

2018 Annual Plan of Operations Norman County Soil & Water Conservation District

MISSION STATEMENT:

It is the mission of the Norman County Soil and Water Conservation District (SWCD) to provide a local organization through which the local landowners/operators and units of government may cooperate with each other or with state and federal agencies to conserve and promote the development of soil and water resources for agriculture, forestry, wildlife, recreation, public use, private and public development of housing and land. Proper use of land and resource planning will be promoted and technical assistance to cooperators will be available through Memoranda of Understanding with the USDA-Natural Resource Conservation Service (NRCS) and other federal and state agencies. The District encourages the adoption of sound land management and application of conservation practices to all land in the District. We also recognize that our natural resources are fundamental and essential to a permanent and prosperous economy.



The 2018 Annual Plan addresses the Priority goals of the SWCD Board of Supervisors. The Board of Supervisors adopted the County's Local Water Management Plan as the Comprehensive Plan for the District.

PERSONNEL:

DISTRICT BOARD OF SUPERVISORS

Ron Thorsrud	Chairman	Twin Valley
Kelly Skaurud	Vice Chairman	Gary
Erik Rockstad	Treasurer	Ada
Gene Ueland	Secretary	Ada
Bruce Tufte	Reporter	Borup

DISTRICT STAFF

Lori Thronson	District Manager
Mark Christianson	District Technician
Courtney Habedank	Conservation Technician

NATURAL RESOURCES CONSERVATION SERVICE

Sharon Lean	Acting District Conservationist
Jessie Heitman	Soil Conservation Technician

All of our Board of Supervisor's meetings are open to the public.
Regular meetings are held on the second Thursday of every month
at 8:00 AM. Special meetings are posted in advance.

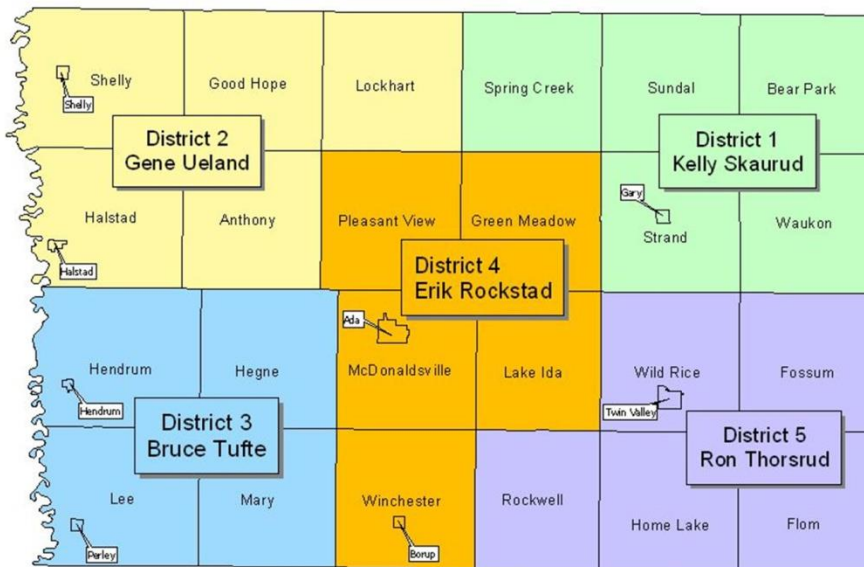
The District office is located at 100 Main Ave E Twin Valley

Mailing address is PO Box 60 Twin Valley

Phone number is 218-584-5169 Fax number is 218-584-5667

Website address is www.normancountyswcd.org

Norman County SWCD Supervisor Districts



Cooperating Agencies

State

Board of Water and Soil Resources (BWSR)
Minnesota Association of Soil & Water Conservation Districts (MASWCD)
Minnesota Association of District Employees (MACDE)
Environmental Service Office (ESO)
Red River Valley Conservation Service Area (RRVCSA)
National Association of Conservation Districts (NACD)
Minnesota Department of Agriculture (MDA)
Minnesota Department of Natural Resources (DNR)
Minnesota Pollution Control Agency (MPCA)
Minnesota Department of Health (MDH)
Minnesota Extension Service (MES)
Minnesota Department of Transportation (MNDOT)
Wild Rice River Watershed District (WRWS)
Sandhill River Watershed District (SHRWS)
Minnesota Association of Watershed Districts (MAWD)
Northwest Regional Development Commission (NRDC)

