



35285 Millard Road
St. Helens, OR 97051
Ph: 503.433.3205

www.columbiaswcd.com

**Minutes of the
Columbia SWCD Board of Directors
Special Meeting February 26, 2025**

Directors Present:

Debra Brimacombe, Vice Chair
Michael Calhoun, Chair
Bill Eagle, Treasurer
Dave Freytag, Director
Paul Gibbons, Secretary

CSWD Attorney:

Eileen Eakins

CSWCD Staff:

Malyssa Legg, District Manager

CALL TO ORDER OF EXECUTIVE SESSION 4:01 PM

The executive session is being held pursuant to ORS 192.660(2)(b), to consider the dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent.

5:13 PM

Eagle left the room to invite Malyssa Legg to join the meeting

5:15 PM

Legg joined the meeting.

5:29 PM

Legg left the meeting.

EXECUTIVE SESSION ADJOURNED 5:44 PM

REGULAR BOARD MEETING CALLED TO ORDER 5:45 PM

Motion Gibbons/Eagle: to remove Malyssa as District Manager.

Voting: In favor: Brimacombe, Calhoun, Eagle, Freytag, Gibbons. **Against:** none.

Motion approved.

Vote Record: Approve 02/26/25 meeting minutes as presented.

Approved 3-19-2025

Director	Yes/Aye	No/Nay	Abstain	Motion	Seconded
Paul Gibbons	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Dave Freytag	<input checked="" type="checkbox"/>				
Debra Brimacombe	<input checked="" type="checkbox"/>				
Bill Eagle	<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>
Michael Calhoun	<input checked="" type="checkbox"/>				

Motion Gibbons/Brimacombe: to appoint Malysa as Financial Manager.

Voting: In favor: Brimacombe, Calhoun, Eagle, Freytag, Gibbons. **Against:** none.

Motion approved.

Vote Record: Approve 02/26/25 meeting minutes as presented

Director	Yes/Aye	No/Nay	Abstain	Motion	Seconded
Paul Gibbons	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Dave Freytag	<input checked="" type="checkbox"/>				
Debra Brimacombe	<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>
Bill Eagle	<input checked="" type="checkbox"/>				
Michael Calhoun	<input checked="" type="checkbox"/>				

Motion Gibbons/Brimacombe: to initiate the process to recruit a new District Manager and Michael will get in touch with SDAO to assist in that process.

Voting: In favor: Brimacombe, Calhoun, Eagle, Freytag, Gibbons. **Against:** none.

Motion approved.

Vote Record: Approve 02/26/25 meeting minutes as presented

Director	Yes/Aye	No/Nay	Abstain	Motion	Seconded
Paul Gibbons	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
Dave Freytag	<input checked="" type="checkbox"/>				
Debra Brimacombe	<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>
Bill Eagle	<input checked="" type="checkbox"/>				
Michael Calhoun	<input checked="" type="checkbox"/>				

Motion Gibbons/Brimacombe: that the Personnel Committee will initiate the process of identifying a temporary Interim District Manager with modified duties, beginning by inviting current staff to submit their curriculum vitae and a letter of interest.

Voting: In favor: Brimacombe, Calhoun, Eagle, Freytag, Gibbons. **Against:** none.

Motion approved.

Vote Record: Approve 02/26/25 meeting minutes as presented

Director	Yes/Aye	No/Nay	Abstain	Motion	Seconded
Paul Gibbons	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	

Dave Freytag	<input checked="" type="checkbox"/>				
Debra Brimacombe	<input checked="" type="checkbox"/>				<input checked="" type="checkbox"/>
Bill Eagle	<input checked="" type="checkbox"/>				
Michael Calhoun	<input checked="" type="checkbox"/>				

An announcement letter will be sent as soon as possible from Michael to all of the current staff to inform them of that Malysa will remain DM until February 28th, and will then become Financial Manager. The letter will also state that the Personnel Committee will be reaching out to staff to solicit interest in serving as Interim District Manager until a replacement has been found.

Personnel Committee will send a letter to the staff inviting them to apply to serve as temporary Interim District Manager with a deadline for submission of their application package as end of day March 10th, 2025.

Personnel Committee consisting of Brimacombe and Eagle will review the applications from staff on March 11th and if a suitable candidate is identified, the appointment will be made at the next scheduled Board Meeting in March, 2025.

REGULAR MEETING ADJOURNED AT 6:01 PM

Respectfully Submitted by: Paul Gibbons, Secretary