

# **ANOKA CONSERVATION DISTRICT**

## **2020 Annual Plan**

**1318 McKay Drive NE, Suite 300  
Ham Lake, MN 55304  
(763) 434-2030  
[www.AnokaSWCD.org](http://www.AnokaSWCD.org)**

Photo: Rum River and Anoka Nature Preserve

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# Table of Contents

|  |    |
|--|----|
| AN INVITATION FROM THE CHAIR .....                                 | 1  |
| INTRODUCTION TO ACD .....  | 3  |
| MISSION STATEMENT .....  | 4  |
| VISION STATEMENT .....   | 4  |
| GUIDING PRINCIPLES.....  | 4  |
| SERVING THE COMMUNITY.....   | 4  |
| <i>Working with Local Government Entities</i> .....                | 4  |
| <i>Working with the Public</i> .....                               | 5  |
| PERENNIAL AND EMERGING ISSUES .....                                | 6  |
| PURPOSE OF THE ANNUAL PLAN .....                                   | 8  |
| PLAN DEVELOPMENT PROCESS .....                                     | 9  |
| PRIORITIZATION, TARGETING AND MEASURING .....                      | 9  |
| IMPLEMENTATION STRATEGY .....                                      | 11 |
| OVERARCHING PRIORITIES AND GOALS.....                              | 11 |
| <i>Water Quality</i> .....   | 11 |
| <i>Water Quantity</i> .....  | 11 |
| <i>Natural Habitats</i> .....                                      | 11 |
| <i>Wetlands</i> .....  | 11 |
| <i>Soils</i> .....   | 11 |
| PRIORITY RESOURCES .....   | 11 |
| <i>ACD Led Priorities</i> .....                                    | 12 |
| <i>ACD Support Priorities</i> .....                                | 13 |
| PROJECT AND PROGRAM PRIORITIZATION .....                           | 13 |
| POTENTIAL INITIATIVES FOR 2020 AND BEYOND .....                    | 14 |
| 2020 PRIORITY ACTIONS .....  | 17 |
| <i>Water Quality Implementation Projects</i> .....                 | 17 |
| <i>Water Quality Stewardship</i> .....                             | 18 |
| <i>Water Quality Targeting Analyses</i> .....                      | 18 |
| <i>Water Quality Feasibility Studies and Project Designs</i> ..... | 19 |
| <i>Water Quantity Stewardship</i> .....                            | 19 |
| <i>Water Quantity Analyses</i> .....                               | 19 |
| <i>Natural Habitats Improvement Projects</i> .....                 | 20 |
| <i>Natural Habitats Analyses</i> .....                             | 20 |
| <i>Natural Habitats Land Protection</i> .....                      | 20 |
| <i>Wetlands</i> .....  | 20 |
| <i>Social Capacity</i> .....                                       | 21 |
| <i>Regulatory/Policy</i> .....                                     | 21 |
| <i>Data Collection</i> .....                                       | 21 |
| 2020 WATERSHED BASED IMPLEMENTATION FUNDING PRIORITIES.....        | 21 |
| DISTRICT SUPERVISORS .....   | 24 |

|  |    |
|--|----|
| <i>Election Districts</i> .....                      | 24 |
| <i>Committee/Entity Participation</i> .....          | 24 |
| DISTRICT STAFF.....                                  | 25 |
| STAFFING REQUIREMENTS .....                          | 26 |
| WORKLOAD TASKS.....                                  | 26 |
| PROGRAMS AND SERVICES.....                           | 32 |
| <i>General Operations</i> .....                      | 32 |
| <i>Monitoring</i> .....                              | 34 |
| <i>Inventory</i> .....                               | 34 |
| <i>Analyses</i> .....                                | 35 |
| <i>Planning</i> .....                                | 35 |
| <i>Land Protection</i> .....                         | 36 |
| <i>Technical Assistance</i> .....                    | 36 |
| <i>Financial Assistance</i> .....                    | 41 |
| <i>Administrative Assistance</i> .....               | 42 |
| <i>Products &amp; Equipment</i> .....                | 43 |
| <i>Information &amp; Outreach</i> .....              | 43 |
| ADJUSTMENTS IN AUTHORITIES AND PROGRAMS .....        | 46 |
| COST SHARE POLICY .....                              | 47 |
| <i>Project Selection and Funding</i> .....           | 47 |
| <i>Application and Funding Process</i> .....         | 48 |
| <i>Logistics and Limitations</i> .....               | 48 |
| TECHNICAL STAFF TRAINING & CERTIFICATION NEEDS ..... | 50 |
| FUNDS NEEDED FOR IMPLEMENTATION .....                | 52 |
| <i>Revenue Detail</i> .....                          | 53 |
| <i>Expense Detail</i> .....                          | 56 |
| <i>Pass Through Detail</i> .....                     | 58 |

## **AN INVITATION FROM THE CHAIR**

We invite you to look through this Plan, which the ACD will use over the next year to guide the protection and restoration of the Natural Resources of Anoka County. We have a clear vision, attainable goals, and a solid blueprint for implementation. In addition, we have the dedicated staff with technical expertise equal to the challenge. Will there be surprises along the way? Of course! However, we have our accomplishments of the past years of great change to give us confidence. As a special unit of local government, we are ready to put this Plan in place. Because we have no authority to levy for ourselves, we will continue to depend on our federal, state and local partners, as well as our Anoka County residents to help make it all happen.

