

AGENDA

NICOLLET SOIL AND WATER CONSERVATION DISTRICT

Wednesday, December 10th, 2025

8:30 A.M.

501 7th Street

Nicollet, MN 56074

- I. Call to Order
- II. Audience Participation
- III. Review of agenda: Additions – Cancellations
- IV. Minutes of November 5th, 2025 Meeting
- V. Bills Paid: November 2025
- VI. Treasurer's Report: December 2025
- VII. Old Business
- VIII. New Business
 1. MN Paid Leave
 2. Update Personnel Policy
 - 3.
 - 4.
- IX. NRCS Report
- X. FSA Report
- XI. 1W1P Report
- XII. Supervisor & Staff Report
- XIII. Other Business
- XIV. Employee Evaluations
- XV. Next Meeting
- XVI. Adjourn



NICOLLET SOIL AND WATER CONSERVATION DISTRICT

501 7th Street, PO Box 457
Nicollet, MN 56074
TELEPHONE (507) 232-2550

MINNESOTA SOIL AND WATER CONSERVATION DISTRICTS

Minutes of the Nicollet Soil and Water Conservation District, 501 7th Street, Nicollet, Minnesota,
December 10th, 2025.

Meeting was called to order by Chair – Hermanson at 8:30 A.M.

Members Present: Chair, Don Hermanson
 Vice Chair, John Kral
 Treasurer, Tim Braun - Absent
 Secretary, Eric Annexstad
 Member, John Luepke

Others Present: District Manager, Kevin Ostermann
 District Technician, Blake Honetschlager
 District Technician, Mackenzie Bratsch
 County Commissioner, Kurt Zins
 NRCS, Brandon Berndt - Absent
 FSA, Brad Flatin – Absent

Upon a motion by Luepke and seconded by Kral, it was moved to approve the agenda. Ayes Annexstad, Hermanson, Kral, Luepke. Carried.

Upon a motion by Luepke and seconded by Kral, it was moved to approve the minutes of the November 5th, 2025 meeting. Ayes Annexstad, Hermanson, Kral, Luepke. Carried.

Upon a motion by Annexstad and seconded by Luepke, it was moved to approve paid bills for November 2025 totaling \$104,893.89 (Checking Account). Ayes Annexstad, Hermanson, Kral, Luepke. Carried.

Upon a motion by Kral and seconded by Luepke, it was moved to approve the December 2025 Treasurers' Report, subject to audit. Ayes Annexstad, Hermanson, Kral, Luepke. Carried.

Old Business:

New Business:

MN Paid Leave: Upon a motion by Luepke and seconded by Kral to appoint the District Manager as Administrator to the MN Paid Leave Law. Ayes Hermanson, Kral, Luepke, Annexstad. Carried.

MN Paid Leave Policy: A motion was made by Annexstad and seconded by Luepke, to adopt the MN Paid Leave Policy. Ayes Hermanson, Kral, Luepke, Annexstad. Carried.

1W1P Reports: Reported on the up coming Public Hearing that is set for Monday December 15th, 2025

Supervisor & Staff Report: Staff reports are attached.
Luepke, Hermanson, & Annexstad reported on the MAWSCD Convention that they attended in Bloomington on December 1-3.

NRCS Report: None

FSA Report: None

Other Business: None

Employee Reviews: A motion was made by Annexstad and seconded by Kral to increase the pay scale beginning on December 29th, 2025 based on what Nicollet County will be doing and a 4% raise for all District employees starting December 29th, 2025. Ayes. Hermanson, Kral, Luepke, Annexstad. Carried.

Next Meeting: January 7th 2026, at 8:30 A.M.

Adjourn: A motion was made by Luepke and seconded by Braun to adjourn the meeting. Meeting Adjourned at 10:15 A.M.

Approved: _____

Secretary  _____