



Minnesota Board of Water and Soil Resources.
Minutes.

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**BOARD OF WATER AND SOIL RESOURCES
SENATE HEARING ROOM 112
STATE CAPITOL BUILDING
75 CONSTITUTION AVENUE
ST. PAUL, MINNESOTA 55107
NOVEMBER 28, 1990**

Appointed Members in Attendance

Donald Ogaard
John Williamson
John Boulton
Don Warner
Diane Jensen
William Cofell
Howard Peterson
Jack Graba
Natalie Haas Steffen
John Brooks, Jr.
Loren Harste
James Hoes

Agency Members in Attendance

Tom Lutgen, Department of Natural Resources
Paul Burns, Department of Agriculture
Valentine O'Malley and Kim Benson-Johnson, Department of Health
George Foster, University of Minnesota
Pat Wulff, Minnesota Lake Management Federation

Others in Attendance

Dave Benner, Soil Conservation Service
D'Wayne DeZiel, Minnesota Association of Soil & Water Conservation Districts
Al Dornfeld, Minnesota Association of Watershed Districts
John Sumption, Minnesota Association of Conservation District Employees
Joe Fitzgerald, Stearns SWCD
Bill Downing, Ramsey SWCD
Tom Peterson, Ramsey SWCD
Pat Rudolph, Anoka SWCD

Staff in Attendance

Jim Birkholz	
Greg Larson	
Chuck Niska	
Dave Behm	Doug Thomas
Mark Nelson	Chris Hughes
Eric Mohring	Susan Tsakakis
Dan Steward	Mary Jo Anderson

Meeting Called to Order - Chairman Ogaard called the meeting to order at 9:00 a.m.

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90-110 **Adopt Agenda** - Chairman Ogaard made an addition to the agenda, Advisors' Comments was added. Moved by Harste, seconded by Williamson, to adopt the agenda as presented. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Brooks, Jr., Harste, Cofell, Hoese. Opposed: None. Carried.

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90-111 **Approval of Minutes of October 24, 1990** - John Brooks, Jr., stated that on page 2, his name should have been added to the affirmative in the adoption of the agenda of October 24, 1990. Greg Larson stated that on page 6, regarding the Cost-Share Program Rules Report, it should read, "30-day" rather than 60-day comment period. Moved by Cofell, seconded by Brooks, Jr., to approve the minutes of October 24, 1990, as corrected. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Brooks, Jr., Harste, Cofell, and Hoese. Opposed: None. Carried.

Chairman's Report - Chairman Ogaard proposed that a retreat be held involving board members, the various agencies and advisors (counties, soil and water conservation districts, watershed districts, townships, and cities) in an effort to have a dialog of ongoing communication. The retreat could possibly be held in conjunction with the January BWSR meeting or in February.

Natalie Haas Steffen entered the meeting at 9:15 a.m.

Chairman Ogaard reported that the closing date for applications to be submitted for the Executive Director position is December 3. The BWSR Personnel Committee will meet today to discuss the hiring process.

Chairman Ogaard proposed that staff and board members no longer attend the hearings on the proposed Snake River Watershed District due to the expense of being in attendance, the fact that there is no legal requirement for the BWSR to attend and, also, not attending may expedite the hearing process.

Diane Jensen and Howard Peterson entered the meeting at 9:20 a.m.

Executive Director's Report - Jim Birkholz mentioned that this last mailing that Board members received was quite large. He asked for suggestions from members on their thoughts on briefing materials they should be receiving before the meeting.

Jim stated that the BWSR in cooperation with the MASWCD and the Soil Conservation Service submitted an application to the National Association of Conservation Districts for funding to conduct leadership training.

Jim stated that the Local Water Resources Protection and Management Grant Program rules will be effective on Friday, November 30.

Jim has been attending area meetings of soil and water conservation districts around the state the past two weeks. He stated that there is noticeably more cooperative efforts between local governments - it's great to see this increase statewide.

Jim attended the Municipal Engineers annual meeting and made a presentation on local water planning. Cities are showing an increasing interest in the Minnesota Water Law.

Jim attended the Association of Minnesota Counties annual meeting on Monday and was on a panel to discuss funding packages for implementation of local water plans.