This April is a unique and sobering time. No one knows what the outcomes of this global pandemic will be. I hope that we will come out on the other side with renewed appreciation for our clean water, beautiful lakes, forests, wetlands, plants and animals. How many of us have taken hope from a walk along the Mississippi?

In addition to the Plan, please visit our website to see what you can do at home to make positive change: adopt a drain; plant a pollinator garden; restore your shoreline, etc. Together we will make a difference. Please take good care of yourself.

  
Mary Jo Truchon,  
Chair, Board of Supervisors

ASSISTANCE SUPPLIES  
MISSION FINANCIAL PUBLIC WORKING  
**WATER** PLAN  
ACKNOWLEDGMENTS MANAGEMENT CHAIR  
SOIL VISION **WILL** PLANNING CHALLENGES INVENTORY  
SERVICES **YEAR** **ISSUES** TECHNICAL RESOURCES  
STAFF ADDRESS  
IMPACT  
FUNDING GEOGRAPHIC  
SUPPLY  
PROTECTION  
CHANGE **NATURAL** STAFFING COUNTRY'S INTRODUCTION  
CONSERVATION **GROUNDWATER** COMPREHENSIVE  
FUNDING QUANTITY PRIORITIES QUALITY ANALYSES  
ACD'S EMERGING GUIDING IMPLEMENTATION NEEDS TAKE QUALITY  
MEET STATE WETLANDS MAKE NATURAL MANAGE STREAMS PROCESS  
RESOURCES HABITATS  
STAFF PROJECT ASSISTANCE  
TARGETING  
COMMISSIONERS STEWARDSHIP LAKES **ACD** NATURAL WORK  
LAND SUPERVISORS PRIORITY SOILS  
PROGRAMS CAN  
WATERSHED PROTECTION  
STATEMENT  
POLICY ALONG GOALS **CONSERVATION** PARTNERSHIPS  
EFFECTS BOARD YEARS **DISTRICT** INFILTRATION  
PROJECTS PRINCIPLES INVITATION PERENNIAL PRIORITY  
PROMOTE INPAIRED  
DETAIL

## **INTRODUCTION TO ACD**

Established in October 1946, 2020 begins the 75<sup>th</sup> year of operation for Anoka Conservation District. During this time, ACD has developed programs and applied technology to address natural resource issues. Originally, the main responsibility of soil and water conservation districts was to control soil erosion caused by runoff and wind. Changing land uses have expanded those responsibilities to encompass a broad spectrum of conservation and natural resource practices. The District strives to provide a well-rounded suite of conservation services to meet the needs of Anoka County residents.

Every ten years ACD analyzes resource needs and issues to develop an inventory for planning purposes in our Comprehensive Plan. The annual plan is the written directive for achieving the goals set forth in the Comprehensive Plan. This annual plan outlines the objectives to be pursued in the upcoming year to improve present conditions and address future needs. The document outlines a plan of work with respect to the natural resources of Anoka County and how legislative actions, funding, staffing, public interest, and growth affect them.

Throughout the year, ACD staff and supervisors reassess priorities and workloads and take advantage of funding opportunities and partnerships as they arise that are consistent with the goals of this plan. Deviations from this plan are reflected in periodic updates to ACD's budget, which itemizes the revenues, expenses, and staffing projections in detail. As such, the most recently approved budget should be looked to as the most comprehensive and up-to-date reflection of ACD's plan of work.

ACD will continue the successful programs and services developed in prior years and initiate efforts to address emerging issues and take advantage of opportunities. Some 2020 initiatives include:

- Complete ACD's comprehensive plan in a manner that advances SWCD comprehensive planning process and content.
- Promote and secure riparian conservation easements along the Rum River.
- Promote groundwater stewardship through public outreach and engagement methods.
- Foster regional and statewide collaborations to address issues that can best be addressed at large geographic scales.
- Promote the development of a protocol to salvage rare plant species slated for taking.

## **MISSION STATEMENT**

Holistically conserve and enhance Anoka County's natural resources for the benefit of current and future generations through partnerships and innovation.

## **VISION STATEMENT**

Strong partnerships. Innovative Solutions. Healthy environments

## **GUIDING PRINCIPLES**

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

## **SERVING THE COMMUNITY**

### WORKING WITH LOCAL GOVERNMENT ENTITIES

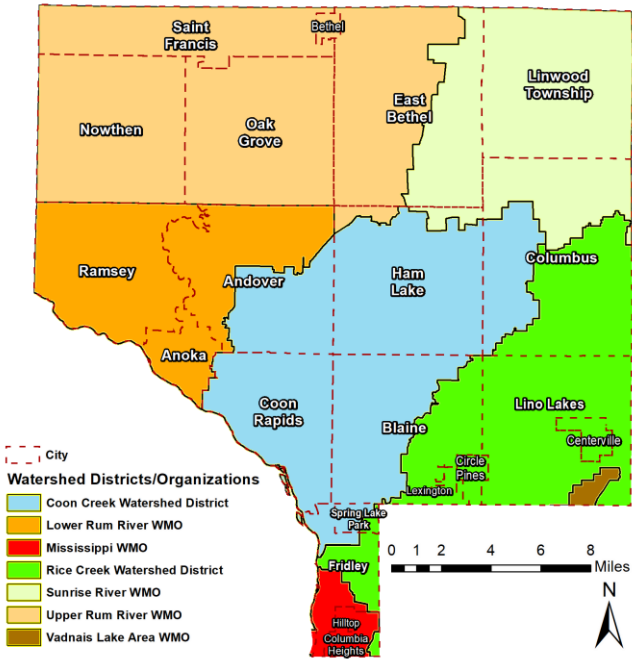
Natural resources valued by Anoka County residents require collaborative management by entities with varying jurisdictions within and across city, county and watershed boundaries. It is important that ACD remains continually engaged with each entity to

