



**JEFFERSON COUNTY CONSERVATION DISTRICT**  
205 W. Patison St., Port Hadlock, WA 98339 - Phone (360) 385-4105

**MINUTES OF THE FEBRUARY 11, 2020 SPECIAL MEETING**

**Call to Order:** By Chair Al Latham at 12:04 p.m., 205 W Patison Street, Port Hadlock, Washington  
**Supervisors Present:** Janet Aubin, Julie Boggs, Laurie Hannan, and Al Latham  
**Supervisors Excused:** Lige Christian  
**Associate Supervisors Present:** Erik Kingfisher  
**Staff Present:** Al Cairns (until 12:12 p.m.), Glenn Gately, Sharon Yeh, and Tracy Kier  
**Also Present:** Kirk Sehmeyer, NRCS; and Shana Joy, WSCC (via telephone until approximately 1:25 p.m.)

**Purpose of the Special Meeting:** Chair Latham announced that the purpose of the Special Meeting was to discuss, and potentially take action on, issues relating to the safety of Jefferson County Conservation District (JCCD) Supervisors and JCCD staff. No other business would be discussed or transacted in this meeting.

**Jefferson County Conservation District Supervisor and Staff Safety:** Chair Latham explained that, due to the most recent outburst by Kevin Short in the Board's February 5, 2020 regular meeting and the ongoing anger exhibited by Roger Short toward the Board and District staff, he thought the Board should meet in a Special Meeting to discuss in more detail the content of letters to Kevin Short and Roger Short, and any other issues relating to Supervisor and staff safety. He also stated that he wanted to share with the Board and staff information received from the Jefferson County Sheriff's Department and the Washington State Conservation Commission (WSCC) relating to these issues.

Chair Latham began by informing the Board of his recent discussion with the Sheriff's Department, and the requirements for obtaining Restraining Orders. He then shared, for the Board's consideration, drafted language for letters to Roger Short and Kevin Short. Supervisor Julie Boggs recommended the Board also consider requiring all future communications to and from Roger Short, Kevin Short, and the Short's Family Farm be conducted in writing so that all communications could be documented. When asked to share his thoughts, District Manager Al Cairns provided a history of the interactions between Roger Short and Kevin Short with the District, and the District's responses to these interactions. Mr. Cairns was very concerned about these interactions and his personal safety, and stated that he will resign his position with the District if the Board does not discontinue further contact with the Short's Family Farm and their representatives. Mr. Cairns then left the meeting, at 12:12 p.m.

With the assistance of Shana Joy, Regional Manager Coordinator for WSCC, and Kirk Sehmeyer, Resource Conservationist for NRCS, a discussion about service options for Roger Short, Kevin Short, and Short's Family Farm followed. During the discussion, JCCD Conservation Planner Sharon Yeh and JCCD Office Manager Tracy Kier expressed their concerns for their personal safety, and the stress and anxiety they have experienced as a result of the hostile behavior by Roger Short and Kevin Short in the District office, at District Board meetings, and at District related events. The Board reiterated the importance of protecting the safety and well-being of District staff and Supervisors. Supervisor Boggs also acknowledged Mr. Cairns' many contributions to the District and its activities. Supervisor Janet Aubin asked about how the Board could maintain staff, provide a safe and supported environment in a legal way, and not further enrage the frustration and anger of Roger Short and Kevin Short.

Based on comments from JCCD Fisheries Biologist/Water Quality Specialist Glenn Gately, a discussion followed about using partners such as the Jefferson Land Trust and NRCS to help facilitate communications and conservation services with Roger Short, Kevin Short, and the Short Family Farm and their representatives, in an effort to help reduce the

opportunity for future confrontations and continue services. Supervisor Laurie Hannan stated that she agreed with sending a letter to Roger Short and Kevin Short, and shared additional recommendations for the content of that letter.

For further consideration, Ms. Kier directed the Board's attention to Agenda materials provided by Mr. Cairns. At that time, the Board reviewed a memorandum from Mr. Cairns dated February 11, 2020 regarding staff safety, and a letter to Roger Short from Mr. Cairns dated August 9, 2019 regarding Roger Short's hostile behavior in the District Office on August 8, 2019. Ms. Yeh shared her concerns and perspective, and stated that even working directly through Samantha Janes on behalf of the Short's Family Farm does not seem to be alleviating any of the anger exhibited by Roger Short and Kevin Short. Mr. Sehlmeier and Ms. Joy provided additional input on the idea of redirecting conservation services for Roger Short, Kevin Short, and the Short's Family Farm and their representatives to the NRCS office in Port Angeles. After discussion, **Supervisor Aubin made a motion to direct Chair Al Latham to send a letter to Roger Short and a letter to Kevin Short notifying each of them that the Jefferson County Conservation District is prohibiting any further contact between them, the Short's Family Farm, and their representatives, and the Jefferson County Conservation District; AND FURTHER, to direct Roger Short, Kevin Short, and the Short's Family Farm and their representatives to the NRCS Office in Port Angeles for any further conservation services. The motion was seconded by Supervisor Boggs. There being no discussion, the motion was approved by a unanimous vote.** The Board agreed to send this letter by certified mail and by first class mail to Roger Short and to Kevin Short.