EOB/Water Resources Committee Report - Greg Larson attended the EQB/Water Resources Committee Meeting on November 2. The main topic of the meeting was the Minnesota Water Plan. Everyone at the meeting was in agreement with the final changes to the plan. Each agency involved will be asked to share the cost of printing the document. The cost requested from each agency is \$1,000. Greg stated that the document looks good. Greg stated that the "Water Billboard" was discussed. Due to the funding situation, there is ongoing discussion of continuing this publication. Diane Jensen stated that at the local level, she is in support of continuing the "Water Billboard". This is a very valuable, informative publication. D'Wayne DeZiel, on behalf of the MASWCD, is also in support of this publication. Moved by Jensen, seconded by Cofell, that the BWSR is in support of continuing the "Water Billboard". Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoese, Peterson, and Jensen. Opposed: None. Carried.

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90-112

Update on Francis Remerowski Appeal of Yellow Medicine Watershed District Decision - Chairman Ogaard stated that this issue has been referred to the Office of Administrative Hearings. The final judgement rests with the BWSR after the final findings of the administrative law judge have been received.

Metro Water Management Rules Update - Jim Birkholz reported that the rule advisory group met for the first time on November 1. The meeting was held to discuss the rules process and design. The next meeting is scheduled for December 13. The first draft of the rule has been prepared for comments. The metro water management rules will be an ongoing agenda item at the BWSR meetings. A committee of three metro members, Steffen, Hoese, and Peterson, volunteered to work with Bruce Sandstrom to develop the rule in conjunction with the 509 advisory committee.

Minnesota Forestry Improvement Program Tentative Allocations - Chuck Niska briefed the Board on the allocation process informing them of the adjustments made, prioritization, and restoring of funds based on the recent sign-ups in participating SWCD offices. The total allocation is \$76,000. Moved by Peterson, seconded by Cofell, to approve the Minnesota Forestry Improvement Program allocations as presented. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoese, Peterson, and Jensen. Opposed: None. Carried.

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90-113

Advisor Comments

Dave Benner, Soil Conservation Service, reported that effective Monday, a new chief has been named, William Richards. Mr. Richards is from Circleville, Ohio. He is a pioneer in conservation tillage and has a strong background in farming. Dave stated that the Farm Bill still has not been signed by the President, but he is expected to sign the bill.

D'Wayne DeZiel, Minnesota Association of Soil and Water Conservation Districts, stated that he has been attending area meetings statewide, and is now getting things ready for the annual convention, December 2-4, at the Marriott in Minneapolis.

John Sumption, Minnesota Association of Conservation District Employees, thanked the Board for funding part of the cost of the speaker at the upcoming annual employees meeting. John stated that the RIM meeting on November 14 was a very good session.

Al Dornfeld, Minnesota Association of Watershed Districts, invited everyone to attend their annual convention on December 7-8 at the Arrowwood in Alexandria. Jim Birkholz and Ron Nargang will present a wetlands session at the convention, and a session on the role and responsibility of watershed managers will also be held at the convention. Al, on behalf of the MAWD, read a letter to the Board concerning views on the BWSRs reasons for creation, reaction to MASWCD statements regarding a proposed Snake River Watershed District and stated that he would like to see unity and focus on preservation of water and soil resources.

Discussion of Erosion and Sediment Control Cost-Share Program Allocations - Greg Larson stated that at the October 24 BWSR meeting, staff was directed to review the cost-share program allocation formula. Greg distributed copies of the process, formula and findings of his review. Staff proposes that an ad hoc committee of the Board be formed to review the allocation. Discussion followed. Tom Peterson, on behalf of the Metro Association of Soil and Water Conservation Districts and Ramsey SWCD, delivered a prepared statement on the current procedure for allocating cost-share funds is highly discriminatory to forested

November 28, 1990 BWSR minutes, amend as follows:

Bottom of page 4, last line:

"Jim Birkholz ~~stated that~~"

Top of page 5:

~~"staff and board members make open and objective views of issues. He also recommended~~ that an ad hoc committee be assembled to review and address the issues of allocations to SWCDs. Moved by Cofell, seconded by Steffen, that ~~Chairman Ogaard appoint~~ an ad hoc committee be formed to address the ~~question of issue of inequity~~ of the cost-share program allocations. The committee should report to the Board by February 1st."