- avoid duplication,
- maximize efficiencies,
- capitalize on common interests,
- direct limited financial and staff resources to the most cost-effective approaches, and
- apply management strategies at a scale most appropriate to meet identified goals and objectives (e.g. multi-city lakesheds and multi-county aquifer recharge areas).

The comprehensive plan includes detailed tables that further illustrate the breadth and scale of partnerships and collaboration.



Within Anoka County, county departments, watershed districts, watershed management organizations, and cities are vital partners in natural resource management planning and implementation.



WORKING WITH THE PUBLIC

Over 78% of Anoka County is privately owned and over 350,000 residents call Anoka County home. Effective natural resource management requires that we actively collaborate with those who live, work and play in Anoka County, whether or not they own land. ACD enlists the public to assist with natural resource management by offering the following services:

- Technical assistance – providing project design and installation management.
- Financial assistance – securing, allocating and administering grant funding to install conservation projects.
- Regulatory assistance – providing guidance to help keep landowners out of regulatory harm’s way with regard to several federal and state laws.
- Outreach and engagement – providing information resources and opportunities to assist with community efforts to improve our natural resources.

## PERENNIAL AND EMERGING ISSUES

**Climate change**, such as more frequent and intense storms, can significantly impact natural resource management. To manage natural resources effectively in this era of accelerated change, agencies must be prepared to adjust programs and services quickly and decisively in response to ever-evolving conditions and trends.

**Groundwater supply** projections predict that areas of Anoka County will experience aquifer declines and localized supply issues within 20 years. Decreased surficial groundwater supplies will negatively impact water levels in lakes, streams and wetlands that depend on groundwater. As the recharge area for many of the aquifers relied upon by the Twin Cities to supply their water needs, Anoka County is an area where efforts to conserve water should be implemented. This can be done by reducing waste, reducing drainage, and increasing infiltration.

**Infiltration and groundwater quality protection** can conflict with each other. Infiltration of rain water is critical to recharge aquifers. Drinking water protection strategies discourage stormwater infiltration to protect groundwater from contamination. Nitrates, chlorides, pathogens, and heavy metals are not adequately filtered by the sandy soils of the Anoka Sand Plain. Policy makers must choose between adequate ground water supplies that require treatment before consumption, or declining groundwater supplies that don't require treatment.

**Impaired waters** are lakes and streams that are officially listed as failing to meet water quality standards. They are prevalent locally and statewide. In Anoka County, there are 16 impaired lakes and 13 impaired streams (not including mercury and fish consumption impairments). Efforts that successfully improve water quality to meet state standards can result in delisting.

**Watershed-level management** is a longstanding concept in Minnesota but is now being applied at a larger scale. The new statewide approach of “One Watershed, One Plan” (1W1P) seeks to coordinate management across multiple organizations within the same larger watershed. ACD is involved in two 1W1P processes, the Rum River and the Lower St. Croix. The remainder of ACD is within the Mississippi Metro watershed, which will not have a 1W1P, but will be



required to work collaboratively under existing watershed management plans. In the seven-county metro area, SWCDs can take a leadership role to facilitate collaboration across county and water management entity boundaries.

**Nitrogen pollution in surface water**, most prevalently in the form of nitrate, has been shown in a number of studies to be the primary cause of the dead zone in the Gulf of Mexico. Additionally, when it accumulates in drinking water beyond 10mg/L it causes health problems in vulnerable individuals. Current nitrate concentrations in Anoka County drinking water wells appear to be well below the 10 mg/L threshold.

**Chloride pollution in surface water and groundwater** has been slowly trending upward. Chloride is highly soluble and accumulates over time until concentrations exceed healthy levels for consumption, irrigation, or aquatic life. In urban environments, chloride is primarily from road salt application. Due to the delivery mechanism and timing of application when soils are frozen, much of this chloride finds its way through the stormwater conveyance system into the Mississippi River and ultimately the Gulf of Mexico, where it contributes to the Dead Zone. In rural environments, water softeners cycle hundreds of pounds of salt annually per household into groundwater through septic system drain fields. Salts are also a component of agricultural fertilizers.

**Soil health** is being compromised by a lack of vegetative cover and diversity, excessive cultivation, removal of topsoil, application of pesticides (e.g. fungicides, insecticides, and herbicides), and compaction. Healthy soil provides a stable matrix that resists erosion, infiltrates water, cycles nutrients, adsorbs pollutants, provides drought tolerance, drives plant productivity, and sustains a complex food web. Healthy soils support a diverse ecosystem of bacteria, fungi, invertebrates (e.g. worms and arthropods), and other microscopic organisms in a matrix of mineral and organic matter that provides structural stability. All soil ecosystem elements are interdependent and comprise a living system that needs to be nourished with water, organic matter, nutrients, warmth, and atmospheric gases. Maintaining healthy soils is critical to maintaining healthy terrestrial and aquatic ecosystems and is the foundation of a robust food web.

