Conservation is a positive exercise of skill and insight, not merely a negative exercise of abstinence and caution.

Aldo Leopold
“We treat this world of ours as though we had a spare in the trunk.”

fortune cookie

Adopted by the Board of Supervisors of the Anoka Conservation District at the regularly scheduled board meeting on January, 2019

Mary Jo Truchon, Chair
# TABLE OF CONTENTS

## SECTION I: INTRODUCTION

- Purpose and Amendment ........................................................................... 1
- Management Rights ................................................................................ 1
- District Mission ...................................................................................... 1
- Guiding Principles ................................................................................ 1
- Priorities/Strategies ................................................................................ 2
- Soil and Water Conservation Policy ....................................................... 2
- Soil and Water Conservation District Authority ..................................... 2

## SECTION II: SUPERVISORS

- Board Member Responsibilities ............................................................ 5
- Elected Official Responsibilities ............................................................... 8
- Meetings and Committees ...................................................................... 8
- Supervisor Compensation ..................................................................... 11
- Conflict of Interest ............................................................................... 11
- Appointment Process ............................................................................ 12
- Removal of a Supervisor ...................................................................... 12
- Code of Conduct .................................................................................. 13
- Acronyms ............................................................................................. 18

## SECTION III: OPERATIONS

- Posting Location .................................................................................. 21
- District Financial Operations ................................................................ 21
- District and Natural Resources Conservation Service Agreement .... 23
- Data Backup and Record Storage ......................................................... 23
- Government Data Practices ................................................................. 23
- Handbook and Resolution Maintenance .............................................. 25
- Travel and General Expense Reimbursement ..................................... 25
- Vehicle Operation ................................................................................ 27
- District Properties ................................................................................. 29

## SECTION IV: PERSONNEL

- Purpose .................................................................................................. 33
- Administration ...................................................................................... 33
- Savings Clause ..................................................................................... 33
- Indemnity .............................................................................................. 33
- Employee Responsibilities ..................................................................... 33
- Definitions ............................................................................................. 33
- Employee Relations ............................................................................ 38
- Appointment Process .......................................................................... 41
- Probationary Period ............................................................................. 46
- Employee Separation ........................................................................... 47
- Hours of Work ....................................................................................... 48
- Classification Plan ............................................................................... 51
SECTION V: APPENDIX ................................................................. 1
Records Retention Schedule ............................................................. 1
Position Descriptions ..................................................................... 7
Forms .......................................................................................... 18
SECTION I: INTRODUCTION

PURPOSE AND AMENDMENT

The purpose of this handbook is to clarify policies and procedures related to supervisor responsibilities and conduct, district operations, and personnel administration. This handbook also serves as the Anoka Conservation District’s (District) By-Laws.

The Anoka Conservation District Board of Supervisors (Board) reserves the right to temporarily suspend or amend these policies, which shall be adopted upon majority vote of the Board. The policies in this handbook supersede and/or revoke all previous District policies of similar intent. These polices are intended to be consistent with applicable provision of Minnesota Statutes. In all cases of omission or error, State statute will govern.

The handbook shall be reviewed with all new employees and provided to new supervisors and is available in the district office.

MANAGEMENT RIGHTS

The Board retains the full and unrestricted right to operate and manage all resources, facilities, and equipment; to establish functions and programs; to set and amend budgets; to determine the utilization of technology; to establish and modify the organizational structure; to select, direct and determine the number of personnel; to establish work schedules, and to perform any inherent managerial function not specifically limited by these regulations or Board resolutions.

DISTRICT MISSION

The mission of Anoka Conservation District is to conserve and enhance the natural resources of Anoka County.

We do this by:

• conducting monitoring and analysis,
• informing landowners and local government in natural resource management, and
• leveraging technical and financial resources to promote natural resource stewardship practices.

GUIDING PRINCIPLES

• Focus on long-term resource sustainability
• Make informed and ethical decisions
• Promote cost-effective and efficient resource management
• Retain highly qualified, knowledgeable staff
• Partner with both public and private sectors
• Utilize technology to achieve efficiencies and enhance work products
• Keep natural resource issues visible in Anoka County
• Respond to opportunities and changing needs
• Develop diverse programs, partners and funding sources
• Utilize education and outreach in addition to technical and financial assistance to encourage natural resource stewardship

“It seems perfection is reached not when there is nothing left to add, but when there is nothing left to take away.”
Antoine de Saint Exupéry
PRIORITIES/STRATEGIES

WATER QUALITY
- Maintain high quality surface waters
- Improve impaired surface waters
- Protect drinking water

WATER QUANTITY
- Stop long-term aquifer depletion and where possible replenish aquifer levels
- Control stormwater runoff and resultant erosion
- Reduce localized flooding and related damage

NATURAL HABITATS
- Preserve and enhance ecological diversity in Anoka County
- Maintain ecological corridors and systems to support indigenous wildlife

WETLANDS
- Achieve no net loss in, and where possible improve, the quality and quantity of wetlands

SOILS
- Maintain and enhance soil health

SOIL AND WATER CONSERVATION POLICY
As a Soil and Water Conservation District (SWCD), Anoka Conservation District derives its authority from Minnesota Statute Chapter 103C. The following shows excerpts from that statute.

Maintaining and enhancing the quality of soil and water for the environmental and economic benefits they produce, preventing degradation, and restoring degraded soil and water resources of this state contribute greatly to the health, safety, economic well-being, and general welfare of this state and its citizens. Land occupiers have the responsibility to implement practices that conserve the soil and water resources of the state. Soil and water conservation measures implemented on private lands in this state provide benefits to the general public by reducing erosion, sedimentation, siltation, water pollution, and damages caused by floods. The soil and water conservation policy of the state is to encourage land occupiers to conserve soil, water, and the natural resources they support through the implementation of practices that:
(1) control or prevent erosion, sedimentation, siltation, and related pollution in order to preserve natural resources;
(2) ensure continued soil productivity;
(3) protect water quality;
(4) prevent impairment of dams and reservoirs;
(5) reduce damages caused by floods;
(6) preserve wildlife;
(7) protect the tax base; and
(8) protect public lands and waters.

SOIL AND WATER CONSERVATION DISTRICT AUTHORITY
In order to carry out its mission, Anoka Conservation District has several powers granted in law. The following paraphrases those authorities.
SWCDs may;
- Conduct resource surveys and demonstration projects,
- Carry out soil and water conservation measures on any lands in the district with the consent of the landowner,
• Cooperate or enter into agreements with any governmental agency or individual landowner for the purpose of carrying on a program of erosion prevention and control,
• Purchase or accept property and income and provide equipment and supplies that will help to bring about conservation practices,
• Construct, install, improve, maintain, and operate such structures and works as may be necessary for proper performance of the district,
• Develop a comprehensive and annual plan for the conservation of soil and water resources. These plans are required for the district to receive state grant funds,
• Assume land by purchase, lease or otherwise to improve, maintain, operate, and administer any soil and water conservation project undertaken by federal or state government,
• Sue or be sued,
• Require compensation or contributions for goods and services provided,
• Make application or enter into an agreement with any designated authority for federal assistance,
• Perform any other acts necessary to secure and use federal aid,
• Acquire land, easements, or rights-of-way needed in connection with works of improvement installed with federal assistance,
• Use necessary funds to provide membership in state and national associations that pertain to district operations, and is authorized to participate and appropriate necessary funds to defray expenses of district representatives for meetings of such groups,
• Procure necessary insurance,
• Publish any information related to the activities of the district,
• Provide advice to or consult with county or municipal representatives, and
• Present an annual budget to the board of county commissioners.

“It is not the critic who counts, not the man who points out how the strong man stumbles or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood, who strives valiantly, who errs and comes up short again and again because there is no effort without error and shortcomings, who knows the great devotion, who spends himself in a worthy cause, who at the best knows in the end the high achievement of triumph and who at worst, if he fails while daring greatly, knows his place shall never be with those timid and cold souls who know neither victory nor defeat.”

Teddy Roosevelt
SECTION II:
The District has a board of five elected supervisors with a variety of expertise elected to four-year terms. The Board of Supervisors determines the priorities and goals for the districts and charges the staff with developing the programs and services necessary to address those priorities. Supervisors are elected to four-year staggered terms. District 1, 4, and 5 terms extend through December 2020, while District 2 and 3 extend through December 2022.

BOARD MEMBER RESPONSIBILITIES
District supervisors are entrusted with some of Minnesota’s most precious assets: our natural resources. A supervisor’s primary responsibility is to ensure that the community uses its natural resources wisely, with an eye toward the future. To do this, Supervisors must seek and achieve a delicate balance between people and the land we inhabit. The future of Minnesota’s environment rests on a Supervisor’s ability to maintain this balance and garner support from the community for an active and protective natural resources program.

All members of the Board have equal votes and all should be treated with equal respect.

ALL BOARD MEMBERS
- Participate fully in board meetings and other public forums while demonstrating respect, kindness, consideration, and courtesy to others
- Prepare in advance of board meetings and be familiar with issues on the agenda
- Represent the District at ceremonial functions at the request of the Chair
- Be respectful of other people’s time, remaining focused and act efficiently during public meetings
- Serve as a model of leadership and civility to the community
- Inspire public confidence in government
- Provide contact information with the Office Administrator in case an emergency or urgent situation arises while the Board Member is out of town
- Demonstrate honesty and integrity in every action and statement
- Participate in scheduled activities to increase effectiveness

District law requires that the supervisors designate a chair and further states that the supervisors may delegate powers and duties that they deem proper to: (1) the chair; (2) any number of supervisors; (3) any number of agents or employees. Board officers include Chair, Vice Chair, Treasurer and Secretary. Officers serve until replaced by the election of a successor. No board member may hold more than one office at a time.
time. In the event an officer cannot complete his or her term of office, the Board shall immediately elect from among its members an individual who will complete the unexpired portion of the term.

**DUTIES OF THE CHAIR**

- Preside at all meetings
- Call special meetings when necessary
- Reschedule meetings when necessary and in concurrence with the Vice Chair
- See that meetings start promptly and at the specified time
- Dispose of each topic properly after adequate discussion
- Maintain order, decorum, and the fair and equitable treatment of all speakers
- Keep discussion and questions focused on specific agenda item under consideration
- Makes parliamentary rulings. Chair rulings may be overturned if a Board Member makes a motion as an individual and the majority of the Board votes to overrule the Chair.
- Close meeting promptly after all business has been completed
- Execute documents (may provide written authorization for staff to use the digital/electronic signature on file at the district office to execute a specific document)
- Serve as the official spokesperson for the District
- Sign checks in the absence of the Treasurer
- Serve as liaison to county board

**DUTIES OF THE VICE CHAIR**

- Be familiar with duties of the Chair
- Preside as Chair in the absence of the Chair
- Serve as alternate liaison to county board

**DUTIES OF THE TREASURER**

- Primary signer for the checks and financial accounts
- Compare the monthly reconciliation report to the monthly bank statements of all District financial accounts
- Designate the official depository of district funds
- Invest district funds with the intent to maximize revenue under MN Statutes Sections 118A.01 to 118A.06, which, when followed, eliminates personal or institutional liability for any losses incurred
- Engage investment brokers and sign related agreements, if any, to invest funds with said brokers.
- Serve as the Chair of the Finance Committee

**DUTIES OF THE SECRETARY**

- Coordinate with Supervisors and the District Manager to prepare board meeting agendas and packets
- Post meeting notices
- Prepare minutes for regular and special board meetings
- The Board may appoint an employee to fill this office

There are three key aspects to the role of a supervisor as an SWCD board member:

- policy development,
- annual and long-range plans and budgets, and
- working with the district staff.

**POLICY DEVELOPMENT**

The SWCD board of supervisors is a policy board, meaning that its primary focus is not on running the day-to-day activities of the district, but on setting overall policy and long-term objectives. The staff then uses...
these policies and objectives to ensure that the district is proceeding in the general direction laid out by the board. As such, board policy is a key element in the smooth operation of the district. The board should develop policies on items ranging from expenditure of cost-share funds to the election of officers. The Board is responsible for oversight and policy development for real properties and easements held by the District. Do not wait until a situation arises requiring a policy; develop a policy beforehand so that guidelines are available if a question is raised.

Although it is the board’s responsibility to develop policy and the staff’s responsibility to implement it, you will find that the fairest and most useful policies are developed with the help of significant staff input.

PLANNING AND BUDGETS
Because board members focus on long-range objectives and goals, one of the most important parts of your job is developing your district’s annual and comprehensive plans. These plans are required under Minnesota Statutes Chapter 103C.331.

The comprehensive plan (long-range plan) must cover a minimum of five years; annual plans cover one year. To be eligible for grant funding from the BWSR, all districts must have an approved comprehensive and annual plan on file. Both plans must include budgets. Annual plans must be submitted to the BWSR by March 15. The annual plan should fulfill the comprehensive plan by identifying items that can be accomplished over the course of the year.

Supervisors must be involved in all aspects of plan development and implementation, particularly in determining the long-term objectives of the district. Although, theoretically, the board members write the plan and the staff carry it out, realistically, staff involvement is often critical in the plan development and supervisors often have a strong role in carrying out the plan.

When working on the annual and long-range plans, supervisors should take a strong leadership role in the following areas:

- Supervisors must determine the purpose of the district in the community.
- Supervisors must decide which resource problems the district will address and their relative importance.
- Supervisors should look at the big picture and develop broad policies that address the resource as a whole in their SWCD. Staff can work within these broad policies to address individual concerns.
- Supervisors must adopt objectives they think best meet the resource needs of the district.
- Supervisors must outline the actions to be conducted by the board and staff to carry out their stated objectives. These actions should be consistent with the mission statement and will result in a more effective conservation program.
- The board must formally adopt the plan.

To achieve full participation in the planning process by both board and staff, a planning committee may be formed to develop the plan for recommendation to the board. The chair may appoint one or two board members to work with staff to develop the plan.

Annual plans, comprehensive plans, and budgets should be reviewed on a regular basis to determine if goals are being achieved. The stated goals can be compared with actual performance and dollars available. Supervisors can use this information to decide what changes, if any, may be necessary to keep the district on track.

WORK WITH DISTRICT STAFF
Governance of the District relies on the cooperative efforts of elected officials who set policy and District staff who implement and administer those policies. Therefore, every effort should be made to be
cooperative and show mutual respect for the contributions made by each individual for the good of the community. The following guidelines should be followed.

- Treat all staff as professionals
- Requests for individual staff assistance should be directed through the District Manager
- Do not distract District staff from performance of their job
- Never publicly criticize an individual employee
- Do not get involved in administrative functions
- Do not attend meetings with staff unless requested by staff
- Do not solicit political support from staff

Elected Official Responsibilities

As an elected official, you’re responsible for operating the district as a political subdivision of state government. Specifically, your duties are:

- Maintaining a working relationship with other political bodies and state agencies, including BWSR, USDA (FSA & NRCS), county commissioners, county extension, and other agencies.
- Entering into memoranda of understanding or working agreements with as many agencies as necessary to coordinate the conservation and development of resources in the district.
- Pursuing funds and/or insurance for district operation from county commissioners, the State of Minnesota, and other entities as opportunities arise.
- Cooperating with other districts and watersheds in resource activities.
- Conducting an annual meeting.
- Monitoring your actions to comply with program rules and regulations.

Meetings and Committees

Schedule of Activities

| January  | Annual meeting |
| February | Annual financial statements |
| March    | Initiate comp planning every 10 years |
| April    | Initiate audit of previous year’s financials |
| May      | Resolutions for MASWCD area meeting |
| June     | Cost share encumbrance deadline, Biennial Budget Request approval, Employee compensation, |
| July     | Nominate Outstanding Conservationist |
| August   | Initiate annual planning |
| September| Initiate annual planning |
| October  | |
| November | |
| December | Employee evaluations, employee benefits, budget update, Annual Plan |

Annual Meeting

The January regular meeting of the Board of Supervisors is the Annual Meeting. Several business items must be attended to at this meeting. The following list of work products and policies must be prepared, reviewed, and/or updated in the months preceding the Annual Meeting to facilitate action to approve or adopt them at the Annual Meeting.

- District Handbook which includes: designation of official depositories, official posting locations, and official meeting location
- Annual meeting schedule
- Selection of officers
- Assignment of committees
- Fee schedule update

**SPECIAL MEETINGS**

A special meeting may be held at any time. Special meetings may be requested by any supervisor and approved by the Chair. A request to call a special meeting shall be made in writing or electronic mail (e-mail) to the Chair via the District Manager or Office Administrator at least three calendar days prior to the date of the meeting. This request must include a statement of the purpose for which the meeting will be called. Immediately upon approval by the Chair, the Office Administrator shall notify all members of the Board and display a public notice of the meeting.

An emergency special meeting may be called by any supervisor on twenty-four hours’ notice because of circumstances that require immediate consideration. Whenever practicable, a request for such a meeting should be made in writing to the District Manager and Office Administrator, who will notify all other Board members by the most expeditious and effective means available.

**OFFICIAL MEETING LOCATION**

Regular board meetings and committee meetings are held at the District office located at 1318 McKay Drive NE Suite 300, Ham Lake, MN 55304 unless otherwise noted. A yearly meeting schedule is posted on the District’s official website, www.AnokaSWCD.org and on the outdoor bulletin board by the entrance of the District office.

**OPEN MEETING LAW**

All meetings of the Board will comply with the statutes and rules requiring open and public meetings. As such, when three or more District Supervisors are gathered, they shall guard against discussing district business unless in an open public meeting that has been posted in accordance with the Open Meeting Law.

**VOTING**

All votes by supervisors shall be made in person, and no supervisor may appoint a proxy for any question coming before any meeting for a vote.

**QUORUM**

A quorum consists of three supervisors. Any action taken by the Board when only three members are present shall be unanimous, in all other cases it shall be by majority.

**ROBERT’S RULES**

The conduct of all meetings of the Board shall be generally governed by the most recent edition of Robert’s Rules of Parliament Law www.robertsrules.org.

**RECORDING MEETINGS**

Regular board meetings and committee meetings may be recorded with an audio cassette recorder or another recording device for the purpose of preparing the official meeting minutes. The recording should be erased or recorded over at the next recorded meeting. The recording will not be part of the official record unless a motion is made by the board or committee during the meeting to retain the recording as part of the official record. Upon a motion to retain a recording as part of the official record, the maintenance of the tape recording falls under the purview of records retention policy.

The minutes of any meeting shall be made available to all board members prior to the next meeting. For the purpose of approving minutes, only those Board members present at the meeting to which the minutes pertain shall be counted in determining the presence of a quorum and action on the motion.

**COMMITTEES**

The Board may appoint committees and subcommittees for the purpose of assisting the Board in the performance of its duties. District supervisors serve on committees to analyze detailed information on
issues requiring intensive review prior to full board action. Some committees are internal and others function on a metro or statewide level. Committees may be standing or ad hoc. Supervisors choose to participate in committee meetings to offer personal expertise in the area of discussion or to gain more knowledge of the subject matter. Committees provide recommendations to the full board of supervisors.

Internal Committees
Internal committees are not authorized to take action on behalf of the full board. Their function is to consider complex topics in greater detail and provide a recommendation for action to the full board, Internal committees are comprised of two supervisors and at least one staff representative with exceptions as noted below. Generally, the District Manager will participate in committee meetings by presenting information but not voting. Committee members may by consensus invite additional staff or outside parties to participate as appropriate. Supervisors that are not members of a committee may observe a committee meeting without participating. Committee meetings are not subject to Open Meeting Law. The District has three standing internal committees.

Finance Committee
The finance committee reviews the District’s finances, prepares annual budgets, and ensures adequate financial controls. The finance committee ensures that the District operates within its financial means and reviews all equipment purchases and personnel changes to ensure that they fall within the District approved budget. The finance committee meets approximately 3 times a year.

Operations Committee
The operations committee reviews issues related to the programs and services of the District and provides additional guidance to staff on projects and procedures. The operations committee is also responsible to review and formulate policy recommendations. The operations committee typically meets 3 times a year.

Personnel Committee
The personnel committee is responsible to review and make recommendations to the full board on all personnel management issues of the District including but not limited to employee recruitment, compensation, benefits, evaluations, discipline and dismissal. In the case of staff performance and probationary evaluations, compensation, discipline and dismissal discussions by the personnel committee, the District Manager will serve as the staff representative. The personnel committee typically meets 5 times a year.

External Committee
There are also several external committees that supervisors take part in. Supervisors that take part in external committees are expected to represent the interests of the District during the meetings and events and report back to the District on the activities of the organization. During the preparation of this comprehensive plan, District Supervisors were involved in the following standing external committees:

- Metro Conservation Districts
- Metropolitan Association of Conservation Districts
- Rice Creek Watershed District Citizens Advisory Committee
- Coon Creek Watershed District Citizens Advisory Committee
- MASWCD Committees (Awards, Legislative, Resolution/Policy)

Training and Events
Supervisors may attend trainings and events to enable them to better fulfill the duties of the position. Training and event attendance and associated registration, lodging, meals, and per diem expenses should
be approved by the Board prior to attendance. Training that does not result in an expense to the District does not require prior authorization by the Board.

**WORKLOAD ASSISTANCE**
Supervisors may assist staff on work tasks as a way to obtain valuable knowledge and insight, and to assist with workload when requested by staff.

**SUPERVISOR COMPENSATION**
A supervisor shall receive compensation for services up to $75 per day (103C.315 subd 4), and may be reimbursed for expenses, including traveling expenses, necessarily incurred in the discharge of duties. Refer to the operations section for policies on reimbursement for vehicle use and expenses.

Supervisors will receive per diem for attending meetings/activities related to district business as follows.
- Total daily compensation for a supervisor is limited by state statute
- $75 will be paid for regular board meetings and special board meetings
- $75 will be paid for meetings over three hours in length
- $55 will be paid for meetings three hours or less
- In order to be compensated, Board approval is required for activities other than attendance of board meetings and committee meetings as identified above
- Compensation for approved trainings, events and workload assistance will follow the time thresholds noted for meetings
- Stopping at the office to sign checks or for other non-meeting purposes does not warrant compensation, although mileage reimbursement is allowed

**CONFLICT OF INTEREST**
The Board expects ethical conduct by itself and its members. This includes proper use of authority and appropriate decorum in group and individual behavior when acting as Board members.

**GIFTS AND GRATUITIES**
In compliance with limits established by MN State Statutes pertaining to acceptance of gifts and benefits by elected officials;
- Board members should not accept gifts or benefits likely to place them under an actual or perceived financial or moral obligation to other organizations or individuals.
- Board members will not demand or accept in connection with their official duties any fee, favor, reward, gratuity or remuneration of any kind, outside the scope of their entitlements as a board member.
- Board members should not use their position for personal gain or accept a gift if it could be seen by the public, knowing the full facts, as intended or likely to cause a member to act in a particular way or deviate from public duty.

**PRIVATE INTERESTS**
Board members are expected to place public interest above personal interests and not to use their position for personal gain. Conflicts between private interests and public duties can arise when:
- A member stands to make a financial gain from a board decision.
- A member’s spouse, children or near relative stands to make a financial gain.
- A member holds membership of another organization likely to benefit from a board decision.
- A member’s spouse, children, near relatives or close associates are members of an organization affected by board decisions.

Accordingly board members will:
• Openly declare matters of a private interest such as investments, relationships, voluntary work and membership of other groups that may conflict or be perceived to conflict with the member’s public duty.
• Record any issues of conflict to ensure they are transparent and capable of review.
• Disqualify themselves from any board discussions and decisions where a conflict of interest has, or could occur.

**APPOINTMENT PROCESS**

In the event that a supervisor position is vacant, the Board of Supervisors shall appoint a new supervisor to hold the office until the next general election. The Board shall provide for, formulate and hold competitive appointment process to determine the qualifications of persons seeking to be appointed supervisor.

The following process should be followed to appoint new supervisors.

1. Application ranking criteria, interview questions, position announcement, application requirements, and recruitment schedule shall be approved by the Board of Supervisors prior to posting the position.
2. A position announcement will be posted in three different locations for ten working days or until three qualified candidates have applied, whichever is longer, in such a manner that provides open competition of qualified candidates. All applications for appointment to supervisor of the District shall be submitted to the District Office.
3. Following the close of the application period, the Chair will rank all applicants according to the pre-selected application ranking criteria. No more than the top five qualified applicants will be offered an initial interview.
4. Applicants that do not meet the minimum criteria and/or are not offered an initial interview will be notified in writing as soon as practical.
5. The Personnel Committee will conduct interviews utilizing pre-approved interview questions and scoring criteria.
6. The Personnel Committee will recommend the most suited applicant to the Board for appointment. The Board will make final decisions.
7. The Board shall select an applicant to offer the position to and prepare and send an 'Offer Letter' to the individual selected. The notification shall include the starting date and brief description of the duties, and the term of office to be filled. The Board may select alternative applicants to be offered the position in the event that the most suited applicant declines the position.
8. Applicants interviewed but not selected for the position will be notified in writing immediately after the position has been accepted.
9. The District shall provide the newly appointed supervisor with a copy of the current District Handbook.

**APPOINTMENT OF RELATIVES**

No persons shall be considered for appointment to supervisor of the District if a relative is presently employed by the District or is a member of the Board.

**REMOVAL OF A SUPERVISOR**

A supervisor may be removed from office in accordance with the procedures under MN Statute sections 351.14 to 351.23 for malfeasance or nonfeasance in office, but for no other reason.

**MALFEASANCE**
“Malfeasance” means the willful commission of an unlawful or wrongful act in the performance of a public official's duties which is outside the scope of the authority of the public official and which infringes on the rights of any person or entity.

**Nonfeasance**

"Nonfeasance" means the willful failure to perform a specific act which is a required part of the duties of the public official.

**Misfeasance**

"Misfeasance" means the negligent performance of the duties of a public official or the negligent failure to perform a specific act which is a required part of the duties of the public official.

**Code of Conduct**

This Code of Conduct is designed to describe the manner in which district Supervisors should treat one another, district staff, constituents, and others they come into contact with while representing the District.

It all comes down to respect!

Respect for one another as individuals
Respect for the validity of different opinions
Respect for the democratic process
Respect for the community that we serve

**Supervisor Conduct with One Another**

Councils are composed of individuals with a wide variety of backgrounds, personalities, values, opinions, and goals. Despite this diversity, all have chosen to serve in public office in order to preserve and protect the present and the future of the community. In all cases, this common goal should be acknowledged even as Council may “agree to disagree” on contentious issues.

**In Public Meetings**

- Practice civility and decorum in discussions and debate
- Honor the role of the Chair in maintaining order
- Avoid personal comments that could offend other Board Members or the public
- Demonstrate effective problem-solving approaches with consideration of opposing views

**In Private Encounters**

- Continue respectful behavior in private
- Treat all notes, voicemail messages, texts and e-mail as potentially ‘public’ communication
- Even private conversations can have a public presence

**Supervisor Conduct with the Public**

**In Public Meetings**

Making the public feel welcome is an important part of the democratic process. No signs of partiality, prejudice, or disrespect should be evident on the part of individual supervisors toward an individual participating in a public forum. Every effort should be made to be fair and impartial in listening to public testimony.

- Be welcoming to speakers and treat them with care and gentleness
- Be fair and equitable in allocating public hearing time to individual speakers
- Give the appearance of active listening
- Ask for clarification, but avoid debate and argument with the public
- No personal attacks of any kind, under any circumstance
- Follow parliamentary procedure in conducting public meetings

“You cannot have a proud and chivalrous spirit if your conduct is mean and paltry; for whatever a man’s actions are, such must be his spirit.”

Demosthenes
In Unofficial Settings

- Make no promises on behalf of the Board
- Make no personal comments about other Board Members
- Be clear about representing the official District position or personal interests
- When representing the District, the Supervisor must support the official District position regardless of his or her personal viewpoint.
- Correspondence should be clear about representation
- District letterhead may be used only to represent the District’s official position

Superintendent Conduct with the Media

- Board Members may be contacted by the media for background and quotes.
- The best advice for dealing with the media is to never go “off the record”
- The Chair is the official spokesperson for the official District position
- Choose words carefully and cautiously

Principles of Proper Conduct

Proper Conduct IS...