Federal

Natural Resource Conservation Service (NRCS)
Farm Service Agency (FSA)
US Fish and Wildlife Service (USFWS)
US Department of Agriculture (USDA)
Legislative Commission on Minnesota Resources (LCMR)
Army Corp of Engineers (ACOE)
United States Geological Survey (USGS)

Local

Norman County Commissioners
Norman County Agencies
Local Cities
Local Townships
Red River Water Management Board (RRWMB)
Red River Basin Commission
National Wild Turkey Federation (NWTF)
Ducks Unlimited (DU)
Pheasants Forever

Annual Dues paid by the District

MASWCD	NACDE
MACDE	MACFO
Area 1 State	Area 1 Local

INTRODUCTION

The purpose of this plan is to protect our natural resources through the promotion and implementation of Best Management Practices throughout the County and associated Watersheds.

PRIORITY CONCERN 1

Norman County will focus on water movement throughout the watersheds.

The Flood Damage Reduction Workgroup has identified Priority areas for both Flood Damage Reduction (FDR) and Natural Resource Enhancement (NRE) activities within Norman County. The Concerned Citizens of the Wild Rice Watershed have also identified storage requirements to flood proof the watershed.

Concerns have been raised by FEMA on the quality of the flood plain maps. Digital soil maps will be used in project planning for water control across the county. Technology has improved and many projects can be prioritized using this technology. BMP's need to be included in all water control projects.

Priority Concern 1 would benefit from working with landowners, local, state and federal agencies to identify potential water control projects.

PRIORITY CONCERN 2

Norman County will focus on wind and water erosion and the associated sedimentation that occurs within Norman County.

Wind erosion has been a long term problem across all of Norman County. A greater portion of the middle of the county are sandy eroded soil types. The United States Department of Agriculture (USDA) has identified Highly Erodible Soils based on production loss. The soils in the western half and eastern edge of the county are made up of loams and clays that require less protection but are at risk to wind erosion.

Water erosion is a problem in the eastern half of the county, where slopes are steep and soils are prone to erosion. In the eastern half of the county, the slopes are steep enough for the water to carry a heavy sediment load. Sedimentation occurs in the western half of the county, where the general slope has dropped to less than one foot per mile.

State programs are utilized in Norman County to help pay for technical and financial assistance to the landowner for programs that reduce soil erosion and sedimentation, and increase water quality and wildlife habitat.

Priority Concern 2 would benefit from working with landowners to implement Best Management Practices (BMPs) to meet the requirement of the Lower Wild Rice River (LWRR) Total Maximum Daily Load (TMDL) Plan and implementing BMPs to reduce wind and water erosion.

PRIORITY CONCERN 3

Norman County will focus on surface and groundwater quality within watersheds.

Groundwater quality within Norman County could be affected by 3 main events;

1. Contamination by failing wells.
2. Contamination by abandoned wells.
3. Surface contamination entering aquifers from the ground sensitive area in eastern Norman County.

There are no identified groundwater contamination zones within Norman County. Nitrate problems in Norman County have been identified in sandpoint wells and failing deep water wells, where casings are cracked.

Water hardness increases from east to west as the age of the water increases. We have a very large supply of water, but with a slow aquifer recharge, that water is very limited. Wellhead protection and management plans need to be developed. Agricultural and household hazardous waste needs to continue to be disposed of properly.

Surface water quality has been affected by natural and manmade events within the county.

There are two identified impaired waters in Norman County at this time; Wild Rice River and the South Branch of the Wild Rice River. Sedimentation is a visible problem within the Wild Rice River and its tributaries, that is being addressed.

Priority Concern 3 would benefit from continued monitoring efforts, implementation of BMPs, and working with agencies in regards to the impaired waters status.

PRIORITY CONCERN 4

Norman County will focus on the appropriate use of natural resources within Norman County, using Best Management Practices (BMPs).