**Declining pollinator populations** stemming from the extensive use of insecticides undermines food production and native ecosystem functions. In 1991 a new type of insecticide was developed that works in very low concentrations and functions as a systemic pesticide, being taken up by plants and migrating throughout every part of the plant. Neonicotinoid based insecticides provide full plant protection and one treatment can last for many months and can remain in the soil for years. This combination of persistence and systemic function make all plant components poisonous to insects for as long as the plant lives; even the pollen. Even though they don't cause rapid death like other insecticides, neonicotinoids are known to disorient pollinators that consume it, making them less effective at pollinating, less able to gather food, and less resistant to disease. These factors have greatly reduced the numbers of beneficial native bees, moths, butterflies and other pollinators, and contribute to honeybee hive collapse.

**Invasive species** threaten native ecosystems and the functions they provide. Invasive species can compromise fisheries and aquatic recreation, degrade water quality, diminish forest products, and denude habitat for wild game, often by displacing native species and reducing species diversity. The only viable long-term strategy is to slow the spread and reduce the damage until biological controls can be developed to keep invasive species populations in check. Well-established invaders consume many technical and financial resources. Emerging threats include wild parsnip, Palmer amaranth, Asian silver carp, and emerald ash borer.

**Habitat loss and fragmentation** due to development, disturbance, and invasive species encroachment, has the potential to push many indigenous species out of the county. When the housing market crashed and development came to an abrupt halt in the late 2000s, this issue took a back seat to more pressing economic challenges. With the recovery of the housing sector, we are once again seeing many of our remaining natural areas forever lost to development. This occurs not only due to mass grading and the installation of roads, utilities, dwellings and structures, but also due to large acreage mowing, which essentially converts complex ecosystems into biological voids.

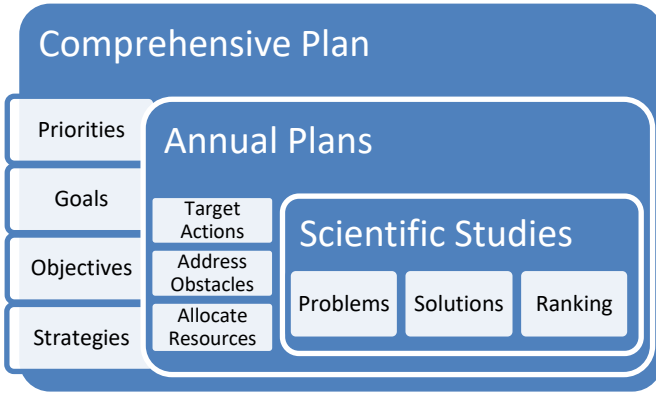
**Threatened and endangered species management** at both the state and federal level is developing as an issue that impacts local project permitting. As local resource managers have become more aware of habitat requirements for rare species, populations that heretofore may have gone unidentified are now documented during permit reviews. A new DNR permit program allows for transplanting populations that are authorized for destruction. In conjunction with a program to salvage rare plants, a long-term monitoring program would provide insight to the feasibility for species-specific ex-situ conservation.

## **PURPOSE OF THE ANNUAL PLAN**

The ACD's Annual Plan is a holistic natural resources management plan as well as an operational and organizational plan for ACD as an entity. As such, it addresses ecological resources as well as water resources. It also allocates available staff and financial resources, and covers topics such as needed staff training, adjustments in authorities, and ACD's cost share policy.

The Annual Plan works in coordination with several other plans and work products. Because monitoring, inventory and analyses are continuously improving our understanding of the ever-changing environment and how best to manage it, it is critical for entities to remain vigilant and adaptive to ensure maximum benefit from limited staff and financial resources. To do this, ACD recognizes a hierarchy of planning that includes Comprehensive Plans, Annual Plans, and Scientific Studies. While they are all based on the science of natural resource management, Comprehensive and Annual Plans are not intended to present the science.

Rather, the comprehensive plan provides the broad framework and sets broad priorities, goals and objectives. Annual plans identify specific actions to pursue (projects, programs, and activities) in the coming year to meet the goals in the Comprehensive Plan by optimizing the allocation of available technical, human, and financial resources. The scientific foundation for these efforts exists in myriad work products developed both in-house and by partner agencies. These scientific analyses diagnose the nature of problems and identify solutions. Some analyses go as far as ranking potential solutions by cost-effectiveness, thereby facilitating targeted implementation.