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90-114

staff and board members make open and objective views of issues. He also recommends *be assembled* an ad hoc committee to review and address the issues of allocations to SWCDs. Moved by Cofell, seconded by Steffen, that Chairman Ogaard appoint an ad hoc committee to address *be formed* the question of inequity of the cost-share program allocations, by February 1st. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoesse, Peterson, and Jensen. Opposed: None. Carried. *The committee should report to the Board*

Well Sealing Cost-Share Program Update - Eric Mohring gave a progress report on the well-sealing cost-share program for the Board's information.

Chairman Ogaard called for a break in the meeting at 11:45 a.m. The meeting reconvened at 11:50 a.m.

Stearns SWCD Sustainable Agriculture Activities - Joe Fitzgerald, Executive Director, Stearns SWCD, informed the Board of the sustainable agriculture promotion and research projects in the district. He requested \$32,000 from the BWSR for continuance of the Environmental Agriculturalist Education Program and asked for the Board's consideration of this request.

Pat Wolf, Minnesota Lake Management Federation, was introduced. The Minnesota Lake Management Federation has been invited to serve in an advisory capacity to the Board.

Chairman Ogaard adjourned the meeting for lunch at 12:30 p.m. The meeting reconvened at 1:25 p.m.

Update on Environmental Education - Bill Cofell and Dave Behm commented on the 1990 Environmental Education Conference held on October 26-27 at the Airport Hilton in Bloomington. They felt that it was an excellent working conference. Behm presented several proposals and asked the BWSR to consider them.

1) The BWSR should solicit the input of its clientele regarding their individual and collective expectations of our role on the Advisory Board to the Office of Environmental Education.

2) BWSR needs to promote the need for adult and informal education becoming a significant component of the State Environmental Education Plan as well as the activities of the Office of Environmental Education.

3) BWSR should advocate the position that the state's environmental education policy should be embodied in and implemented from the State Environmental Education Plan, that the Advisory Board's role in implementation is to set supportive policy and direction as necessary, and that the Office of Environmental Education (and its staff) is responsible for oversight of the Plan's implementation. Behm commented that for this to be accomplished, the present statutory language of Minnesota Statutes Section 126.04 needs substantial

clarification to provide adequate opportunities to incorporate adult and informal environmental education programs and needs into the State Environmental Education Plan.

4) BWSR should establish a standing Education Advisory Committee, comprised of board members and staff. Cofell suggested that the recommended committee include approximately four people, with agency staff represented. The appointment of the Education Advisory Committee members will be made at the January meeting; board members interested in being on the committee should contact Jim Birkholz. The purpose of the Education Advisory Committee would be to seek input, to propose education-related policy to the full board regarding BWSR's role in environmental education, and to advise Chairman Ogaard with appropriate background information as per his appointment to the Advisory Board. John Brooks, Jr., suggested that the Education Advisory Committee meet either the day before or the day after the BWSR meeting so travel time and per diem would be well spent.

Process for Disbursing Base Grants - Chuck Niska explained the timeline for base grants. October 29 to January 15 is the application period for all LWRPMP Grants: Plan Development, and Base and Challenge Implementation Grants; notification of the application period will appear in the State Register and will be mailed to local contacts. Today the BWSR will review the implementation base grant allocation procedure and if approved, the LWRPMP funding will be distributed. By January 15 base grant applications are reviewed and state processing the base grant applications begins, including sending of grant agreements to counties. Counties sign and return the base grant agreement form, any denial letters to counties with improper work plans are also sent out at this time. Following the complete routing, signing and return of the signed grant agreement, state funds are dispensed by the Board in February and March of 1991. Moved by Brooks, Jr., seconded by Boulton, to approve the process for disbursing base grants. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoese, Peterson, and Jensen. Opposed: None. Carried.

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90-115

Comprehensive Local Water Plans - Chris Hughes distributed a summary of the Blue Earth County 110B Plan. Chris gave a chronological overview of the plan. He introduced Rick Hanna, Local Water Planning Coordinator. Staff recommends approval of the Blue Earth County 110B Plan. Moved by Williamson, seconded by Hoese, to approve the Blue Earth County Comprehensive Local Water Plan. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoese, Peterson, and Jensen. Opposed: None. Carried.

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90-116

Chris Hughes distributed a summary of the Jackson County 110B Plan. Chris gave a chronological overview of the plan. Chris introduced Gordy Olson, Local Water Planning Coordinator, and Ed Yonker, County Commissioner. Staff recommends approval of the Jackson County 110B Plan. Moved by Hoese, seconded by Warner, to approve the Jackson County Comprehensive Local Water Plan. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoese, Peterson, and Jensen. Opposed:

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90-117

None. Carried.