Correct land use opinion varies greatly, depending on if you are talking to landowners, local agencies, state and federal agencies or private organizations. The coordination of the meaning of correct, and the appropriate compensation for an alternative use of natural resources, will make the difference in whether many projects are completed in the county.

The SWCD, Wild Rice Watershed District, and the Norman County Highway Department all have buffer programs they promote using BMPs, which are conservation activities that utilize Best Management Practices.

The Shoreland program is a state program protecting shoreland areas. The Wetland Conservation Act (WCA) is a state program to protect wetlands in Minnesota.

Priority Concern 4 would benefit from the implementation of WCA, working with NRCS on their 1026 reviews, establishment of a State Ag Wetland Bank Program and promotion of the SWCD and NRCS land conversion programs.

PRIORITY CONCERN 1

Norman County will focus on water movement throughout the county.

INITIATIVE

Work with local, state and federal agencies and the FDR workgroup to install projects that reduce runoff speed and volume.

1. Work with the FDR to identify and install flood and erosion control projects.
Lead/Role: Wild Rice Watershed – technical & financial
Partners/Roles:
SWCD – technical & financial
NRCS – technical
Red River Management Board – technical & financial
Priority - Medium
2. Work with local, state and federal agencies and the Project Team to identify funding sources for installing water control projects.
Lead/Role: SWCD – technical & financial
Partners/Roles:
NRCS - financial
LCMR - financial
MPCA 319 – financial
BWSR Clean Water Fund – financial
International Waters Institute - technical
Priority - Medium
3. Work with local and state agencies to administer the Aquatics Invasive Species Program for the county.
Lead/Role: SWCD – technical
Partners/Roles:
County - financial
Priority – Medium

PRIORITY CONCERN 2

Norman County will focus on reducing unwanted soil movement.

INITIATIVES

Focus on land applications of BMPs in targeted areas.

1. Work with landowners to establish field and farmstead windbreaks, buffers, wildlife plantings and living snow fence.

Lead/Role: SWCD - technical & financial
Partners/Roles:
NRCS - technical & financial
MN DOT - technical and financial
DNR - technical
Priority - High

2. Work with landowners to establish the following BMPs; streambank erosion, grade stabilization, gully erosion repairs, water and sediment control basins, grassed waterways, conservation tillage practices, application of biochar and conservation water control projects, etc.

Lead/Role: SWCD - technical & financial

Partners/Roles:

Wild Rice Watershed – technical

NRCS - technical & financial

RRVSA - technical

Priority - High

3. Implement the LWRR TMDL plan by installing sediment control basins, side inlets and riparian buffers.

Lead/Role: Wild Rice Watershed - technical & financial

Partners/Roles:

SWCD - technical & financial

NRCS - technical & financial

MPCA - technical

DNR - technical

Priority – High

4. Work with landowners to comply with the new Buffer Initiative.

Lead/Role: SWCD - technical & financial

Partners/Roles:

Wild Rice Watershed – technical

NRCS - technical & financial

RRVSA - technical

Priority – High

5. Work with landowners to comply with the Soil Loss Ordinance.

Lead/Role: SWCD - technical & financial

Partners/Roles:

Wild Rice Watershed – technical

NRCS - technical & financial

RRVSA - technical

Priority – High

PRIORITY CONCERN 3

Norman County will focus on surface and groundwater quality.

INITIATIVES

Focus on well sealing, groundwater monitoring and testing.

1. Work with landowners to identify and seal abandoned wells in the county.

Lead/Role: SWCD - technical & financial

Partners/Roles:

NRCS - technical & financial

MN Dept of Health - technical

Priority – High

2. Continue to monitor static water levels in 7 DNR observation wells.

DNR Well #	Well Name	Location
54002	Rudy Braseth	T143 R44 S32
54003	Natco Inc.	T144 R45 S12
54004	Richard Ista	T145 R44 S17
54005	Natco Inc.	T144 R44 S7
54006	Syre Wildlife	T143 R44 S29
54007	Ada Rod & Gun	T144 R45 S12
54008	Gary Pines	T144 R44 S8

Lead/Role: SWCD - technical

Partners/Roles:

DNR - technical & financial

University of MN - technical

Priority - High

3. Work with the Dept of Ag to test wells for nitrates.

Lead/Role: SWCD - technical

Partners/Roles:

Dept of Ag - technical & financial

Priority - Low

4. Implement and update the Local Water Management Plan for Norman County pursuant to MN Statute 103B.

Lead/Role: SWCD - technical

Partners/Roles:

LWMP Advisory Group - technical

Priority - Medium

5. Implement the Shoreland Program and the Subsurface Sewage Treatment Systems Program (SSTS).

Lead/Role: ESO – technical & financial

Partners/Roles:

SWCD - technical

Priority - Low

6. Assist landowners with compliance of the county's Feedlot Program to protect and enhance water quality. An annual work plan will be prepared for the MPCA that will address the following tasks;

- a. Conduct site visits/inspections and assist when requested.
- b. Provide current and new feedlot owners with information about Norman County and the MPCA feedlot registration, permitting, regulation and rule requirements.
- c. Assist producers with the proper permitting requirements.
- d. Provide educational opportunities to producers such as newsletters, newspaper articles, workshops and tours.

- e. Provide informational and technical assistance, and when available provide financial assistance to producers.
- f. Report all feedlot activities in the MPCA's Citrix/Tempo Program.

Lead/Role: SWCD – technical & financial

Partners/Roles:

MPCA - technical & financial

NRCS – technical & financial

Priority - Medium

- 7. Collect monthly rainfall precipitation from our volunteers and send the information to the state.

Name	Location
Norman County SWCD	54-144-44-27
Jon Peterson	54-146-46-29
City of Ada	54-144-46-09
City of Halstad	54-145-48-30
David Mickelson	54-143-44-05
Cecil Malme	54-146-48-06
Kelly Skaurud	54-145-43-34
Laurie Hanson	54-145-45-02
Lyle Simonson	54-145-44-21
George Gilbertson	54-144-46-26
Roger Meline	54-143-48-04

Lead/Role: SWCD - technical

Partners/Roles:

State Climatology Office - technical

Priority - Medium

- 8. Work with Discovery Farms to collect water samples on surface and tiled sites.

Lead/Role: SWCD – technical

Partners/Roles:

Discovery Farms – technical

MAWRC – financial

MDA – financial and technical

Priority - Medium

- 9. Work with the Wild Rice Watershed and the Sand Hill River Watershed to improve water drainage and retention. The watersheds require a permit from anybody who requests to change the flow of water in any way. Every permit application has a field review before it is considered for approval. The permit must be approved by the board of managers. This helps control and monitor the flow of water across the watershed. Some of the ways landowners can change the flow and retention of water include drain tile, culverts, and control structures.

Lead/Role: Watersheds – technical & financial

Partners/Roles:

SWCD – technical

Priority - Medium

10. Put significant importance on successful programs that contribute to improving surface water quality in the county.
 - a) Support agencies and landowners to implement the Surface Water Assessment Grant, Observation Well Data Collection, the River Watch Program, and additional programs related to surface water quality.

Lead/Role: SWCD – technical

Partners/Roles:

Mn Dept of Health – technical & financial

Mn DNR – technical & financial

Priority - Medium

PRIORITY CONCERN 4

Norman County will focus on the correct use of natural resources within Norman County.

INITIATIVE

Promote state and federal land conversion programs.

1. Coordinate activities to ensure the county meets the requirements for administering the Wetland Conservation Act.
 - a. Act as the LGU for the county.
 - b. Work with participating federal, state and local agencies.
 - c. Provide informational and technical assistance to landowners inquiring about the requirements and limitations of work in or near a wetland.
 - d. Conduct field investigations and make wetland determinations.
 - e. Assist with the replacement plans, bank deposits and withdrawals and other related paperwork.