- Keeping promises
- Being dependable
- Building a solid reputation
- Participating and being available
- Demonstrating patience
- Showing empathy
- Holding onto ethical principles under stress
- Listening attentively
- Studying thoroughly
- Keeping integrity intact
- Overcoming discouragement
- Going above and beyond, time and time again
- Modeling a professional manner

Proper Conduct IS NOT...

- Showing antagonism or hostility
- Deliberately lying or misleading
- Speaking recklessly
- Spreading rumors
- Stirring up bad feelings, divisiveness
- Acting in a self-righteous manner

Checklist for Monitoring Conduct

- Will my decision/statement/action violate the trust, rights, or good will of others?
- What are my interior motives and the spirit behind my actions?
- If I have to justify my conduct in public tomorrow, will I do so with pride or shame?
- How would my conduct be evaluated by people whose integrity and character I respect?
- Even if my conduct is not illegal or unethical, is it done at someone else’s expense? Will it destroy their trust in me? Will it harm their reputation?
- Is my conduct fair? Just? Morally right?
- If I were on the receiving end of my conduct, would I approve and agree, or would I take offense?
- Does my conduct give others reason to trust or distrust me?
• Am I willing to take an ethical stand when it is called for? Am I willing to make my ethical beliefs public in a way that makes it clear what I stand for?
• Do I exhibit the same conduct in my private life as I do in my public life?
• Can I take legitimate pride in the way I conduct myself and the example I set?
• Do I listen and understand the views of others?
• Do I question and confront different points of view in a constructive manner?
• Do I work to resolve differences and come to mutual agreement?
• Do I support others and show respect for their ideas?
• Will my conduct cause public embarrassment to someone else?

**HOW GOVERNING BODY MEMBERS CAN GOVERN BETTER**

The following items are taken from the Colorado Municipal League, Handbook for Municipal Elected Officials, and is reprinted from the League of Kansas Municipalities' brochure, “Suggestions for Successful Public Service.”

Governing is clearly more of an art than a science. There are no universally accepted answers on how to govern; different approaches are to be expected and are probably desired. These tips are intended to guide elected officials and while most relate to individuals, others apply to the governing body as a whole. These suggestions are not in order of priority and not universally accepted. All of them, however, are worth consideration by anyone who would serve the public through an elective local office.

• Learn all you can about your district, its history, its operation, its financing. Do your homework. Know your policies and procedures. Dust off your comprehensive plan.
• Devote sufficient time to your office and to studying the present and future problems of your community.
• Don't burn yourself out on the little things but recognize that they are often important to the public.
• Don't act as a committee of one; governing is a team effort – practically and legally.
• Don't let honest differences of opinion within the governing body develop into personality conflicts.
• Remember that you represent all the people of your community, not just neighbors and friends. Be wary of personal experiences coloring your public decisions.
• Take your budget preparation job seriously, for it determines what your district does or does not do for the coming year and will also influence what happens in future years.
• Make decisions on the basis of public policy, and be consistent. Treat similar situations similarly, and avoid favoritism.
• Focus your attention on ways to prevent problems, rather than just trying to solve them as they occur.
• Don’t be misled by the strong demands of special interest groups who want it done now, their way. Your job is to find the long-term public interest of the community as a whole, and you may be hearing from the wrong people.
• Don't rush to judgment. Few final actions have to be taken at the first meeting at which they are considered. Avoid “crisis management.”
• Don’t be afraid of change. Don’t be content to just follow the routine of your predecessors. Charge yourself and employees with being responsible for new ideas and better ways. Listen to what they have to say.
• Don’t give quick, easy answers when you are not fully informed. No one can be expected to be fully aware of all issues at all times and so it is not embarrassing to admit uncertainty, but it can be damaging to act prematurely.

*“We rarely find that people have good sense unless they agree with us.”*

François, Duc de La Rochefoucauld
• Don’t make promises you can’t deliver! Most decisions and actions require approval of the governing body, and this takes a majority vote.
• Remember that you have legal authority as a governing body member only when the governing body is in legal session.
• Don’t spring surprises on your fellow governing body members or your staff, especially at formal meetings. If a matter is worth bringing up for discussion, it’s worth being on the agenda.
• Participate in official meetings with the dignity and decorum befitting those who hold a position of public trust. Professional appearance and courteous behavior at meetings help create an environment for making sound public decisions.
• Conduct your official public meetings with some formality, and follow rules of procedure. Have an agenda, and follow it.
• Don’t be afraid to ask questions, but do your homework by studying agenda material before meetings.
• Vote yes or no on motions. Only abstain when you have a conflict of interest.
• Once a majority decision of the governing body has been made, respect that official position and defend it if needed, even if you personally disagreed.
• Respect the letter and intent of the open meetings law, but also keep private and confidential matters to yourself. Don’t gossip.
• Retain competent, key employees, pay them well, trust their professional judgment, and recognize their authority and responsibilities.
• Don’t bypass the system! Stick to policy making and avoid personal involvement in the day-to-day operations of the district office.
• Don’t let others bypass the system. Insist that people work with your staff. If direct contact with board members is necessary, it should be with the governing body as a whole, or a committee, and not on a one-on-one basis.
• Don’t assign blame to staff when they are only following your policies or decisions.
• Look for ways to achieve success, not permission to act. The right question may be “How can we do this?” instead of “May we do this?” Be positive!
• Learn to evaluate recommendations and alternative courses of action. Request that your staff provide options. Encourage imaginative solutions.
• Avoid taking short-term gains that result in long-term losses.
• In determining the public interest, balance personal rights and property interests, the possible harm to a few versus the good of the many. Recognize that in some situations, everyone can’t be a winner.
• Don’t act as if the district operates in a vacuum. Districts must work within the intergovernmental system to be effective. Keep in contact and cooperate with your federal, state, county, municipal and school officials.
• Know your neighbors. Get to know the officials of neighboring and similar size districts. Visit those with a reputation of being well run.
• Learn to listen - really listen - to your fellow governing body members and the public. Hear what they are trying to say, not just the words spoken.
• Keep your constituents informed, and encourage citizen participation.
• Be friendly and deal effectively with the news media. Make sure what you say is what you mean.
• Remember that what you say, privately and publicly, may be news. Avoid over-publicizing minor problems.
• Expect, and respect, citizen complaints.
• Be careful about rumors. Check them out. Help squelch them when you know they are false.
• Never allow a conflict of interest to arise between your public duties and your private interests. Be sensitive to actions you take that might even give the appearance of impropriety.
• Seek help. Use manuals, guides, and other technical assistance and information available. Attend workshops and conferences put on for the benefit of you and your district.
• Pace yourself. Limit the number of meetings you attend.
• Establish some personal goals and objectives. What do you want to help accomplish this year? Next year?
• Help develop some short-term and long-term goals and objectives for your district, and check your progress at least every six months,
• Similarly, help your district develop a vision of the future. Plan from the future to the present - no vision, no plan.
• Focus on the future, and try to leave your district better than when you took office.
• At least once a year, schedule a discussion about how you are governing. Review the processes and procedures. Sit back and ask, “How are we doing? How can we do things better?”
• Be enthusiastic about your public service and the privilege you have, and let the public know it. But maintain your sense of humor. Don’t take yourself or the business of government so seriously that you don’t enjoy it. It should be fun as well as rewarding.
ACRONYMS

AGENCIES

State
BWSR: Board of Water and Soil Resources
CWC: Clean Water Council
DNR: Department of Natural Resources
DOER: Department of Employee Relations
LCCMR: Legislative Citizens Commission on Minnesota Resources
LSOHC: Lessard-Sams Outdoor Heritage Council
MDA: Minnesota Department of Agriculture
MDH: Minnesota Department of Health
MES: Minnesota Extension Service
MGS: Minnesota Geological Service
MPCA: Minnesota Pollution Control Agency
OWM: Office of Waste Management
SPA: State Planning Agency

Federal
ACE: Army Corps of Engineers
FSA: Farm Service Agency
EPA: Environmental Protection Agency
NRCS: Natural Resources Conservation Service
RC&D: Resource Conservation and Development
RECD: Rural Economic and Community Development
USDA: United States Department of Agriculture
USF&WS: United States Fish and Wildlife Service
USGS: United States Geological Survey

Local and Regional
JPB: Joint Powers Board
LGU: Local Government Unit
MCD: Metro Conservation Districts
RDC: Regional Development Commission
SWCD: Soil and Water Conservation District
WD: Watershed District
WMO: Watershed Management Organization

ASSOCIATIONS

State
AMC: Association of Minnesota Counties
AMWRAP: Association of Minnesota Water Resources Administrators and Planners
MACDE: Minnesota Association of Conservation District Employees
MACPZA: Minnesota Association of County Planning and Zoning Administrators
MARC&D: Minnesota Association of Resource Conservation and Development
MASWCD: Minnesota Association of Soil and Water Conservation Districts
MAWD: Minnesota Association of Watershed Districts
MLA: Minnesota Lakes Association
MLMF: Minnesota Association of Lake Management Federation

**National**
NACD: National Association of Conservation Districts
NWF: National Wildlife Federation
SWCS: Soil and Water Conservation Society

**PROGRAMS**

**State**
BBR: Biennial Budget Request
CLMP: Citizens Lake Monitoring Program
CLWP: Comprehensive Local Water Planning
CREP: Conservation Reserve Enhancement Program
CWF: Clean Water Fund
CWP: Clean Water Partnership
FDR: Flood Damage Reduction
LAP: Lake Assessment Program
MAWQCP: Minnesota Agricultural Water Quality Certification Program
MFIP: Minnesota Forestry Improvement Program
MS4: Municipal Separate Storm Sewer System
NPDES: National Pollutant Discharge Elimination System
NPEAP: Nonpoint Engineering Assistance Program
OHF: Outdoor Heritage Fund
PFM: Private Forestry Management
PWP: Permanent Wetlands Preserve
RIM: Reinvest in Minnesota
SCS: State Cost-Share Program
SSTS: Subsurface Sewage Treatment System
SWPPP: Stormwater Pollution Prevention Plan
TMDL: Total Maximum Daily Load (federal mandate to state)
WCA: Wetland Conservation Act
WRAPP: Watershed Restoration and Protection Plan
WRAPS: Watershed Restoration and Protection Strategy

**Federal**
CRP: Conservation Reserve Program
ECP: Emergency Conservation Reserve
EQIP: Environmental Quality Improvement Program
FEMA: Federal Emergency Management Act
WRP: Wetland Reserve Program
SECTION III: OPERATIONS

The following policies and procedures relate to the operations of the district.

POSTING LOCATION

In addition to the bulletin board outside of the District office, the District website www.AnokaSWCD.org is designated as the official posting location for advertising, job postings, public notices and any information that might pertain to the District.

DISTRICT FINANCIAL OPERATIONS

FISCAL YEAR

The fiscal year of the District shall run from January 1 through December 31.

SEGREGATION OF FINANCIAL DUTIES

To ensure financial checks and balances, the District Manager, Office Administrator, Treasurer, and full Board of Supervisors all serve distinct and overlapping roles.

<table>
<thead>
<tr>
<th>Task</th>
<th>District Manager</th>
<th>Office Administrator</th>
<th>Treasurer</th>
<th>Board</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prepare checks to pay bills</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Record payments and receipts in Quickbooks</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deposit revenues</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Review monthly financial statements prior to distribution to Board</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Review and approve monthly bills</td>
<td></td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Review and approve monthly financial statements</td>
<td></td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Reconcile bank statements to monthly financial statements</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sign checks</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prepare year-end financial statements</td>
<td>X</td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Assist CPA with audit of financial statements</td>
<td></td>
<td>X</td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Review and approve year-end financial statements</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maintain/update budget projections and present to the Board</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Review and approve budgets</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Maintain/update the program register</td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
</tbody>
</table>

POLICY LIMITING THE DISTRICT MANAGER’S EXPENSE AUTHORIZATION

The District Manager may authorize routine expenditures, all expenditures specifically noted in the approved budget, and expenditures up to $500 that fall outside of these two categories without board/committee approval.

PETTY CASH

The District shall have a petty cash box in the office with a monthly balance of not more than $200.00. Management of the petty cash fund will be the responsibility of the Office Administrator and monthly reconciliation of the ledger and receipts will fall upon the District Manager. District employees will be expected to provide a receipt for expenses prior to receiving reimbursement.
ASSET POLICY
All acquisitions by the District with a value of at least $500.00 and a useful life of at least five years shall be included in the District's inventory of capital assets. Item description, purchase price (or fair market value if purchase price is not available), acquisition date (if available) and serial number if applicable shall be included in the inventory and reported at year end as capital assets.
Add a depreciation schedule for years of depreciation for various categories of capital.

BILL APPROVAL POLICY
The District shall include check numbers and electronic payment reference numbers within motions to approve payment of bills.

DESIGNATION OF OFFICIAL DEPOSITORYES
Wells Fargo, Village Bank and TruStone Financial are the official depositories for the District.

INVESTMENTS
The District Manager may purchase or redeem funds through designated investment brokers or institutions to maximize investment revenue while ensuring adequate bank balances to cover expenses.

SIGNATORIES FOR THE FINANCIAL TRANSACTIONS
Payment of invoices, bills or any other forms of indebtedness incurred by the District shall bear two authorized signatures. The Treasurer and District Manager shall be the primary signatories for District financial transactions. The Chair shall be the primary alternate, and the Office Administrator shall be the secondary alternate.

TIMELY PURCHASE FACILITATION
Check signatories may facilitate budgeted and other approved payments via check when the payee neither accepts credit/debit cards, nor can wait until the next board meeting for payment.

CREDIT CARD POLICY
The District shall use a corporate credit card when necessary to make a purchase instead of using a debit card.

DEBT COLLECTION POLICY
The District, in effort to collect accounts receivable shall generally follow the following procedures.

<table>
<thead>
<tr>
<th>Debt Amount</th>
<th>Monthly Written Notice</th>
<th>Monthly Phone Contact</th>
<th>Duration on Books</th>
<th>Mechanics Lien</th>
<th>Conciliation Court</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 – 100</td>
<td>3rd, 6th, 12th</td>
<td>3rd, 6th, 12th</td>
<td>1 year</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>&gt;100-300</td>
<td>3rd, 6th, 12th, 18th, 24th</td>
<td>3rd, 6th, 12th, 18th, 24th</td>
<td>2 years</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>&gt;300-2500</td>
<td>3rd, 6th, 12th, 18th, 24th, 30th, 36th</td>
<td>3rd, 6th, 12th, 18th, 24th, 30th, 36th</td>
<td>3 years</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>&gt;2500-7500</td>
<td>3rd, 6th, 12th, 18th, 24th, 30th, 36th</td>
<td>3rd, 6th, 12th, 18th, 24th, 30th, 36th</td>
<td>10 years</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

A service charge of 1% per month compounded monthly shall be charged to all debt exceeding 30 days unless otherwise noted in an agreement specific to the charge.

The District Manager may pursue minor deviations from this policy to facilitate the collection or cancellation of accounts receivable for administrative and fiscal efficiency.

In the event that following this procedure fails to produce positive results, the District Manager shall present the debt to the Board of Supervisors for cancellation.

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1 Approximate notice schedule; may vary according to administrative need.
2 There are restrictions on the location of the defendant's residence which may prohibit this option.
**Policy on Fund Balances & Wage Adjustment Consideration**

1. Compensated Absences Fund should be sufficient to cover all liability for accrued FTO and comp time as calculated at year end.
2. McKay Property Fund should be based upon an annually reviewed and approved maintenance schedule.
3. Undesignated Fund should be 25% of annual personnel and overhead expenses.
4. Upon achievement of above thresholds, up to 50% of projected annual net revenue may be considered for wage adjustments.
5. When determining available funds for wage adjustments the Finance Committee and Board should also consider future discretionary expenses and undesignated funds in excess of the percent identified in policy #3 above.
6. The Board may deviate from thresholds and guidelines.

**District and Natural Resources Conservation Service Agreement**

As the Board has adopted the Field Office Technical Guide of the Natural Resources Conservation Service to carry out work performed in this District, the employees of the District may be placed under the technical supervision of the Natural Resources Conservation Service with prior District Manager approval. Maintaining this working relationship is vital to the effectiveness of the District. All District employees are expected to work at strengthening this relationship at all times.

**Data Backup and Record Storage**

**Data Backup**
The District will utilize offsite backup for digital data using an online service.

**Record Storage**

Minnesota Statues 138.17 outlines the procedures that must be followed to dispose of records that no longer have value to an agency. The District will use the Anoka County Records service for our records retention services.

**Government Data Practices**

**Right to Access Public Data**
The Data Practices Act (Minnesota Statutes, Chapter 13) presumes that all government data are public unless a state or federal law says the data are not public. Government data is a term that means all recorded information a government entity has, including paper, email, CD-ROMs, photographs, etc. The Data Practices Act also provides that District must keep all government data in a way that makes it easy for members of the public to access public data. The public has the right to look at (inspect), free of charge, all public data that the District keeps. The public also has the right to get copies of public data. The Data Practices Act allows the District to charge for copies. The public has the right to look at data, free of charge, before deciding to request copies.

**How to Make a Data Request**

To look at data or request copies of data that District keeps, the public must make a written request. Written requests for data must be to the appropriate individual listed in Data Practices Contacts on page 24. Written request for data may be by mail, fax, or email using the data request form on page 18 of the appendix. If the data request form is not used, the written request must include:

- a statement that the request for data is under the Data Practices Act, MN Statutes, Chapter 13;
- whether the request is to look at the data, get copies of the data, or both; and
- a clear description of the data to be inspected and/or copied.
The District cannot require members of the public to identify themselves or explain the reason for the data request. However, depending on how the data request is to be processed (for example, emailed or mail), the District may need contact information. If no identifying information is provided by the public, it will be the responsibility of the public to contact the District to check on the status of the request. If the District does not understand the request and has no way to contact the requesting party, the District will not be able to begin processing the request.

**HOW THE DISTRICT RESPONDS TO A DATA REQUEST**

Upon receiving a written request, the District will work to process it.

- If the District does not have the data, the requestor will be notified in writing as soon as reasonably possible.
- If the District has the data, but the data are not public, the District will notify the requestor in writing as soon as reasonably possible and state which specific law says the data are not public.
- If the District has the data, and the data are public, the District will respond to requests appropriately and promptly, within a reasonable amount of time by doing one of the following:
  - arrange a date, time, and place to inspect data, for free, if the request is to look at the data, or
  - provide the requestor copies of the data as soon as reasonably possible. Copies may be picked up, mailed, emailed or faxed. If requestors want copies to be delivered to them, sufficient contact information will be required to do so. We will provide electronic copies (such as email or CD-ROM) upon request if we keep the data in electronic format. Information about copy charges can be found in our annually updated fee schedule located on our website, www.AnokaSWCD.org. Pre-payment is required.

If the requestor does not understand some of the data (technical terminology, abbreviations, or acronyms), clarification will be provided upon request.

The Data Practices Act does not require the District to create or collect new data in response to a data request if the District does not already have the data, or to provide data in a specific form or arrangement if the District does not keep the data in that form or arrangement. For example, if the data requested are on paper only, the District is not required to create electronic documents. If the District agrees to create data in response to requests, the District will work with the requestor on the details of the request, including cost and response time. In addition, the Data Practices Act does not require the District to answer questions that are not requests for data.

**REQUESTS FOR SUMMARY DATA**

Summary data are statistical records or reports that are prepared by removing all identifiers from private or confidential data on individuals. The preparation of summary data is not a means to gain access to private or confidential data. The District will prepare summary data if requests are made in writing and pre-payment for the cost of creating the data is received. Upon receiving written requests -- the data request form on page 18 of the appendix may be used-- the District will respond within ten business days with the data or details of when the data will be ready and how much will be charged.

**DATA PRACTICES CONTACTS**

**Responsible Authority**

Name: Chris Lord, District Manager  
Address: 1318 McKay Drive NE Suite 300 Ham Lake, MN 55304  
Phone number: 763-434-2030 x13 Fax number: 763-434-2094  
Email address: Chris.Lord@AnokaSWCD.org
Data Practices Designee  
Name: Kathy Berkness, Office Administrator  
Address: 1318 McKay Drive NE Suite 300 Ham Lake, MN 55304  
Phone number: 763-434-2030 x10 Fax number: 763-434-2094  
Email address: Kathy.Berkness@AnokaSWCD.org

Data Practices Compliance Official  
Name: Chris Lord, District Manager  
Address: 1318 McKay Drive NE Suite 300 Ham Lake, MN 55304  
Phone number: 763-434-2030 x13 Fax number: 763-434-2094  
Email address: Chris.Lord@AnokaSWCD.org

COPY COSTS
The District charges for copies of government data, including staff time, materials and copy expenses. These charges are authorized under Minnesota Statutes, section 13.03, subdivision 3(c). Copy charges and hourly rates for staff time are noted in the District’s annually approved fee schedule posted at www.AnokaSWCD.org. The charge for is the actual cost of searching for and retrieving the data, and making the copies or electronically transmitting the data (e.g. sending the data by email). In determining the actual cost of making copies, the District factors in employee time, the cost of the materials onto which the data are copied (paper, CD, DVD, etc.), and mailing costs (if any). If requests are for copies of data that the District cannot reproduce internally, such as photographs, the actual cost paid to an outside vendor to make the copies will be charged. The lowest paid employee class capable of, or available to provide, data search, retrieval and copy services will be utilized.

HANDBOOK AND RESOLUTION MAINTENANCE
The District handbook will be kept in a three ring binder organized into three categories; Employees, Supervisors and Operations. Information pertaining to the District will be kept in the Operations section, information pertaining specifically to the Board will be in a separate Supervisor section and employee related information in the Employee section.

Resolutions are discreet actions that do not relate to the operational procedures, supervisors function or employee management protocols of the district and so will not be incorporated into handbooks. Resolutions will be maintained in a separate binder and organized by year.

Other principles for the District Handbook and resolutions include:
• No two resolutions on the same page
• Date of adoption is to be noted on each resolution.
• The most current version is maintained separately from outdated versions
• Old resolutions will be maintained for reference
• All resolutions will sunset at the annual meeting following their adoption.
• The District Handbook and resolutions will be reviewed at the annual meeting.
• The District Handbook does not sunset.

TRAVEL AND GENERAL EXPENSE REIMBURSEMENT
INTRODUCTION
This policy has been adopted by the Board to be consistent with Minnesota Statutes for claims against the District incurred by employees and supervisors in the conduct of official District business. Further, this policy is designed to provide the basis for determination that: there is authority for the District expenditure, the expenditure serves a public purpose and finally, the expenditure is necessary and directly related to the betterment of the functions of the District.
APPLICATION AND ADMINISTRATION
This policy shall apply to all employees and elected officials of the District except as noted below. Reimbursement will not be granted for any expenses already reimbursed by another party. Parties involved in the willful violation of this policy are subject to disciplinary action.

BILLINGS
Whenever possible, employees and supervisors shall make travel and accommodation arrangements in advance and request the District be billed. All authorized travel expenses that are not billed directly to the District are to be paid by the employee or supervisor, subject to reimbursement upon approval of an expense claim.

AUTHORIZED EXPENSES

Privately-Owned Automobile
Employees and supervisors may be reimbursed for traveling on official business with a private automobile at the prevailing mileage rate established by the state when no district vehicle is reasonably available. When a district vehicle is reasonably available and an employee or supervisors chooses to utilize their personal vehicle, they may be reimbursed for the actual cost of fuel incurred. Mileage shall be paid on the most reasonable direct route. Employees and supervisors are eligible for mileage reimbursement:

a. when a private vehicle is used for official District business
b. for miles traveled in excess of those which the employee would normally have had to travel from residence to the District Office or work site and return (supervisors may be reimbursed for all miles driven)
c. total mileage shall be allowed for travel on a non-work day.

Parking
Employees and supervisors using private automobiles and District vehicles shall be reimbursed on an actual expense basis for parking. Receipts for such payments shall be submitted with the expense reimbursement request whenever possible.

Lodging, Meals and Incidentals
Employees and supervisors may claim reimbursement for lodging, meals and incidentals at actual cost in accordance with the following:

Lodging
Charges for lodging will be reimbursed for only the night prior to the formal start or one night beyond the end of the conference, seminar, meeting, etc. and those nights when the event is actually in session. Receipts shall be submitted for reimbursement. An exception can be made if it can be clearly documented that a reduced airfare or other travel cost can be obtained by staying additional days (i.e., over a Saturday night). The reduction in travel cost must exceed the additional lodging and meal costs.

Meals
Meals will be reimbursed up to a maximum of $30.00 per day (typically not to exceed $6.00/breakfast, $9.00/lunch and $15.00/dinner), including tax and tip. Meal expenses in excess of the maximum will require special employee or supervisor justification and itemized receipts. Employee meal reimbursements in excess of these guidelines must be approved by the District Manager.

Local Meals
In the case of meal expenses incurred for meetings in town or locally, it shall be the responsibility of the District Manager to review the expense report and assure that the expense is not a
substitute for that which would normally be incurred by the employee or supervisor in day-to-day personal expenses.

**Meals as Part of Registration**
In the event that meals are included in any registration or tuition fee, other charges for meals shall not be allowable.

**Travel Expenses of Spouse or Other Members of the Family**
If an employee or supervisor's spouse or family accompanies him or her on a District business trip, the expenses attributable to the spouse or family members’ travel, meals, lodging, etc. are in no circumstances reimbursable. If a spouse or family member accompanies an employee or supervisor on a business trip, the reimbursable business expense for transportation and lodging is the single rate cost of accommodations for the employee or supervisor.

**Cell Phones**
Regular full time employees who agree to use their personal cell phones for district business will be reimbursed quarterly at either $5/month for standard cell phones or $15/month for smart phones enabled with internet browsing and District calendar and email access. Regular part time employees will receive pro-rata reimbursement based on their percentage of full time employment.

**VEHICLE OPERATION**
During the operation of a District or personal vehicle in the course of District business the following rules must be adhered to.

**DISTRICT AND PERSONAL VEHICLE OPERATION:**
A. Employees and supervisors whose work requires operation of a motor vehicle must present and maintain a valid Minnesota driver’s license and a driving record acceptable to the District insurer. Individuals who operate a motor vehicle during the course of District Business will be asked to submit a copy of their driving record to the District from time to time. Any changes in driving records must be reported to the District Manager immediately. Failure to do so by an employee may result in disciplinary action, up to and including termination.

B. The District provides insurance on District vehicles, however, employees and supervisors will be considered completely responsible for any fines, moving or parking violations incurred. It is imperative that employees and supervisors maintain private auto insurance policies that meet the minimum requirements by Minnesota Law (employees and supervisors are responsible for paying their insurance deductible on personal vehicles in the event of a claim).

C. The operator and passengers are responsible for following all of the laws of the State of Minnesota regulating the operation of a motor vehicle including seatbelt and traffic laws.

D. In the event of an accident, the vehicle operator should obtain full names, addresses, driver’s license numbers, insurance information (carrier, policy number, expiration date and agent’s name and number), of all persons involved and all witnesses. The vehicle operator should not admit liability or discuss the accident with anyone except police or District representatives. The operator must report the incident to the District Manager or Board Chair as soon as possible.

**DISTRICT VEHICLE OPERATION**
E. Persons not authorized or employed by the District cannot operate or ride in a District vehicle. Employees and supervisors with driving records compliant with this policy are authorized to drive District vehicles. Authorized employees and supervisors may authorize individuals to ride in District vehicles only.

F. Any employee or supervisor whose driving history reveals any one of the following three conditions will not be allowed to operate a District vehicle.
- A conviction for driving while impaired under the influence of alcohol or illegal drugs (DUI) or a conviction for reckless/careless driving with in a three-year period from the date of the conviction to the date of employment.
- A revocation or suspension declaration within a two-year period from the date of the suspension/revocation to the date of employment.
- Convictions for three moving violations or passing a school bus or speeding within a school zone within a three-year period from the date of the initial conviction to the date of employment.

G. The District vehicle must be returned to the District office or other location approved by the District Manager at the end of the day unless used as transportation for official business that requires an overnight stay.