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90-118 Chris Hughes distributed a summary of the LeSueur County 110B Plan. Chris gave a chronological overview of the plan. He introduced Terry Bovee, Local Water Planning Coordinator; Bob Culhene, County Commissioner; and Brian Christensen, Water Planning Consultant. Staff recommends approval of the LeSueur County 110B Plan. Moved by Graba, seconded by Jensen, to approve the LeSueur County Comprehensive Local Water Plan. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoese, Peterson, and Jensen. Opposed: None. Carried.

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90-119 Chris Hughes distributed a summary of the Yellow Medicine County 110B Plan. Chris gave a chronological overview of the plan. He introduced Bob Finley, RCRCA Project Manager; and Jerry Holien, Local Water Planning Coordinator. Staff recommends approval of the plan. Moved by Graba, seconded by Cofell, to approve the Yellow Medicine County Comprehensive Local Water Plan. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoese, Peterson, and Jensen. Opposed: None. Carried.

Discussion followed on the Data Privacy Act.

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90-120 Chris Hughes distributed a summary of the Sibley County 110B Plan. Chris gave a chronological overview of the plan. He introduced John Bach, and Don Becke, County Commissioners; and John Peterson, Local Water Planning Coordinator. Mr. Peterson thanked Chris for his fine assistance on the plan and the agencies for their good communication efforts. Moved by Boulton, seconded by Hoese, to approve the ~~Yellow Medicine~~ ^{Sibley} County Comprehensive Local Water Plan. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoese, Peterson, and Jensen. Opposed: None. Carried.

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90-121 Dan Stewart gave a chronological overview of the Itasca County 110B Plan. Staff recommends approval of the plan. Moved by Warner, seconded by Cofell, to approve the Itasca County Comprehensive Local Water Plan. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoese, Peterson, and Jensen. Opposed: None. Carried.

Chairman Ogaard reported that the first comprehensive local water plan was approved one year ago. Today the Board approved the 53rd of 80 comprehensive local water plans.

Chairman Ogaard suggested that "Additional Comments" be added to the Board meeting agenda.

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90-122 Moved by Williamson, seconded by Steffen, that staff will consult with the Attorney General's office, if legal counsel feels it's appropriate, BWSR members and staff will no longer attend the proposed Snake River hearings. Affirmative: Ogaard, Williamson,

Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoese, Peterson, and Jensen. Opposed: None. Carried. Members will be notified of Attorney General's opinion.

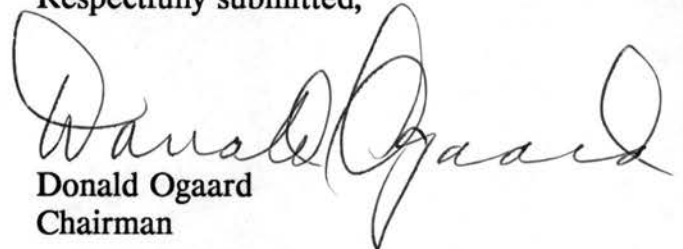
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90-123 Moved by Cofell, seconded by Peterson, direct staff to work on putting together a potential retreat with various associations in conjunction with the BWSR January or February meeting. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoese, Peterson, and Jensen. Opposed: None. Carried.

John Williamson informed the Board that he was defeated in the Kandiyohi Soil and Water Conservation District Supervisors election. Effective January 1, 1991, he will no longer serve as a supervisor, which means he will no longer be a BWSR member representing SWCDs. He will however, serve until a replacement is appointed but no later than July, 1991. He may apply to be appointed by the Governor as a citizen member. Chairman Ogaard thanked John for his dedicated service on the Board.

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90-124 Moved by Peterson, seconded by Warner, that a resolution of appreciation go to John Williamson and Bill Cofell for their dedicated service. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoese, Peterson, and Jensen. Opposed: None. Carried.

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90-125 Moved by Graba, seconded by Cofell, to adjourn the meeting at 3:45 p.m. Affirmative: Ogaard, Williamson, Boulton, Warner, Graba, Steffen, Brooks, Jr., Harste, Cofell, Hoese, Peterson, and Jensen. Opposed: None. Carried.

