Lisa</i>	<i>304 (38)</i>	<i>\$10,640.00</i>
		<i>Mary</i>	<i>40 (5)</i>	<i>\$1,520.00</i>
	<i>Create Content for and send out Quarterly Newsletter</i>	<i>Lisa</i>	<i>56 (7)</i>	<i>\$1,960.00</i>
		<i>Mary</i>	<i>56 (7)</i>	<i>\$2,736.00</i>
<i>Attend/Table at local outreach events</i>	<i>Potential county-wide outreach events include: POC Fair, Weed Board events, hay growers' meetings, 4H, school events, etc.</i>	<i>Mary</i>	<i>80 (10)</i>	<i>\$3,040.00</i>
		<i>Riparian Planner and/or VSP Coordinator</i>	<i>80 (10)</i>	<i>\$2,800.00</i>
		<i>Alex Case-Cohen</i>	<i>40 (5)</i>	<i>\$1,800.00</i>
		<i>TBD</i>	<i>80 (10)</i>	<i>\$3,200.00</i>
<i>Air Quality and Weather Monitoring</i>	<i>Install weather stations at 3 local schools</i>	<i>TBD</i>	<i>80 (10)</i>	<i>\$3,200.00</i>
<i>Write and receive environmental education grant for FY2024-25</i>	<i>Determine partners, formulate plan, complete and submit grant application</i>	<i>Mary</i>	<i>80 (10)</i>	<i>\$3,040.00</i>
			Total	\$82,896.00

Program Areas: District Operations

Goals:

- A. 2021 WSCC CAP compliance requirements met**
- B. Manage Financials and Required Financial Reports**
- C. Have a functioning office with a meeting area for at least 5 Full-Time staff members.**
- D. Complete Archiving Grant**
- E. Update Policy and Procedural Manuals completed and approved by POCD Board**
 - 1. Establish Operations/Procedure Manual**
 - 2. Establish Property Management Plan**
 - 3. Edit/Finalize Personnel Policy/Employee Handbook**

Programmatic Measurable Result Objective

- **Score at least 13/15 on the WSCC 2021 CAPP checklist by June 30, 2022**
- **Meet all financial reporting monthly, quarterly and annual deadlines**

Funding Source(s): WSCC IM Funds, General Funds

Goal	Activities for FY2022	Person Responsible	Hours (Days) Required	Estimated Funding
<i>2021 WSCC CAPP compliance requirements met</i>	<i>Achieve at least a 13/15 compliance standards</i>	<i>Alex Case-Cohen</i>	<i>240 (30)</i>	<i>\$10,800</i>
<i>Manage Financials and Required Reports</i>	<i>Complete POCD monthly, quarterly and annual financial management checklists</i>	<i>Alex Case-Cohen</i>	<i>40 (5)</i>	<i>\$1,800.00</i>
		<i>Candy Roman</i>	<i>480 (60)</i>	<i>\$17,049.60</i>
		<i>Dyana James</i>	<i>288 (36)</i>	<i>\$10,368.00</i>
<i>Have a functioning office</i>	<i>Facilitate building renovation/renting/moving with assistance from POCD Building Committee</i>	<i>Alex Case-Cohen</i>	<i>120 (15)</i>	<i>\$5,400.00</i>
		<i>TBD</i>	<i>120 (15)</i>	<i>\$4,200.00</i>
<i>Complete Archiving Grant</i>	<i>Organize and sort archives and create archiving system</i>	<i>Dyana James</i>	<i>96 (12)</i>	<i>\$3,456.00</i>
		<i>Resource Technician</i>	<i>48 (6)</i>	<i>\$960.00</i>
		Total		\$54,033.60

Attachment C
Interview Questions For
Summer Resource
Technician Position

Questions for Summer Resource Technician Position

This is a part-time position, and the hours will vary, with the occasional Saturday work. Will this be a problem for you?

Do you have a valid driver's license and insurance, and reliable transportation?

What attracted you to this position?

Have you heard of the Voluntary Stewardship Program and if so, what is your understanding of it?

How comfortable are you with technology – computers, smart phones, virtual meeting platforms, etc. Describe your experience with applications such as ArcGIS?

Are you comfortable with public speaking?