H. The Board may take action to approve a vehicle’s base of operation be at a location other than the district office.

I. The District will conform to the policies of Anoka County as they relate to the personal benefits of district vehicle use when the vehicle is not stationed at the District office. This includes incidental personal use and calculation and recording of the benefit received by the employee.

J. All employees using district vehicles are responsible to report maintenance needs to the Manager to ensure the manufacturer’s recommended maintenance schedules are followed.

K. The operator of the vehicle is responsible for checking lights, turn signals, brakes, tires, mirrors, safety equipment, windshield wipers, fluid levels and filling it with gas whenever the gas level falls below ¼ tank.

L. District employees must try to keep District vehicles clean. All trash, pop cans, mud, etc. is to be removed from the vehicle once a trip is completed. Employees must wash and vacuum District vehicles as often as necessary. Reimbursement will be provided for reasonable expenses of keeping the vehicle clean. Receipts should be retained for reimbursement.

M. The operator will preferably use the Super America gas card to pay for gas, oil and car washes. Otherwise all receipts should be maintained for reimbursement.

N. The use of any tobacco products is prohibited within District vehicles. Use of alcohol and/or drugs (excluding over the counter or prescription drugs) is strictly prohibited before or during operation of a District vehicle.

O. District vehicles may not be used for the conduct of personal business.

P. Use of the vehicle will occur according to the following priorities:
   1. Need for 4-wheel drive/ to tow a trailer/ for cargo space or rack.
   2. Driving long distances
   3. At District Manager’s discretion.
DISTRICT PROPERTIES

BEACH PROPERTY
A 70-acre parcel in the City of St. Francis was donated to the District by Herbert Beach as part of his last will and testament. The parcel has a home and several out buildings in a severe state of disrepair along with scattered debris throughout the farmstead area of the property. All of these present safety concerns. A conservation easement has been established on the property with the Minnesota Land Trust that restricts the use of the property. The Board adopted the following policies pertaining to the property.

- Although the property is public property, it will not be posted as such.
- No hunting is allowed on the property. The property shall be posted ‘No Hunting’ per MN State Statutes.
- Vacant buildings shall be secured from entry to limit risk.
- The farmstead area shall be boarded up, the grounds cleared of debris and posted ‘No Trespassing’ and ‘Danger’ for safety purposes.
- Hazard trees such has those leaning or decayed and likely to fall in the vicinity of trails, utilities and structures shall be felled by District staff trained in the proper operation of chainsaws including all safety procedures.
- No harvest of timber shall be allowed on the property.
- The trails may be kept clear by those who use the property but no payment or other compensation can be made for this.

MCKAY PROPERTY
The District purchased 1318 and 1328 McKay Drive, Ham Lake MN which encompasses approximately 7.75 acres including five commercial units, one residential unit, a workshop and a detached garage. The Board adopted the following policies pertaining to the property.
Entire Property
- Although the portions of the property not leased to private individuals are public property, they will not be posted as such.
- City code prohibits hunting within 500 feet of roads. The entire property falls within 500 feet of Central Avenue. With consideration of this and other liability concerns, no hunting is allowed on the property.

District Occupied Space
- District portions of the property are to remain tobacco, drug and alcohol free.
- Firearms are allowed unless expressly prohibited. The District does not have a policy prohibiting the lawful possession of firearms.

Leased spaces
- Each suite has the exclusive right to use exterior spaces designated to their suite.
- Tenants may manage the use of tobacco, alcohol and firearms per their own policies within their designated interior and exterior spaces subject to applicable local, state and federal laws.

Legend
- ▪️ = Suite 50
- ▪▪ = Suite 100
- ▪▪▪ = Suite 200
- ▪▪▪▪ = Suite 250
- ▪▪▪▪▪ = Suite 300
- ▪▪▪▪▪▪ = Suite 400
SECTION IV: PERSONNEL

PURPOSE
The purpose of this section is to provide a uniform, comprehensive and efficient system of personnel administration for the Anoka Conservation District (District) based upon merit principles including:

1. Recruiting, selecting, and advancing employees on the basis of their relative knowledge, skills and abilities.
2. Equitable and adequate compensation.
3. Training employees as needed to assure high-quality performance.
4. Retaining employees on the basis of adequate performance, correcting inadequate performance, separating employees whose poor performance has not been corrected.
5. Assuring fair treatment of applicants/employees in all aspects of personnel administration without regard to political affiliation, public assistance, race, color, national origin, sex, religion, creed, age, marital status, disability or handicap and with proper regard for their privacy and constitutional rights as citizens.
6. Assuring that employees are protected against coercion for partisan political purposes and are prohibited from using their official authority for the purpose of interfering with or affecting the result of an election or nomination for office.
7. Assuring that the citizens of Anoka County are being served by the highest possible caliber of personnel.

ADMINISTRATION
The District Manager, who is directly accountable to the Board, shall administer these Personnel Rules and Regulations. The District Manager shall develop and provide the necessary forms, procedures and instruction for the implementation of these Personnel Rules and Regulations.

SAVINGS CLAUSE
If any personnel regulation shall be held invalid by judicial or legislative action, the remainder of these Rules and Regulations, other than that which has been held invalid, shall not be affected.

INDEMNITY
All actions concerning indemnity are subject to the laws of the State of Minnesota.

EMPLOYEE RESPONSIBILITIES
Employees subject to these Rules and Regulations shall comply with, and carry out the provisions of these Rules and Regulations. Any employee who fails to comply with any of the provisions of these Rules and Regulations shall be subject to disciplinary action by the appropriate Appointing Authority.

DEFINITIONS
Unless otherwise indicated, the following words and terms shall have the meanings indicated below:

Anniversary - an employee's anniversary date shall be each yearly anniversary of the first date of his/her employment.

Appointment - a regular assignment to a paid position within the District service.

Appointing Authority - Anoka Conservation District Board of Supervisors.

Benefit Eligible – A regular or limited-term position that is regularly scheduled to work 30 hours or more per week, and has been designated as “benefit-eligible” by the Board.
**Board of Appeals** - the Board sitting as the Board of Appeals, established for the implementation of these Rules and Regulations.

**Child** - any child under 18 for whom the employee is acting as a parent and any child 18 and older and incapable of self-care because of mental or physical disability as defined by the Americans with Disability Act.

**Class** - one or more positions sufficiently similar in the duties performed; degree of supervision exercised or required minimum requirements of training, experience, or skill; and such other characteristics that the same title, the same tests of fitness, and the same schedule of compensation may be applied with equity to all of the positions.

**Classification** - the grouping of positions into classes with regard to duties and responsibilities.

**Classification Plan** - a system of classes with a description of the class and pay range assignment for each class.

**Compensatory Time** – time worked by an employee that is banked for future use at either straight time or at time and one-half (for overtime hours).

**Covered Active Duty** – for members of the Regular Armed Forces: duty during deployment of the member with the Armed Forces to a foreign country or international waters; for members of the Reserve components of the Armed Forces (members of the National Guard and Reserves): duty during deployment of the member with the Armed Forces to a foreign country under a call or order to active duty in support of a contingency operation.

**Covered Service Member** – a current member of the Armed Forces (including a member of the National Guard or Reserves) who is undergoing medical treatment, recuperation, or therapy, is in outpatient status, or is on the temporary disability retired list, for a serious injury or illness, or a veteran of the Armed Forces (including the National Guard or Reserves) discharged within the five-year period before the family member first takes military caregiver leave to care for the veteran and who is undergoing medical treatment, recuperation, or therapy for a qualifying serious injury or illness. A veteran who was dishonorably discharged does not meet the FMLA definition of a covered service member.

**Days** - unless otherwise indicated, this means working days.

**Demotion** - a change of an employee’s status from a position in one class to a position in another class with less responsible duties and a lower salary range.

**Disabled Retired Employees** - an individual, whose most recent employment was with the District who through permanent disability is no longer able to work; and is receiving PERA, combination Social Security/PERA or other District retirement benefits pursuant to a vested retirement.

**Board** - the Anoka Conservation District Board of elected supervisors.

**Elected Official** - those District officials selected by vote of the constituency (supervisor).

**Employee** - a person holding a paid position within the District.

**Exempt Employee** - employees specifically exempt from the overtime compensation provisions of applicable fair labor standards legislation. These employees are generally employed in management, administration, or professional positions.

**Extended Medical Benefit (EMB)** – the number of hours an employee has earned that may be taken with pay, due to a serious health condition of self or immediate family.

**Extended Family** – employee’s parents-in-law, stepparents, grandparents, grandchildren, sons-in-law, daughters-in-law, brothers-in-law, sisters-in-law, aunts, uncles, nieces and nephews.
Flexible Time Off (FTO) – hours earned that may be taken off with pay for any reason.

Floating Holiday - a paid day off chosen by the employee that the District Manager has approved.

Grievance - a dispute or disagreement as to the interpretation of these Rules and Regulations.

Health Care Provider - any of the following practitioners authorized to practice by the laws of the State of Minnesota

- Doctor of medicine or osteopathy
- Podiatrist
- Dentist
- Clinical psychologist
- Optometrist
- Chiropractor (care limited – see Department of Labor Regs. §§ 118)
- Nurse practitioner
- Nurse-midwife
- Clinical social worker
- Christian Science practitioner listed with First Church of Christ, Scientist, Boston
- Any healthcare provider recognized by the employer’s group health plan
- A health care provider as defined above who practices and is licensed in a country other than the U.S.

Immediate Family - employee’s spouse, children, stepchildren, parents or legal guardian, and siblings.

Key Employee – related to District FMLA policy, key employees are salaried employees whose prolonged absence would cause grievous economic harm to the employer, relieving the employer of the obligation to restore the employee to their former position upon return from leave. FMLA may not be denied, but restoration can be.

Layoff - a separation of employment necessitated by lack of work, lack of funds, the abolition of a position, organizational change, or any other management reason without delinquency or misconduct on the employee’s part.

Military Leave - the leave of absence granted by state law to employees entering active duty in the armed forces of the United States.

Non-exempt - employees who are entitled to a minimum wage and overtime compensation pursuant to applicable fair labor standards legislation.

Overtime - all hours actually worked in excess of 40 by a non-exempt employee in a workweek consisting of seven (7) consecutive days (168 hours).

Parent - biological parent, individual who acted in place of a parent when the employee was a child as defined above. Parents-in-law are not part of this definition.

Position - a group of current duties and responsibilities requiring the full-time or part-time employment of one person.

Probationary Employee - an employee who is serving a probationary period in a position to or from which the employee was appointed, promoted, transferred, demoted, reclassified or reinstated.

Probationary Period - a six-month working trial period, unless earlier certified or extended by the Board, during which a new employee is required to demonstrate fitness for the position to which appointed by the actual performance of the duties of the position.
Promotion - a change of an employee from a position of one class to a position of another class with more responsible duties and a higher salary range.

Public Employee Retirement Association (PERA) – the association through which District employees accumulate and receive retirement benefits.

Qualifying Exigency – related to FMLA military leave are making alternative child care arrangements for a child of the deployed military member, attending certain military ceremonies and briefings, or making financial or legal arrangements to address the military member’s absence.

Reclassification - a change in classification of an individual position by raising it to a higher class, reducing to a lower class, or moving it to another class at the same level on the basis of significant changes in kind, difficulty or responsibility of the work performed in such a position.

Re-employment List - a list of former regular employees who have been separated from District service in accordance with these Rules and Regulations subject to recall pursuant to Section IV: Re-employment List.

Reinstatement - appointment of a former employee who had regular or probationary status to the class to which the employee was assigned prior to layoff or separation or to a class of comparable level.


Resignation - a voluntary separation from District service by the employee.

Retiree - an individual who, at the time of termination of employment with The District, is eligible to receive a full or reduced PERA annuity, or is receiving a PERA disability benefits.

Salary Range - a division of the salary schedule to which classes of positions are assigned. The range of salary from minimum to maximum is that which a class of positions will be paid.

Scheduled Workweek – a predetermined number of hours that an employee should be compensated for during a workweek including time actually worked and paid leave.

Separation - an action of employees who leave the District service by reason of death, dismissal, lay-off, resignation, or retirement.

Serious Health Condition

1. Inpatient care
2. Absence plus treatment
   a. Absence: “a period of incapacity of more than three consecutive calendar days (including any subsequent treatment or period of incapacity relating to the same condition) that also involves…”
   b. Treatment: “…treatment two or more times by a health care provider, by a nurse or physician’s assistant under direct supervision of a health care provider, or by a provider of health care services under orders of, or on referral by a health care provider, or…” “…treatment by a health care provider on at least one occasion that results in a regimen of continuing treatment under the supervision of a health care provider.”
3. Any period of incapacity due to pregnancy, or prenatal care
4. Chronic conditions requiring treatment
5. Permanent/long-term conditions requiring supervision
6. Multiple treatments for non-chronic conditions
Severance Pay - payout of accrued benefits to regular employees leaving The District service in good standing.

Spouse - legally married spouse as defined by state law.

Start Date - the date a person begins employment in a regular position. The most recent date of hire in a regular position is used for determination of eligibility for FTO leave, EMB leave and seniority purposes.

Status (Employment)

Regular - refers to employment as a regular employee of the District. These employees may work varying numbers of hours per week but they are regularly scheduled for a set number of hours per week. The work they perform is of an on-going nature.

- **Regular Full-Time** - an employee in a classified position with a scheduled workweek of 40 hours, and was hired for a service duration in excess of six months and has successfully completed the probationary period. This term does not imply an employee has a vested right to continued employment.

- **Regular Part-Time** - an employee in a classified position with a scheduled workweek of less than 40 hours, was hired for a service duration in excess of six months, and has successfully completed the probationary period. This term does not imply an employee has a vested right to continued employment.

Non-Regular - refers to the following classes: temporary, seasonal, substitute, student, and intermittent/casual. Non-regular employees are not eligible for District employee benefits except those mandated by State or Federal Law. Non-regular employees work various scheduled hours and the duration of employment is typically limited to a specific assignment. A non-regular employee serves at the will of the Board. A non-regular employee is typically hired to fill a temporary need of the District and is appointed for a period of up to six months, unless granted an extension of up to six additional months.

- **Temporary Full-Time** - an employee with a scheduled workweek of 40 hours whose employment is limited by duration of a specific project or task. Temporary employees serve at the will and pleasure of the Board and may not be appointed for a period to exceed six months in any calendar year. Such appointment provides no regular status.

- **Temporary Part-Time** - an employee with a scheduled workweek less than 40 hours whose employment is limited by the duration of the specific project or task. Temporary employees serve at the will and pleasure of the Board and may not be appointed for a period to exceed six months in any calendar year. Such appointment provides no regular status.

Seasonal - refers to employment that is of a limited duration and which recurs during similar calendar periods.

Substitute - refers to employment that is solely to replace an absent member of the regular work force and that terminates upon the absent employee’s return.

Student - an individual who is enrolled full-time in a public, non-profit, or private educational institution or who has indicated an intention to continue as a full-time student following temporary employment. The District Manager will develop the work schedule of the student based on the needs of the District and the student’s class schedule. The student may work on a part-time and/or full-time basis without a limitation on the length of employment. Such appointment provides no regular status.

Intermittent/Casual - refers to employment that is less than 20 hours per week or 67 workdays per year without limitation on the length of employment and is of a non-continuous or irregular nature where the work schedule cannot be predicted in advance and where the employee may decline a work
assignment. Intermittent/Casual positions do not have a defined position description. Intermittent/Casual employee workload and job title is assigned by the District Manager with notification to the Board and may be changed at any time. Job titles are not limited to those identified in the classification and compensation plan, but rather should accurately reflect the nature of the duties of the position at the time. To the degree practicable, compensation will be based upon positions in the classification and compensation plan with similar duties.

**Limited-Term** - a position designated by the Board at the time authorized as a “limited-term” position. These positions are established for a fixed period of time or as may be otherwise designated by the Board. If funding for a limited-term position is decreased or three years passes, additional Board authorization is required. These employees are eligible for the same benefits conferred upon regular employees of the same full-time equivalency, and are subject to the terms and conditions set forth by the Board. Limited-term employees however, do not accrue seniority for purposes of lay-off or re-employment, unless the employee was in a regular position immediately before appointment to the limited-term position.

**Supervisor** - one of five elected officials responsible for the governance of the District.

**Suspend** - to temporarily relieve an employee from duties of employment. A written notice of intent to dismiss may accompany the suspension.

**Transfer** - a change of an employee from one position to another position of the same class.

**Unauthorized Leave** - (absence without leave) any absence of an employee from duty, that is not authorized by a specific grant of leave of absence under the provisions of these Rules and Regulations, shall be deemed to be an absence without leave. Any such absence shall be without pay and may be made grounds for disciplinary action. Any employee absent-without-leave for three consecutive workdays shall be deemed to have voluntarily resigned.

**Veteran** - any person defined as a veteran by Minnesota Statutes, Section 197.447 of the Veterans Preference Act.

**Veteran’s Preference** - preference granted to veterans as required by Minnesota Statutes, Section 43A11 and 197.455 to 197.481.

**Workweek** - a period of seven (7) consecutive days (168 hours) generally beginning at 12:01 a.m. each Saturday.

**EMPLOYEE RELATIONS**

**POLICY STATEMENT**
These Rules and Regulations have been written with the realization that the strength and future growth of the District depends directly on the individual contribution made by every employee. These Rules and Regulations further recognize that high productivity and efficiency result from individual job satisfaction.

The policy of the District is to be fair and honest with its employees and to respect the individual rights of all employees. The District shall continue to strive to achieve mutual respect in working relationships and insist that the elected officials and management do all in their power to carry out such a policy. To continue working together successfully, each employee, elected official and manager must realize that harmonious relationships are not entirely a matter of rules but are the outgrowth of daily decisions and cooperative attitudes.

**EQUAL EMPLOYMENT OPPORTUNITY POLICY**
The District acknowledges that equal opportunity for all persons is a fundamental human value. Consequently, it is the policy of the District to provide equal opportunity in employment and personnel management for all persons; to provide access to, admission to, full utilization and benefit of training and
promotional opportunities without discrimination because of race, color, creed, religion, national origin, sex, age, marital status, public assistance status, handicap or disability; and to otherwise promote full realization of human rights within the District to the extent permitted by law. To implement this policy, the District requires that every person making application for, currently employed by, or applying for future vacancies in the employ of the District be considered on the basis of individual ability and merit, without discrimination or favor.

**District Sexual Harassment Policy**

**Policy Statement**

As an Equal Employment Opportunity employer, the District is committed to maintaining a work environment, which is free of all forms of sexual harassment. Sexual harassment is a form of sex discrimination and a violation of the District’s Equal Employment Opportunity Policy, the Minnesota Human Rights Act and Title VII of the Civil Rights Act of 1964.

Sexual harassment of District employees is strictly prohibited and will not be tolerated. A violation of this policy will lead to disciplinary action up to and including discharge from employment.

**Applicability**

This policy is applicable to all employees and supervisors of the District.

**Definition of Sexual Harassment**

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact or other verbal or physical conduct or communication whether written, verbal or by gestures of a sexual nature when:

- Submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining employment;
- Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual’s employment; or
- That conduct or communication has the purpose or effect of substantially interfering with an individual’s employment, or creates an intimidating, hostile or offensive employment environment when the District knows or should know of the existence of the harassment and fails to take timely and appropriate action.

**Examples of Sexual Harassment**

Examples of sexual harassment may include but are not limited to the following:

- Unwanted sexual comments or suggestions;
- Unwanted sexually motivated touching, brushing against, patting or pinching;
- Displaying of pictures or objects depicting nude or suggestively posed males or females;
- Any indication, expressed or implied, that an employee’s job security may depend on the granting of sexual favors to any other employee or supervisor.
- Deliberate or careless creation of an atmosphere of sexual harassment or intimidation.

**Management/Supervisory Responsibilities**

The District Manager and Supervisors are responsible for maintaining a work environment free of sexual harassment. It is their responsibility to insure that all employees comply with the District’s policy. The District Manager and Supervisors must promptly investigate and take appropriate action if they become aware of or witness behavior that is prohibited under this section and to allegations or confirmed reports of sexual harassment. They are encouraged to attend training sessions as directed by the Board and to contact the Chair of the Personnel Committee regarding any potential or actual sexual harassment concerns. Confidentiality will be maintained wherever possible.

**Employee Responsibilities**
All District employees are expected to treat all other employees, clients and members of the public with respect and to comply with this policy. Any employee found to have violated this policy will be subject to appropriate disciplinary action, up to and including discharge from employment. Employees who witness or are aware of behavior that is prohibited under this section and do not report it could also be held accountable. Employees who intentionally file false or misleading reports of sexual harassment will be subject to disciplinary action, up to and including discharge from employment.

Employee Rights
If an employee believes that he or she is a victim of sexual harassment by a District employee or supervisor, he or she has one or more of the following options:

Internal
As soon as possible, report the alleged act to the District Manager. If circumstances prevent this action, report it to the Chair of the Personnel Committee.

External
1) File a complaint with the Minnesota Department of Human Rights.
2) File a complaint with the Equal Employment Opportunity Commission.
3) File a private lawsuit.

Grievance Rights
Any employee who has been disciplined for engaging in sexual harassment may grieve his/her discipline under the provisions set forth in these Rules and Regulations, Section IV: Grievance Procedures.

PROHIBITED POLITICAL ACTIVITY
All political activity is permitted except as provided below:

1. No person shall in any manner during hours of employment use their authority or official influence to compel any employee:
   a. to apply for or become a member of any organization;
   b. to make or promise to make a contribution to any candidacy or organization; or,
   c. to take part in any political activity.

Any employee who violates these provisions and is found guilty of a violation under Minnesota Statute 210A.081 shall be automatically terminated.

1. Any District employee who declares candidacy for a District elective office shall take a mandatory leave of absence. The leave shall be unpaid, unless the employee uses earned FTO or approved compensatory time. The leave of absence shall begin when the employee files for office, and shall end when the employee is no longer a candidate.

2. In addition to being bound by the rules of Section IV: Prohibited Political Activity, no officer or employee whose principal employment is in connection with an activity financed in whole or in part by a Federal agency, shall:
   a. use official authority or influence for the purpose of interfering with or affecting the result of an election or nomination for office;
   b. run for partisan elective office without first securing personal leave without compensation under Section IV: Special Leave.

Specific questions on Political Activity should be addressed to the Chair of the District Board.
DRUG-FREE WORKPLACE POLICY
The District recognizes the value of having a drug-free workplace and in conjunction with the Drug-Free Workplace Act of 1988 adopts the following policy:

1. The unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited in the workplace. For purposes of this section, the term “controlled substance” is defined as a controlled substance which appears in Schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. 812).

2. A violation of this drug-free policy constitutes “just cause” for disciplinary action, up to and including immediate suspension and/or termination.

3. As a condition of employment, employees will abide by the terms and conditions of this drug-free policy and will notify their supervisor of any criminal drug statute conviction for which a violation occurs in the workplace within five calendar days after such conviction.

4. Within 30 calendar days of receiving notice from an employee of a drug related workplace conviction, the District may require an employee to satisfactorily participate in a drug abuse assistance or other appropriate rehabilitation program.

Each situation will be evaluated on a case-by-case basis depending upon the severity and circumstances. The District will make a good faith effort to continue to maintain a drug-free workplace through implementation of this policy.

USE OF ELECTRONIC COMMUNICATIONS SYSTEMS
The District reserves the right to access and/or monitor employees use of District computers, e-mail, voicemail, Internet and other electronic communications systems when there is a reasonable suspicion that the employee’s use of these systems violates law, these Rules and Regulations or could have a significant adverse effect on the District, its officials or employees.

OTHER DISTRICT PROPERTY
The District reserves the right to access all District-owned desks, storage areas, filing cabinets, vehicles and other property when there is a reasonable suspicion that the property contains contraband, evidence of a crime or evidence related to a disciplinary violation.

All conflicts that may cause problems should be brought before the Personnel Committee for resolution. The Personnel Committee will present to the Board a recommendation for final resolution. The Board’s decision is final.

APPOINTMENT PROCESS

POSITION OPENING AUTHORIZATION
Position opening authorizations may only be made by the District Board in the case of new positions or by the personnel committee in the case of established positions as identified in the approved annual budget.

RECRUITMENT PROCESS
After a position opening has been authorized, the following process should be followed to recruit new employees for regular positions.

1. Application ranking criteria, interview questions, posting and hiring schedule, job description and conditions of job offer shall be approved by the Board of Supervisors prior to posting the position.

2. A complete job description must be prepared that provides information on the responsibilities of the position, the necessary qualifications and experience, location of the position, pay range, benefits, physical requirements and workload distribution.
3. A position announcement will be posted in three different locations for a minimum of ten working days in such a manner that provides open competition of qualified candidates. This notice shall include the position title, location, classification, beginning pay range, minimum qualifications, responsibilities and desired skills, application procedures, appointing authority, and statements of reasonable accommodations and equal employment opportunity. All applications for employment with the District shall be submitted to the District Office.

4. Following the close of the application period, the District Manager will rank all applicants according to the pre-selected application ranking criteria. Up to the top ten qualified applicants will be offered an initial interview.

5. Applicants that do not meet the minimum criteria and/or are not offered an initial interview will be notified in writing as soon as practical.

6. The District Manager shall conduct initial interviews of potential employees utilizing pre-approved interview questions. Up to the top three applicants from the initial interviews will be offered a second interview.

7. The Personnel Committee will conduct second interviews utilizing pre-approved interview questions and scoring criteria.

8. The Personnel Committee will identify the applicants most suited for the position with technical recommendations from the District Manager.

9. The Personnel Committee will recommend the most suited applicant to the Board for appointment. The Board will make final decisions.

10. The Board shall select an applicant to offer the position to and prepare and send an 'Offer Letter' to the individual selected. The Board may select alternative applicants to be offered the position in the event that the most suited applicant declines the position.

11. Applicants interviewed but not selected for the position will be notified in writing immediately after the position has been accepted.

12. A driving record check shall be performed on all prospective employees. An unsatisfactory driving record may be grounds for elimination from consideration for employment as many positions require frequent use of District vehicles.

13. A background check through the MN Bureau of Criminal Apprehension is required for all prospective employees due to employee access to rented suites.

14. Verification of prior employment, references, education and licensure shall be completed prior to offering a position of employment.

**BACKGROUND CHECK**

MN state law requires background checks be completed on anyone being hired who would have access to tenant’s units when necessary. Background checks are done by the Superintendent of the MN Bureau of Criminal Apprehension to reveal criminal history.

An employee may not be given access to tenant’s units if they have been convicted of first or second degree murder; first degree man slaughter; first, second or third degree assault; kidnapping; first, second, third or fourth degree criminal sexual conduct; first degree arson; harassment or stalking.

An employee may not be given access to tenant’s units if they have been convicted within the last ten years of third degree murder; second degree man slaughter; fourth or fifth degree assault; simple or aggravated robbery, false imprisonment, theft; burglary; terrorist threat; or non-felony harassment or stalking.
An employee may also not be given access to tenant’s units if there was a conviction for an attempt to commit one of these crimes, or a conviction for a crime in another state that would that would be a crime under Minnesota’s background check law.

The aforementioned crimes may be included as grounds for elimination of consideration for employment with the District.

**EXAMINATION PROCESS**

The examination process may consist of one or any combination of the following methods: ability tests, achievement tests, performance tests, ratings of experience and training, oral exams, evaluation of daily work performance, physical agility tests, work samples, and or physical examinations or other acceptable selection techniques. Any method(s) chosen shall evaluate only those criteria necessary to perform adequately in the position.

The District Board shall provide for, formulate and hold competitive examinations as required to determine the qualifications of persons seeking employment.

All appointments to regular full-time or regular part-time positions subject to these regulations shall be made through one of the following processes, subject to the recall of employees from the Re-employment List:

**Open-Competitive Examination**

Competitive examinations for original appointment to a position in the District shall be open to all applicants who are citizens of the United States, or who are eligible and have applied for citizenship, or who meet all of the requirements for employment as defined by laws or U.S. Bureau of Immigration regulations; and who meet reasonable qualifications or standards prescribed by the District that relate to the abilities of candidates to perform the duties of the position efficiently.