Lead/Role: SWCD – technical & financial

Partners/Roles:

BWSR – technical

MN DNR – technical

Norman County Highway Dept – technical

Army Corp of Engineers - technical

Priority - High

2. Complete the RIM portion of the WRP/RIM applications.

Lead/Role: SWCD - technical

Partners/Roles:

BWSR – technical & financial

NRCS – technical & financial

Mn Waterfowl Association – technical

Priority - Low

3. Work with NRCS and FSA to implement land protection programs such as;
 - a. Conservation Reserve Program (CRP)
 - b. Continuous Conservation Reserve Program (CCRP)
 - c. Conservation Stewardship Program (CSP)
 - d. Environmental Quality Incentives Program (EQIP)
 - e. Wetlands Reserve Program (WRP)

Lead/Role: NRCS & FSA – technical & financial

Partners/Roles:

SWCD - technical

Priority - Medium

4. Work with landowners to establish a State Ag and Commercial Wetland Bank Program.

Lead/Role: SWCD – technical & financial

Partners/Roles:

NRCS – technical

BWSR – technical

Priority – High

5. Work with landowners and other agencies to fund a cost share program to control or eliminate noxious weeds in the county.

Lead/Role: SWCD – technical & financial

Partners/Roles:

Norman County Weed Inspector – technical

Norman County Highway Department - technical

NRCS – technical

BWSR – technical

Priority – Medium

6. Advertise for the MN Agricultural Water Quality Certification Program (MAWQCP).
 - a) Work with landowners, federal, state, and local agencies to implement this program and help landowners become certified.
 - b) Provide technical assistance and MAWQCP information to interested landowners.

Lead/Role: SWCD – technical & financial

Partners/Roles:

Mn Dept of Ag – technical

Priority – Medium

EDUCATION/ADMINISTRATION COMPONENT

Norman County will provide educational opportunities for all citizens in Norman County. The education component is associated with all 4 of the Priority Concerns in this plan.

1. Provide educational activities and materials for school students such as; Envirothon, NW Mn Water Festival, Trees for Kindergarteners, etc and give presentations when requested.
2. Provide educational opportunities for landowners through newspaper articles, radio ads, tours and workshops such as Crop, Seed and Trade Show, Norman County Fair, website, local landowner meetings, grazing workshop, etc. The Norman County SWCD Conservation Park was established to demonstrate cell grazing for the establishment of native grasses and the economics for landowners.
3. Promote and educate the citizens of Norman County about BMPs and the wise use of our natural resources with technical and financial assistance with programs such as;
 - State Cost Share Program
 - Buffer Program
 - Ag BMP Loan Program
 - Enrollment in Federal Conservation Programs and any additional Conservation Programs
 - Clean Water Legacy Fund Program
 - Establishing new federal, state and local funded programs or projects
4. Report activities in the eLink Program.
5. Report to County Commissioners and the SWCD board, the activities completed in the NRBG and other grants.
6. Update the Local Water Management Plan.

State Cost Share Program

Priority 1: High Priority Wind Erosion Problems

- A. Minimum tillage and other resource conservation practices in Norman County have increased over the past few years. NRCS coordinates the EQIP Program to assist with wind erosion issues. The SWCD will be updating the wind erosion-sedimentation cost share priority maps.
 1. FY 2018 funds will be spent on tree planting, tree maintenance, feedlots, TMDLs, water control structures, buffer strips and energy crops.

Priority 2: High Priority Water Erosion & Water Quality Problems

- A. Due to the flat terrain and deeply entrenched legal drains in this county, gully erosion and sedimentation within the legal systems are serious problems. We will work with local, state and federal agencies to acquire technical and financial assistance for landowners to correct these problems.

B. Since the beginning of the Comprehensive Local Water Management Program and the Wetland Conservation Act, the Norman County SWCD has been able to give water quality a high priority. In 1999, the District was delegated as the agency to administer the county feedlot program.

1. The County Feedlot Officer will coordinate with NRCS to develop programs to assist producers with the installation of ag waste management systems.
2. Producers will be able to use EQIP and the State Cost Share Program for potential funding for any ag waste issues.
3. The County Feedlot Officer will assist producers with completing the MPCA registration requirements and compliance, and also find potential funding sources, and technical assistance.
4. High priority feedlots are feedlots located in shoreland zones.
5. The District will adopt the Annual Feedlot Workplan for 2018.

State Cost Share Base Grant:

The District received \$9,605 in State Cost Share Program funds for 2018.

In 2017; cost share funds were used to implement 3 field windbreaks, seal 2 abandoned wells, install 30 acres of cover crop.

NRBG Grant:

The district will receive a grant in 2018 in the amount of \$36,026 that will be used to help fund the Local Water Management Program, Wetland Conservation Act Program and the Feedlot Program.