Do you have experience planning events, large or small?

What would you say are your greatest strengths? Weaknesses?

What qualities are most important to you in a manager/supervisor?

How do you handle organization of multiple tasks, particularly when crunched for time?

Have you ever had to deal with conflict in the workplace? How did you handle it?

Do you have any project management experience? If so, how does it relate to natural resource project management?

What are your long-term career goals? How does this position fit into those?

Would you be willing to work in a full-time, permanent position if it became available?

What are some of your hobbies outside of work?

What are you most proud of in your academic and/or professional career?

Are you fully prepared to accept this position if it were offered to you? If so, when would you be able to start?

Any questions for us?

Attachment D

Sunvek WA Documents



Spray Foam Roofing - Roof Coating - Spray Foam Insulation

Get In Touch

Home About Services Blog Projects Contact

info@sunvekwa.com 509-842-7404

SPRAY FOAM OVER EXISTING ROOFS

METAL ROOFS



BUILT-UP ROOFS

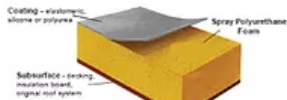


FOAM OVER PLYWOOD SUBSTRATE

Foam doubles the strength of the roof and is fully adhered to the skylights.



A roof manufactured in place.



SUNVEKWA.COM



Spray Applied Roofing

Flat Top Roofing Specialists in Spokane, Washington

Heat and water issues are a thing of the past because spray foam doesn't have joints or seams.

With several polyurethane options to choose from, this versatile application is tailored to your individual needs.

Urethane foam will not sink, slump, or sag with everyday use. It has incredible flexibility, adjusting to a building's expansion and contraction without cracking, curling, or breaking. Let Sunvek solve all your flat roofing needs. Call us today.

Get in Touch

Why Choose Flat Roofing?

Easy To Apply

- Spray foam can be applied with 2-3 workers, limiting the noise and disturbance. Expedites new construction and minimizes exposure during reroofing. Spray foam can often be applied directly to the existing roof, eliminating the need for costly tear offs.



Adaptable

- Roofing can be built up thicker in low areas of the roof to reduce ponding water and enhance drainage. The result is a watertight roof system that is sustainable and offers superior protection from leaks.

Monolithic

- The spray foam is fluid applied in a seamless blanket of

insulation. It seals creaks and holes while insulating the roof deck from exterior temperature extremes, thus removing the typical expansion and contraction problems typically associated with other roofing systems.



Self-Adhering

- No special adhesives or mechanical fasteners are required. Spray-applied polyurethane foam offers excellent wind uplift resistance that meets and exceeds stringent requirements.

Self-Flashing

- Spray-applied polyurethane foam is self-flashing around stacks, vents, ducts and other objects.

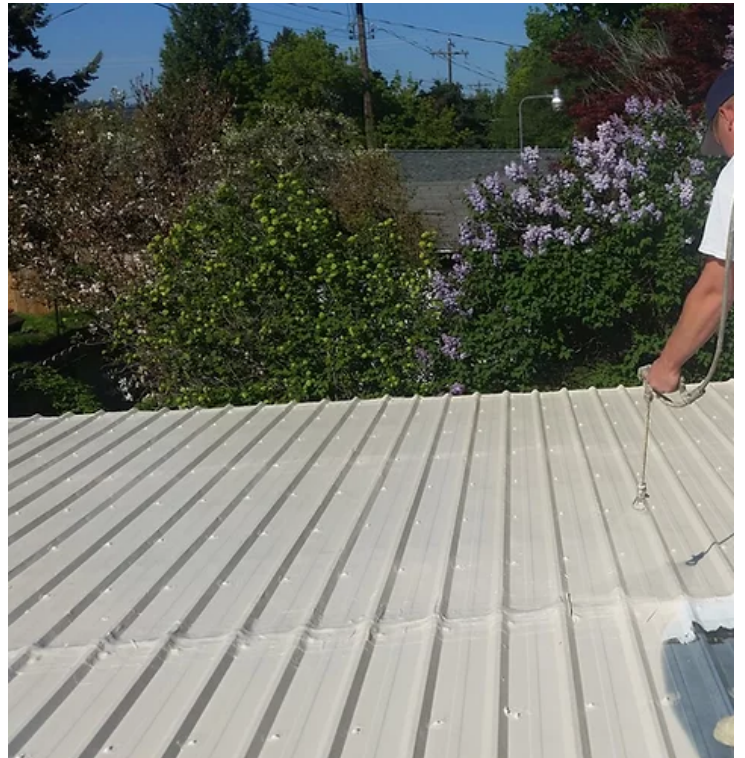


Durable

- Spray foam roofing creates a tough seamless membrane that can be walked on and seals the roof against all leaks.