**Promotional Examination**

Promotional examinations shall be open to all regular, limited-term or probationary employees who meet the qualifications for the positions. Non-regular employees shall not be eligible to apply for a promotional appointment.

**RE-EMPLOYMENT LIST**

When a probationary or regular employee is separated from employment without fault, the District Manager may place the employee’s name on a Re-employment List for that position or class. Following separation from District service, names may be placed on the Re-employment List as provided below. Each name on the Re-employment List shall be removed one (1) year from the effective date of separation from service, unless extended for a period not to exceed one (1) additional year by the District Manager. Re-employment candidates should meet the current minimum qualifications to be considered.

Employees who have separated from District employment to serve in an elective or appointive capacity in a government unit, or accepted a position that results in an intergovernmental transfer shall retain their reinstatement rights.

Names shall be placed on the Re-employment List for any class in the following order:

1. Employees who have been laid off because of a short-term District emergency, such as a fire in the workplace.
2. Employees who have been laid off because of a lack of work or funds in inverse order of their layoff pursuant to Section IV: Layoff.

Employees who have been laid off for more than one year due to lack of work or funding must serve a probationary period upon being reinstated to active employment.
REMOVAL OF NAMES FROM RE-EMPLOYMENT LIST
The District Manager may remove the name of an applicant from the Re-employment list if the applicant:

1. Has declined an appointment under conditions that the eligible applicant previously indicated were acceptable.
2. Has declined to interview for a position for which the applicant was considered.
3. Has failed to respond within five days to an inquiry of the District regarding availability for appointment.
4. Is found to lack any of the preliminary requirements established for the examination for the class of positions.
5. Is so disabled as to be rendered unfit for the proper performance of the essential duties of the class despite reasonable accommodation.
6. Is a habitual user of controlled substances.
7. Has been convicted of a crime that has some relationship to the applicant’s ability to do the job or that may compromise the safety, security or property of the District’s workplace. An applicant with such a history may be considered for employment if the applicant has shown sufficient evident of rehabilitation.
8. If there is probable cause to believe the applicant has committed a crime that would render the applicant inappropriate for the job.
9. Has made a false or misleading statement or omitted any material fact on a current or previous employment application with the past five years.
10. Has used or attempted to use political pressure or bribery to obtain an advantage in the examination or appointment.
11. Had directly or indirectly obtained information about the examination to which the applicant was not entitled.
12. Has failed to submit the employment application correctly or within the prescribed time limits.
13. Has used or attempted to use collusion or deceptive practices while participating in the exam process.

A disqualified applicant shall be promptly notified of such action, and an applicant who is not admitted to an examination because of failure to meet the preliminary requirements shall be notified by letter to the last-known address.

NOTIFICATION OF APPOINTMENT
The District shall notify the candidate selected for appointment in writing, known as an “Offer Letter.” The notification shall include the employment starting date, working hours and salary. The District shall notify the remaining candidates who were not selected in writing. The District shall provide the newly appointed employee with a current position description to indicate those duties and responsibilities for which the employee is accountable.

INTERNAL TRANSFERS
The District Board may make internal transfers that do not change an employee’s salary level or class without following the examination process.
INTERNAL MOBILITY ASSIGNMENTS
The Board may make temporary internal appointments, termed Internal Mobility Assignments (IMAs) that change an employee’s class without following the examination process in accordance with the following policy:

Prerequisites
- All employees directly involved in the transfer agree to the terms.
- Employees meet the minimum requirements of the position to which they would be appointed.
- The appointment has been reviewed and recommended to the Board by the Personnel Committee and is determined to be to the benefit of the District. Benefits to the District include but are not limited to:
  - Cross training to create redundancy in skill sets to enable the District to better cope with staff turnover, workload fluctuations, and staff leaves of absence.
  - Retention of employees through improved morale and job satisfaction.
  - Filling key positions with interim appointees.

Probationary Period
- The first six months of an IMA shall be a probationary period for the purpose of cross training.
- Staff involved in IMAs will utilize the probationary period as an opportunity to develop and/or update guidance documents on transitioning for their positions.
- Prior to the end of the probationary period, an evaluation of job performance and satisfaction will be conducted by the Personnel Committee of all participants of IMAs to determine if continuation of the IMA is to the benefit of the District. The Personnel Committee shall make a recommendation to the full board to either:
  - Revert employees to their original positions and rates of compensation, or
  - End the probationary period and continue the IMA with corresponding full rates of compensation.
- The personnel committee may recommend ending the probationary period earlier than six months following an evaluation process.

Compensation
- Compensation for employees participating in an IMA shall be in accordance with the District’s Compensation Plan.
- In no case will combined employee compensation during an IMA be greater than what it would have been without the IMA.
- During the probationary period, each employee’s compensation will be an average between their pre and post IMA wages.

Operations and Logistics
- IMAs shall last for not less than 12 months and not more than 24 months unless the IMA process is used to fill a key position vacancy with an interim assignment, in which case the duration may be shorter.
- IMAs do not alter seniority.
- In the event of layoffs when an IMA is in effect, position class and seniority will be considered as if the IMA never took effect.
- IMA terms will include specification of the employees and positions to be temporarily transferred as well as the duration of the transfer with beginning and end date.
- All district website information and plans of work will be updated to incorporate the IMA.
- In the event of separation of employment during an IMA, FTO paid as severance will be at the pay rate that would have been in place but for the IMA. Accumulated Comp will be paid at the IMA pay rate.
In the event that a non-exempt employee assumes an exempt position, accumulated Comp will be paid out during the last pay period prior to the IMA taking effect.

IMA initiation would ideally occur in January to minimize administration due to the January FTO carry over correction and evaluations and pay adjustments that are generally acted on at the June Board meeting.

MEDICAL EXAMINATION
For regular and limited-term positions, a medical and/or psychological examination may be required for only job related reasons, and may not be required until after a conditional job offer has been extended. The offer of employment may be conditional upon successful completion of a medical and/or psychological examination by a physician or psychologist designated by the District.

HIRING OF RELATIVES
No person shall be considered for regular or limited-term employment with the Anoka Conservation District if a relative is presently employed by the District or is a member of the Board.

PROBATIONARY PERIOD

PURPOSE
The probationary period shall be regarded as an extension of the selection process and shall be utilized to closely observe the employee’s work, and to reject any employee whose performance does not meet the required work standards.

DURATION
Every person appointed, promoted, transferred, demoted, reclassified or reinstated to a regular or limited-term position shall be required to successfully complete a probationary period beginning with the date of the new appointment. An employee who has been transferred between positions may also serve a probationary period at the discretion of the Board. The probationary period shall begin immediately upon appointment and shall continue for six months. Time served in temporary positions may be considered as part of the probationary period.

EVALUATION OF PERFORMANCE
The District Manager shall prepare probationary performance evaluation reports after three months into the probationary period and two weeks prior to the completion of the probationary period whenever possible. Copies of all probationary performance evaluations will be forwarded to the personnel committee. Employees on probation are not eligible to receive wage increases.

PROCEDURES FOR RECOMMENDING REGULAR STATUS
The Board shall determine if the probationary employee’s conduct or job performance is such that the employee is eligible for regular status. The Board may grant regular status prior to the completion of the six-month probationary period for employees who display exceptional performance. In no case can the Board grant regular status prior to the completion of three months of service.

EXTENSION OF PROBATION PERIOD
The Board may extend the probation period of a probationary employee up to an additional six months. The Board shall notify the employee in writing as to the reasons for the extension.

DISMISSAL DURING THE PROBATIONARY PERIOD
The Board may dismiss a probationary employee anytime during the probationary period if the working trial period indicates that the employee is unable or unwilling to perform the duties of the position satisfactorily. The employee so terminated shall be notified in writing of the reasons for the dismissal and shall not have the rights to appeal through the grievance procedure as defined in Section IV: Grievance Procedure. A probationary employee who is suspended with intent to dismiss shall have a right to a pre-termination
hearing as defined in Section IV: Grievance Procedures. A regular employee dismissed during the probationary period from a position to which the employee had been promoted, or transferred shall be reinstated to a position in the class from which the employee came unless the employee commits misconduct warranting dismissal from the District service as provided in these Rules and Regulations.

Where applicable, dismissal actions affecting a probationary employee who qualifies as a veteran will be processed in accordance with Minnesota Statute Section 197.46.

**Benefits During Probation Period**
The District Manager may approve the request of a probationary employee to use FTO and EMB leave during the probationary period up to the number of hours the employee has earned. If the employee in good standing separates voluntarily before completing the probationary period, the employee will be eligible to receive severance pay.

**Employee Separation**

**Separation from Employment**
Employees of the District may be separated from the District service for retirement, resignation, dismissal for cause, reduction of work, change of work, or lack of funding.

Upon notice to the District of intent to separate from the District, the employee shall participate in an exit interview conducted by the Personnel Committee.

**Resignation**
An employee may resign from District employment by presenting a resignation statement in writing to the Board. Resignations are deemed effective upon receipt by the Board or District Manager. Upon approval of the Board, the employee may withdraw the resignation at any time before the final working day.

To resign in good standing, an employee must give the District Manager at least fourteen (14) calendar days’ prior notice. To resign in good standing, the District Manager must give the Board twenty-eight (28) calendar days’ prior notice. The Personnel Committee may waive the written notice and time frame when it is deemed to be in the best interest of the District.

An employee who is absent from work for a period of three working days or more without notifying the District Manager of the reasons for the absence and receiving permission to remain away from work shall be deemed to have voluntarily resigned. The same may apply when an employee fails to return to work within three (3) working day of the expiration of authorized leave.

An employee who resigns in lieu of or in anticipation of disciplinary action is deemed to have resigned not in good standing.

**Elimination of Limited-Term Position**
A limited-term position is eliminated when the earlier of these two events occurs: (1) a decrease in funding; or (2) the passage of three years, without re-authorization by the Board.

**Penalties**
A separation not in good standing shall be noted in the employee’s record. In such case, the employee may not be considered eligible for re-employment or re-instatement and the employee shall also be denied severance benefits.

**Retirement**
Mandatory retirement is not required.
SEVERANCE PAY
Employees who leave the District service by retirement, death, layoff, or resignation in good standing shall receive pay equal to the amount of accumulated FTO up to 240 hours (30 days) unused at the date of severance from employment.
Severance pay of a deceased employee shall be paid to the designated PERA beneficiary if possible, otherwise to the employee’s estate.

LAYOFF
The Board shall select the class or classes of position(s) in which layoffs shall occur and the number of employees to be laid off in the selected class.

Order of layoff
Names of all probationary and/or regular employees shall be placed on the layoff list based upon the inverse order of seniority in the class of work. Where it is determined that two or more persons in the class in which the layoff is to be made have equal seniority, employees with the lowest rating on the most recent performance appraisal shall be place on the layoff list first.

Layoff Notice
Whenever possible, the Board shall give at least five working days’ written notice of layoff to the employee and provide the reasons for such layoff.

Demotion or Transfer in Lieu of Layoff
Any employee who is to be laid off and previously served in a lower or equal job classification within the District may request a demotion or transfer by the exercise of seniority rights in such lower or equal job classification. Any employee who requests and receives a demotion or transfer to avoid layoff shall be placed in the salary range of the new job classification in accordance with Compensation Plan. In no case shall the demoted or transferred person revert to a lower rate than any rate he/she previously held in the equal or lower new classification.

Seniority
Seniority for purposes of layoff or re-employment shall be determined by the length of regular service in the District based on an employee’s most recent date of employment. Seniority of incumbent employees shall represent the actual total time worked in the District for which payment was made and shall be in the class of employment to which the employee’s position is allocated or any lower class in which the employee served. A person appointed to a limited-term position who was not a regular District employee prior to such appointment, does not accrue seniority for purposes of layoff or re-employment. A limited-term employee who was previously in a regular position does receive credit for time spent in a limited-term position for seniority purposes. Seniority shall be counted each calendar day without interruption except upon separation from the District service. However, seniority shall be retained but not continue to accrue in case of a layoff of a regular or probationary employee.

Personal Leave in Lieu of Layoff
Any employee who is to be laid off may request Personal Leave without Compensation for a period not to exceed 31 days pursuant to Section IV: Special Leave without Compensation.

HOURS OF WORK
WORK SCHEDULES
Anoka Conservation District offices will be generally open for business from 8:00 a.m. to 4:30 p.m. For full-time non-exempt employees, eight (8) hours of work shall constitute a normal work shift, forty (40) hours constitute a normal workweek, and eighty (80) hours a normal payroll period. For overtime purposes the District shall use the standard workweek unless the Board has approved a different workweek. The hours of work shall be set by the Board, with one uninterrupted meal period of no less than one-half hour per day.
Meal periods shall not be paid, not included in the computation of overtime, nor included in the computation of a normal work shift or payroll period. Rest periods will be fifteen (15) minutes in each four (4) hour period for non-exempt employees as scheduled by the District Manager and shall be paid and included in the computation of overtime.

District employees are expected to attend meetings and other administrative matters scheduled after hours at the discretion of the District Manager.

Overtime

Non-exempt employees will be compensated for each hour over 40 worked in a workweek either by being paid at the rate of time and one-half their regular rate for hours over 40 or by being granted compensatory time off at the rate of time and one-half, subject to the following:

1. A workweek consists of seven (7) consecutive days (168) hours generally beginning at 12:01 am each Saturday.
2. The decision as to whether to pay an employee premium wages for overtime or to grant compensatory time off shall be at the discretion of the District Manager.
3. Premium wages will be paid or compensatory time accrued at a rate of time and one-half only for hours actually worked in excess of forty (40) hours a workweek. Meal periods and any compensated leave of absence (i.e. FTO, EMB leave, compensation time, holiday leave) shall not be counted as hours of work for purposes of determining overtime.
4. No premium wages will be paid nor compensatory time accrued at time and one-half for work in excess of eight (8) hours a day or for work on a holiday unless such work results in more than forty (40) hours worked in a workweek.
5. For part time employees, compensatory time shall be accrued at straight time (one-hour compensatory time for each hour worked) for hours worked in excess of the scheduled workweek but less than forty (40) hours in a workweek.
6. Accrual of compensatory time is subject to the following limitations:
   a. No more than 40 overtime hours (60 compensatory hours) can accrue per employee. If compensatory hours accrue in excess of 60, the excess shall be paid to the employee the following pay period at the regular rate of pay being earned by the employee during that pay period.
   b. All compensatory time accrued by an employee at such time as the employee changes status from non-exempt to exempt, or terminates employment shall be paid to the employee at the rate the employee was paid immediately prior to the change of status, or the average pay rate for the previous three years, whichever is higher.
   c. The scheduling of compensatory time off shall be at the request of the employee and at the discretion of the District Manager subject to staffing needs.
7. Non-exempt employees shall not work overtime without the prior authorization of the District Manager.
8. A record of all hours worked shall be maintained on an employee timesheet. The PayChex computerized payroll system is the official record of FTO, EMB and compensatory balances. Each employee of the District shall complete and submit a time report to the District Manager or designee on the last working day of each pay period.

The District Manager or designee shall quarterly (3 months) give the Board an update as to the status of recorded FTO, EMB, and compensatory balances for each employee of the District for review.
**Exempt Employees**

Exempt employees are not eligible to receive overtime compensation or to accrue compensatory time, and are not paid on the basis of hours worked. Exempt employees are guaranteed their full weekly salary for any week in which they perform work, except that deductions will be made if an exempt employee is absent from work for a full day or more for personal reasons or for illness and the employee has exhausted accrued leave under the District’s FTO or EMB leave plan. Deductions may be made for disciplinary suspensions of five days or more.

Exempt employees will be paid on the basis of a biweekly pay period. Their work hours and assignments will be administered at the discretion of the Board. It is not the intent of the Board that exempt employees work unlimited hours, thereby bearing a disproportionate workload burden without some measure of checks and balances. To this point, an evaluation of workload and staffing should be undertaken and corrective action taken when exempt employees combined work and paid holidays exceed 10% more than a 40-hour work week in more than 6 weeks in a fiscal quarter. It is incumbent upon exempt employees to inform the Board when this limit has been exceeded.

**Inclement Weather**

The District offices shall be open for business on all business days except legal holidays, holidays established by the Board, and emergency situations.

In the event of severe inclement weather, the Board hereby authorizes the District Manager to determine whether an emergency exists in which the public interest will be best served by closing the District office. If the District office is closed due to a weather emergency, subject to the requirements of State and Federal law, the following shall apply:

1. If the release of employees occurs before the start of a work shift, non-exempt employees will not be paid for the shift except by utilizing accumulated compensatory time, earned FTO, documented EMB or leave without pay or by making up the time by balancing hours with the current work week as authorized by the District Manager.

2. If the release of employees occurs during a work shift, non-exempt employees on duty will be paid for hours actually worked and may utilize accumulated compensatory time, earned FTO, documented EMB, or leave without pay for the remainder of that work shift, or may make up the time by balancing those remaining hours within the current work week as authorized by the District Manager.

3. Employees and citizens may be advised not to leave the premises because of severe weather or other emergency conditions, such as tornadoes, continuing after regular office hours. Simply remaining on the premises after hours will not entitle employees to overtime compensation.

When a District office or offices have not been officially closed during inclement weather, the following policy shall apply:

1. Employees who, because of inclement weather, report to work after the start of their scheduled work shift may utilize accumulated compensatory time, earned FTO or leave without pay or by making up the time by balancing hours within the current work week as authorized by the District Manager. This provision is subject to the employee reaching agreement with the District Manager as to the severity of the inclement weather.

2. At the discretion of the District Manager, employees who desire to leave work early because of inclement weather may do so by utilizing accumulated compensatory time, earned FTO or leave without pay or by making up the time by balancing hours within the current work week as authorized by the District Manager. This provision is subject to the employee reaching agreement with the District Manager as to the severity of the inclement weather.
CLASSIFICATION PLAN

INTRODUCTION
The function of the classification plan is to ensure that all positions substantially similar with respect to the type, difficulty, and responsibility of work, are included in the same class, that the same or similar means of recruitment be used in filling all positions within a class, and that the same salary range may be applied to all positions in a class. The District classification plan is hereby incorporated into these Rules and Regulations and becomes effective the date of its approval by the Board.

DISTRICT JOB CLASSES
There are seven classes of positions in the District: managerial, administrative, engagement, technical - principal, technical - specialist, technical - technician, and assistant.

Managerial
Managerial positions involve substantial human resource management, and require knowledge of risk management, payroll, taxes, budgeting, accounting, government policies and regulations, legislative issues and annual and comprehensive planning. Employees in managerial positions should be very knowledgeable in the many disciplines related to natural resource management and possess strong public speaking and organizational skills, be familiar with current natural resource issues and capable of long term planning. Managerial positions are responsible for the smooth operation of the District and may therefore involve assisting all other positions. Managerial positions are responsible for working with District Supervisors to define and implement programs to meet district goals and objectives. Managerial positions provide supervision and guidance to all other position classes.

Administrative
Administrative positions assist with completion of tasks related to the administration and operation of the District. Independent decision-making is minimal but a basic understanding of the skills and concepts underlying the position is important to enhance the employee’s ability to carry out requests. Administrative positions are not responsible for the overall success of programs. Administrative positions may involve but are not limited to filing, reception, finances, correspondence, banking, record keeping, website administration, administrative grant reporting, and sales payment processing. Administrative positions involve little work in the field but may require travel outside of the office to attend training sessions, purchase office supplies, and conduct banking and other office errands. Physical stresses are most often related to keyboarding.

Engagement
Engagement positions involve efforts to actively influence the general public, public officials, public servants, businesses, and professionals through outreach, education, communications, and public relations activities to positively impact natural resource quality, quantity and distribution. Practitioners in this class must customize messaging content and methods to reach target audiences on priority topics to drive demand for conservation programs and services, enlist others to assist with the implementation of natural resources stewardship activities, and bring about sustained widespread behavior change that results in the improvement of natural resources.

Technical - Principal
Principal-level technical positions are advanced professional positions requiring highly trained individuals with sufficient knowledge, experience and expertise to manage projects/programs that are complex or large in scope, geography, budget and/or duration to a successful completion. Principal level positions are fully accountable for successful implementation of the projects/programs under their direction. They guide projects overseen by technical staff and assist managerial staff with setting agency goals and developing strategies to achieve these goals to a greater extent than other staff.
These positions have a track record of leadership and diplomacy and can represent the District in challenging situations.

**Technical - Specialist**
Specialist-level technical positions require highly trained individuals who are capable of project/program management with support from principal or managerial staff. Specialists are expected to have sufficient knowledge and expertise to ensure the success of projects/programs under their direction and are therefore largely accountable for success.

**Technical - Technician**
Technician-level technical positions involve the execution of projects/programs, but are not responsible for their development or making decisions regarding management. Technicians do not assume full responsibility for project/program implementation and completion.

**Assistant**
Assistant-level positions assist other classes with completion of their duties. Assistant positions can serve technical or administrative functions. Independent decision-making is minimal but a basic understanding of the skills and concepts underlying the position is important to enhance the employee’s ability to carry out requests. Assistant positions are not responsible for overall program success.

### Minimum Qualifications

<table>
<thead>
<tr>
<th>Class</th>
<th>Related Education (degree) / Prior Related Experience (yrs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managerial</td>
<td>MS-MA/8 or BS-BA/9</td>
</tr>
<tr>
<td>Administrative</td>
<td>AA/3 or BA/1</td>
</tr>
<tr>
<td>Engagement</td>
<td>MS-MA/0 or BS-BA/1</td>
</tr>
<tr>
<td>Technical – Principal</td>
<td>MS-MA/6 or BS-BA/7</td>
</tr>
<tr>
<td>Technical – Specialist</td>
<td>MS-MA/3 or BS-BA/4</td>
</tr>
<tr>
<td>Technical – Technician</td>
<td>MS-MA/0 or BS-BA/1</td>
</tr>
<tr>
<td>Assistant</td>
<td>2 yrs post-secondary education</td>
</tr>
</tbody>
</table>

### Position Status and Key Employee Designation

**Key Employee:** The District Manager position is the only position categorized as a Key Employee.

**Exempt:** Positions in the Managerial and Technical – Principal classes are exempt.

**Position Class, Description and Title**

Employees are hired to a position class with the associated level of responsibility, prerequisite experience, and compensation. An employee’s position description is a detailed narrative of job duties and expectations for that employee and includes a table of tasks with brief descriptions and anticipated percentage of workload. The District Manager, in conjunction with the employee, may update the table of tasks within a position description to better reflect evolving workloads and responsibilities. Position titles are intended to be descriptive of an employee’s role in the District and serve as an aid to others when seeking out the correct employee to provide assistance. Titles are not tied to a specific position description and so may be modified by the employee with approval by the District Manager to meet the aforementioned objective provided they are consistent with the employee’s job class. As an example, a technician may not include the term Specialist in their title.

Employees with at least 15 years of work experience directly related to their job duties with the District may add a modifier of ‘Senior’ to their title.
<table>
<thead>
<tr>
<th>Class(^3)</th>
<th>Example Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managerial</td>
<td>District Manager</td>
</tr>
<tr>
<td>Administrative</td>
<td>Office Administrator</td>
</tr>
<tr>
<td>Engagement</td>
<td>Outreach Coordinator&lt;br&gt;Public Engagement Specialist&lt;br&gt;Community Relations Director</td>
</tr>
<tr>
<td>Technical – Principal</td>
<td>Principal Project Manager&lt;br&gt;Watershed Projects Manager&lt;br&gt;Stormwater and Shoreland Specialist</td>
</tr>
<tr>
<td>Technical – Specialist</td>
<td>Conservation Specialist&lt;br&gt;Landscape Restoration Specialist&lt;br&gt;Water Resource Specialist&lt;br&gt;Wetland Specialist&lt;br&gt;Restoration Ecologist&lt;br&gt;Rural Conservation Specialist&lt;br&gt;Ecological Restoration Specialist</td>
</tr>
<tr>
<td>Technical – Technician</td>
<td>Conservation Technician&lt;br&gt;Communications and Outreach Coordinator&lt;br&gt;Water Resource Technician&lt;br&gt;Restoration Ecologist&lt;br&gt;Landscape Restoration Technician&lt;br&gt;District Technician</td>
</tr>
<tr>
<td>Assistant</td>
<td>Assistant District Technician&lt;br&gt;Administrative Assistant&lt;br&gt;Assistant Monitoring Technician</td>
</tr>
</tbody>
</table>

**RECLASSIFICATION**

When the duties of positions change substantially, the District Manager may initiate a review of the duties of the position(s). Based on the results of the review, the Board may reclassify the position(s) to a higher or lower grade level. Reclassification shall not be used for the purpose of avoiding restrictions concerning layoff, demotion, and promotion.

**COMPENSATION PLAN**

The function of the compensation plan is to ensure that position compensation is assigned and administered in a fair and equitable manner based upon the District Classification Plan in accordance with Federal and State laws for all positions.

The District compensation plan is hereby incorporated into these Rules and Regulations and becomes effective the date of its approval by the Board.

**ADMINISTRATION OF COMPENSATION PLAN**

*Pay Equity*

In accordance with State law, the District has adopted an implementation plan to address the issue of Pay Equity for District employees.

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\(^3\) Seasonal, student and intermittent/casual employees may assist with duties assigned under any position class or description and/or to work on a specific project(s). Their job duties may be an adaptation of existing position descriptions.
Beginning Salary
New employees will normally be hired at the minimum of the appropriate salary range. Any increase beyond the minimum of the appropriate salary range must be approved in advance by the Board based on data to support the salary, which shall not exceed the hiring salary range maximum.

Salary Ranges
Grade/Step ranges for the above classes can be referenced on the most recent version of the U. S. Office of Personnel Management General Schedule with Locality Rates of Pay for Minneapolis – St. Paul, MN. The ranges of the current District classes are as follows:

<table>
<thead>
<tr>
<th>Class</th>
<th>Hiring/Position Minimum Grade/Step</th>
<th>Hiring Maximum</th>
<th>Position Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Managerial</td>
<td>GS 10/8</td>
<td>120% of Minimum</td>
<td>145% of Minimum</td>
</tr>
<tr>
<td>Administrative</td>
<td>GS 7/1</td>
<td>130% of Minimum</td>
<td>150% of Minimum</td>
</tr>
<tr>
<td>Engagement</td>
<td>GS 6/1</td>
<td>130% of Minimum</td>
<td>150% of Minimum</td>
</tr>
<tr>
<td>Technical – Principal</td>
<td>GS 11/1</td>
<td>120% of Minimum</td>
<td>150% of Minimum</td>
</tr>
<tr>
<td>Technical – Specialist</td>
<td>GS 9/1</td>
<td>120% of Minimum</td>
<td>150% of Minimum</td>
</tr>
<tr>
<td>Technical – Technician</td>
<td>GS 6/1</td>
<td>120% of Minimum</td>
<td>150% of Minimum</td>
</tr>
<tr>
<td>Assistant</td>
<td>GS 3/1</td>
<td>130% of Minimum</td>
<td>150% of Minimum</td>
</tr>
</tbody>
</table>

The salary ranges for seasonal, student and intermittent/casual positions is different from regular positions.

Target Compensation
Target compensation is a percentage of the maximum wage based upon education and experience in excess of the minimum requirements for the position. The table below shows the percentage of maximum wage that would be considered the target wage upon completion of the corresponding number of years of education and experience in excess of the minimum. Actual compensation will be a percentage of target compensation based upon budget restrictions and must be approved by the Board.

<table>
<thead>
<tr>
<th>Years in excess of minimum</th>
<th>0</th>
<th>3</th>
<th>8</th>
<th>15</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of Position Max Wage</td>
<td>67</td>
<td>78</td>
<td>90</td>
<td>100</td>
</tr>
</tbody>
</table>

Two years of experience is credited for each level of related education achieved beyond the minimum. Up to two-thirds credit is given for work experience prior to work with the District, provided it is directly related to the key elements identified in the position description to which and employee is appointed.

Example Calculation: A Specialist with a Master’s Degree, three years of directly related work prior to the District and four years with the District would have a total experience of up to eight years, which is four years more than the minimum required. Target compensation would be 78% of maximum for the first 3 years completed plus a pro rata portion of 12% increase achieved by the completion of 8 years. This totals 80.4% of the maximum wage for the position.

