



Illinois Valley Soil and Water Conservation District

331 E Cottage Park Dr Suite 1 - P.O. Box 352 Cave

Junction, OR 97523 Phone: 541-592-3731

Monthly Meeting Agenda January 22, 2026 - IVSWCD Office/ZOOM

Topic: Illinois Valley Soil & Water Conservation District Meeting Time:

January 22, 2026 - 6:00 pm

Join Zoom Meeting: IVSWCD is inviting you to a scheduled Zoom meeting. Topic:

Illinois Valley SWCD Monthly Meeting

Time: Jan. 22, 2026 6:00 PM

Join Zoom Meeting

<https://us06web.zoom.us/j/83068803901?pwd=ndUiakpPGOA33OmTmbBvi82JDzzAPK.1> Meeting ID:

830 6880 3901

Passcode: 972185

- I. 6:00 PM: Call to Order**
- II. 6:01 PM: Acceptance of Minutes - Unavailable**
- III. 6:05 PM: Acceptance of Financial Reports - Unavailable**
- IV. 6:10 PM: Old Business**
 - a. T.B.A.**
- V. 6:15 PM: New Business**
 - a. SWCD Staff Pay Increase**

6:20 PM: Staff and Partnering Agency Reports

 - b. John's report**
 - c. Arlyse's Report**
 - d. Partnering Agency Reports**
- VI. 6:25 Public comments**

Meeting Minutes

Meeting Came to Order Tuesday December 2, 2025 5:00 p.m.

LIVE ATTENDEES	REMOTE ATTENDEES	ABSENTEES
John Bellville, Staff		Bob Webb
Arlyse DeLoyola, Staff		
Zachary Robinson		
Katrina Poydack		

SCRIBE

Notes were taken by Arlyse DeLoyola

As this was a budget meeting, the agenda item was called for.

John presented a Pay Equity report from Marion County SWCD dated 2024 citing similarities between our Districts - neither being tax-funded. His recommendation was that for Arlyse's job, she does the work of the first four jobs on their chart and should be compensated appropriately. His job would compare with the last job on the chart. He asked that the sampling team wage be raised 5%.

Also presented was the budget projection for this fiscal year based on current wages, and a projection based on the Marion SWCD scale.

John asked the committee to consider moving his position to salary-basis rather than hourly to avoid cost over runs with occasional overtime, as the work tends to be and flow. Zachary expressed concern that if we moved to salary and then lost funding, we might be in a bind. John assured that he would be willing to waive full salary should that occur. Arlyse explained that all positions in the District are "at-will" and lay-offs and cuts can happen. Katrina asked if staff could add a budget projection that gives John a \$10 per hour raise. Arlyse said she would prepare that.

Also suggested was that for regular employees who would be eligible for health insurance, but opt out, there should be a health-care bonus added to wages once a year at approximately 5% of annual pay. She noted that the District currently pays over \$5000 for John's health insurance. 5% on her projected wage would be around \$1600.

The consensus of the two committee members attending was to bring all suggestions/options to the board at the January 2026 meeting.

Public Comment: None

NEXT MEETING

The next monthly meeting is to be held on December 18 at 6:00 pm at the Illinois Valley SWCD Office and via ZOOM.

ADJOURNMENT

The meeting was adjourned at 5:45 pm.

