

# SOIL AND WATER CONSERVATION DISTRICTS

“Helping People Help the Land”



Murray SWCD

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## Supervisors

*Chair*

**Paul Posthuma**  
District I

*Vice Chair*

**Jason Miller**  
District II

*Secretary*

**Anthony Conrad**  
District III

*Treasurer*

**Karen Hurd**  
District V

*PR & I*

**Mona Henkels**  
District IV

## Staff

*District Administrator*

**Shelly Lewis**

*Program Manager*

**Craig Christensen**

*Resource Specialist*

**Danielle Kuball**

## Members Present:

Paul Posthuma-Chairman  
Karen Hurd-Treasurer  
Mona Henkels-P.R.&I.  
Jason Miller- Vice Chairman  
Anthony Conrad-Secretary

## Others Present:

Shelly Lewis-District Administrator  
Craig Christensen-Program Manager  
Danielle Kuball-Resource Specialist  
Zach Ruppert-Soil Conservationist

The meeting was called to order at 1:30 p.m.

**Additions to Agenda:** The chairman asked if there were any additions to the agenda. A motion was made by Henkels seconded by Miller to approve the agenda as presented. Affirmative-Unanimous  
Opposed-None  
Motion carried.

**Minutes of November 21, 2025:** A motion was made by Hurd seconded by Conrad to approve the Murray SWCD minutes of November 21, 2025. Affirmative-Unanimous  
Opposed-None  
Motion carried.

The monthly Statement of Treasurer was read and filed for audit.

**Salaries:** Motion by Henkels second by Hurd to approve Supervisor’s vouchers and Murray SWCD salaries for November 2025.

Affirmative-Unanimous  
Opposed-None.  
Motion carried.

**DC Report:**

NRCS is working on CSP & EQIP payments  
Application deadline for EQIP was August 1  
No deadline date for ranking EQIP as to date  
There is a new Regenerative Pilot Program which is conservation management approach that emphasizes natural resource through improved soil health, water management, and natural vitality for productivity and prosperity of American agriculture and communities.

**Ag Certification:** The Board reviewed the Ag Certification report for November 2025.

**Murray SWCD January meeting:** A motion was made by Miller seconded by Conrad to change the meeting to January 16, 2025 at 1:30 p.m.

Affirmative-Unanimous  
Opposed-None  
Motion carried.

**Employee Policy Handbook:** A motion was made by Henkels seconded by Hurd to add the Minnesota Paid Leave and change the severance pay to 100% pay on accrued PTO.

Affirmative-Unanimous  
Opposed-None  
Motion carried.

A motion was made by Hurd seconded by Henkels to accept the changes in the Murray SWCD Employee Policy Handbook.

Affirmative-Unanimous  
Opposed-None  
Motion carried.

**2026 COLA:** A motion was made by Hurd seconded by Henkels to follow Murray County and give the SWCD employees a 5% COLA for 2026.

Affirmative-Unanimous  
Opposed-None  
Motion carried.

**Employee Evaluations:** The SWCD personnel committee completed the performance evaluation on the employees for 2025. All the employees have good evaluations. A motion by Henkels seconded by Hurd to accept the evaluations and give a step increase to all employees.

Affirmative-Unanimous  
Opposed-None  
Motion carried.

# Murray SWCD Minutes December 17 | 2025

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**Murray SWCD farm mentors:** The Murray SWCD has hired Bryan Biegler and Wade Kidman as farm mentors for the Murray SWCD.

**MASWCD Convention:** Lewis, Posthuma, & Henkels updated the SWCD Board on the MASWCD Convention which was held December 1-3 in Bloomington.

**FY25 Soil Health Grant:** A motion was made by Hurd seconded by Henkels to approve payment to:  
Roger Talsma            #25-03            Cover crops    SWCD Technical    FY25 Soil Health Grant  
\$1,575.00  
Affirmative-Unanimous  
Opposed-None  
Motion carried.

**FY26 Soil Health Practices Grant:** A motion was made by Conrad seconded by Miller to approve the following contract:  
#51-1-2            No-Till            SWCD Technical    FY26 Soil Health    \$2,434.25  
Affirmative-Unanimous  
Opposed-None  
Motion carried.

**Des Moines River 1W1P:** A motion was made by Hurd seconded by Henkels to approve the following and forward to Des Moines River 1W1P for payment:  
23-DMRW-MUR-35 10-WASCBS  
23-DMRW-MUR-35 2-WASCBS  
Affirmative-Unanimous  
Opposed-None  
Motion carried.

**2026 Rental Agreement:** The 2026 Rental Agreement has not been received as to date.

**Murray SWCD Pickup:** The Board discussed replacing the Murray SWCD pickup. The staff will talk about it and get some quotes for the next meeting.

**District Administrator Update:** Lewis updated the Board on the following:

- End of the month/end - Murray SWCD, SWPTSA, Des Moines River 1W1P
- Posting time in eLINK for grants for TSA administration
- Paying bills for Des Moines River, TSA, & SWCD
- Working on Minnesota paid family & medical leave
- Working on District Employee Handbook

**Meetings:**

- November 18-SWPTSA managers meeting
- November 20-Des Moines River 1W1P executive board
- MASWCD Convention December 1-3

**Program Manager Update:**

- Working on RIM & CREP Easements
- Working on Tree Plans
- Food plots for RIM & CREP
- Vegetation enhancement on a RIM
- Des Moines 1W1P Meeting
- WCA-meeting

**Resource Specialist:**

- Farmer mentors
- Kremer Ag Bank-TEP meeting & Survey
- RCPP-4 people interested
- Cost-share vouchers
- Newspaper ad

**Bills:** A motion by Hurd seconded by Conrad to approve the Murray SWCD bills from November 22, 2025- December 17, 2025, in the amount of \$493.04.

Affirmative-Unanimous

Opposed-None

Motion carried.

The Chairman adjourned the meeting at 2:40 p.m.

**Next Meeting:** January 16, 2025, 1:30 p.m.

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Approved by Anthony Conrad, Secretary of District Supervisors

Date