Compensation Increases
Increases in compensation may be composed of a base adjustment, which is generally an equal hourly increase for all eligible employees as established by the board of supervisors; a longevity/disparity increase, which is an amount intended to achieve an equitable percentage of target compensation between staff; a class adjustment, which accounts for employees performing beyond or short of their position class; and a performance adjustment, which is a fraction of the base adjustment and is derived from performance ranking during the evaluation process.
Example Calculation: An employee’s target wage is $28.92/hour and their current wage is $24.53/hour (84.82% of target). The board of supervisors sets a goal of 86% ($24.87/hour) of the target wage with a base adjustment of $0.50/hour. Since the base adjustment alone would result in a wage of 86.5% of the target, no additional longevity or disparity increase is provided. Alternatively, if the board sets a goal higher than 86.5% such as 88% a corresponding wage of $25.45 would result, which would be composed of the $0.50/hour base adjustment plus a longevity/disparity increase of $0.42/hour. Any performance adjustment would occur as an addition to this amount.

**Class Adjustment**

The evaluation process and technical position descriptions facilitate the recognition of employees working beyond, or short of, their position classification. Each task in the workload table of the position description has a designator of T, S, or P for Technician, Specialist or Principal to denote the position class generally expected to perform that task. Employees update the table to highlight which tasks they have been working on over the last six to twelve months during each evaluation. The primary tasks comprising their workload are included in the evaluation and ranked.

**Example Calculations:**

A Technician primarily working on Specialist level tasks, receiving high ratings on those tasks, and does not meet the minimum requirements to be considered for a promotion to Specialist, would warrant a positive Class Adjustment in compensation. Total compensation should not exceed what the employee would warrant were that employee to receive the promotion.

A Technician could be eligible for consideration for Specialist, working on Specialist level tasks, but ranking consistently lower on those tasks. The lower ranking would negatively impact their Performance Adjustment but could be considered favorably under the Class Adjustment to encourage employees to expand their role and skillsets and tackle every more challenging tasks.

A Specialist could be routinely ranking low on Specialist tasks and/or have a workload dominated by Technician tasks by virtue of gravitating toward tasks at which they are proficient. In this case, a negative Class Adjustment would be warranted. Two consecutive negative Class Adjustments would warrant consideration of a demotion to a lower class.

**Performance Adjustment**

The average performance ranking for each employee between staff and manager during the evaluation process may be used to calculate an adjustment to base wage adjustments by dividing the actual average ranking by a standard ranking. Standard ranking is based on years of service as follows:

<table>
<thead>
<tr>
<th>Years of Service in Excess of the Minimum Required</th>
<th>0 to 3</th>
<th>3 to 8</th>
<th>8 to 15</th>
<th>15+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standard Ranking</td>
<td>3.5</td>
<td>3.75</td>
<td>4.00</td>
<td>4.25</td>
</tr>
</tbody>
</table>

Example Calculation: An employee’s average ranking by the manager (or ranking of the manager by other staff) on a scale from 1 to 5 from the evaluation is a 4.35.

The standard is 3.75 for the employee.

4.35/3.75 = 1.16, or 116%

The board sets a base adjustment of $0.50/hour for all employees.

The Performance Adjustment would be 16% of $0.50/hour ($0.08/hour). Over the course of a year of 2080 hours, this has a value of $166.40.
PAY-DAYS
Paychecks shall be issued every two weeks (every other Friday - twenty-six (26) paydays per year. Or, if Friday is a holiday, the Thursday preceding).

SENIORITY
The anniversary dates for full-time and regular part-time employees, for purposes of seniority, shall be each yearly anniversary of the first day of employment.

SALARY RANGES
Salary ranges for positions and classes of positions will be set by the Board using the U. S. Office of Personnel Management General Schedule with Locality Rates of Pay for Minneapolis – St. Paul, MN.as a guide.

PROBATIONARY PERIOD COMPENSATION
Employees are not eligible to receive a salary increase within the first six (6) months of continuous work unless otherwise approved by the Board.

MARKET RATE ADJUSTMENTS
Although the District considers internal compensation relationships of primary importance in maintaining pay equity, it is also necessary to recognize the external compensation relationships through market rates and market rate adjustments. Market rate adjustments can only be approved by the Board.

Market rate adjustments may be considered and external market relationships examined when:
   a) A salary range is insufficient to attract qualified candidates for employment; or
   b) A continuing pattern of turnover, in a given position can be directly linked to established compensation levels; or
   c) A given position deviates from the market rate by a substantial percentage.

SALARY ON DEMOTION
For a voluntary or disciplinary demotion, the employee’s pay shall be reduced to a point at or below the target compensation for the class of the new position to be determined by the Appointing Authority subject to the approval of the Board. Employees demoted for disciplinary reasons shall receive at least a 3% reduction in salary. In no event shall a demoted employee’s rate of pay remain above the target compensation of the class to which the employee was demoted.

DISTRICT EMPLOYEE REPORTING SYSTEM
District employees may be requested to attend monthly Board meetings. A brief outline of activities that they have participated in, accomplished, or completed each month must be submitted to the District Manager for the staff report one week before each scheduled monthly Board meeting. A written or verbal report is acceptable. The District Manager will present a staff report to the Board at the regular monthly meeting.

District employees are required to keep a daily diary of their activities, hours and mileage.

District employees are required to identify field notes, designs for practices, practice layout and practice check out notes with their comments, date and signatures. These documents are to be filed in the cooperator’s folder, along with the conservation plan.

District employees are required to report to the District Manager, Personnel Committee and/or Board as outlined in their individual job description in all areas requiring written or verbal comments.
PERFORMANCE APPRAISAL

The performance appraisal system shall be based on position descriptions and results oriented performance standards. The performance appraisal shall be designed to encourage the employee to reach maximum potential and enhance services provided by the District. Employees shall be evaluated and counseled on work performance at least once a year. Salary increases given for meritorious performance shall be based on such an appraisal. Standards against which performance is to be measured shall be specific, measurable, related to quality, quantity, timeliness of work or other reasonable performance criteria determined by the District Manager and Board. The District Manager is responsible for the overall implementation of performance appraisal of employees within the District.

The performance appraisal system for benefit eligible employees shall be implemented in a method that meets the following minimum requirements. Employees that are not benefit eligible and who have worked with the District for at least six months at the time of annual performance evaluations shall undergo a position review, which involves meeting with the personnel committee but not completing an evaluation form.

1. Annual performance evaluations will utilize the Performance Evaluation Report and counseling between the Personnel Committee and employees with a recommendation to the Board.
2. Following probationary and first anniversary evaluations, employee performance evaluations will be conducted during the fourth quarter of the year for action at the December regular meeting of the board of supervisors. Mid-year evaluations will occur in the second quarter for action at the June regular meeting of the board of supervisors to consider employee performance and compensation such that wage modifications, if any, may take effect on the first Saturday in July.
3. The first anniversary evaluation may occur along with the other evaluations provided the evaluation occurs within two months of the actual anniversary date.
4. The District Manager will conduct employee performance evaluations and the Personnel Committee will conduct a performance evaluation of the District Manager every six (6) months.
5. Anytime an employee’s performance has improved or declined significantly, a performance evaluation should be performed.
6. Anytime the District Manager or the Board feels it is in the best interest of the employee or the District a performance evaluation should be performed.
7. The District Manager will conduct an evaluation of employees under probation after three (3) months of service with the District.
8. Prior to the completion of the six-month probationary period for new employees and for employees promoted, transferred, demoted, reclassified or reinstated into a new classification, the District Manager and Personnel Committee will conduct a performance evaluation review and report to the Board of Supervisors.
9. The Board will approve all transitions from probationary employee to permanent employee before the probationary period expires.
10. Performance evaluations shall be based on position descriptions and results oriented performance standards.
11. Performance evaluations shall be made in writing and the employee shall each receive a copy.
13. Recommended merit increases for employees shall correlate with the respective ratings on the performance appraisal of each employee.

14. The District Manager and employee shall annually review the employee’s position description and performance standards for purposes of updating and maintaining current descriptions.

RECORDS
Performance appraisals shall be recorded in writing in the form and manner described by the Board.

EMPLOYEE BENEFITS

OFFICIAL HOLIDAYS

<table>
<thead>
<tr>
<th>Official Holiday</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Year’s Day</td>
<td>January 1</td>
</tr>
<tr>
<td>Martin Luther King Day</td>
<td>Third Monday in January</td>
</tr>
<tr>
<td>President’s Day</td>
<td>Third Monday in February</td>
</tr>
<tr>
<td>Good Friday</td>
<td>Friday before Easter (or at the Appointing Authority’s discretion)</td>
</tr>
<tr>
<td>Memorial Day</td>
<td>Last Monday in May</td>
</tr>
<tr>
<td>Independence Day</td>
<td>July 4th</td>
</tr>
<tr>
<td>Labor Day</td>
<td>First Monday in September</td>
</tr>
<tr>
<td>Veteran’s Day</td>
<td>November 11</td>
</tr>
<tr>
<td>Thanksgiving Day</td>
<td>Fourth Thursday in November</td>
</tr>
<tr>
<td>Friday after Thanksgiving</td>
<td>Friday after Thanksgiving</td>
</tr>
<tr>
<td>Christmas Day</td>
<td>December 25th</td>
</tr>
<tr>
<td>One (1) Floating Holiday</td>
<td></td>
</tr>
</tbody>
</table>

When a Holiday falls on a Saturday or Sunday, the preceding Friday or following Monday respectively shall be declared a holiday for employees whose normal work schedule is Monday through Friday.

Any employee who chooses to work during designated holidays shall be compensated for hours worked at straight time. The District will not require employees to work on designated holidays. To be eligible to receive compensation for an observed holiday, an employee must be on active regular status on the workday before and after the holiday. All holiday pay for part-time employees and employees who are on a reduced schedule are to be paid on a pro-rata basis. The accrual rate for holidays is determined each pay period based on the number of hours worked and paid leave hours used during that pay period. Overtime hours are not included in this calculation. Paid holidays that occur during a period of FTO or EMB leave are not counted as days of FTO or EMB leave. Employees may observe a religious holiday on days that do not fall on Sunday or a legal holiday. Observance of such religious holiday shall be taken off without pay except where the employee has accumulated FTO or deferred holiday hours and in that case, such religious holiday may be charged against leave accumulations at the option of the employee.

A regular employee who is on a disciplinary suspension is not eligible for holiday pay during the suspension period.

When a holiday occurs during a regular employee’s unpaid leave of absence, and the employee has some compensated time during that pay period, the employee shall be paid on a pro rata basis for the holiday, based on the number of other compensated hours during that pay period. Employees on uncompensated time shall not be reactivated to a pay status solely for the purpose of receiving holiday pay.

FLEXIBLE TIME OFF (FTO)
Each benefit eligible regular or limited-term employee shall earn paid FTO. Benefit eligible part-time employees will earn paid FTO on a pro rata basis. FTO may be taken to the extent it is earned; employees may not use the accrual that they will receive on the current pay period’s paid hours. The amount of FTO
leave available annually to regular and limited-term employees is based on the length of employment using
the most recent date of regular or limited-term according to the following schedules:

For regular and limited-term employees hired prior to January 1, 2016.

<table>
<thead>
<tr>
<th>Completed FTE Years with ACD</th>
<th>Flexible Time Off Accrued</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Days Per Year</td>
</tr>
<tr>
<td>Hire date through the 5th anniversary</td>
<td>24</td>
</tr>
<tr>
<td>After the 5th and through the 10th anniversary</td>
<td>27</td>
</tr>
<tr>
<td>After the 10th and through the 15th anniversary</td>
<td>30</td>
</tr>
<tr>
<td>After the 15th anniversary</td>
<td>33</td>
</tr>
</tbody>
</table>

For regular and limited-term employees hired on or after January 1, 2016.

<table>
<thead>
<tr>
<th>Completed FTE Years with ACD</th>
<th>Flexible Time Off Accrued</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Days Per Year</td>
</tr>
<tr>
<td>Hire date through the 3rd anniversary</td>
<td>18</td>
</tr>
<tr>
<td>After the 3rd and through the 8th anniversary</td>
<td>22</td>
</tr>
<tr>
<td>After the 8th and through the 15th anniversary</td>
<td>26</td>
</tr>
<tr>
<td>After the 15th and through the 25th anniversary</td>
<td>30</td>
</tr>
<tr>
<td>After the 25th anniversary</td>
<td>34</td>
</tr>
</tbody>
</table>

The District maintains a spreadsheet as the official record for FTO, EMB, and compensatory balances, which is reconciled with records from the payroll service provider.

Employees may request to take earned FTO for any reason. Accrued FTO (or comp time) must be used for illness or injury necessitating absence from work, except when the employee is eligible for EMB. Paid holidays that occur during FTO shall not be counted as days of FTO. Good communication and advance planning are essential. FTO requests should be submitted to the District Manager with at least a two week notice whenever possible. The District Manager may require a release of information or medical certification before approving unscheduled FTO. The District Manager may approve or deny FTO requests, but the Board has overriding authority on all FTO decisions. The District Manager may take up to three consecutive work days off (excluding holidays) without approval of the board. If board approval cannot be obtained in a timely manner, approval may be granted by two Supervisors.

Employees may carry over accumulated FTO hours from one year to the next up to a maximum of 240 hours. Accumulated FTO may not exceed 240 hours on the last day of the first pay period of the new year.

Upon separation (unless an employee is separated not in good standing) or retirement from District employment, a severance payment computed at the regular or limited-term employee’s current salary rate shall be made for FTO earned up to a maximum of 240 hours.

The Board may offer a prospective employee credit for years of employment worked before employment with the District, solely for the purpose of computing the number of FTO days per year to which the prospective employee would be entitled upon employment with the District. Credit shall only be offered in situations where the prospective employee’s training, education and experience makes the prospective employee uniquely qualified for the job for which application has been made. In no event shall the credit given put the prospective employee in a better position than current employees who hold substantially equivalent positions, and who are similarly situated with regard to training, education and experience.

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4 Includes paid FTO, EMB, holiday and compensatory time used, and approved medical leave covered by workers’ compensation: excludes overtime and compensatory time earned.

5 Includes paid FTO, EMB, holiday and compensatory time used, and approved medical leave covered by workers’ compensation: excludes overtime and compensatory time earned.

Updated January 2019   59 of 77
TRANSFER OF FLEXIBLE TIME OFF

Employees may transfer earned FTO to another employee who is suffering from or has an immediate family member suffering from a catastrophic health condition. If such an employee is unable to work for an extended period of time and has or is about to exhaust FTO, EMB and/or compensatory time, other employees may transfer earned FTO to that employee under the following conditions:

1. The proposed recipient wants to participate.
2. The proposed recipient will authorize the District to inform other employees of the proposed recipient’s catastrophic health condition or that of their immediate family member.
3. If the Personnel Committee agrees that a qualifying catastrophic health problem exists, they will give the Board the name of the proposed recipient and the information about the catastrophic health condition. If approved by the Board, the employee may receive transferred FTO hours.
4. If the proposed recipient agrees, the District Manager will inform employees that they may transfer FTO hours to the recipient.
5. Any employee wishing to donate accrued FTO should inform the District Manager of the number of FTO hours the employee wished to donate. The District Manager will process the request with the Anoka County Payroll Department.
6. A medical certification may be required of the catastrophic health problem and information regarding its expected duration.
7. Any donated FTO hours will be deducted from the donor and credited to the recipient at the donor’s pay rate.
8. The recipient of the donated FTO shall not accrue FTO or extended medical benefit while using donated time.
9. If the recipient separates from District employment before using all of the donated FTO hours, the remaining donated time may not be converted to severance pay.

EXTENDED MEDICAL BENEFIT (EMB)

EMB is an income-protection insurance that regular and limited-term employees accrue. EMB may be used for FMLA qualifying conditions.

EMB may be used to supplement the short-term disability benefit and the District provided long-term disability benefit to bring the employee’s total gross salary to 100%.

EMB may be taken only to the extent that it is earned.

Regular and limited-term employees shall accrue EMB according to the following schedule. Part-time employees accrue EMB on a pro rata basis.

<table>
<thead>
<tr>
<th>Days Per Year</th>
<th>Hours Per Year</th>
<th>Hours Per 80 Hour Pay Period</th>
<th>Hours Per 1 Paid Hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>6</td>
<td>64</td>
<td>2.4640</td>
<td>0.0308</td>
</tr>
</tbody>
</table>

Employees shall notify the District Manager on the first day of illness or injury and at appropriate intervals as required by the District Manager. When possible, FTO and EMB shall be requested in advance. The Board is the final authority on all EMB decisions.

The Board may require a release of information and a medical certificate before approving the use of EMB. Employees may also be asked to provide a statement attesting to the employee’s ability to return to work. Any employee using EMB may be placed on a concurrent FMLA leave.

6 Includes paid FTO, EMB, holiday and compensatory time used, and approved medical leave covered by workers’ compensation; excludes overtime and compensatory time earned.
EMB may accrue up to 720 hours (90 days), and shall cease to accrue until the balance drops below 720 hours. Employees may carry over accumulated extended medical benefit time (up to the maximum of 720 hours) from one year to the next.

Since extended medical benefit is intended to provide income protection in the case of an illness or injury, it is not payable as severance upon separation from employment. Employees are encouraged to accumulate sufficient FTO and EMB to provide income protection for the 90-day period until long-term disability benefits are activated.

Upon re-employment, credit for previous FTO and EMB will not be granted. FTO and EMB accrual will be earned on the same basis as a newly hired employee.

**WORKER’S COMPENSATION**

An employee who is temporarily disabled from work as a result of an injury or illness sustained in the performance of the employee’s work with the District shall be eligible for Worker’s Compensation subject to the provisions of the State of Minnesota Worker’s Compensation Law. Employees shall continue to accrue FTO and EMB while receiving worker’s compensation. Upon release by a treating physician, employees injured on the job may be returned to work on a limited-duty basis to their position or another position on a temporary basis.

Any employee who by reason of sickness or injury receives worker’s compensation benefits may do either of the following:

1. Keep the worker’s compensation benefit and receive from the District an additional differential benefit from accumulated FTO, EMB (if eligible), or other accumulated leave time; or
2. Keep the worker’s compensation benefits only. In no case may the total weekly rate of compensation exceed the regular wage of an employee. An employee who is on a worker’s compensation leave may not work another job without prior approval and written consent of the District Manager and Personnel Committee Chair.

Employees who are unable to work as a result of a work-related injury shall continue to be covered by the District’s insurance benefits. Such coverage shall remain in effect until the employee returns to work. The employee will remain financially responsible for the employee-paid premium portion of such insurance coverage during the entire injury period.

**SPECIAL LEAVE**

If the employee accepts any employment or goes into business while on special leave from the District, the employee will be considered to have voluntarily resigned from employment with the District not in good standing as of the day on which the employee began the special leave.

**Special Leaves with Compensation:**

- **Leave to Evaluate Fitness for Duty**
  
  The Board may place an employee on a leave when there is a reasonable belief that the employee’s medical or psychological condition adversely affects the employee’s fitness for duty. An employee may be placed on such a leave when the employee’s medical or psychological condition:

  1) Poses a threat to the employee’s own health or safety.
  2) Poses a threat to the health or safety of others in the workplace; or
  3) Adversely affects the employee’s ability to perform the essential functions of the employee’s current position.

  An employee with a medical or psychological condition affecting the employee’s fitness for work may be permitted to continue to work in the employee’s current position as long as the employee does not pose a threat to the health or safety of the employee or others in the workplace. A
qualified disabled employee may continue to work, as long as the employee can satisfactorily perform the essential functions of the job, with reasonable accommodation, if necessary.

The District may require medical certification of the employee’s fitness for work and other related medical opinions. If the Board deems it necessary, the employee may be required to obtain a second medical opinion from a physician or psychologist of the Board’s choice.

The Board will make reasonable accommodations whenever possible for an employee with a disability as defined by the Americans with Disabilities Act.

Funeral Leave
At the discretion of the Board, an employee will be granted leave with pay when a death occurs in his/her immediate family. Ordinarily, the maximum amount of leave with pay for funeral leave will be three (3) consecutive days.

Military Leave for Training Purposes
Employees who are members of any reserve component of the military forces of the United States or National Guard shall be granted leave of absence with compensation, less any military compensation, not to exceed fifteen (15) working days per year when ordered to training.

Jury Duty
Employees subpoenaed as witnesses or called for jury duty shall receive their regular compensation and other benefits less the amount of jury or witness fees. The employee may retain any travel reimbursement.

Election Days
Employees who are entitled to vote in any regularly scheduled state primary or general election, any election to fill a vacancy in the Office United States Senator or United States Representative, an election to fill a vacancy in the office of state senator or state representative, or a presidential primary may be absent from work for the purpose of voting on such election day without penalty of deduction from salary or wages on account of such absence. The District Manager may require that any request for time off to vote should be made prior to election day and the District Manager may specify the time when an employee may be absent for voting purposes. Employees who are not eligible to vote or have no intention to vote shall report for work at the regularly scheduled time.

Special Leave without Compensation:

Family and Medical Leave Act of 1993 (FMLA)
In accordance with the FMLA, District provides up to 12 weeks of unpaid, job-protected leave to eligible employees for certain family and medical reasons. Employees are eligible if they have worked for the District at least one year and for 1,250 hours over the previous 12 months.

i) Reasons for Taking Leave:
Unpaid leave shall be granted for any of the following reasons:
   a) To care for the employee’s child after birth, or placement for adoption or foster care, provided the leave is completed within 12 months of the birth, adoption or foster care placement;
   b) To care for the employee’s spouse, child, or parent, who has a serious health condition; or
   c) For a serious health condition that makes the employee unable to perform the employee’s job.
d) Any qualifying exigency arising out of the fact that the employee’s spouse, child, or parent is a military member on covered active duty
At the employee or employer’s option, certain kinds of paid leave may be substituted for unpaid leave.

ii) **Advance Notice and Medical Certification**
The employee shall provide advance leave notice and medical certification. Taking of leave may be denied if the following requirements are not met.

a) The employee ordinarily must provide 30 days’ advance notice when the leave is foreseeable.

b) At the manager’s discretion, or at the board’s discretion in the case of the manager requesting leave, medical certification may be required to support a request for leave because of serious health condition. The District may request a second or third opinion at the District’s expense and a fitness for duty report to return to work.

iii) **Job Benefits and Protection**

a) For the duration of FMLA leave, the District shall maintain the employee’s health coverage under any group health plan.

b) Upon return from FMLA leave, employees shall be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms except as follows;

   • Employee would have lost job had he/she not been of leave (e.g., layoff or termination due to poor performance unrelated to FMLA absences),
   • Employee fraudulently obtains leave,
   • Employee works elsewhere during FMLA leave in violation of employer’s uniformly-applied policy prohibiting outside employment and,
   • Employee fails to provide fitness-for-duty certificate, if it has been required by the employer.

c) The use of FMLA leave cannot result in the loss of any employment benefits that accrued prior to the start of an employee’s leave.

d) Employees can make a voluntary and uncoerced acceptance of a light duty assignment while recovering from a serious health condition with the understanding that the period of light duty is FMLA qualifying and the aforementioned rights to restoration of their former position is available only until the 12 weeks of annual FMLA leave have been taken.

e) Key employees may not be denied FMLA leave it they qualify, but restoration may be denied if it would cause the employer substantial and grievous economic injury.

f) Employer must notify key employees of the intent to deny restoration in person or by certified mail.

iv) **Unlawful Acts by Employers**
FMLA makes it unlawful for any employer to:

a) Interfere with, restrain, or deny the exercise of any right provided under FMLA;

b) Discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.
v) **Enforcement**
   a) The U.S. Department of Labor is authorized to investigate and resolve complaints of violations.
   b) An eligible employee may bring a civil action against an employer for violations.

vi) **Duration of Leave**
   **Leave Maximum**
   a) Twelve workweeks of unpaid leave during a 12-month period (known as “leave year”) for all types of leave.
   b) A holiday occurring during a week of FMLA leave has no effect on the FMLA time used – it is still counted as one week of FMLA (1/12 of total allotment).
   c) If the District’s activity ceases for one or more weeks during an employee’s leave, this time does not count as FMLA.
   d) The number of hours of available FMLA leave for part time employees is calculated pro rata.
   e) An eligible employee may also take up to 26 workweeks of FMLA leave in a single 12-month period to care for a covered service member with a serious injury or illness if the employee is the spouse, child, parent, or next of kin of the service member (military caregiver leave).

vii) **Leave Year**
   a) The leave year coincides with the calendar year (January 1 through December 31).

viii) **Coordination with other Leave Policies**
   a) The District may require an employee to use any accrued paid leave benefits concurrently with FMLA.
   b) The employee may choose to use paid leave benefits concurrently with FMLA if the employer does not require it.
   c) Employees cannot waive, nor may employers induce employees to waive, their rights under FMLA.
   d) Employees cannot ‘trade off’ the right to take FMLA leave against some other benefit offered by the employer.
   e) Concurrency is only appropriate if the employee qualifies for both FMLA and other paid leave benefits.

ix) **Designation of Leave**
   a) Time shall be charged against FMLA leave in 1/10 hour increments only to the extent that it was actually used to address the circumstances that precipitated the need for leave.
   b) The District Manager shall designate leave as FMLA qualifying, and give notice of the designation to the employee within one or two business days after the notice for leave is given.
   c) Designation of leave must be based on information received from the employee or the employee’s spokesperson.
   d) It is the District’s responsibility to make sufficient inquiries to determine if leave is FMLA qualifying.
e) The District may designate leave as FMLA qualifying retroactively only if sufficient information was not available at the time of the leave request or commencement and not later than two days after the employee’s return to work.

f) If a preliminary designation is made and information or medical certification fails to confirm that leave is FMLA qualifying, District will withdrawal designation with written notice to the employee

x) Certification of Medical Condition
   a) The District may require an employee to submit a certification from a health care provider to support a requested medical leave.
   b) The District should request medical certification within two business days after notice for need for leave is given or within two business days after leave commences, if leave is unforeseen.
   c) Medical certification should be received before leave begins, if feasible, or fifteen calendar days following a request for certification
   d) If the employee fails to produce certification in the time frame required by the District, and there are no extenuating circumstances, the District may deny or delay continuation of FMLA.
   e) All medical information shall be kept in a file separate from the personnel files, and maintained with strict confidentiality.
   f) The District shall provide a medical certification form.
   g) The District shall advise employees whenever the medical certification is inadequate and provide the employee a reasonable opportunity to address the deficiencies.
   h) A health care provider representing the District may contact the employee’s health care provider and authenticate the certification.
   i) At its own expense, the District may select a health care provider to provide a second opinion if the District has reason to doubt the validity of the first certification.
   j) At the District’s expense the District and employee may act ‘in good faith’ to mutually select a third health care provider to provide a third and final (binding) opinion if the first and second opinions conflict.
   k) At the employee’s expense, the District may request recertification not more frequently than every 30 days unless the employee requests an extension, circumstances have dramatically changed, or the District doubts the validity of the certification or the employee’s stated reason for the absence.

xi) Employee Responsibilities
   a) Employee must give verbal notice 30 days prior to the leave if possible or as soon as practicable to make employer aware that leave is needed.
   b) The District’s customary procedure is that all requests for leave be documented in writing.
   c) Failure to provide a 30-day notice if leave is foreseeable may result in a delay of the leave by up to 30 days after notice is provided.
   d) Upon request, employee will provide periodic status reports.
   e) If employee gives unequivocal notice of intent not to return, obligations under FMLA cease.
f) Employee shall provide at least two business day notice of intent to return early.

Personal Leave
Personal leave without compensation may be granted for up to two (2) calendar months to an employee other than as described above for any reasonable purpose and extended for any reasonable period. Employees shall submit a written request for personal leave to the Board. An employee on personal leave may not engage in non-District employment without prior written approval of the employee’s supervisor.

Absence without Leave
Any unauthorized absence from duty shall be deemed to be absent without leave. Any such absence shall be without pay and may be grounds for disciplinary action. Any employee who is absent for three (3) consecutive working days without authorization shall be deemed to have abandoned the position and resigned. The Board may reinstate such employee where appropriate.