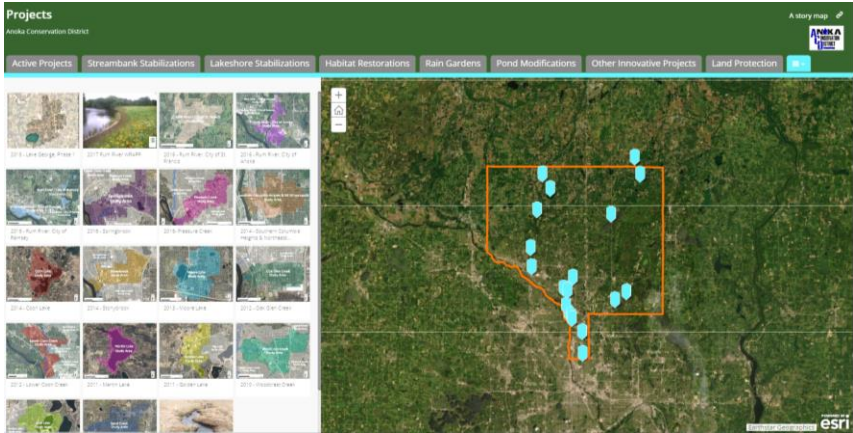
## PLAN DEVELOPMENT PROCESS

ACD staff reviewed available scientific analyses and partner plans and developed a listing of priority resources, and corresponding programs and projects. The initial list was reviewed and discussed at a regular ACD Board meeting in January 2020. Based on the approved list, ACD staff developed a draft plan of work. The draft plan was emailed to those identified in the plan as potential partners (excluding landowners); including watershed districts, watershed management organizations, cities, county departments, lake associations, lake improvement districts, state agencies, and select non-profits and sporting organizations. All were invited to a meeting to learn about the development of the plan and its content. At the meeting, ACD staff presented the plan and provided opportunity to react to the plan. Following the meeting, invitees were encouraged to submit written comments on the plan. Comments were received and incorporated into the plan as appropriate.

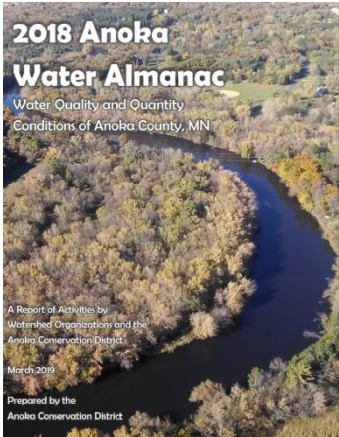
## PRIORITIZATION, TARGETING AND MEASURING

**Prioritization** is a process of selecting natural resources in which to invest limited staff and financial resources. While this process considers the natural, recreational, and economic values of the resource as well as the extent to which other entities were engaged in management, it is more a matter of policy than science.

**Targeting** is a process of identifying actions that will result in the greatest improvement to priority resources for the least investment of staff and financial resources. Targeting is founded in rigorous scientific analysis. For ACD, this analysis comes in the form of Subwatershed Retrofit Analyses (SRAs), shoreland condition inventory and analysis, and feasibility studies. Analyses such as these provide a ranked list of potential projects, their likely benefit to a priority resource, and estimated installation costs. All analyses are accessible through the AnokaSWCD.org projects tab.



**Measuring** outcomes can either be done using models or through monitoring the physical, chemical, and/or biological characteristics of the target resources. While modeling is useful to estimate project effectiveness relative to other potential projects, it falls short when used as a means to determine progress toward goals. Model accuracy is compromised not only by the number and complexity of variables entered into it, but also by the fact that natural resource quality is constantly being impacted by factors unaccounted for in models, such as climatic variability, land cover changes, and land use management practices. As such, ACD relies on a rigorous routine monitoring program of target natural resources. Long-term routine monitoring provides a baseline, trends, and pace of progress. As goals are reached for a particular resource, management efforts are shifted to maintenance mode. Detailed monitoring data and analysis are presented annually in a Water Resources Almanac prepared by ACD staff and available at AnokaSWCD.org. Almanacs are organized by watershed and are several hundred pages in length.



## **IMPLEMENTATION STRATEGY**

Implementation is the process of taking actions to improve, or slow the deterioration of natural resources. Limited technical and financial resources make it necessary to adopt extended implementation periods to achieve natural resource stewardship goals. As a matter of policy, ACD distributes staff and financial resources across many natural resources while pursuing large grants to accelerate progress on higher priority resources.

To optimize progress toward goals, ACD pursues projects ranked as the most cost-effective in terms of benefit to the target resource in completed analyses. By taking this approach, we rely on the best available data to ensure that we achieve the greatest possible outcomes with limited available staff and financial resources. Annual efforts are determined in part by the willingness and readiness of local partners to invest in project implementation.

## **OVERARCHING PRIORITIES AND GOALS**

Listed in order of priority as identified in ACD's extended 2015-2019 Comprehensive Plan are the five priority resource areas (underlined) with corresponding goals (bulleted).

### WATER QUALITY

- Maintain high quality surface waters.
- Improve impaired surface waters.
- Protect drinking water.

### WATER QUANTITY

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

### NATURAL HABITATS

- Preserve and enhance 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.