Conservation Delivery Grant:

The district will receive a grant in 2018 in the amount of \$18,986 that will be used to help fulfill the day to day activities of the Norman County SWCD.

Easement Delivery Grant:

The district will receive a grant in 2018 in the amount of \$2,571 that will be used to conduct inspections on RIM land.

Aquatic Invasive Species Program:

The district will receive \$13,353 in 2018 from the county to administer this program.

Buffer Program:

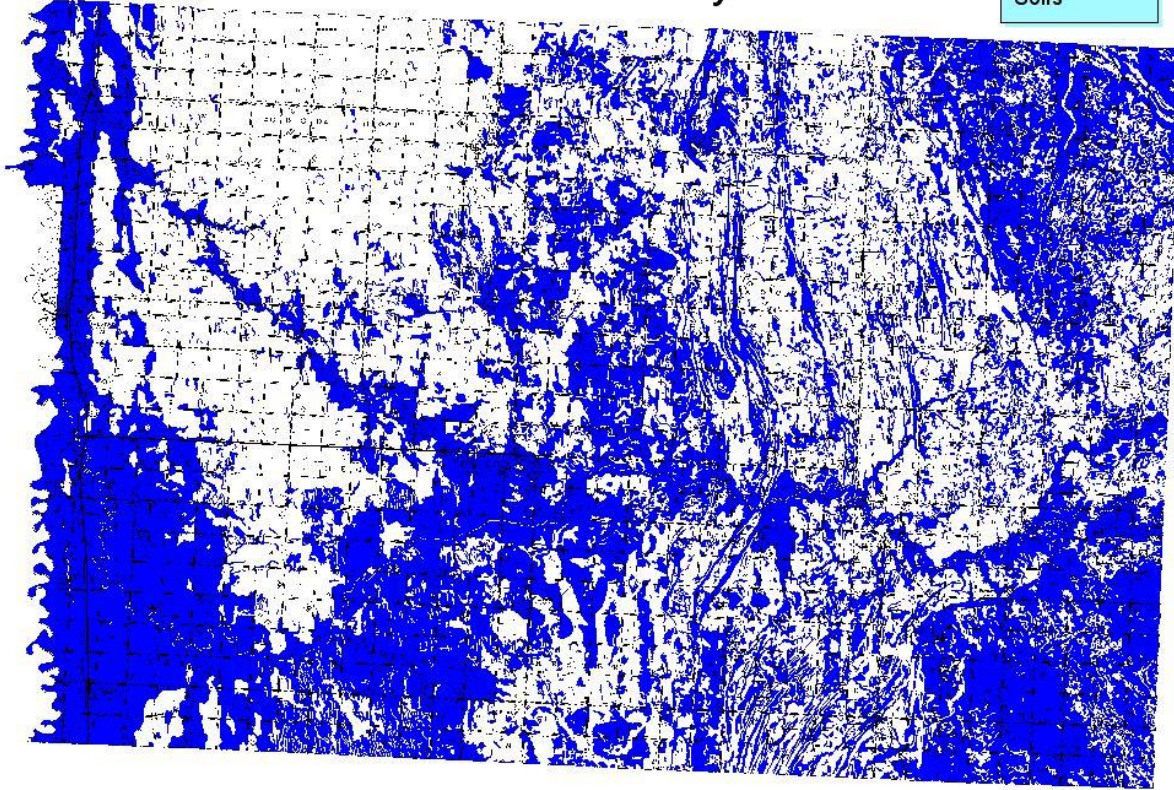
The district will receive \$35,000 in 2018 to administer the Buffer Program. The district also received \$225,000 in buffer cost share to financially help landowners install buffers.

SWCD Local Capacity Services:

The district will receive \$100,000 in 2018 to work with landowners and the county on installing conservation practices.