Medical Leave of Absence
A medical leave of absence may be granted to employees who are either ineligible for leave under the District FMLA policy or who have exhausted their entitlement to that leave. A medical leave of absence may be granted upon exhaustion of accumulated EMB to employees by the Board on the grounds of sickness or disability, for a period not to exceed 12 months. Failure to return at the expiration of the medical leave will be considered a voluntary resignation. Such leave is subject to prior certification by the attending medical authority or a medical authority designated by the District. A medical leave will not be granted unless the employee provides a statement from a healthcare provider stating the need for leave, the expected duration of the leave and a general explanation of the nature of the medical condition or disability. Returning employees may be required to submit certification from their physician of fitness for duty. An employee who has been off work for a year or more for medical reasons must serve a probationary period before being returned to regular or limited-term status.

Military Leave for Extended Service
In accordance with the Uniformed Services Employment and Re-employment Rights Act of 1994, 38 U.S.C § 4301, et seq., a qualified individual who has accumulated up to five years of service-related absences is generally entitled to re-employment if the employee gives the necessary advance notice and reports back to work in a timely manner as set forth in the Act.

Limitations of Grants of Leave without Compensation
FTO and EMB will not accumulate during any leave of absence without compensation; accrued amounts of both FTO and EMB shall remain on the record at the inception of the leave of absence and shall continue upon the return of the employee. Except under FMLA, if the leave extends more than thirty-one days, health coverage, dental and life insurance premiums must be paid in full by the employee during such leave or the coverage will lapse. For leaves without compensation of thirty-one days or less, the District will continue its normal premium contributions. Failure on the part of the employee to request and receive authorization for an extension before expiration or to notify the District Manager or Personnel Committee three (3) working days after the expiration of such leave shall be considered a resignation.

Reinstatement from Leave of Absence
Upon return from a leave of absence, the employee shall be assigned to the previously held position or a position in a comparable class except as herein provided. Where a medical leave of absence without pay was granted in excess of six months, and it was necessary for the District to fill the employee’s position, the name of the employee on medical leave of absence shall be placed
on the Re-employment List at the end of the leave. An employee may be returned to employment at any time prior to the expiration of the leave by the action of the Board.

**TAXABLE FRINGE BENEFIT**

The District does not offer an employer provided medical or dental insurance program. The District shall pay a set dollar amount per month in taxable fringe benefits. Taxable fringe benefits are for regular and limited-term employees. Regular part-time employees with a scheduled workweek of 30 or more hours will receive a pro-rated amount based on the percent of full-time employment. These benefits shall be paid directly to the employee. The District will review its contribution on a yearly basis.

**DISABILITY**

Regular and limited-term employees who are regularly scheduled to work 30 hours per week or more shall receive Disability (combined short term and long term) coverage. This coverage provides a specified percentage of income protection up to a maximum monthly benefit in the event of permanent and total disability after a waiting period of 30 days. The District pays the cost of this coverage. Disability payments are integrated so that any combination of paid FTO leave, Social Security, PERA, Worker’s Compensation, and Disability will not exceed an employee’s regular gross pay.

**FLEXIBLE BENEFITS**

The District’s flexible benefits have two parts: the Health Care Reimbursement Plan allows eligible employees to participate in an account that provides reimbursement for certain health and dental care expenses not reimbursed by insurance; and the Dependent Care Reimbursement Plan provides an account for reimbursement of dependent care expenses (e.g., child care). Employees who participate in these plans can reduce their tax liability and lower the employer-paid taxes as well. These programs are administered by SelectAccount.

**DEFERRED COMPENSATION PROGRAM**

The District provides employees the opportunity to participate in deferred compensation plans, which are voluntary plans that allow employees to place a portion of their earnings into a pretax deferred investment program.

Taxes on money set aside and earnings on the funds are deferred until the time of withdrawal. This allows employees to defer present income for long-term savings to supplement retirement. Several different types of investment options are available. Funds may be withdrawn at the time an employee leaves District employment.

**CONTINUATION OF BENEFITS UPON SEPARATION (COBRA)**

Benefit eligible employees who have separated from District employment for reasons other than gross misconduct may continue on the District’s group health and/or dental coverage plan for up to eighteen months after separation. An employee whose hours have been reduced to the point that the employee is no longer eligible for insurance may also continue enrollment with the District’s group health and/or dental plan for eighteen months beyond the date of disqualification. Other events such as Medicare eligibility, may qualify an employee for continuing coverage of up to twenty-nine months.

In addition, the employee’s spouse and dependents that survive an employee may extend their enrollment with the District’s group health and/or dental plan until the earlier of the following:

1. The date the surviving spouse becomes covered under another group health plan; or
2. The date coverage would have terminated under the group policy had the employee lived.

The separated employee, their spouse or their dependents must pay any continuing coverage premiums in full or coverage will lapse.

If an employee’s date of termination of employment is on or before the 15th day of any month, the last month for which the District will pay the employer’s portion of the health premiums is the current month. If
the date of termination is on or after the 16th day of the month, the District will pay the employer’s portion of the health premiums for the current month and the following month.

**Benefits for District Retirees**

*Retiree Benefit Limitations*

A retiree who does not elect to continue to participate in any District group insurance plan (if offered) does not have a right to re-enter the District’s group insurance plans at a later date. If a retiree interrupts his/her continuous participation in the District health insurance plan, the retiree’s rights to coverage are irrevocably forfeited.

A retiree who initially selects family coverage may change to single coverage. A retiree may drop single coverage and change to family coverage.

*Retirees with Less than Ten Years of Benefit-Eligible Service*

Retirees with less than ten years of benefit-eligible service with the District may continue to participate in the District’s group health and/or dental plans upon retirement (if offered). Such retiree must pay the entire premium for continuation of coverage.

*Health Insurance Benefits for Retirees with Ten or More Years of Benefit-Eligible Service* 

Generally:

- A retiree with at least ten years of benefit-eligible District employment may participate in the District’s health insurance plans (if offered).
- When the retiree qualifies for federally subsidized health coverage, the District will contribute the same amount described below toward payment of federally subsidized health and/or supplemental health coverage.
- In no event shall the District’s contribution exceed the cost of the retiree’s health insurance premium.

The District shall make the following monthly contributions toward a qualified retiree’s individual or family health insurance plan:

<table>
<thead>
<tr>
<th>Years of Benefit-Eligible Service</th>
<th>Individual Health Insurance Coverage</th>
<th>Family Health Insurance Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10-15</td>
<td>One-half of the individual taxable fringe benefit</td>
<td>One-half of the individual taxable fringe benefit plus $2.65 for each full year of service toward a family health insurance plan.</td>
</tr>
<tr>
<td>16-21</td>
<td>Full amount of the individual taxable fringe benefit</td>
<td>Full amount of the individual taxable fringe benefit plus $3.60 for each full year of service toward a family health insurance plan.</td>
</tr>
<tr>
<td>22-29</td>
<td>Full amount of the individual taxable fringe benefit</td>
<td>Full amount of the individual taxable fringe benefit plus $4.15 for each full year of service toward a family health insurance plan.</td>
</tr>
<tr>
<td>30 or more</td>
<td>Full amount of the individual taxable fringe benefit</td>
<td>Full amount of the individual taxable fringe benefit plus $4.60 for each full year of service toward a family health insurance plan.</td>
</tr>
</tbody>
</table>

*Benefits after Retiree’s Death*

Upon the death of a retiree, the surviving spouse and/or dependent children may stay on the District’s insurance plan at their own cost as required by law.
Dental Insurance
A retired employee may continue on the District’s dental insurance plan (if offered) at the time of retirement. Retirees who elect to continue dental insurance benefits must pay the entire premium.

Retiree Years Calculations
For retirees, years of service will be calculated as a full twelve-month time frame and will not be prorated.

EMPLOYEE DEVELOPMENT

IN-SERVICE TRAINING
The District shall provide appropriate in-service training, as needed, of employees for the purpose of improving the quality of services rendered to the District and to assist employees to prepare themselves for advancement in District service. The District shall provide assistance to the District manager in developing and conducting training to meet the specific needs of the District.

TUITION REFUND
Regular employees that have passed their initial hire probation may be eligible for reimbursement of tuition and required course fees for courses taken for credit through accredited educational institutions. It is the employee’s responsibility to pay for any books or supplies required. Textbook reimbursement will only be considered if the District requires the employee to attend a college level course for credit.

Tuition reimbursement may be approved for courses with the following criteria;
1. A college level course is available for credit; and
2. Course is taken on personal time; and
3. Course is work-related; and
4. Course is completed and employee received a grade of “C” or above or “satisfactory” if no letter grade is given; and
5. Prior Board approval is received.

CONFERENCES OR WORKSHOPS
Conferences and workshops are to be job-related and used to develop the information and skills of District staff. Examples of training programs are workshops, University of Minnesota extension courses, and Board of Water & Soil Resources (BWSR) courses.

Board approval is required for the following:
1. Conferences and workshops that exceed the annual budget for employee development.
2. Conferences and workshops outside of Minnesota that require an overnight stay.
3. Conferences and workshops with registration, lodging and expenses that exceed a total of $500.

The following criteria are to be used in selecting conferences or workshops to attend:
1. Topic has application to employee’s job; and
2. Attendance will allow for making essential contacts or obtaining information important to the improved operations and functions of the department; and
3. Information is needed to complete or meet changes in job responsibilities because of internal or statutory changes.

Any cost incurred for an educational course requested by the District shall be reimbursed in total.
DISCIPLINE

POLICY STATEMENT
The District recognizes its continuing responsibility to develop and administer regulations and disciplinary measures in a fair and consistent manner. The District further recognizes the obligation of all employees to conform to regulations that are applicable to their assignment.

WHISTLE BLOWER PROTECTION
1. The District cannot discipline an employee for making a report of a violation or suspected violation of state or federal law. Minn. Stat. 181.932.
2. The District cannot discipline employee for employee’s failure to perform assigned work if failure is based upon employee’s articulated reasonable belief that the required performance would violate state or federal law. Minn. Stat. 181.932.
3. Other state and federal statues, such as OSHA, already contain whistle blower protection for employees who report violations. 29 U.S.C. 660 (c).

JUST CAUSE
District employees shall be subject to disciplinary action for failing to fulfill their duties and responsibilities or for engaging in inappropriate conduct. It shall be the policy of the District to administer disciplinary penalties without discrimination of any nature. All disciplinary action shall be for just cause, and the regular and limited-term employee has the right to review, through the grievance procedure, any disciplinary action that the employee believes to be unjust. The District Manager shall investigate all allegations before disciplinary action is taken.

Examples of “cause” for a disciplinary action may include, but are not limited to the following:
1. Lack of ability to competently and efficiently perform the duties of the position or classification held by the employee.
2. Failure to produce the quality of work and/or the quantity of work the position or classification requires.
3. Inappropriate treatment of fellow employees or other persons.
4. Insubordination, which is defined as a refusal to follow reasonable written or oral procedures, instructions, or directives from a supervisor or the District Manager.
5. Acceptance of a fee, gift or other item of value in the course of the employee’s work that might reasonably be construed as evidence of or has the appearance of favoritism, coercion, unfair advantage or collusion. These limitations are not intended to prohibit the acceptance of articles of negligible value that are distributed generally, nor to prohibit employees from accepting social courtesies that promote good public relations.
6. Careless, negligent or willful conduct that causes damage or loss of District property.
7. Failure to observe safety rules or regulations or engaging in unsafe work practices.
8. Failure to wear a seatbelt while traveling in a District vehicle or otherwise conducting District business.
9. Absence from work constituting unauthorized leave.
10. Habitual or excessive tardiness in reporting for scheduled work hours.
11. Excessive absenteeism; scheduled or unscheduled.
12. Consuming, possessing or being under the influence of an alcoholic beverage or illegal drug during working hours.

13. Violating the data privacy rights of any employee, client or member of the public.

14. Carrying or otherwise possessing a firearm or other dangerous weapon at the workplace.

15. Engaging in threatening or intimidating conduct toward others.

16. Violating a criminal or traffic law that has potential for having a negative impact on the employee’s ability to do the job, or otherwise threatens the safety of coworkers or members of the public.

17. Breaching standards of conduct applicable to the employee’s profession.

18. Drinking alcoholic beverages during working hours, being intoxicated while at work or consuming or being under the influence of non-prescribed, controlled drug, while at work or possessing or having in the employee’s control, on District property, alcoholic beverages or a non-prescribed controlled drug while at work.

19. Theft of public property, pilferage or other unauthorized taking of public property from a public building or premises for private use.

20. Sexual, racial, sexual orientation, or ethnic harassment of the public or any District employee.

21. Engaging in deception, fraud or misrepresentation in the employment application, examination and/or selections process by omitting information or furnishing false, misleading or fraudulent information, certificate or license.

22. Acting in a manner not herein above specified that tends to lower discipline or morale within the District or that adversely affects the rendering of prompt, courteous and efficient service by the District and its employees to the public.

23. Engaging in an unapproved conflict of interest as defined in Section IV: Conflict of Interest. Before engaging in any other employment or activity that might be or appears to be a conflict of interest the employee shall obtain prior approval from the Board. A conflict of interest exists when the employee’s outside employment or activity is inconsistent, incompatible or in conflict with District employment.

24. Violating District rules or policies.


26. Engaging in prohibited political activity.

27. Using, threatening to use, or attempting to use political influence or attempting to exert unethical pressure on any District employee or officer in securing promotion, transfer, leave of absence, increased compensation or other favors.

**PROGRESSIVE DISCIPLINE**

In general, the Board or District Manager will use progressive discipline. However, the District reserves the right to take any disciplinary action it deems appropriate under the circumstances. Disciplinary measures may include, in any order, oral or written reprimand, demotion, suspension or termination. It is not required that each level of progressive discipline be used in every case.

**SERIOUS INFRACTIONS**

Acts by employees that:

1. constitute just cause for disciplinary action under Section IV: Just Cause; and,

2. are serious in nature or consequences; and,
3. for which gradual and corrective discipline is inappropriate; shall constitute serious infractions and shall be grounds for immediate suspension and/or termination as provided in Section IV: Types of Employee Discipline.

INVESTIGATIONS
In the event that the Board determines that there is a need for an investigation, a Notice of Privacy Practices will be provided for all involved personnel advising them of the investigation, its purpose, implications and their rights.

TYPES OF EMPLOYEE DISCIPLINE
All other acts by employees that constitute just cause for disciplinary action shall be dealt with progressively in the following manner:

**Oral Reprimand**
The District Manager shall explain to the employee about the action or behavior that the District Manager wishes the employee to change, cease, or begin, as well as inform the employee of the consequences of repeated infractions.

**Written Reprimand**
The District Manager shall provide written notice to the employee explaining the action or behavior that the employee is to change, cease, or begin. The written reprimand shall describe in detail the factual basis for the reprimand; directives for correcting actions or behavior; and consequences of violating a condition or other personnel rule. The written reprimand shall be signed by the District Manager or Chair of the Board and presented in person by the District Manager. The employee should sign all copies to acknowledge receipt; if the employee refuses, the presenter shall note it on the form. A copy of the written reprimand shall be placed in the employee’s personnel file.

**Demotion**
A movement of an employee to a position in a lower grade may be used as a form of discipline if an employee has engaged in an act or course of conduct that constitutes just cause under Section IV.R. Just Cause.

**Suspension without Pay**
The Chair of the Board may suspend an employee without pay for up to thirty (30) working days. The suspension notice must include:
- a) the factual basis for suspension;
- b) directives for correcting the action or behavior;
- c) consequences of violating a condition or other personnel rule; and
- d) notice that the employee has a right to appeal the suspension.

At the discretion of the Board, all or part of an exempt employee’s disciplinary suspension may take the form of a deduction from the employee’s FTO balance. Under limited circumstances, an employee may be suspended with pay during an investigation of a potential disciplinary matter.

**Discharge**

**Temporary Employees**
Temporary employees are subject to dismissal at any time, with or without cause.

**Probationary Employees**
Termination may occur at any time during an employee’s probationary period without cause. The Board or District Manager if designated, shall give written notice of termination to the probationary employee before the employee’s probationary period expires.
The termination notice shall be given to the employee;

(1) *In person; or*
(2) *By first-class mail or certified mail, return receipt requested to the last address provided to the District. Service by mail is complete upon mailing.*

An employee who is discharged during a probationary period has no grievance or appeal rights.

**Regular and Limited-Term Employees**

Limited-term employees and regular employees may be discharged from employment for just cause.

**METHODS OF NOTIFYING AN EMPLOYEE OF A DISCIPLINARY ACTION**

**Written Reprimand, Suspension or Demotion**

Notice may be given either

(1) *In person; or*
(2) *By first-class mail and certified mail, return receipt requested, to the last address provided to the District. Service by mail is complete upon mailing.*

Copies of the disciplinary notice shall be distributed as follows

(1) *The employee’s personnel file kept in the District office; and*
(2) *When notices are related to the District Manager’s performance, a copy will be kept off site by the Personnel Committee Chair.*

**Discharge**

**Notice of Intent**

If the District Manager in consultation with the Chair of the Personnel Committee believes that there is just cause to discharge an employee, the District Manager shall notify the employee, in writing, of the intent to do so. The written notice of intent to discharge shall contain the following:

(1) *A brief description of the basis for the discharge;*
(2) *The statement that the employee is being placed on a five-day administrative leave without pay; and*
(3) *Notice that the employee is entitled to a pre-termination hearing with the Board during the suspension period.*

**Pre-Termination Hearing**

The purpose of a pre-termination hearing is to allow the employee to supply the employer with information and/or argument against the proposed termination.

**Effective Date of Discharge**

The discharge shall be effective only after;

(1) *A pre-termination hearing has been held and the discharge decision upheld;*
(2) *The right to a pre-termination hearing has been waived; or*
(3) *The five-day administrative leave period has expired with no meaningful action by the employee.*

**Final Notice**

If the Board upholds the discharge, the Board shall notify the employee, in writing, of the discharge. If the discharge is not upheld, the Board may modify or vacate the disciplinary action and shall notify the employee of such decision.

**LEGAL CONSULTATION**
Suspensions, demotions and discharges will only be undertaken after consultation with the County Attorney’s Office.

**ADDITIONAL NOTICE AND PROCEDURAL REQUIREMENTS FOR VETERANS**

In addition to the requirements set forth above, veterans who are demoted or discharged from any position that is not temporary are entitled to these additional rights:

1. The employee must be notified, in writing, of the employee’s right to request a veteran’s hearing within sixty (60) days of the notice of intent to discharge.
2. During the sixty (60) day period, at the option of the Board, the employee will either work the employee’s regular hours at a job designated by the Board, or be placed on suspension with pay.
3. Failure to request a hearing within the sixty (60) day period shall constitute a waiver by the employee of the right to a hearing and all other legal remedies for reinstatement.

A veteran may elect either a veteran’s hearing or an appeal hearing available to non-veteran employees under these Personnel Rules and Regulations. The election of one of these remedies constitutes the waiver of the other remedy.

**CONFLICT OF INTEREST**

District employees may engage in other employment, activities or enterprise for private gain provided it does not constitute a conflict of interest. To reduce the likelihood of an employee engaging in outside employment or activities for private gain that would constitute a conflict of interest with public duties or be inconsistent or incompatible with public employment, the following should be adhered to:

1. District employees may not provide services for a third party for private gain which may later be subject directly or indirectly to the control, inspection, review, audit or enforcement by such employee in his/her capacity as a District employee.
2. District Employees shall only perform consultation activities related to projects located in Anoka County for the District and shall not perform such activities on their personal time for compensation by third parties.
3. Consultation activities related to projects located outside Anoka County may be performed by District Employees on their personal time for compensation by a third party. Such activities will be performed at times other than normally scheduled work week hours, typically Monday through Friday from 8:00 AM through 4:30 PM excluding vacation and holidays.
4. Consultation activities related to projects located outside Anoka County will not be performed for parties that conduct business within Anoka County and whose work may be subject to District review and comment.
5. Arrangements for performance of and compensation for such consultation activities will be made individually by District Employees and will not involve the District. Collection of any arranged fee for service to be paid to the District Employee is the responsibility of the individual District Employee.
6. District Employees will assume all liability and responsibilities associated with consultation activities related to projects located outside Anoka County. In soliciting and performing consultation activities related to projects located outside Anoka County, District Employees will not refer to or otherwise associate themselves as representing the District.
7. District office space, maps, letterhead, computers, computer software, phones, supplies, field equipment and all other District property may not be used by District Employees when performing consultation activities related to projects located outside Anoka County. District Employees shall not conduct meetings related to such activities with customers at the District’s office.
If a conflict of interest related to District duties or activities arises as a result of District Employee performance of consultation activities related to projects located outside Anoka County, or if such activities in any way damage the District or its supervisors or staff, District employees shall cease such activities immediately. It is agreed that the issue will then be presented to the District Operations Committee for review and recommendation to the full Board of Supervisors regarding continuation of such activities by District Employees.

**Grievance Procedures**

**Definition**
A grievance is a dispute or disagreement raised by an employee or group of employees against the District and/or the District Manager because of an interpretation or alleged violation of these Rules and Regulations.

**Limitations**
The District’s Classification Plan is excluded from this grievance procedure.

**Procedure**
It shall be the policy of the District to address all grievances promptly and fairly. In order to facilitate the processing of employee grievances in an orderly and just manner and to provide the employee access to all levels of management and a fair and impartial hearing, the following procedures are to be used:

**Step I.**
An employee having a grievance shall present such grievance to the District Manager within five (5) working days after the event causing the grievance. It shall be the responsibility of the District Manager to investigate the grievance, discuss the grievance with the employee and give a written answer to the employee within five (5) working days from the time the grievance was initially presented wherever practicable. The Board may grant the District Manager a time extension to address the grievance. A notification of such decision will be provided to the employee with a specific date by which the response will be given.

**Step II.**
A grievance not resolved in Step I may be appealed to Step II. The employee shall place the grievance in writing, which shall set forth:

a. the nature of the grievance;

b. the underlying facts, including the date of the aggrieved event;

c. the provision(s) of these Rules and Regulations allegedly violated; and

d. the remedy requested by the grievant.

The Step II grievance shall be served on the Chair of the Personnel Committee within (10) working days from the time of the District Manager’s Step I response. The Chair of the Personnel Committee shall schedule a meeting between the Personnel Committee, the grievant, and the District Manager to be held within fifteen (15) working days from the day of receipt of the Step II grievance.

This meeting may be continued by the Chair of the Personnel Committee for good cause shown by either party. The meeting shall consist of a brief presentation by the grievant (or representative), a response by or on behalf of the District Manager, and a rebuttal by the grievant. The Personnel Committee may ask questions of either party.

The Personnel Committee shall review the matter and make a written determination within fifteen working days. If the Personnel Committee needs a time extension, the Chair of the Personnel Committee shall notify the parties of such need and shall give the parties a date certain by which the determination will be provided. The Personnel Committee’s decision or action may be appealed in
writing within five (5) days of the decision or action by notifying the Board in accordance with Section IV: Grievance Procedures.

**TIME LIMITS**

If the grievance is not presented within the time periods set forth above, it shall be considered waived. If a grievance is not appealed to the next step within the specified time limit it shall be considered settled on the basis of the last answer. If the proper authority does not answer a grievance or appeal thereof within the specified time limits, the employee shall treat the grievance as denied and may immediately appeal the grievance to the next step. The time limit in each step may be extended by mutual agreement of the employee and authority involved in the step, or by the Chair of the Personnel Committee at the request of either party.

**DISTRICT BOARD OF APPEALS**

**COMPOSITION**
The District Board of Appeals is composed of the entire five (5) member District Board of elected Supervisors.

**AUTHORITY**
The District Board of Appeals is authorized to hear and decide appeals of Step II Grievances.

**APPEAL PROCEDURE**
The appealing party shall appeal in writing within five (5) working days of receiving the Step II decision. The appealing party shall provide the following appeal packet to the District Manager or Personnel Committee Chair in person or by mail:

1. Notice of Appeal from Step II decision. The Notice of Appeal shall contain the appealing party's name, signature, mailing address and job title;
2. A copy of the District Manager’s Step I response;
3. A copy of the Step II grievance;
4. A copy of the Step II decision.

The appeal packet may be mailed to:

Anoka Conservation District
C/O District Manager
1318 McKay Drive NE, Suite 300
Ham Lake, MN 55304

Appeals delivered by mail must be postmarked within the prescribed time limits. Failure to file timely will result in a waiver of the right to appeal.

**NOTIFICATION OF HEARING**
The District Manager shall send written notice of the date, time and location of the appeal hearing. Notice shall be sent to the last known address of the appealing party, unless otherwise notified.

**HEARING**

1. The District Board of Appeals shall conduct a public hearing within 30 working days of receipt of the appeal. At the reasonable request of either party, the District Board of Appeals may schedule the hearing beyond the 30-day period.
2. The Chair of the Board shall preside over the hearing, or when absent, the Vice Chair. Three members of the District Board of Appeals shall be sufficient to hold a hearing and render a decision. The District Board of Appeals may uphold, reverse, modify, or remand the matter to the Personnel Committee for further action consistent with the District Board of Appeals’ directives.
3. Technical rules of evidence shall not apply. All relevant evidence may be introduced into the record. Legal counsel throughout the proceedings may represent either party. If requested by the District Board of Appeals, the parties shall submit post-hearing written arguments. Both parties may testify, present witnesses and other evidence, and may cross-examine the other party’s witnesses. All testimony shall be under oath or affirmation. The appellant shall present first and shall have the burden of proof. The hearing shall be recorded.

4. Within ten working days of the end of the hearing or receipt of the post hearing written arguments, if any, the decision of the District Board of Appeals shall be mailed to both parties at their last known address and to the District Manager and Personnel Committee Chair.

WITHDRAWAL OR SETTLEMENT PRIOR TO DISTRICT BOARD OF APPEALS’ DECISION
Any time before the District Board of Appeals renders its decision, the grievant may withdraw the appeal or the parties may settle. Any withdrawal or settlement of the grievance must be in writing and signed by the parties. A copy of the withdrawal or settlement document must be submitted to the District Board of Appeals Chair and the District Manager.

TIME PERIODS
In computing any period of time prescribed by these rules, the day of the last act, event, or default from which the designated period of time begins to run shall not be included. The last day of the period so computed shall be included unless it is a Saturday, Sunday or a legal holiday.

SUSPENSION OF PERSONNEL ACTION
In computing any period of time prescribed by these rules, the day of the last act, event or default from which the designated period of time begins to run shall not be included. The last day of the period so computed shall be included unless it is a Saturday, Sunday or a legal holiday.

APPEAL OF THE DISTRICT BOARD OF APPEALS DECISION
Decisions of the District Board of Appeals shall be final unless appealed in accordance with Minn. Stat. § 606.01.
A veteran may appeal the decision of the District Board of Appeals (Civil Service Commission) to district court in accordance with Minn. Stat. § 197.46.

AUTHORIZATION FORM

Employee Name:________________________________________________________________________

Address:______________________________________________________________________________

District Position:________________________________________________________________________

I, ____________________________, have reviewed a copy of the Anoka Conservation District Handbook. I have read and understand the District Policies as outlined in this document. I have been given an orientation that included employee benefits and rights.