## **PRIORITY RESOURCES**

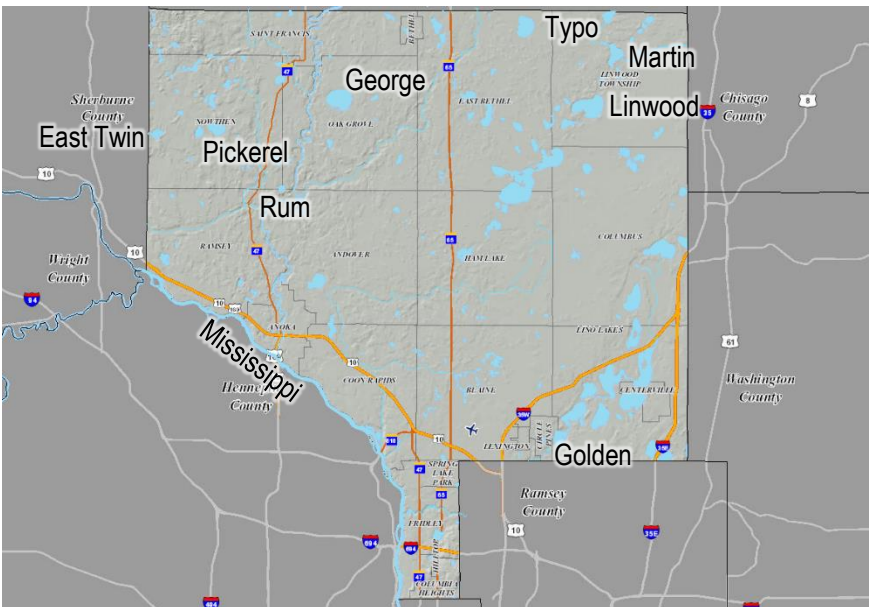
Informed by the ACD 2014-2019 Comprehensive Plan and influenced by the 2020-2029 Comprehensive planning process currently underway, the following is a list of ACD's priority natural resources as approved by the ACD Board of Supervisors.

Generally, ACD serves as the lead for projects in the Anoka County portions of the Rum River and Lower St. Croix watersheds, and a support capacity elsewhere unless requested to lead a project by partners in other areas.

Priorities below reference surface water condition as Protection (good, stable water quality), Nearly/Barely (very close to the threshold of impairment), Declining (statistically significant declining trend), or Impaired (currently on MPCA’s 303(d) list of impaired waters) along with the impairment parameter if applicable. Activities proposed to address these priorities are listed later in the plan.

ACD LED PRIORITIES

- Coon Lake: Protection
- Rum River: Nearly/barely: Nutrients
- Lake George: Declining: Clarity
- Golden Lake: Impaired: Nutrients
- Martin Lake: Impaired: Nutrients
- Typo Lake: Impaired: Nutrients
- Linwood Lake: Impaired: Nutrients
- Mississippi River: Impaired: Nutrients, Bacteria
- Groundwater conservation and water quality protection
- Behavioral change and outreach (groundwater and surface water quality and conservation, habitat protection and enhancement)
- Land protection, restoration, enhancement in conservation/habitat corridors





## ACD SUPPORT PRIORITIES

- Projects addressing priority waters of partners within RCWD, CCWD, VLAWMO and MWMO
- Projects identified in Lower St. Croix 1W1P as regional priorities, if outside Anoka County
- MASWCD legislative initiatives for SWCD funding
- Metro Conservation Districts collaborative projects

## **PROJECT AND PROGRAM PRIORITIZATION**

While natural resource prioritization and goal setting is a policy decision, the pursuit of identified goals is a scientific endeavor. The following are considered when developing projects and programs to address goals.

*Table 1: Activity Prioritization*

| <b>Activity Type<sup>1</sup></b>           | <b>Rationale</b>  |
|--|---|
| 1. Implementation Projects                 | Immediate measurable impact for extended and predictable duration                                       |
| 2. Stewardship Activities                  | Immediate impact, less measurable, indeterminate duration   |
| 3. Targeting Analyses and Planning         | Identifies and ranks projects for future implementation   |
| 4. Feasibility Studies and Project Designs | Develops needed budget and design detail to pursue large scale projects                                 |
| 5. Social Capacity Building                | Large scale but dilute efforts may have cumulatively large impacts, hard to measure                     |
| 6. Land Protection                         | Very limited geographic scope, complex and expensive to achieve, perpetual benefits                     |
| 7. Regulatory & Policy Change              | Potentially significant cumulative impacts, difficult to achieve in a short time frame, hard to measure |
| 8. Monitor and Inventory                   | Informs management decisions but has no direct impact on natural resource condition                     |

Criteria in the following table are considered when selecting implementation projects to pursue. Each criterion can apply to a project to varying degrees. Some of the criteria are subject to change over time as is the suite of projects under consideration. The selection process is designed to weigh the relative value of potential projects against each other, i.e. the process doesn't determine if a project is worthy or not according to a defined threshold. Rather, it determines if a project is better or worse than other available options at the time of consideration. As such, the vetting process is more intuitive than objective.

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<sup>1</sup> Listed in order of priority. Although implementation projects are preferred, considering other criteria, an implementation project may rank lower than a social capacity project.

*Table 2: Implementation Project Criteria*

| Criteria                                    | Consideration   |
|---|---|
| Optimal lead entity                         | ACD defers projects to optimal entities that are prepared to take the lead  |
| Priority of resource benefited              | Higher priority target resources preferred  |
| Magnitude of benefit to the target resource | Large benefits to target resource preferred   |
| Duration of benefit                         | Longer benefit durations preferred  |
| Speed of benefit                            | Quickly realized benefits preferred   |
| Cost of the project                         | Lower cost project per unit benefit preferred (include all design, management, installation, and maintenance costs) |
| Multiple benefits to resource               | Projects that provide multiple benefits to the target resource are preferred  |
| Multiple resources benefited                | Projects that benefit multiple priority resources are preferred   |
| Project readiness                           | Ready projects with obstacles abated are preferred  |
| Project support                             | Projects with broad public, political and financial support are preferred   |

In the following plan sections, projects are presented in a progressively narrower and more detailed manner, from Potential Initiatives, to 2020 Priority Actions, to 2020 WBIF Priorities.