A discussion about District safety policies and procedures followed. The Board agreed that Supervisor Aubin would contact the WSCC, and that Ms. Kier would contact Enduris, for recommendations on policies and procedures relating to Supervisor and staff safety for the Board's future consideration.

**Review of Official Actions:**

- ✓ **The Board passed a motion directing Chair Al Latham to send a letter to Roger Short and a letter to Kevin Short notifying each of them that the Jefferson County Conservation District is prohibiting any further contact between them, the Short's Family Farm, and their representatives, and the Jefferson County Conservation District; AND FURTHER, directing Roger Short, Kevin Short, and the Short's Family Farm and their representatives to the NRCS Office in Port Angeles for any further conservation services.**

**Time, Date, and Place of Next Meeting:** The Board's next regular meeting is scheduled for Wednesday, March 4, 2020 at 3:30 p.m. at the District Office located at 205 W Patison Street in Port Hadlock, Washington.

**Meeting Adjourned:** There being no further business to discuss or transact, the meeting was adjourned at 1:50 p.m.

Minutes approved this 10 day of JUNE, 2020.

  
Tracy Kier, Recording Secretary

  
Al Latham, Chair

**Acronym List**

AFO/CAFO = Animal Feeding Operation/Concentrated Animal Feeding Operation	SAO – State Auditor's Office
Ag/GMA = Agriculture/Growth Management Act	CAO – Critical Areas Ordinance
BMPs = Best Management Practices	CREP = Conservation Reserve Enhancement Program
BOCC = Board of County Commissioners	CASP = Critical Areas Stewardship Plan
DOE = Department of Ecology	FSA COC = Farm Service Agency, County Office Committee
EQIP = Environmental Quality Incentive Program	FSA CED = Farm Service Agency, County Executive Director
HCDOP = Hood Canal Dissolved Oxygen Program	CY or FY= Calendar Year / Fiscal Year
HCSEG = Hood Canal Salmon Enhancement Group	CCWF – Centennial Clean Water Funds (DOE funds)
IGDO= Intra Gravel Dissolved Oxygen	NACD = National Association of Conservation Districts
JCPH= Jefferson County Public Health	JC/DCD = Jefferson County/Dept. of Community Development
JCPW= Jefferson County Public Works	JC EDC = Jeff. Co. Economic Development Council
MOA/MOU = Memorandum of Agreement, Memorandum of Understanding	JCCD = Jefferson County Conservation District
MRSC = Municipal Research and Services Center of Washington	JLT = Jefferson Land Trust

Minutes  
February 11, 2020 Special Meeting  
Jefferson County Conservation District

NFWF= National Fish & Wildlife Foundation	NMP = Nutrient Management Plan
NOPRC&D = North Olympic Peninsula Resource, Conservation and Development	LWG = Local Working Group
RCO/SRFB= Recreation & Conservation Office/Salmon Recovery Funding Board	NOSC = North Olympic Salmon Coalition
WCC Intern/WCC Crew = Washington Conservation Corps Intern or Crew	TA = Technical Assistance
WHIP = Wildlife Habitat Incentive Program	PUD#1 = Public Utility District #1
WRP = Wetland Reserve Program	WACD = Washington Association Conservation Districts
WSCC = Washington State Conservation Commission	NRCS = Natural Resources Conservation Service
WSU = Washington State University	WRIA 17 = Water Resources Inventory Area #17
SMP = Shoreline Management Plan	HCW = Horses for Clean Water (also: Hood Canal Watershed)
TSP = Technical Service Provider (contract with NRCS)	WADE = Washington Association of District Employees
JLC - Jefferson Landworks Collaborative	EPA = Environmental Protection Agency
WACD PMC – Wa. Assoc. of Cons. Districts Plant Material Center	USDA APHIS-ADC-United States Dept. of Agriculture Animal Plant Health Inspection Services – Animal Damage Control
PSP = Puget Sound Partnership	PSCD Caucus= Puget Sound Conservation District Caucus
JCNWCB = Jefferson County Noxious Weed Control Board	