



**Lake Ripley Management District
Meeting of the Board of Directors
February 16, 2019
9:00 A.M. at Oakland Town Hall**

- I. **Call to Order and Roll Call**
Jimmy DeGidio called the meeting to order at 9:00 am. Board members present: Mike Sabella, Georgia Gomez-Ibanez, Mike Doman, Craig Kempel, and Walt Christensen. Keith Kolb was excused. Also in attendance were: Andrew Sabai (LRMD Lake Manager), Dave DeGidio, Rick and Deb Kutz
Public Comment There was none.
- II. **Approval of December 15, 2018 minutes.** Sabai handed out new minutes with grammar corrections. **Motion by Sabella to approve January 19 minutes with corrections, second by Gomez-Ibanez, motion passed.**
- III. **Treasurer's Report.** Sabella presented the monthly treasurer's report for month ending January 31, 2019. There was about \$43 in interest gained from the bank account, and a \$426 real estate tax payment from the village of Cambridge. We received real estate tax payments of \$55,241 and \$25,956 from the Town of Oakland in late January that will be deposited in February. **Motion by Gomez-Ibanez to approve the Treasurer's Report, 2nd Doman, motion passed.** Sabella ordered new checks, at no charge to the District, and met with the finance people from Hometown Bank. He confirmed that we will be receiving a higher interest on our account beginning Feb 1st. Sabella asked if there were any questions on the 2018 financial statement presented at the last meeting. There were none. He stated our cash position was strong at the end of 2018 with \$60,000 unrestricted and \$40,000 restricted funds available.
- IV. **Lake Manager's Report** Sabai handed out a document that highlighted ways to talk to the public about conservation issues for later reading. Activity highlights were: Lake planning, grant writing, internship description creation, purchase of tern nesting structure materials. Winter Ripples newsletter is in the mail. Leader Printing handled the mailing of the newsletters this time. Sabai is looking into a service that will handle our mailing list. At the January meeting the board approved an increase in the credit limit on the District's credit card. In order to do so he needs to send in the approved minutes from January. Short term plans include, monitoring the tern rafts, and brush trimming at the Preserve, Agrecol plant order, lake planning. Gomez-Ibanez stated the District would not be purchasing plants for the lakeside rain garden. Grants are being finalized for Clean Boats Clean Waters, Harvester GPS, and Healthy Lakes (Charlie Kisow) Mid to long-term plans include: prairie burn, wetland restoration planning, lake plan management update meetings, and continuing with lake manager compensation committee. Kempel suggested setting up a table at the public beach for lake education.
- V. **New Business**
 - A. **Discussion and possible action on the creation of an internship position of 2019.** Sabai handed out and read a description based on the job announcement for 2016 with the omission of the Clean Boats Clean Waters position from the posting. Compensation for the position is \$10.50/hr. Sabella stated we had \$2,322 in wages budgeted, so if the internship is for 200 hours the wage should be \$11.61. There was discussion that an intern could potentially be used on the harvest crew, so the salary range should include the minimum range of the harvest crew. Kempel made a **motion to accept the proposed internship position with the correction of a salary range from \$11-14/hr.** second Gomez-Ibanez. Sabella suggested we add an equal opportunity employment statement. **Kempel amended his motion to add the equal opportunity statement.** second Gomez-Ibanez. **Amendment passed, motion passed.** Sabai asked if we should create a

committee to hire the intern, of if he and DeGidio can just take responsibility for interviewing and hiring. There was general agreement that DeGidio and Sabai could handle the process.

- B. **Presentation on the 2018 monitoring data.** Sabai stated that he didn't want to get into all the details since we are continuing to collect data, but thought it would be good to go over one set of data. He explained that he had installed a rain gauge logger that automatically records rain as it occurs. As a back up he installed a manual gauge at the rain garden at the Oakland Town Hall. Sabai showed the difference in rain fall for 2018 as compared to the average rainfall for Dane County. He showed the importance of finding the phosphorus load vs just the concentration. He also showed data that explained that rain events lower the oxygen levels in the creek and at times the levels are dangerous to fish, and it can increase the release of phosphorus from the sediment. Sabella asked if we can use these data when applying for grants and if we have enough data to do that. Sabai explained that we have enough data to show that we have a significant problem, but that it also points to solutions. It also shows the DNR and others that we are very serious about taking on this problem, and so are more likely to follow through with any projects we undertake. Christensen asked if most of the phosphorus was coming from agriculture, and if most of the oxygen came from aquatic plants. Sabai stated that some of the phosphorus comes from natural sources, but models used in the past showed that most of the phosphorus was coming from agriculture. The main dissolved oxygen sources were aquatic plants and algae that grows on substrates. Dave DeGidio asked how the original and future dredging of the stream through the wetland at Milwaukee Bay affected phosphorus. Sabai said it was a complicated situation that required further study, but likely had positive and negative effects. Sabai concluded that we should not support dredging until we reduce the amount of sediment coming through the stream. Gomez-Ibanez shared some data on increasing precipitation events in our area.

VI. **Old Business**

- A. **Discussion and possible action on Lake Manager Compensation process.** DeGidio explained the committee had been working on minor changes on the Lake Manager job description and method of salary adjustment. He read the changes that had been sent to the board earlier in the week. Then he briefly went over changes to the evaluation questions discussed at the previous board meeting. Sabella suggest we remove the 0-2.5%, so that board can feel less restricted, if they decided a greater increase in the manager's salary was warranted. He also wanted the word "increase" to be changed to "adjustment". Gomez-Ibanez made grammar and formatting suggestions. **Gomez-Ibanez made a motion to approve the Lake Manager position description with the changes suggested by Sabella and her grammar corrections. Kempel second, motion passed.**

VII. **Adjournment:** Motion by Sabella to adjourn meeting, 2nd Christensen, motion passed. Meeting adjourned.

Next meeting: March 16, 2019 (9:00 a.m. at the Oakland Town Hall).

Respectfully Submitted,

Georgia Gomez-Ibanez, Secretary
Recorder: Andrew Sabai

Date