## POTENTIAL INITIATIVES FOR 2020 AND BEYOND

The following table presents an extensive listing of potential project opportunities to address ACD priorities and goals, listed generally in the order of priority based on activity type. The first column indicates initiative priority with a (H)igh, (M)edium, or (L)ow within each grouping of activity types.

*Table 3: Potential Initiatives for 2020 and Beyond*

|   | Potential Initiative                   | Potential Grant     | Potential Partner                   | Annual (Total) <sup>2</sup> |
|---|--|---------------------|-------------------------------------|-----------------------------|
|   | Shoreline and Streambank Stabilization | CPL, OHF, WBIF, CWF | WDs/WMOs, Cities, LIDs, Lake Assoc. | \$500K (\$5,000K)           |
| H | • Rum River                            | Projects and        | Co. Depts.,                         |                             |
| H | • Mississippi River                    | Practices,          | Landowners,                         |                             |
| H | • Lake George                          | District            | SWCDs, NGOs                         |                             |
| H | • Linwood Lake                         | Capacity            |                                     |                             |
| H | • Coon Lake                            |                     |                                     |                             |
| H | • Martin Lake                          |                     |                                     |                             |

<sup>2</sup> Anticipated 10-year need included to show long term funding needs.

| Potential Initiative |  | Potential Grant   | Potential Partner  | Annual (Total <sup>2</sup> ) |
|----------------------|--|---|--|------------------------------|
| H                    | SRA/WRAPS Project Implementation           | WBIF, CWF Projects and Practices, District Capacity, Met Council, Dept. of Health, MPCA Section 319 | WDs/WMOs, Cities, LIDs, Lake Assoc. Co. Depts., Landowners | \$100K (\$2,000K)            |
| H                    | • City of Anoka                            |   |  |                              |
| H                    | • City of Ramsey                           |   |  |                              |
| H                    | • City of St. Francis                      |   |  |                              |
| H                    | • Lake George                              |   |  |                              |
| H                    | • Martin Lake                              |   |  |                              |
| H                    | • Coon Lake                                |   |  |                              |
| M                    | • CCWD – multiple                          |   |  |                              |
| M                    | • RCWD – multiple                          |   |  |                              |
| M                    | • MWO – multiple                           |   |  |                              |
| H                    | • Rum River WRAPS                          |   |  |                              |
| H                    | Alum Treatment                             | WBIF, CWF   | WD, City, Lake Assoc.,                                     | \$150K                       |
|                      | • Golden Lake                              |   |  |                              |
| M                    | SSTS Fix-Up – Riparian Focus               | MPCA  | Landowner  | \$40K (\$400K)               |
| H                    | Carp Management                            | WBIF, CWF, CPL  | WMO, Twp., Lake Assoc.                                     | \$150K                       |
| H                    | • Linwood Lake                             |   |  |                              |
| H                    | • Martin Lake                              |   |  |                              |
| H                    | • Typo Lake                                |   |  |                              |
| M                    | Targeting Analyses                         | LCCMR, CWF AIG, WBIF, MCD ETA, Met Council, District Capacity                                       | WMOs/WDs, Cities, LIDs, Lake Assoc.                        | \$50K (\$500K)               |
| M                    | • Linwood Lake SRA                         |   |  |                              |
|                      | • Rice Creek Chain of Lakes SRA,           |   |  |                              |
| H                    | • Lower Rice Creek SRA,                    |   |  |                              |
| H                    | • Lower Rum River SRA,                     |   |  |                              |
| M                    | • Lower Mississippi River Erosion Analysis |   |  |                              |
| H                    | • Mississippi Direct Discharge SRA         |   |  |                              |
| H                    | • Pickerel Lake SRA                        |   |  |                              |
| H                    | • East Twin Lake SRA                       |   |  |                              |
| M                    | • Lake shore condition                     |   |  |                              |
| M                    | Feasibility Analysis & Project Design      | LCCMR, CWF AIG, WBIF, MCD ETA, Met Council, District Capacity, EQIP                                 | WMOs/WDs, Cities, LIDs, Lake Assoc.                        | \$90K (\$270K)               |
|                      | • Sunrise Chain of Lakes Alum treatment    |   |  |                              |
| H                    | • Lake George in-lake analysis             |   |  |                              |
| M                    | • Ag. conservation planning                |   |  |                              |