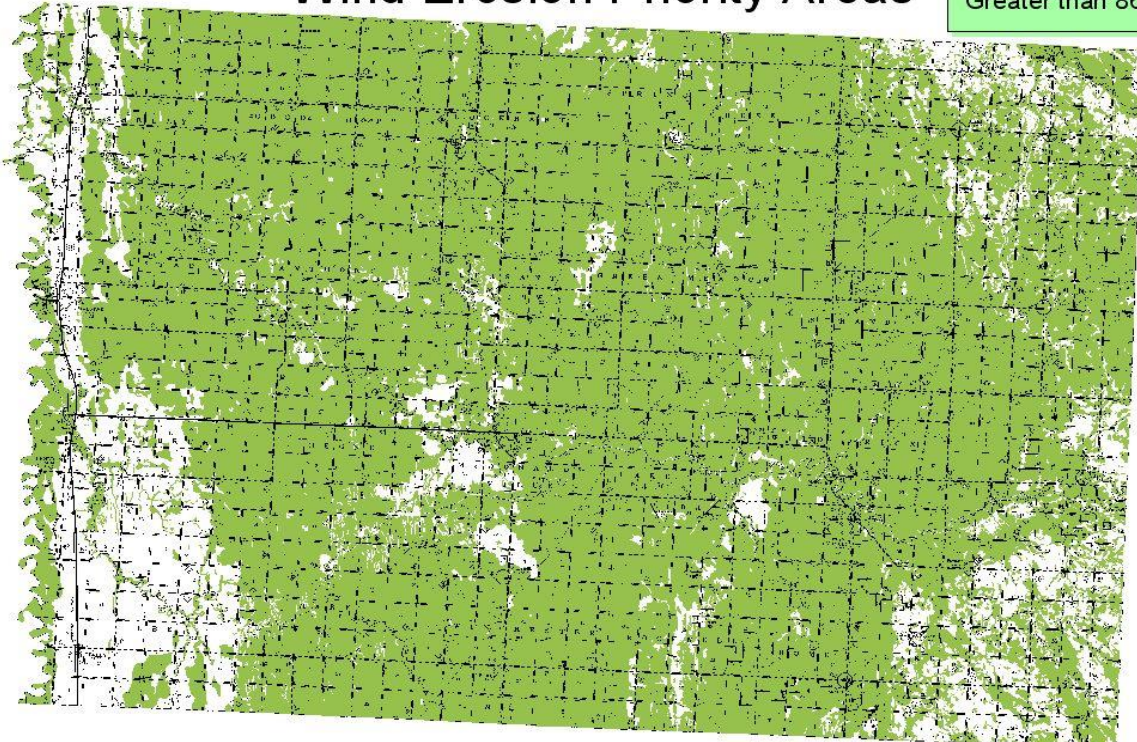
Norman County Water Erosion Priority Areas

Slope
Depressional
Aluvial
Soils



Norman County Wind Erosion Priority Areas

Soils with an
Erodibility Index
Greater than 86



NORMAN COUNTY SWCD STAFF TIME FOR 2018

Programs	Manager	District Technician	Conservation Technician	Part Time
Conservation Delivery	200	100	100	90
Local Water Plan	439	40	215	50
Feedlot	20	50	350	
Wetland	20	339	65	20
AIS	110	40	40	
Discovery Farms	20	10	20	
Cost Share	100	10	10	
RIM	5	50	75	
Capacity	700	890	519	20
Buffer	108	193	380	20
Holidays	80	80	80	
Sick Leave	104	104	104	
Annual Leave	182	182	130	
Annual Total Hours	2088	2088	2088	200

◆ This worksheet reflects 3 full time employees and 2 part time employees

2018 Budget

Jan - Dec 17

Income

District Charges for Services	\$25,800.00
Intergovernmental Rev-County	\$116,433.00
Intergovernmental Rev-State	\$391,051.00
Misc. Rev Interest	\$500.00
Misc. Revenue	<u>\$4,700.00</u>

Total Income **\$538,484.00**

Expense

Dist. Op. Other Services & Chgs	\$48,000.00
District Op, Capital Outlay	\$30,000.00
District Op. Personal Service	\$206,660.00
District Operations-Supplies	\$9,600.00
Project Expense-County	\$9,000.00
Project Expenses-District	\$8,800.00
Project Expenses-State	<u>\$231,704.00</u>