APPROVED MINUTES: _____ DATE: _____

OACD 2025-6 SWCD Salary Schedule Summary

2025-2026 Salary Schedules							
Job Family	Job Classifications	OVERALL AVERAGE		W/O TAX BASE AVERAGE		TAX BASE AVERAGE	
		Min	Max	Min	Max	Min	Max
ADMINISTRATION	District Manager/Executive Director	\$89,730	\$119,402	\$72,835	\$92,909	\$103,247	\$142,597
	Fiscal Administrator/Administration Program Supervisor (CFO)	\$99,028	\$143,719	-		\$99,028	\$143,719
	Business Manager, Senior Administrator, Office Administrator, Operations Coordinator, Grants Coordinator)	\$60,135	\$80,658	\$54,104	\$62,970	\$61,643	\$85,079
	Administrative Specialist/Administrative Assistant	\$44,504	\$62,805	\$40,804	\$51,684	\$46,356	\$68,365
	Admin Asst (pt time 10hr.wk)	\$15,000	\$20,000	\$15,000	\$20,000		
	Office Assistant	\$39,710	\$56,232	\$39,579	\$51,446	\$39,755	\$57,827
	IT Specialist						
	Conservation Program Supervisor (Incl Community Engagement Supervisor & Technical Coordinator)	\$76,461	\$111,759	\$66,645	\$92,731	\$81,377	\$121,274
	Conservation Program Manager	\$75,220	\$97,462	\$62,793	\$74,651	\$81,437	\$108,868
CONSERVATION	Senior Conservationist/ Project Manager	\$64,900	\$84,362	\$51,383	\$69,152	\$78,421	\$99,573
	Conservation Specialist (Habitat, Soil, Native Plants)	\$63,290	\$87,209			\$63,290	\$87,209
	Conservationist/Conservation Planner	\$53,490	\$74,901			\$53,490	\$74,901
	Conservation Technician (Forestry/Urban Lands/Watershed, Weed Control, Watershed Coordinator)	\$50,946	\$69,761	\$47,824	\$60,681	\$53,550	\$77,328
	Senior Outreach and Education Specialist	\$67,478	\$100,771			\$67,478	\$100,771
	Education and Outreach Specialist	\$59,371	\$75,537	\$45,511	\$63,336	\$61,681	\$77,570
	Rangeland Specialist	\$52,340	\$67,800	\$52,340	\$67,800		
	Program Assistant	\$40,332	\$64,952			\$40,332	\$64,952
	LIT Coordinator	\$66,300	\$83,896	\$66,302	\$83,896		
	Firewise Coordinator						
	Nursery Caretaker	\$27,867	\$27,867			\$27,867	\$27,867
	Protected Lands Manager/Headwater Farms Manager	\$77,233	\$115,849			\$77,233	\$115,849
	Facilities/Fleet Manager	\$65,001	\$97,500			\$65,001	\$97,500
	Maintenance Worker	\$67,863	\$77,763			\$67,863	\$77,763
	Seasonal Technician/Student	\$22,859	\$27,585	\$31,512	\$40,964	\$14,205	\$14,205
	Soil and Water Conservation Engineer	\$73,939	\$115,213			\$73,939	\$115,213

January 2026 - District Manager Staff Report

- **Two Rivers SWCD Administration**
 - Arlyse was struck by a motorist on New Year's Eve. She is thankfully on the road to recovery and is en route back to Oregon. I am currently working to help with fiscal administration until she can return. Due to these extenuating circumstances, neither financial report or the December 2025 meeting minutes are available for review at this month's meeting.
 - After consulting with ODA and SWCD directors, I realize that it is time to start expanding our staffing capacity between the two districts. I am collaborating with Eric and Beth (ODA) on developing a position description for a Watershed Technician. The position, initially focused on the North Illinois Valley SIA, will have conservation planning, landowner technical assistance, grant writing, and project management skills that will help us better serve our constituency. The tentative plan is to begin the hiring process within the month.
 - I will also be working with our current staff to offer opportunities for role and skillset expansion.
- **OWEB Small Grant Team Region 6**
 - The team's first review meeting was in early January.
 - The next review team meeting is scheduled for March 10, 2026
 - We are actively recruiting new members for the OWEB SGT 06 via the IVSWCD website, Facebook, and word of mouth.
 - <https://ivswcd.specialdistrict.org/oweb-small-grant-team-region-6>
- **Sweet Cron Irrigation Modernization Project & East Fork Illinois River Projects**
 - The Sweet Cron Irrigation Modernization Project is moving ahead slowly and steadily. I have a meeting with Rhett, Julie, and JW Kerns on Friday, 1/23/2026
- **Illinois Valley Water Quality Monitoring Program**
 - We renewed our contracts for another year with the OSU Forest Ecohydrology and Watershed Science (FEWS) Lab on the Wildfire and Water Security Project.
 - One package of Artificial Mussels has been sent to the City University of Hong Kong for analysis.
 - I am preparing to analyze the WQM data collected so far and, in collaboration with the Illinois Valley Watershed Council, produce a mailer that gives a rundown of the results of our program (and emerging trends) so far. Mailers will be sent out in June and December 2026.
- **North Illinois Valley SIA**
 - I connected with Kevin O'Brien and Carol Crawford of the Illinois Valley Watershed Council regarding the SIA Outreach Event.
 - The outreach event has been rescheduled to March 11, 2026, from 10 am-3 pm. The tentative location will be the Illinois Valley SWCD/Illinois Valley Watershed Council office.
 - We are going to postpone the tree sale for the time being.
- **Grants**
 - We are waiting to hear back on the ODA Noxious Weed Grant-2026 ODA Noxious Weed Grant.
 - I submitted an NACD Technical Assistance Grant. This grant, if funded, would pay for an in-house NRCS Conservation Planner position for one year.
 - I submitted an OWEB Small Grant for light thinning (lop and scatter) of the Thompson Creek Tract. The SGT was generally in favor of the application, but requested a resubmittal with more detail.
 - I applied to the ODF Small Forestland Grant Program for thinning work on the Thompson Creek Tract. We were, unfortunately, not funded. Our application ranked 48th out of 117 applications.

Respectfully,
John Bellville