Employee:_____________________________________________________________________________ Date:______________

District Manager:_______________________________________________________________________ Date:______________
### Section V: Appendices

**Records Retention Schedule**

<table>
<thead>
<tr>
<th>Section</th>
<th>Title &amp; Description</th>
<th>Retention/Statute</th>
<th>Archive</th>
<th>Storage Media</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>ANNUAL REPORTS - Annual report of District activities including the annual work plan for the following year</td>
<td>Retain permanently or transfer to the State Archives</td>
<td>Yes</td>
<td>Paper</td>
</tr>
<tr>
<td>Administration</td>
<td>BIDS – Specifications &amp; supporting papers – not accepted</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Administration</td>
<td>BIDS &amp; QUOTATIONS ACCEPTED - Approved by the Board</td>
<td>6 yrs. after purchase or completion of project</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Administration</td>
<td>BY-LAWS – OPERATING RULES</td>
<td>Permanent</td>
<td>Yes</td>
<td>Paper</td>
</tr>
<tr>
<td>Administration</td>
<td>CERTIFICATES OF TITLES</td>
<td>Length of ownership</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Administration</td>
<td>CORRESPONDENCE</td>
<td>3 yrs.</td>
<td>No</td>
<td>Paper/ Electronic</td>
</tr>
<tr>
<td>Administration</td>
<td>a. Routine correspondence and memorandums with agencies, landowners, businesses, etc.</td>
<td>3 yrs. Then transfer to the State Archives for selection and disposition</td>
<td>Yes</td>
<td>Paper/ Electronic</td>
</tr>
<tr>
<td>Administration</td>
<td>b. District correspondence and subject files of a policy making nature</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administration</td>
<td>GRANTS - Local, State, Federal</td>
<td>6 yrs. after grant agreement expires unless agreement dictates otherwise</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Administration</td>
<td>MANUALS – District Equipment Instructions or maintenance manuals of office equipment</td>
<td>Until removed or superseded</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Administration</td>
<td>MINUTES - Minutes recording actions taken in meetings, regular and special meetings, necessary for the management of the District and its activities. The state archives wishes to have transferred Minutes of governing boards</td>
<td>Permanent (has historical value)</td>
<td>Yes</td>
<td>Paper</td>
</tr>
<tr>
<td>Administration</td>
<td>NOTICE OF MEETINGS - District generated, changes from normally scheduled Board meetings</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Administration</td>
<td>OATH OF OFFICE - Signed oaths by elected or appointed officials to the Board</td>
<td>10 yrs. after service after elected or appointed position</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Administration</td>
<td>ORGANIZATIONAL CHARTS – District</td>
<td>Until superseded</td>
<td>Yes</td>
<td>Paper</td>
</tr>
<tr>
<td>Administration</td>
<td>POLICIES &amp; PROCEDURES – Operational Handbook Documents the policies and procedures of the District</td>
<td>Until superseded</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Contracts/</td>
<td>AGREEMENTS/CONTRACTS/LEASES/JOINT POWERS - Various associations doing business with the District</td>
<td>10 yrs. after expiration of lease</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Agreements</td>
<td>LEASE OF REAL PROPERTY - Property leased or rented by the District. Copy of lease, payment record, etc.</td>
<td>10 yrs. after expiration of lease</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Education</td>
<td>District Sponsored Education Programs - Includes, but not limited to: Envirotlon (Area, State &amp; National), conservation workshops, metro area children’s water festival. These programs have various correspondence, order forms, reservations requests, and application forms</td>
<td>2 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Education</td>
<td>NEWSLETTERS - Published by the District and sent out to Anoka County residents</td>
<td>3 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Education</td>
<td>PUBLICITY - Includes news releases and public service announcements generated from the District</td>
<td>2 yrs.</td>
<td>No</td>
<td>Paper/ Electronic</td>
</tr>
<tr>
<td>Section</td>
<td>Title &amp; Description</td>
<td>Retention/Statute</td>
<td>Archive</td>
<td>Storage Media</td>
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<tr>
<td>--------------</td>
<td>-------------------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>Engineering</td>
<td>AERIAL PHOTOGRAPHS - Photographs taken throughout the County (black and whites)</td>
<td>Permanent (has historical value)</td>
<td>Yes</td>
<td>Paper</td>
</tr>
<tr>
<td>Engineering</td>
<td>CONSTRUCTION BLUEPRINTS ORIGINAL - Includes, but not limited to: critical area</td>
<td>Permanent (has historical value)</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Engineering</td>
<td>stabilization, diversions, field windbreaks, grass waterways, waste management,</td>
<td>Permanent (has historical value)</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Engineering</td>
<td>riparian buffer strips, sediment retention, erosion or water control, streambank,</td>
<td>Permanent (has historical value)</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Engineering</td>
<td>shoreline, roadside, strip cropping, and terraces (cost-share practices)</td>
<td>Permanent (has historical value)</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Engineering</td>
<td>ENGINEERING DESIGN BOOKS, PRODUCT DEVELOPMENT STANDARDS, SPECIFICATION BOOKS,</td>
<td>Permanent (has historical value)</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Engineering</td>
<td>DRAWINGS</td>
<td>Permanent (has historical value)</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Engineering</td>
<td>MAPS – AS BUILTS - Includes, but not limited to: critical area stabilization,</td>
<td>Permanent (has historical value)</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Engineering</td>
<td>diversions, field windbreaks, grass waterways, waste management, riparian buffer</td>
<td>Permanent (has historical value)</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Engineering</td>
<td>strips, sediment retention, erosion or water control, streambank, shoreline, roadside,</td>
<td>Permanent (has historical value)</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Engineering</td>
<td>strip cropping, and terraces (cost-share practices)</td>
<td>Permanent (has historical value)</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Engineering</td>
<td>PLANS &amp; SPECIFICATIONS - Including spec books</td>
<td>6 yrs. after receipt of as-builts</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Engineering</td>
<td>PROJECT RECORDS - Engineered designed projects should be retained permanently if</td>
<td>Permanent – if project is historical; or 5 yrs. if not</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>this project has historical value, is assessed, or is a major capital improvement.</td>
<td>Permanent – if project is historical; or 5 yrs. if not</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>Non-assessed projects, or projects not having historical value such as non-engineered</td>
<td>Permanent – if project is historical; or 5 yrs. if not</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>projects, need only be retained for 5 yrs. after project completion or contract</td>
<td>Permanent – if project is historical; or 5 yrs. if not</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>expiration</td>
<td>Permanent – if project is historical; or 5 yrs. if not</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>ACCOUNTS RECEIVABLE – LEDGERS &amp; JOURNALS - Record of all accounts of monies owed to</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>the Conservation District</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>ALL TRANSACTIONS JOURNAL – GENERAL LEDGER - Accounting sheets showing all transactions</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>affecting the District’s chart of accounts</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>AUDIT REPORTS – EXTERNAL - Reports based on the District’s internal operations</td>
<td>Permanent</td>
<td>Yes</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>BALANCE SHEETS</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>BANK STATEMENTS - Deposit slips &amp; reconciliations</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>BILLING CLAIMS - Monthly expense records for District expenses, purchase orders,</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>invoices, claim forms, accounts payable forms, etc.</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>BILLING STATEMENTS</td>
<td>4 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>BUDGET REQUESTS - Annual budget requests submitted to County for approval</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>BUDGET WORKPAPERS - Worksheets used to develop annual budget requests</td>
<td>2 yrs.</td>
<td>No</td>
<td>Paper/Electronic</td>
</tr>
<tr>
<td>Finance</td>
<td>BUDGET/BUDGET RECORDS - Budget proposals, budget worksheets, approved budget.</td>
<td>2 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>includes supporting data and monthly department budget report</td>
<td>2 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>CASH RECEIPTS - Sales receipts received for items or services from the District</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper/Electronic</td>
</tr>
<tr>
<td>Finance</td>
<td>CHART OF ACCOUNTS - Accounting structures</td>
<td>Until Superseded</td>
<td>No</td>
<td>Paper/Electronic</td>
</tr>
<tr>
<td>Finance</td>
<td>CHECKS, CANCELED – Paid and returned checks</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>FINANCIAL REPORTS (ANNUAL) - As audited by CPA</td>
<td>Permanent</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>FINANCIAL/TREASURER’S REPORTS - Monthly Treasurer’s Report, including comparison of</td>
<td>Permanent</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>budgeted and actual income and expenses</td>
<td>Permanent</td>
<td>No</td>
<td>Paper</td>
</tr>
</tbody>
</table>

Updated January 2019
<table>
<thead>
<tr>
<th>Section</th>
<th>Title &amp; Description</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Finance</td>
<td>INVENTORY/FIXED ASSETS SCHEDULE - Physical inventory of furnishings and equipment owned by the District</td>
<td>Until Superseded</td>
<td>No</td>
<td>Paper/Electronic</td>
</tr>
<tr>
<td>Finance</td>
<td>INVESTMENT DOCUMENTS - Record of investments (certificates of deposit) made by the District</td>
<td>4 yrs. after maturity</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>PETTY CASH RECORDS</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>RECEIPTS – COMPUTER (QUICKBOOKS) GENERATED - Record documenting cash received by the District</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper/Electronic</td>
</tr>
<tr>
<td>Finance</td>
<td>SALES TAX INFORMATION - Records of payment to IRS for sales tax</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Finance</td>
<td>VOUCHERS – PAID INVOICES, CLAIM VOUCHERS Record of payment and requests for payment of accounts paid by the District</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>APPLICATIONS FOR EMPLOYMENT - Not hired. Resumes, photos, letters of recommendation</td>
<td>1 yr.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>ATTENDANCE RECORDS - Sick leave, vacations, paid and unpaid leave requests, compensation, time sheets, part-time claims</td>
<td>2 yrs.</td>
<td>No</td>
<td>Electronic</td>
</tr>
<tr>
<td>Human Resources</td>
<td>BENEFITS ENROLLMENT FORMS - Employees’ medical, dental, deferred compensation, etc. election forms</td>
<td>Until superseded or 5 yrs. after coverage lapses</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>BENEFITS PLAN - Includes insurance, health care, deferred compensation, etc.</td>
<td>Until superseded or 5 yrs. after coverage lapses</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>CLASSIFICATION STUDIES - Studies which describe job duties and may rank individual District positions</td>
<td>Until Superseded</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>DAILY NARRATIVES - Journal all employees are required to use for time tracking and accountability purposes. Employees document how time is spent while employed, along with hours associate to the activity</td>
<td>2 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>EMPLOYEE RECOGNITION &amp; AWARDS - Correspondence, working papers, nominations, etc. Letters of commendation should be retained in employee’s personnel file</td>
<td>2 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>FIRST REPORT OF INJURY - Documentation on employee injury claims</td>
<td>3 yrs. Insurance documentation</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>GRIEVANCE FILES - Formal written employee grievance and/or complaint filed under personnel rules, and received by the District. Should not be retained in employee personnel file</td>
<td>Permanent</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>I-9 FORM - Employment Eligibility Verification. Verifies status of citizenship or naturalization</td>
<td>3 yrs. after hire date, or 1 yr. after employment is terminated, whichever is later. Should not be retained in employee personnel file</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>JOB/POSITION DESCRIPTIONS - District retains a position description history on the various positions with the District</td>
<td>Until Superseded</td>
<td>No</td>
<td>Paper/Electronic</td>
</tr>
<tr>
<td>Human Resources</td>
<td>MEDICAL POOL REIMBURSEMENTS - Reimbursement claims for employees with single coverage</td>
<td>3 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>PAY EQUITY REPORTS - Pay equity implementation reports used to rank individual positions, sent in to the Department of Employee Relations</td>
<td>3 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>PENSION FILES - Forms, letters, and reports</td>
<td>Permanent</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>PERSONNEL FILES/RECORDS - Only relevant records on each employee such as applications, references, performance evaluations, job performance appeals, job descriptions,</td>
<td>5 yrs. after resignation or termination</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Section</td>
<td>Title &amp; Description</td>
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</tr>
<tr>
<td>Human Resources</td>
<td>POLICIES &amp; PROCEDURES/EMPLOYEE HANDBOOK - Personnel policies and procedures</td>
<td>Until Superseded</td>
<td>No</td>
<td>Paper/ Electronic</td>
</tr>
<tr>
<td>Human Resources</td>
<td>REPRIMANDS/DISCIPLINARY ACTION</td>
<td>5 yrs. after employee’s termination/ resignation</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>SALARY SCHEDULES - Annual salary schedule for employees</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>SUPERVISORS HANDBOOK - District Supervisors policies and procedures (written by the Board of Water &amp; Soil Resources (BWSR))</td>
<td>Until Superseded</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>UNEMPLOYMENT CLAIMS/COMPENSATION - Claims for unemployment</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>VETERANS PREFERENCE ELECTION FORM - Veterans Preference Act</td>
<td>1 yr. if not hired. 5 yrs. after termination/ resignation if hired</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Human Resources</td>
<td>WORK SCHEDULE FILES - Hours worked, vacation, leaves taken</td>
<td>2 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Insurance</td>
<td>WORKERS COMPENSATION - Injury reports and correspondence dealing with injuries</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Insurance</td>
<td>APPLICATION S FOR INSURANCE - To District’s insurance provider</td>
<td>3 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Insurance</td>
<td>CERTIFICATES OF INSURANCE</td>
<td>6 yrs. after expiration</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Insurance</td>
<td>CLAIMS - Claims filed by or against the District</td>
<td>6 yrs. after final settlement except those involving a minor, save until minor turns 19</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Insurance</td>
<td>EMPLOYEE DISHONESTY/SURETY BONDS</td>
<td>6 yrs. after expiration</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Insurance</td>
<td>FIRST REPORT OF INJURY</td>
<td>6 yrs. (MS 176.151); 20 yrs. if maintained with worker’s compensation file</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Insurance</td>
<td>INSURANCE AGENTS’ SERVICE AGREEMENT</td>
<td>6 yrs. after expiration</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Insurance</td>
<td>POLICIES – ALL INSURANCE POLICIES - Includes, but not limited to: auto, machinery, general liability, life, property, inland marine, and workers compensation</td>
<td>6 yrs. after expiration</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Insurance</td>
<td>PROPERTY - Certificates and policies</td>
<td>Until Superseded</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Insurance</td>
<td>WORKERS COMPENSATION CLAIM REGISTER</td>
<td>Permanent</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Insurance</td>
<td>WORKERS COMPENSATION CLAIMS - Injury reports and correspondence dealing with injuries</td>
<td>20 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Payroll</td>
<td>1099 MISCELLANEOUS INCOME</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Payroll</td>
<td>EMPLOYERS QUARTERLY FEDERAL TAX RETURN - Federal Tax Form 941</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Payroll</td>
<td>GARNISHMENTS - Child support/spouse maintenance</td>
<td>6 yrs. Not to be retained in personnel file</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Section</td>
<td>Title &amp; Description</td>
<td>Retention/Statute</td>
<td>Archive</td>
<td>Storage Media</td>
</tr>
<tr>
<td>---------------</td>
<td>-------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------</td>
<td>---------</td>
<td>---------------</td>
</tr>
<tr>
<td>Payroll</td>
<td>PAYROLL JOURNAL - Detailed register of current and year-to-date salaries, gross to net</td>
<td>Retain year-end report permanently; retain other reports 6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Payroll</td>
<td>PAYROLL REPORTS - State withholding, federal withholding, FICA, and Medicare</td>
<td>10 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Payroll</td>
<td>PENSION &amp; RETIREMENT REPORTS - Deferred comp, etc.</td>
<td>10 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Payroll</td>
<td>PERA REPORTS</td>
<td>Permanent</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Payroll</td>
<td>QUARTERLY WITHHOLDING TAX RETURN - State Form MW-1</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Payroll</td>
<td>TIME SHEETS - Originals</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Payroll</td>
<td>VACATION &amp; LEAVE REQUESTS - Letters or memos of request</td>
<td>3 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Payroll</td>
<td>W-2 STATEMENTS – EMPLOYER’S COPY</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Payroll</td>
<td>W-3 STATEMENTS</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Payroll</td>
<td>W-4 FORM – ORIGINALS</td>
<td>Until replaced</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Payroll</td>
<td>WORKERS COMP PROOF OF PAYMENT</td>
<td>6 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Planning</td>
<td>COMPREHENSIVE PLAN - Five year work plan submitted on even numbered years to the Board of Water &amp; Soil Resources</td>
<td>6 yrs.</td>
<td>Yes</td>
<td>Paper</td>
</tr>
<tr>
<td>Planning</td>
<td>PLAT FILES – FINAL PLAT - Includes subdivision files, final plat, application, District reviews and comments, County reviews, studies, etc. (original maintained by the City or Township where plat is located)</td>
<td>7 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Planning</td>
<td>PLAT FILES – PRELIMINARY PLAT</td>
<td>3 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Planning</td>
<td>SITE PLAN FILE – APPROVED - Permanent copy maintained by City or Township where site is located</td>
<td>7 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Planning</td>
<td>SITE PLAN FILE – NOT APPROVED - Permanent copy maintained by City or Township where site is located</td>
<td>3 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Records Mgmt</td>
<td>AUTHORITY TO DISPOSE OF RECORDS STATE FORM PR-1 - Used to approve destruction of records not on an approved retention schedule</td>
<td>Permanent (has historical value)</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Records Mgmt</td>
<td>HISTORICAL DATA/PHOTOGRAPHS</td>
<td>Permanent</td>
<td>Yes</td>
<td>Paper</td>
</tr>
<tr>
<td>Records Mgmt</td>
<td>PROCEDURES</td>
<td>Until Superseded</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Records Mgmt</td>
<td>RECORDS INVENTORIES - List of specific types of records generated by the District staff. Used for generating retention schedules</td>
<td>Until Superseded</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Records Mgmt</td>
<td>RECORDS MANAGEMENT MANUAL - Documents the policies and procedures of the different programs in records management. May including training materials, retention schedules, micrographic procedures, vital records protection procedures, file standards, and general records guidelines</td>
<td>Until Superseded</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Records Mgmt</td>
<td>RECORDS RETENTION SCHEDULES - List of specific types of records maintained by an agency and the period of time that each type should be retained</td>
<td>Until Superseded</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>Records Mgmt</td>
<td>RECORDS TRANSFER/TRANSMITTAL LIST - Documentation that tracks and verifies the transfer of records</td>
<td>1 yr. or until the records are removed/destroyed</td>
<td>No</td>
<td>Paper/Electronic</td>
</tr>
<tr>
<td>District Technical</td>
<td>AG BMP APPLICATIONS - Applications submitted by landowners, to the District for the Ag Best Management Practices (Ag BMP) Loan, copies of bids for projects, and general correspondence related to the loan</td>
<td>10 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>District Technical</td>
<td>COOPERATOR/PROJECT FILES - Files of individual projects, may include tiling information, technical notes, survey notes</td>
<td>Permanent (has historical value)</td>
<td>Yes</td>
<td>Paper</td>
</tr>
</tbody>
</table>

Updated January 2019
<table>
<thead>
<tr>
<th>Section</th>
<th>Title &amp; Description</th>
<th>Retention/Statute</th>
<th>Archive</th>
<th>Storage Media</th>
</tr>
</thead>
<tbody>
<tr>
<td>District Technical</td>
<td>DNR GENERAL PERMIT - Permits issued by the District to private landowners throughout Anoka County for bank/shoreline stabilization and excavation in public waters</td>
<td>5 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>District Technical</td>
<td>GOPHER STATE ONE RECORDS - District’s copy, stored in Cooperator Files</td>
<td>1 yr.</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>District Technical</td>
<td>STATE COST-SHARE CONTRACTS/ AMENDMENTS/ VOUCHERS - Contracts with landowners, in which the landowner received funds from the District to share the costs of practices for erosion or sedimentation control, or water quality improvement projects that are designed to protect and improve natural resources. Also includes any amendments made to the contracts, and payment vouchers</td>
<td>10 yrs. after contract has expired. May be kept longer in the cooperator files, if the District deems it has historical value</td>
<td>No</td>
<td>Paper</td>
</tr>
<tr>
<td>District Technical</td>
<td>SURVEY NOTES - Notes on survey shots taken in the field</td>
<td>Permanent (has historical value)</td>
<td>Yes</td>
<td>Paper</td>
</tr>
<tr>
<td>District Technical</td>
<td>TECHNICAL NOTES - Project log records, tech. notes or diaries pertaining to specific contracts or agreements</td>
<td>Permanent (has historical value)</td>
<td>Yes</td>
<td>Paper</td>
</tr>
<tr>
<td>District Technical</td>
<td>WCA CEASE AND DESIST ORDERS - District copy of DNR Cease and Desist orders</td>
<td>5 yrs.</td>
<td>No</td>
<td>Paper</td>
</tr>
</tbody>
</table>
Managerial Position Description

Title: District Manager
Location: Anoka Conservation District (ACD), Ham Lake, Minnesota
Classification: Managerial
Status: Regular Full Time Exempt

Minimum Qualifications:
- Related Degree: Work Experience (years): MS/MA:8 or BS/BA:9
- Satisfactory driving record

Hiring Minimum: Grade/Step 10/8 per ACD Compensation Plan
Hiring Maximum: 120% of minimum per ACD Compensation Plan
Position Maximum: 145% of minimum per ACD Compensation Plan
Benefits: Full Benefits per ACD Employee Handbook
Duration: At the Leisure of the ACD Board of Supervisors

ORGANIZATIONAL RELATIONSHIP: This position reports to the ACD Board of Supervisors and provides managerial support and guidance to all other employees of the District. While all other employees report directly to the District Manager, the Board of Supervisors is ultimately the employer of all ACD staff. This position provides monthly reports of activities to the Board of Supervisors.

POSITION OBJECTIVE: The primary objective of this position is to provide managerial and technical guidance in the supervision and delivery of District programs. Specifically, this position facilitates the identification and prioritization of natural resource management issues, goals, objectives, and strategies by the Board of Supervisors and subsequent development of policies and programs to address priorities. Furthermore this position must see to the recruitment, daily supervision, and evaluation of qualified staff to implement District policies and programs and the acquisition and management of funds to finance those efforts. The District Manager is also charged with maintaining compliance with applicable local, state and federal laws, rules and mandates and adhering to contract obligations.

MINIMUM QUALIFICATIONS: This is an advanced professional position requiring a combination of education and experience sufficient to fulfill the technical, administrative and managerial elements of the position. A Bachelor’s degree in a technical field such as water resource management or land use planning along with education or experience in human resource management or public administration or similar field is required. A minimum of nine years related work experience including employee supervision and a driving record satisfactory to the ACD Board of Supervisors is required.

The District Manager is responsible for maintaining a consistently high level and quality of work, meeting all reasonable requested deadlines, and responding in a timely fashion to requests for service.

DESIRABLE QUALIFICATIONS:
- Thorough understanding of natural resource management principles and practices
- A clear understanding of the public relations component of the job and the skills to deal with people under a variety of situations.
- Familiarity with programs and procedures at the state and federal levels related to natural resource management and conservation
- Ability to lead and motivate a team of professionals
- Strong oral and written communication skills.
- Ability to set priorities and practice time management.
- Ability to analyze complex scientific resource data and prepare reports
- Project management experience
- Experience supervising and directing office operations
- Highly productive, self-starter, with a desire to make a long term impact

This is a self-directed management position responsible for program and organizational outcomes operating under the policy and operational direction of the elected Board of Supervisors. The District Manager is responsible for all aspects of employee and program development, management and reporting but may delegate elements of these responsibilities consistent with approved employee position descriptions. All elements of the District Manager position are interrelated and must be coordinated to result in an effective and efficiently run District.

**Human resource management** – The District Manager is responsible for all aspects of human resource management in concert with the Board of Supervisors.
- Coordinate employee recruitment, performance evaluation, discipline and dismissal in conjunction with the Board to develop and maintain staff to achieve District objectives
- Provide direct supervision of staff and volunteers or delegates supervisory roles to others as needed to complete work
- Coordinate workload assignments and tracks employee progress toward tasks and objectives
- Responsible for maintaining staff morale, conflict resolution and facilitating a positive and productive working environment
- Develop position descriptions, performance indicators and employee development plans
- Work to ensure compliance with state and federal human resource requirements in consultation with Anoka County Human Resource Department staff
- Develop and updates an employee handbook to outline policies and procedures related to human resource management and compensation for Board approval
- Approve employee requests for leave per District policy

**Financial administration** – The District Manager is responsible for all aspects of the District’s finances.
- Prepare and update the annual budget including staffing projections and capital investments to address District objectives for Board approval
- Advise the Board on financial matters
- Maintain accurate accounting of all revenues, disbursements and fund transfers
- Segregate financial transactions to facilitate program management and reporting
- Prepare monthly financial reports for the Board and year-end financial reports for the state

**Planning and Reporting** - The District Manager is responsible for the following plans and reports.
- Comprehensive Plan (10 yr)
- Pay Equity report (2 yr)
- Annual Plan
- Annual Report
- Monthly Activity Reports
- Grant related progress reports and final reporting

**District Administration**
- Keep informed of all local, state and federal laws affecting District operations
- Oversee the proper maintenance of all District equipment
- Maintain knowledge and oversight of all SWCD programs and operations
- Prepare, review and negotiate contracts, leases, insurance policies and grant agreements
- Ensure District holds appropriate insurance policies in conjunction with Anoka County Risk Management staff and implements policies and procedures to minimize risk exposure

<table>
<thead>
<tr>
<th>Description</th>
<th>Prerequisite Experience</th>
<th>% of Workload</th>
</tr>
</thead>
<tbody>
<tr>
<td>Human resource management</td>
<td>Managerial</td>
<td>20</td>
</tr>
<tr>
<td>Financial administration</td>
<td>Financial</td>
<td>15</td>
</tr>
<tr>
<td>Planning and reporting</td>
<td>Technical</td>
<td>15</td>
</tr>
<tr>
<td>District administration</td>
<td>Administrative</td>
<td>20</td>
</tr>
<tr>
<td>Program development and promotion</td>
<td>Technical</td>
<td>15</td>
</tr>
</tbody>
</table>
• Prepare agendas for Board meeting and supply appropriate information to facilitate Board decision making
• Update and administer the supervisor and operations handbooks
• Serve as the Responsible Authority and Compliance Official under the MN Government Data Practices Act as identified in, but not limited to, MN Statute Chapter 13 and MN Rules, Part 1205.0100 through 1205.2000.

Program Development and Promotion
• Provide overall supervision and direction for all District programs and activities
• Coordinate District involvement and assistance in cooperation with other agencies
• Initiate programs to address identified Board priorities and objectives
• Represent the District at local, county, regional and state meetings as needed
• Manage the development of advertising and press releases
• Initiate and direct a multi-media public information program to inform the public and elected officials about District programs and services and maintain a positive public image.

Other duties as apparent or assigned by the Board of Supervisors - This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow any other job-related instruction and to perform other job-related duties requested by their direct supervisor.

PHYSICAL REQUIREMENTS: This position periodically assists with field work that may involve working outdoors and will involve moderate physical risks. Working in or near standing and flowing water requires the use of a PFD, hip or chest waders. Traversing rough or densely vegetated terrain will require physical fitness and proper attire, potentially including hiking boots, protective eyewear, gloves, and/or clothing sufficient to protect against scrapes and abrasions. Fieldwork also involves the inherent risk of contracting insect borne diseases such as Lyme disease or West Nile Virus or coming into contact with vegetation known to cause allergic reactions in many people. This position may involve the use of power tools and extended periods using computers, i.e. sitting, viewing video display terminals, and keyboard/mouse manipulation.

OTHER CONSIDERATIONS:
Requirements are representative of minimum levels of knowledge, skills and/or abilities. To perform this job successfully, incumbent will possess the abilities or aptitudes to perform each duty proficiently.

All requirements are subject to possible modification to reasonably accommodate individuals with disabilities. Some requirements may exclude individuals who pose a direct threat or significant risk to the health and safety of themselves or other employees.
Administrative Position Description

Title: Office Administrator
Location: Anoka Conservation District (ACD), Ham Lake, Minnesota
Classification: Administrative
Status: Regular Full Time Non-Exempt

Minimum Qualifications:
- Related Degree: Work Experience (years): BS/BA: 1 or AA: 3
- Satisfactory driving record

Hiring Minimum: Grade/Step 8 7/1 per ACD Compensation Plan
Hiring Maximum: 130% of minimum per ACD Compensation Plan
Position Maximum: 150% of minimum per ACD Compensation Plan
Benefits: Full Benefits per ACD Employee Handbook
Duration: At the Leisure of the ACD Board of Supervisors

Organizational Relationship: This position reports to the District Manager to coordinate and prioritize workload commitments but ultimately reports to the ACD Board of Supervisors. The Board of Supervisors is the employer. This position provides monthly reports of activities to the Board of Supervisors. No other positions report directly to this position.

Position Objective: The primary function of this position is to provide office and program administrative services. Specifically, this position is responsible to ensure compliance with grant reporting, see to the timely payment of bills and collection of accounts receivable while recording all financial transactions, maintain district websites and communications, prepare board and committee meeting packets and minutes, serve as the primary point of contact for tenants, maintain office supplies, and assist the District Manager in all aspects of District Business as requested by the Board and District Manager.