Total Expense **\$543,764.00**

Net Income

-5,280.00

2018 CALENDAR OF DISTRICT ACTIVITIES AND EVENTS

JANUARY

- Regular Supervisor Meeting
- Close Out of Accounting Books for the Year
- Payroll Reports, etc.
- Re-organization of Board
- Appoint representatives to other boards and groups
- Pay Area, State and National Dues
- Discuss and Review Natural Resources Block Grant
- Review and Approve District Budget
- Review Insurance
- Meet with County Commissioners to approve reports for NRBG
- Elink Reporting
- Promote Tree Planting
- Booth-Annual County Crops, Seed and Trade Show—January 17th
- Planning for the Envirothon
- Project Team Meeting
- Envirothon Meeting

FEBRUARY

- Regular Supervisor Meeting
- Area 1 Supervisors Meeting
- Publicize District Programs
- News Articles
- Promote Tree Planting
- Planning for the Envirothon
- Area 1 Winter Training
- Feedlot Training
- Approve Annual Plan of Operations, and Calendar of Events
- Project Team Meeting
- Elink Reporting for BWSR Grants – February 1st

MARCH

- Regular Supervisor Meeting
- Review Memorandums of Understanding
- Review Civil Right Agreement
- Review Applications for Cost Share Program
- Financial Reports Due, Calendar of Events, Annual Plan due – March 15th
- MACFO Conference, St Cloud – March 27-29
- Promote Tree Planting
- News Articles
- Planning for the Envirothon
- Project Team Meeting
- MASWCD Legislative Days at the Capitol – March 12st & 13th

APRIL

- Regular Supervisor Meeting
- Review Applications for Cost Share Program
- Pick up trees for planting
- Promote Residue Management
- Envirothon – May 2nd, Rydell Refuge
- Review Budget
- Hire Tree Planters
- Project Team Meeting

MAY

- Regular Supervisor Meeting
- Supply Trees for Kindergartners and School Plantings
- Pick up trees for planting
- Field and Farmstead Windbreak Plantings
- News Articles
- Review State Cost Share Projects
- State Envirothon – May 21st, Shetek Lutheran Ministries at Slayton, MN
- Project Team Meeting
- Promote Tree Maintenance

JUNE

- Regular Supervisor Meeting
- Review Insurance
- Committee Meeting with FSA
- Booth-County Fair – June 20 – 23
- Feedlot Training
- Administrative Training
- News Articles
- District Cost Share Projects
- Project Team Meeting
- Tree Maintenance
- Prepare for District Capacity Award
- Prepare for Outstanding Conservationist Award

JULY

- Regular Supervisor Meeting
- Tree Planting Report
- District Cost Share Projects
- Red River Valley Service Conservation Area Board Meeting
- Project Team Meeting
- News Articles
- Tree Maintenance
- Review trees, planting and maintenance charges
- Prepare for District Capacity Award
- Selection for the Outstanding Conservationist Award
- National Envirothon- July 22 – July 28, Idaho State University,
Pocatello, Idaho

AUGUST

- Regular Supervisor Meeting
- Review Farmer Magazine Score Sheet
- Promote Trees
- District Cost Share Projects
- Review Budget
- Project Team Meeting
- News Articles

SEPTEMBER

- Regular Supervisor Meeting
- Distribute Educational Materials to Elementary Schools
- Resolutions from MASWCD
- Promote Trees
- District Cost Share Projects
- News Articles
- Project Team Meeting
- 4th Grade Water Festival
- Meet with Teachers to discuss educational activities

OCTOBER

- Regular Supervisor Meeting
- Resolutions
- Area 1 Supervisor Meeting
- Promote Trees
- District Cost Share Projects
- BWSR Academy
- Project Team Meeting
- News Articles

NOVEMBER

- Regular Supervisor Meeting
- Promote Trees
- District Projects
- Review Budget
- Planning for the Envirothon
- Red River Valley Conservation Area Board Meeting
- Staff evaluations
- Project Team Meeting

DECEMBER

- Regular Supervisor Meeting
- Outstanding Conservationist Recognition
- Employee Salary Review
- State Convention- Dec 9 - 11, Doubletree at Bloomington
- Meet with County Commissioners on-District Budget
- Grant-in-kind Projects, other Money Programs for County
- District Projects
- Promote Trees
- News Articles
- Project Team Meeting
- Review MCIT Insurance covered items
- Elink Reporting
- Report due to DNR for the AIS Program