Respectfully submitted,


Donald Ogaard
Chairman

The Personnel Committee of the Board of Water and Soil Resources met at the Board office at 155 So. Wabasha St., St. Paul, Minnesota, at 8:30 AM, December 28, 1990. Purpose of meeting to interview candidates for position of Executive director of BWSR. Present from the Board were: Donald Ogaard, Don Warner, James Hoese, John Boulton, Howard Peterson and William Cofell. Also present for the interviews was Joe Smiley from the Department of Employee Relations.

Meeting was called to order by Chair Don Warner and opened with a discussion interview procedure. The format and sequence of questions was discussed. The committee decided that the series of questions used in previous interviews was satisfactory in stimulating responses from the candidate. A minor rewording of some questions was made. (See copy of 1988 interview schedule. D)

The committee began interviews at 9:00 allotting each candidate one hour of time. The committee recessed for lunch at 12:00 and reconvened at 2:00 PM. The last interview was completed at 4:00 PM.

After the completion of the interviews the committee then discussed their reactions and impressions of the candidates and were directed to rank the candidates in order of preference. The committee unanimously placed Russell Doty and Ronald Harnacks as the preferred two top candidates. The Committee then directed discussion to these two candidates. At 5:40, the committee chose Ronald Harnack decision being based on administrative experience, knowledge of water and soils and strength of interview responses.

The Committee adjourned at about 5:45.

A handwritten signature in cursive script, reading "William L. Cofell". The signature is written in dark ink and is positioned above the typed name and title.

William Cofell, Recorder for meeting.

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Notes taken at Dec 26, 1990 Personnel meeting
Personal Notes of Wm Caffell

Ronald Harnack. Listens intently to questions and responses indicate he understands thrust of question. Has worked for the Department of Natural Resources has experiences with SWCDs. Believes there is need for openness in programs should not be hampered by too restrictive approaches.. Believes format for funding SWCDs should be changed since not all have same kind of resource problems. Must accept from the format whether needed or not.

Has worked for DNR for 21 years. Felt he had accomplished getting local ordinances in place. Supervises program with 20 staff. Has worked at Flood Damage reduction. Second Accomplishment was helping to get recodification of water law and changes in the Ditch laws. Work on achieving consensus shoreland management, participated in sharing education work. Worked on and accomplished the once through cooling. Hopes to focus on consensus, feels confident terms of finances, budget and management.

Positive to resolution of conflict through WMO. Does not see enlarged budget or staff. Shows understanding of problems at the local level. Aware of need to emphasize positive benefits, recreation, private uses to keep pressure for change and improvement. Recognizes danger of permitting total loss of control. Discusses regional perspective in regard to administrative and finance problems. Would look for ways to maintain contact with local persons. Seek ways to provide guidance, direction, support local leadership. Maintain control by ;SWCD grants and approval or disapproval of WMO.

Regard to Staff Response. Management style. Flush out ideas, make sure persons works with others look. Manage people through encouragement, and delegate on the expectation that job will be done. Director must rely on staff expertise. Give authority with expectation that it will be used appropriately.

State Government. This job would be next step. Greater leadership opportunity in organization setting. Expects a strong relation with the board and to be a strong voice for the board. Candidate feels strong in working with the legislature. Looks at common sense approach at what local government can do, what is costs, what is consequences of enforcement and or implementation of policy and programs.

Expressed ideas strongly, alert listener, responses carefully answers well thought out and expressed without hesitancy. Has ideas firmly in mind. A person who is not easily distracted from central issue of question.

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Russell Doty

Candidate has been involved with planning, education, Taught at Junior High level. Worked on energy codes, Sewer and Water studies, political science background in local government. Has been in legislature. Looks at himself as a communicator. Has published, organized brochures. Adm. Law Judge. temperament and interest in advocacy. Legal experience in real estates. Listens well. Sells himself well, proactive, quietly assertive. Looked up the background and experience of members of the board.

Judgement is that he could lead. Sees himself as facilitator. Always need to deal with people but got to let people do job. He says he can travel. Served with the Montana Wheat Commission. Has worked with both Democrats and Republican parties in Montana. #

Facilitate the planning process, getting money to do the job. Must be flexible People are the assets we work with. Innovator must read and discuss and have a determined commitment to carry through ideas.

I like this man's answers on public policy. He has a good sense of self possession his assets and limitations. He spoke of goals of humility. Water, soil and farmers and used word fidelity. Appears to favor a generalist approach. Again proactive and quietly assertive. I like the sense of service this person presents. Public concern for many constituencies. Excellent listener attentive to questions.