Minimum Qualifications: Applicants must have a two-year post-secondary degree and three years related experience, or a Bachelor’s degree and one year related work experience. Applicants must possess a familiarity with office administration and accounting, exceptional organizational skills, general knowledge of, and experience with Quickbooks, MS Office Suite and website management, comfort learning new computer applications and a desire to work in the natural resource management field. Applicants should be able to learn quickly and adapt to a variety of job responsibilities and duties. This position also requires a driving record satisfactory to the ACD Board of Supervisors.

The position is responsible for maintaining a consistently high level and quality of work, meeting all reasonable requested deadlines, and responding in a timely fashion to all requests for service.

Desirable Qualifications:
- Highly productive, self-starter, with a desire to make a long term impact
- Must be able to take direction and to work independently with a minimum of supervision
- Must be able to set priorities and practice time management
- A clear understanding of the public relations component of the job and the skills to deal with people under a variety of situations.
- Familiarity with programs and procedures at the state and federal levels related to natural resource management and conservation
- Strong oral and written communication skills.
- Functional proficiency with MSWord, MSExcel, MSPublisher, MSPowerpoint, and Quickbooks applications.
- General knowledge of website development and management
- Experience in operation of office equipment (fax, multi-line phone, copier, printer, scanner)
- Property management experience

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### WORKLOAD

<table>
<thead>
<tr>
<th>Description</th>
<th>Prerequisite Experience</th>
<th>% of Workload</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office Administration</td>
<td>General</td>
<td>25</td>
</tr>
<tr>
<td>Financial Administration</td>
<td>General</td>
<td>20</td>
</tr>
<tr>
<td>Clerical</td>
<td>General</td>
<td>15</td>
</tr>
<tr>
<td>Program and Grant Administration</td>
<td>Specialized</td>
<td>15</td>
</tr>
<tr>
<td>Property Management</td>
<td>General</td>
<td>10</td>
</tr>
<tr>
<td>Website Maintenance</td>
<td>Specialized</td>
<td>10</td>
</tr>
<tr>
<td>Communications</td>
<td>General</td>
<td>&lt;5</td>
</tr>
<tr>
<td>Other</td>
<td>General</td>
<td>&lt;5</td>
</tr>
</tbody>
</table>

**Office Administration** Assist with handbook updates, annual plans and reports, insurance compliance, and inventory updates. Ensure needed paperwork is completed for incoming and outgoing employees as well as employees with status changes. Organize office and develop procedures to ensure smooth office operations. Replenish office supplies as needed and ensure office equipment is ready for operation by arranging for maintenance. Coordinate IT services including software updates, antivirus subscriptions, new employee and computer networking, employee and supervisor email, and monthly service calls. Maintain office-wide contacts and calendars.

**Financial Administration** – See to the timely payment of bills, invoicing, process payments receipts, collection of accounts receivable, and bank deposits. Record all financial transactions. Prepare monthly financial reports, reconcile bank statements, coordinate payroll and benefits (PERA, medical, dental, disability, workers comp, deferred compensation, etc.), pay taxes, and facilitate financial and program audits.

**Clerical** - Process incoming and outgoing mail, maintain files including consideration of records retention policy and requirements, compile board packets in coordination with Board of Supervisors and District Manager, attend monthly board meetings and prepare minutes, update bulletin board postings and meeting notices in compliance with Open Meeting Law, secure meeting facilities, and serve as the Data Practices Act Designee. Maintain a secure record of all login information and passwords for District accounts.

**Program and Grant Administration** - Assist with program and grant administration including progress tracking, records maintenance, and routine and project close-out reporting. These processes may involve online interfaces such as BWSR’s eLink and MPCA’s SWIFT. For programs involving product sales, ensure online infrastructure is set up, maintain accurate inventories, provide contractor quotes, process orders, and facilitate product delivery.

**Property Management** – Assist with tenant requests and issues. Coordinate cleaning, stocking of supplies, and maintenance of the McKay property. Serve as the primary point of contract for tenants. Track lease terms and ensure timely updates to leases. Advertise space availability and assist with potential tenant vetting as requested.

**Website Maintenance** – Develop, modify, update and administer ACD’s [www.AnokaSWCD.org](http://www.AnokaSWCD.org) and [www.RainGuardian.biz](http://www.RainGuardian.biz) websites, as well as websites that ACD hosts for the SRWMO, LRRWMO and URRWMO. In addition to maintaining current content on websites, functional elements such as data access, mapping, links, and online order processing must be managed. Upload videos to various media formats and post to website. Ensure compliance with mandated website content.

**Communications** – Facilitate promotion of ACD products, programs and services with the public and elected officials. This includes targeted promotion to potential customers and conservation cooperators in the form of direct mailing and email as well as coordinating staff to submit articles to local media outlets describing ongoing projects. Routine communications should be sent to local and state elected officials to inform them of ACD activities occurring in their areas.

Other tasks as assigned by the District Manager - This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Employees will be required to follow other job-related instruction and to perform other job-related duties requested by the District Manager.

**PHYSICAL REQUIREMENTS:** This position involves extended periods using desktop computers, i.e. sitting, viewing video display terminals, and keyboard/mouse manipulation. This position requires periodically assisting technicians working outdoors and will involve minimal physical risks. Working on, in or near standing and flowing water requires
the use of a PFD, hip or chest waders. Traversing densely vegetated terrain will require proper attire, potentially including hiking boots, protective eyewear, gloves, and/or clothing sufficient to protect against scrapes, insect bites and abrasions. Fieldwork involves the inherent risk of contracting insect borne diseases. This position involves periodically lifting over 20 pounds overhead and routinely carrying over 10 pounds.

OTHER CONSIDERATIONS:

Requirements are representative of minimum levels of knowledge, skills and/or abilities. To perform this job successfully, incumbent will possess the abilities or aptitudes to perform each duty proficiently.

All requirements are subject to possible modification to reasonably accommodate individuals with disabilities. Some requirements may exclude individuals who pose a direct threat or significant risk to the health and safety of themselves or other employees.
Technical Position Description
(Delete elements of first section based on position class)

Location: Anoka Conservation District (ACD), Ham Lake, Minnesota
Classification: Technical – Technician/Specialist/Principal
Status: Regular Full Time Non-Exempt (Exempt if Principal)

Minimum Qualifications:
- Related Degree: Work Experience (years): Technician - MS/MA:0 or BS/BA:1
  - Specialist - MS/MA:3 or BS/BA:4
  - Principal - MS/MA:6 or BS/BA:7
- Satisfactory driving record

Hiring Minimum: Grade/Step 6/1 (Technician), 9/1 (Specialist), 11/1 (Principal) per ACD Compensation Plan
Hiring Maximum: 120% of minimum per ACD Compensation Plan
Position Maximum: 150% of minimum per ACD Compensation Plan
Benefits: Full Benefits per ACD Employee Handbook
Duration: At the Leisure of the ACD Board of Supervisors

POSITION OBJECTIVE: The mission of the ACD is to conserve and enhance the natural resources of Anoka County. We do this by conducting monitoring and analysis, informing landowners and local government in natural resource management, and leveraging technical and financial resources to promote natural resource stewardship practices. All positions of ACD work to achieve this mission through a variety of programs and services. Specific tasks and their relative priority are listed in the workload table below.

ORGANIZATIONAL STRUCTURE: The Board of Supervisors is the employer. All employees of the district work to implement the programs and services designed to meet the goals and objectives as defined by the Board of Supervisors and set forth in long-term comprehensive and annual plans of work. All regular and limited term positions provide monthly reports of activities to the Board of Supervisors. For daily workload management, task coordination, and staff supervision, the district hierarchy from top to bottom is Managerial, Principal, Specialist, Technician and Assistant. Those higher in the hierarchy may provide guidance, supervision and direction to those lower in the hierarchy.

Managerial: The District Manager is the lead staff. The manager is responsible for delegating programmatic responsibilities to other staff and maintaining sufficient oversight of all district programs to ensure they are completed to expected standards, and setting those standards. Managerial positions also hold duties not delegated to other staff for which they are solely responsible. This is an advanced position requiring extensive training and experience. It requires strong and ethical leadership qualities.

Principal: Principal-level technical positions are advanced professional positions requiring highly trained individuals with sufficient knowledge, experience and expertise to manage projects/programs that are complex or large in scope, geography, budget and/or duration to a successful completion. Principal level positions are fully accountable for successful implementation of the projects/programs under their direction. They guide projects overseen by technical staff and assist managerial staff with setting agency goals and developing strategies to achieve these goals to a greater extent than other staff. These positions have a track record of leadership and diplomacy and can represent the District in challenging situations.

Specialist: Specialist-level technical positions require highly trained individuals who are capable of project/program management with support from principal or managerial staff. Specialists are expected to have sufficient knowledge and expertise to ensure the success of projects/programs under their direction and are therefore largely accountable for success.

Technician: Technician-level technical positions involve the execution of projects/programs, but are not responsible for their development or making decisions regarding management. Technicians do not assume full responsibility for project/program implementation and completion.

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Assistant: Assistant-level positions assist other classes with completion of their duties. Assistant positions can serve technical or administrative functions. Independent decision-making is minimal but basic understanding of skills and concepts underlying the position is important to enhance the employee’s ability to carry out requests. Assistant positions are not responsible for overall program success.

**WORKLOAD BREAKDOWN:**

<table>
<thead>
<tr>
<th>Task (Technician, Specialist, Principal)</th>
<th>MAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>General Operations:</strong> This includes activities generally considered overhead that support the overall function of ACD.</td>
<td>Mali</td>
</tr>
<tr>
<td>Operations and administration - routine correspondence, time tracking and reporting, general planning and program promotion, and office infrastructure management</td>
<td>Mali</td>
</tr>
<tr>
<td>Paid leave – holidays, flexible time off, leaves of absence, comp time</td>
<td>Mali</td>
</tr>
<tr>
<td>Staff development – staff training and professional development</td>
<td>Mali</td>
</tr>
<tr>
<td>Grounds maintenance – general upkeep and maintenance of the office headquarters</td>
<td>Mali</td>
</tr>
</tbody>
</table>

**Monitoring:** Collect and manage data regarding the physical, chemical, and biological characteristics of natural sources with specified frequency, location, parameters and protocols that must be adhered to as identified in contracts with local partners and plans of work.

- Development and oversight (S) – Determine sites, parameters, frequency and protocols and ensure QAQC
- Hydrology (T) – Lake, stream, groundwater, and wetland levels, and stream flow
- Chemistry (T) – Lakes and streams
- Biota (T) – Stream benthic macroinvertebrates and aquatic invasive species early detection
- Precipitation (T) – Volunteer observation network and automated sampling network
- Data management (T) – Compile and organize data to ensure data integrity and facilitate analysis and reporting

**Inventory:** Collect and map geospatial data of the condition, distribution, extent and regulatory compliance of natural sources using GPS, GIS, aerial photo interpretation, site inspections, informational surveys, and/or historic records.

- Erosion (T) – Lakeshore and streambank condition
- Buffers (T) – Buffer law compliance tracking
- Land cover (T) – Land use and land cover updates to facilitate analyses
- Invasive species (T) – Aquatic and terrestrial

**Analyses:** Synthesize and interpret monitoring, geospatial, and modeling data at varying scales to draw conclusions and inform management decisions to optimize natural resource quality, quantity and distribution in user-friendly formats.

- Monitoring data (S) - characterize conditions and trends in a statistically valid manner
- Properties and landscapes (T) – individual and small groupings of properties with a narrow scope of concerns
- Development proposals (T-S) – comment on regulatory compliance and design standards for development proposals, which typically involve subdivision, grading, and installation of stormwater treatment infrastructure
- Subwatersheds and catchments (S) - identify and rank project opportunities in rural and urban settings by cost-effectiveness to improve management of high priority resources
- Watersheds (S-P) – diagnose the cause of impairment of priority resources (e.g. TMDL and WRAP/S)

**Planning:** Develop policy, strategies, and plans of action in cooperation with local partners to optimize natural resource quality, quantity and distribution based on analyses and with consideration of financial, logistical, social and political limitations.

- ACD planning (T-S) – natural resource issue and trend identification and prioritization through 10-year comprehensive plans, biennial budget requests, annual plans, and project/program/grant work plans
- Partner planning (T-S) – review and comment on project applications, permits, EAW/EIS, water management plans, comprehensive wetland management plans, and plans from Federal, State and local entities
- Watershed and ecoregion-scale (S-P) – Large scale planning (e.g. WRAP/S, One-Watershed One-Plan, Ecoregion, and local water management plans in cooperation with partners
- Groundwater (S-P) – plan collaborations and protocol development to ensure sustainable groundwater supplies
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<tr>
<th>Task (Technician, Specialist, Principal)</th>
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<tr>
<td><strong>Land Protection:</strong> Protect high priority parcels to sustain populations of flora and fauna, enhance ecological diversity, and preserve rare species by connecting landowners with funding sources and entities capable of accepting and managing protected lands.</td>
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<td>Acquisition (S) – secure fee title ownership</td>
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<td>Easements (S) – secure conservation easements</td>
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<td>Density transfers (T) – identify and encourage use of opportunities to employ development rights transfers and cluster development to accommodate development and ecological preservation</td>
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<td>Compliance and management (T-S) – ACD held protected lands inspection and management to verify compliance and apply for grants to pursue restoration and management activities</td>
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<td>Technical Assistance: Provide site specific technical consultation and expertise to advance concepts to the point of project design and implementation individually and in collaboration with partners.</td>
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<td>Landowner inquiries (T-S) – landowner consultation using desktop analysis, literature reviews, and site investigations</td>
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<td>Practice promotion (T-S) – engage decision makers and landowners to pursue implementation of projects and activities identified in WRAPS, SRAs, and other plans</td>
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<td>Conservation plans (T-S) – prepare plans for agricultural operations, water conservation, ecological restoration, and backyard habitat</td>
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<td>Practice design (S-P) – generate detailed plan sets (grading plans, planting plans, and materials specifications) and cost estimates for rural and urban conservation practices</td>
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<td>Grant applications (T-S) – conceptualize and prepare grant applications</td>
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<td>Project management (simple) (T) – manage all project components for projects with simple designs or plans, not likely to need professional contractors</td>
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<tr>
<td>Project management (complex) (S-P) – manage all project components for projects with detailed plan sets, likely to include hiring and close oversight of professional contractors throughout an extended installation timeline</td>
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<td>Project installation support (T) – assist project managers with all aspects of project installation</td>
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<td>BMP inspections (T-S) – post-construction and routine inspections to document conditions and provide maintenance guidance</td>
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<td>Invasive species (T-S) – facilitate regional terrestrial and aquatic invasive species management efforts (e.g. EAB, gypsy moth, AIS, Palmer amaranth, etc.)</td>
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<td>Technical Evaluation Panels (S) – serve on TEPs for Wetland Conservation Act (WCA) regulatory analysis</td>
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<td>WCA Enforcement (S) – processing violations and preparing restoration/replacement plans/orders for WCA</td>
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<td>Wetland Consultation (S) – review and perform wetland determinations, delineations and functions and values analysis in accordance with accepted protocols</td>
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<td>Wetland restoration (S) – design and review wetland restoration/creation project plans</td>
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<td>Financial Assistance: Facilitate the acquisition, distribution and utilization of funds to achieve natural resource management objectives individually and in cooperation with partners.</td>
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<td>Local funds (S-P) – secure funding commitments from local sources (e.g. cities and watershed districts) to pursue priority natural resource management initiatives</td>
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<td>Block grant (T) – administer the Natural Resources Block Grant to fund water management, WCA, Shoreland and Subsurface Sewage Treatment System program implementation</td>
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<td>Technical Service Area (T-S) – manage Metro TSA funds for conservation practice design, engineering, construction management, and equipment</td>
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<td>State Cost Share (T-S) – administer state cost share allocations to fund practice design, engineering, construction management, and construction</td>
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<td>District capacity funds (T-S) – allocation of annually appropriated funds to support ACDs mission</td>
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<td>Competitive grants (S-P) – secure grant funds from local, regional, state and federal sources</td>
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<td>Product sales (T) – expand product sales and distribution to support local conservation initiatives</td>
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<td>Conservation utility fee (T-S) – seek legislation to gain authority to assess conservation utility fees</td>
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<td><strong>Administrative Assistance:</strong> Provide assistance administering regulations, programs and grants individually and in cooperation with partners.</td>
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<td>General administration (T) – program development advise, reporting and contract management</td>
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<td>Website hosting (T) – websites for water management organizations</td>
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<td>Buffer law (T-S) – implement mandated elements of the buffer law</td>
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<tr>
<td>Soil loss law (T) – implement mandated elements of the soil loss law</td>
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<td>WCA (S) – assist WCA LGUs with WCA implementation and report annual activities as necessary</td>
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<td>Grant administration (T) – grant reporting and compliance assistance</td>
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<tr>
<td>Program administration (T) – Administer local cost-share programs and assist landowners with applications</td>
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<td><strong>Products and Equipment:</strong> Provide products and equipment useful for conservation practices for sale, rent and loan to generate revenue and to promote conservation practice implementation.</td>
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<td>Rain Guardian sales (T) – manage Rain Guardian pretreatment chamber sales, inventory, materials acquisition, assembly, and distribution</td>
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<td>Rain Guardian business development (S-P) – product development, distributorship management, market expansion, optimize manufacture and distribution of product</td>
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<td>Rain Guardian promotion (S) – promotion, distributorship support, fielding technical inquiries, and customer service</td>
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<td>Plant materials (T) – manage seedling, plug and seed sales, inventory, order processing and distribution, including assisting customers with product selection</td>
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<td>Equipment, tools, and supplies (T) – manage landowner use of ACD equipment, tools and supplies</td>
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<td><strong>Information and Education:</strong> Develop and disseminate information about priority natural resource topics through targeted or mass distribution using appropriate media venues.</td>
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<td>General public (T) – brochures, displays, newspaper articles, website, videos</td>
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<td>Conservation site owners (T) – direct contact to promote site specific conservation activities</td>
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<td>Students (T) – work with students to encourage conservation in a manner that is age appropriate</td>
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<td>Advocacy groups (T-S) – customize and provide topic specific information to advocacy groups like lake associations</td>
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<td>Policy makers (S-P) – advise on pertinent natural resource concepts, issues and solutions</td>
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<td>Legislators (S-P) – encourage legislative solutions as appropriate to address local, regional and statewide concerns</td>
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<td><strong>Other tasks:</strong> This position description is not a comprehensive listing of duties to be performed by the employee. Employees will be required to perform other duties that further ACD objectives as requested by the District Manager.</td>
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**GENERAL POSITION EXPECTATIONS:**

All positions are expected to:

- Be highly productive and deliver high quality work while setting priorities and practicing time management to meet deadlines and provide timely responses to requests for service.
- Be a self-starter with a genuine desire to make a long-term impact on natural resource management.
- Work independently with minimal supervision while seeking and following direction to ensure work quality.
- Possess a thorough understanding of natural resource management principles and practices related to their job tasks and demonstrate an interest to continue with their professional development.
- Be familiar with programs and procedures at the state and federal levels related to natural resource management and conservation.
- Possess strong oral and written communication skills.
- Exercise sound judgment and demonstrate a clear understanding of the public relations component of the job and the skills to deal with people under a variety of situations.
- Be proficient with spreadsheet, word processing, and desktop publishing applications.
- Possess experience with ArcGIS software and GPS technologies.
- Properly analyze complex scientific resource data and prepare reports.
- Operate and/or maintain equipment/devices necessary to successfully fulfill the job tasks.
To varying extents, depending on the tasks assigned to a particular position and the workload percentage of those tasks, there will be physical and mental stressors. Employing appropriate precautions, protocols, and equipment is critical to manage the associated risks. Risks include but are not limited to:

- Fatigue and strain related to extended periods using computers.
- Working on, in or near standing and flowing water.
- Traversing rough, steep and/or densely vegetated terrain.
- Utilization of gas and electric powered tools as well as hand tools.
- Handling and application of pesticides.
- Operation of motor vehicles.
- Exposure to disease vectors (e.g. Lyme and West Nile) and irritants (e.g. poison ivy and biting insects).
- Lifting over 45 pounds overhead and routinely carrying over 10 pounds.

**HOURS OF WORK:** This position requires work from 8:00am to 4:30pm Mon-Fri. Evening and weekend work is occasionally required. Overnight travel may occur, but is uncommon.

**OTHER CONSIDERATIONS:** This position description represents the minimum levels of knowledge, skills and/or abilities. To perform this job successfully, incumbents must perform each duty proficiently.

All requirements are subject to modification to reasonably accommodate individuals with disabilities. Some requirements may exclude individuals who pose a risk to the health and safety of themselves or others.
FORMS

DATA REQUEST FORM
Anoka Conservation District

Date of request: ________________

I am requesting access to data in the following way:
☐ Inspection  ☐ Copies  ☐ Both inspection and copies

Note: inspection is free but Anoka Conservation District charges for copies when the cost is over $2.00.

These are the data I am requesting:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

Note: Describe the data you are requesting as specifically as possible. If you need more space, please use the back of this form.

Contact Information

Name: _______________________________________________________________

Address: _____________________________________________________________

________________________________________________________________________

Phone number: _______________________________________________________

Email address: _________________________________________________________

You do not have to provide any of the above contact information. However, if you want us to mail you copies of data, we will need some type of contact information. In addition, if we do not understand your request and need to get clarification from you, without contact information we will not be able to begin processing your request until you contact us.

Anoka Conservation District will respond to your request as soon as reasonably possible.
Disclosure and Authorization Form • Consent for Release of Information

Please read carefully before signing authorization

Company: Anoka Conservation District, 1318 McKay Drive NE Suite 300, Ham Lake, MN 55304
Company Representative: Chris Lord, District Manager, 763-434-2030 x13

"Company" may obtain information about you from a consumer reporting agency for employment purposes. Thus, you may be the subject of a "consumer report" and/or an "investigative consumer report" which may include, but is not limited to information about your character, general reputation, personal characteristics and/or mode of living, employment history, work experience, work habits, work performance, workers compensation claims, criminal history records, sexual offender's lists, warrant records, motor vehicle records, military records, educational verification, license verification, credit history, civil records, government exclusion lists, FBI finger printing, and drug testing or other background checks. You have the right, upon written request made within a reasonable time after receipt of this notice, to request disclosure of the nature and scope of any investigative consumer report. You should carefully consider whether to exercise your right to request disclosure of the nature and scope of any investigative consumer report.

Company is requesting checks on the following:
- Criminal Background - Per MN Kari Koskinen Property Manager Background Check Act - A search of the state criminal records repositories will be performed on you pursuant to Minnesota Statutes 299C.67 to 299C.71 and other applicable state and federal laws. By signing this form, you are allowing the above company to access any criminal data maintained in these files.

- Motor Vehicle Report(s) - A Motor Vehicle Report to check on driving records will be obtained. This report will be shared with other departments and agencies with a material interest in its content.

Authorization:
By signing below, I acknowledge receipt of the disclosure regarding background investigation and a summary of my rights under the Fair Credit Reporting Act and certify that I have read and understand both of those documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" by the Company at any time after receipt of this authorization. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by another outside organization acting on behalf of the Company and/or the Company itself, I agree that a facsimile (fax), electronic or photographic copy of this authorization shall be as valid as the original. The expiration of this authorization shall be one year from the date of my signature.

Signature: ________________________________ Date: ________________________________

☐ Check this box if you would like to receive a copy of a consumer report if one is obtained by the Company.

Applicant/Employee/Volunteer:
The following named individual seeks, or desires to maintain employment or a volunteer position with Company that would provide access to tenant's units.

Name (print): Last: _______ First: _______ Middle (full): _______
Former Name(s)(print): ______________________________________ Social Security Number: ______________________

Address(s) within last seven years (include year of residence): ______________________________________________________

Driver license number(s) and state of issuance within last five years:

Date of Birth*: ______________________ Sex* (M or F): ______________________
DD/MM/YYYY

I understand that I have the following rights:
1) the right to be informed that the owner will request a background check on the applicant to determine whether the applicant has been convicted of a crime specified in section 299C.67, subdivision 2,
2) the right to be informed by the owner of the response to the background check and to obtain from the owner a copy of the background check report,
3) the right to obtain from the owner any record that forms the basis for the report,
4) the right to challenge the accuracy and completeness of information contained in the report or record under section 1 3.04, subdivision 4, and
5) the right to be informed by the owner if the applicant's application to be employed by the owner or to continue as an employee has been denied because of the result of the background check.

*This information will be used for background screening purposes only and -will not be used as hiring criteria.
A Summary of Your Rights Under the Fair Credit Reporting Act

The federal Fair Credit Reporting Act (FCRA) promotes the accuracy, fairness, and privacy of information in the files of consumer reporting agencies. There are many types of consumer reporting agencies, including credit bureaus and specialty agencies (such as agencies that sell information about check writing histories, medical records, and rental history records). Here is a summary of your major rights under the FCRA. For more information, including information about additional rights, go to www.consumerfinance.gov/learnmore or write to:

Consumer Financial Protection Bureau, 1700 G Street N.W., Washington, DC 20552.

• You must be told if information in your file has been used against you. Anyone who uses a credit report or another type of consumer report to deny your application for credit, insurance, or employment— or to take another adverse action against you—must tell you, and must give you the name, address, and phone number of the agency that provided the information.

• You have the right to know what is in your file. You may request and obtain all the information about you in the files of a consumer reporting agency (your "file disclosure"). You will be required to provide proper identification, which may include your Social Security number. In many cases, the disclosure will be free. You are entitled to a free file disclosure if:
  • a person has taken adverse action against you because of information in your credit report;
  • you are the victim of identity theft and place a fraud alert in your file;
  • your file contains inaccurate information as a result of fraud;
  • you are on public assistance;
  • you are unemployed but expect to apply for employment within 60 days.

In addition, all consumers are entitled to one free disclosure every 12 months upon request from each nationwide credit bureau and from nationwide specialty consumer reporting agencies. See www.consumerfinance.gov/learnmore for additional information.

• You have the right to ask for a credit score. Credit scores are numerical summaries of your credit-worthiness based on information from credit bureaus. You may request a credit score from consumer reporting agencies that create scores or distribute scores used in residential real property loans, but you will have to pay for it. In some mortgage transactions, you will receive credit score information for free from the mortgage lender.

• You have the right to dispute incomplete or inaccurate information. If you identify information in your file that is incomplete or inaccurate, and report it to the consumer reporting agency, the agency must investigate unless your dispute is frivolous. See www.consumerfinance.gov/learnmore for an explanation of dispute procedures.

• Consumer reporting agencies must correct or delete inaccurate, incomplete, or unverifiable information. Inaccurate, incomplete or unverifiable information must be removed or corrected, usually within 30 days. However, a consumer reporting agency may continue to report information it has verified as accurate.

• Consumer reporting agencies may not report outdated negative information. In most cases, a consumer reporting agency may not report negative information that is more than seven years old, or bankruptcies that are more than 10 years old.

• Access to your file is limited. A consumer reporting agency may provide information about you only to people with a valid need—usually to consider an application with a creditor, insurer, employer, landlord, or other business. The FCRA specifies those with a valid need for access.

• You must give your consent for reports to be provided to employers. A consumer reporting agency may not give out information about you to your employer, or a potential employer, without your written consent given to the employer. Written consent generally is not required in the trucking industry. For more information, go to www.consumerfinance.gov/learnmore.

• You may limit "prescreened" offers of credit and insurance you get based on information in your credit report. Unsolicited "prescreened" offers for credit and insurance must include a toll-free phone number you can call if you choose to remove your name and address from the lists these offers are based on. You may opt-out with the nationwide credit bureaus at 1-888-567-8688.

• You may seek damages from violators. If a consumer reporting agency, or, in some cases, a user of consumer reports or a furnisher of information to a consumer reporting agency violates the FCRA, you may be able to sue in state or federal court.

• Identity theft victims and active duty military personnel have additional rights. For more information, visit www.consumerfinance.gov/learnmore.

States may enforce the FCRA, and many states have their own consumer reporting laws. In some cases, you may have more rights under state law. For more information, contact your state or local consumer protection agency or your state Attorney General.