Adaptable

- Roofing can be built up thicker in low areas of the roof to reduce ponding water and enhance drainage. The result is a watertight roof system that is sustainable and offers superior protection from leaks.



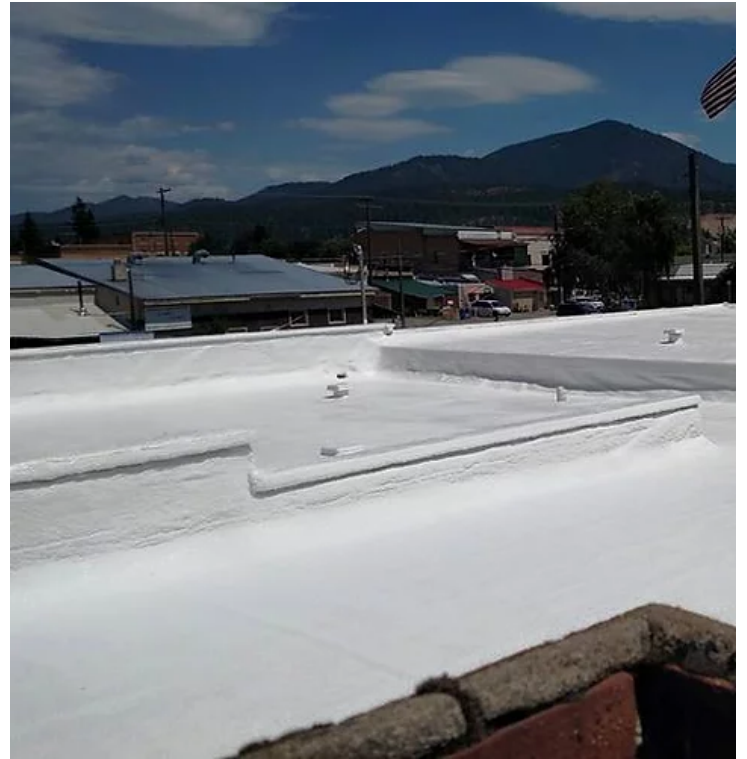
Conserve Energy



- Spray foam roofing offers the lowest thermal conductivity of any commercial roof. Spray foam roofing also has the highest R Value of any roofing system available. In addition, there are no fasteners that cause thermal bridging (energy loss).

Light Weight

Spray foam roofing has a high strength-to-weight ratio, this makes polyurethane foam an ideal product for roofing and re-roofing of existing structures.



Extended Building Life

By insulating the roof deck from ambient temperature extremes, damage due to thermal expansion and contraction is eliminated.

Spray Foam For Metal Roofing

- Eliminates Heat Transfer – The metal can no longer expand and contract extending the life of your building. Customers can observe the very next day that something has dramatically changed on their building after foam has been applied.
- Reduces Conductivity – High heat or cold will transfer into the roof, making your insulation less effective against higher temperature extremes.
- Minimizes Expansion Rate – Expansion and contraction on metal is higher than other materials.
- Energy Saving – Lower your energy bill by 20-30%. After five years or less it could pay for itself in heat and A/C savings alone.



Built Up Roof (BUR)

- Reduce's building load, conductivity and builds comprehensive strength!
- Reduce Leaks – Once a BUR system has water in it, not only is some of the roof insulation being depleted but the moisture has nowhere to go.
- Easy Repairs – Tar and gravel roofs develop blisters in the tar. Most conventional roofers recommend tearing the roof off at this point to install a new roof system which is labor intensive, disruptive, costly, and a waste of material.



- Protection from Weather – Spray foam results in a completely sealed, better-insulated roof deck.

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