This man's experience and education would be an asset with any organization obviously a top candidate.

John Williamson:

Soil and Water conservation district supervisor. Has been an issue all of his life. Father was a cooperator in the Kandiyohi district. Elected two terms. Area 16 association. State and Board appointment BWSR 1987s. Comes from family with a good conservation ethic. Vice president of Bank.. Well qualified.

Board Background. Knows what the board does. Sees issues from a farmers perspective. Has to deal with and make decisions. Enjoys getting out from office so travel would be no problem. Accomplishments, His work in genetics and agronomy while in college. Research project in oats

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varieties and chemical estrases. His mentor said his work was worth of a doctoral thesis. Has farmed 1400 acres of

land and livestock. Working in the bank during middle of the farm crisis. Worked through the bank's problems of overextended loans. Has increased loan volume and used loan delay repayment.

Strategy under pressure has been able to handle. What he has been through. Full load at school working full time. Has enjoyed work with SWCD partially because he recognized need for changes and made proposals that worked.

Handles English language very well. Able to articulate ideas, careful phrasing and good word choices. Quiet manner, Written and spoken communication excellent;;.

Management style: set goals and see they are met. Give people latitude; to do things their way but get the job done. Each person must see the value in work. Leadership helps others accomplish. Did not handle the creative question.. Soil and water important. Some of our soil and water resources---Don't know the final solution.

Vision of the Board: To work on education. No person responsible for education on the staff. Friction in the SWCD's need to emend or resolve.

Felt he did not communicate well in high school, spoke of a speech course in college. Communicates satisfactorily. Member of the Soil and Water Conservation Society of American. Knows the subject matter./

How will you cope with legislation? John gave good responses. adequate if we chose him. Responsible, dedicated expects salary near top or at mid level.

I like John. He has been an excellent board member. Would be most courteous and considerate executive director. I believe he can be tough when the chips are down, but I'm not sure.

George Orning:

Did not look up at the members of the committee. Maintained occasional eye contact with Don Ogaard. Kept eyes downcast during first part of interview. Spoke of information gathering by telephone. Says he feels ready for this level of government service. Dealing with planning and development. What does local government need? Has worked on 110B issues in local government and with land use decisions including zoning. Was in the project redrawing the Watershed Map. Misses government work while working for the Freshwater Foundation. Efficiency of staff based on course of action by

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the board. Compares BWSR with the LCMR, real value in Board and the staff.

Brings a broad perspective academic university assimilate information and people say he is innovative and provocative. Help staff be productive and find out what processes work best with staff.

Accomplishments: Lake shore zoning passed in 1970. and No. 2, producing the land use map.

Wants a sense of community in the office. Got to build a sense of Community. Get to know the people and appreciate them. Crux of work suggestions when people are motivated they do more. He says he is ready for a change and would like to be more visible. Would like to teach and build classes around experiences with the board.

Seems to contradict himself in terms of conciseness and the lengthy application.

Board is like a board of directors, knowledge base to give to the staff. Candidate does not seem to understand some of the questions or at the very least does not answer all of the question. Did not answer one of Howards questions appeared to talk around the subject rather than to it.

Assimilate information so it can be disseminated. How Does county fit into the total plan of the state? He says the ability to network to carry on work essential. Remarks about the rule process and taking it to hearing examiners not always the wisest course. Which is true. I would worry about getting a direct answer to a question.

James Andre;

Listens carefully and intently. Eye contact direct at Don Ogaard. Has worked with elected officials and boards. Land use experience with the legislature and municipal matters. Worked on flood control at Rochester. Rice Creek WMO. Strength is in management and administration. Has had continuing interest in environment and conservation.

Was the first city administrator in Rochester. Was involved in recruiting a professional and competent staff. Roseville Got action in stress situation involved in solution.

Would make sure the board functions are carried out. Talked about WMO, Rules and Policy and SWCD and participatory management.

This man is honest and sincere a good sense of own presence and ability. Would take time to get acquainted with BWSR.

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Limited knowledge of agriculture and farming would have to make sound use of knowledgeable staff.

Recognizes importance of informal communication. Candidate could learn of requirements of the position. Would grow as director

Strong points finances and relationship. Lack of experience with agriculture and problems related to rural resource management. Would be excellent because of awareness of municipal problems.