| Potential Initiative |   | Potential Grant                         | Potential Partner  | Annual (Total <sup>2</sup> ) |
|----------------------|---|---|--|------------------------------|
| M                    | Groundwater Projects and Analysis   | CWF AIG, LCCMR, Met Council, MDH        | Cities, Landowners, HOAs, School Districts   | \$120K (\$1,200K)            |
| M                    | <ul style="list-style-type: none"> <li>• Campus groundwater conservation planning</li> </ul>  |   |  |                              |
| M                    | <ul style="list-style-type: none"> <li>• Well sealing cost share</li> <li>• Smart irrigation</li> </ul>   |   |  |                              |
| H                    | Ecological Restoration  | OHF, CPL, USFWS, NWF                    | Co. Depts. Cities, DNR, Sports Orgs., Landowners, NGOs                               | \$300K (\$1,500K)            |
| H                    | <ul style="list-style-type: none"> <li>• Burman WMA</li> </ul>  |   |  |                              |
| M                    | <ul style="list-style-type: none"> <li>• Blaine SNA</li> </ul>  |   |  |                              |
| M                    | <ul style="list-style-type: none"> <li>• Mikkelson WMA Prairie</li> </ul>   |   |  |                              |
| M                    | <ul style="list-style-type: none"> <li>• Bonnell WMA</li> </ul>   |   |  |                              |
| M                    | <ul style="list-style-type: none"> <li>• Carlos Avery WMA</li> </ul>  |   |  |                              |
| M                    | <ul style="list-style-type: none"> <li>• Rum River Central Regional Park</li> </ul>   |   |  |                              |
| M                    | <ul style="list-style-type: none"> <li>• Cedar Creek Conservation Area</li> </ul>   |   |  |                              |
| M                    | <ul style="list-style-type: none"> <li>• Anoka Nature Preserve</li> </ul>   |   |  |                              |
| H                    | <ul style="list-style-type: none"> <li>• Cedar Creek Ecosystem Science Reserve</li> </ul>   |   |  |                              |
| M                    | Invasive/Noxious Species Treatment  | MDA, OHF, CWMA, MN AIS,                 | Co. Depts. Cities, Weed Inspectors, WDs/WMOs, DNR, MDA, Sport Orgs, Landowners, NGOs | \$120K (\$1,200K)            |
| M                    | <ul style="list-style-type: none"> <li>• Phragmites</li> </ul>  |   |  |                              |
| M                    | <ul style="list-style-type: none"> <li>• Anoka CWMA</li> </ul>  |   |  |                              |
| M                    | <ul style="list-style-type: none"> <li>• Buckthorn <ul style="list-style-type: none"> <li>▪ CCCA</li> <li>▪ Rum Central</li> <li>▪ CCESR</li> <li>▪ Burman WMA</li> </ul> </li> </ul> |   |  |                              |
| L                    | <ul style="list-style-type: none"> <li>• AIS</li> </ul>   |   |  |                              |
| H                    | Rare Plant Salvage Program  | LCCMR, OHF                              | Arboretum, DNR, Co. Depts., NGOs, Cities, WDs  | \$85K (\$510K)               |
| M                    | Pollinator Habitat  | Lawns to Legumes – BWSR, CPL, EQIP, CWF | WDs/WMOs, Cities, Landowners, NGOs   | \$40K (\$400K)               |
| L                    | Invasive Species Inventories  | MDA, CWMA, MN AIS,                      | Co. Depts. Cities, Weed Inspectors, NGOs   | \$25K (75K)                  |

| Potential Initiative |   | Potential Grant   | Potential Partner                                     | Annual (Total <sup>2</sup> ) |
|----------------------|---|---|---|------------------------------|
| H<br>H<br>H          | Social Capacity – Empowering the Public <ul style="list-style-type: none"> <li>• Coordinate</li> <li>• Inform</li> <li>• Engage</li> </ul>                | WBIF, District Capacity, LCCMR                                  | WDs/WMOs, Cities, Co. Depts., SWCDs, School Districts | \$85K (\$850K)               |
| H<br>H<br>H          | Land Protection <ul style="list-style-type: none"> <li>• Easements - Rum RIM</li> <li>• Easements – MCBS Lands</li> <li>• Cedar Creek Corridor</li> </ul> | RIM, OHF, District Capacity                                     | BWSR, MLT, TNC, TPL, NGOs                             | \$1,000K+                    |
| L<br>M               | Wetland Restorations <ul style="list-style-type: none"> <li>• Ditch 20</li> <li>• Riparian Areas</li> </ul>   | BWSR Banking, District Capacity, DNR CPL, MPCA Section 319, OHF | Landowners, WDs/WMOs, NRCS, USFWS, NGOs               | \$40K (\$200K)               |
| M<br>M<br>L          | Data Collection <ul style="list-style-type: none"> <li>• Water monitoring</li> <li>• MLCCS</li> <li>• Wetland floristic quality</li> </ul>                | WBIF, District Capacity, LCCMR                                  | WDs/WMOs, Lake Assoc., LIDs                           | \$200K (\$2,000K)            |

## 2020 PRIORITY ACTIONS

The following lists proposed 2020 actions for priority resources with the parameter of concern and scientific foundation. Where funding has not yet been secured, the action is to pursue funding for later installation.

### WATER QUALITY IMPLEMENTATION PROJECTS

*Table 4: Surface Water Projects*

| Resource          | Parameter              | Foundation   | Action                       |
|-------------------|------------------------|--|------------------------------|
| Rum River         | Sediment and Nutrients | St. Francis SRA, URRWMO WMP, Rum River WRAPS                       | Pursue funding for retrofits |
| Rum River         | Sediment and Nutrients | City of Anoka SRA, Rum River WRAPS                                 | Install retrofits            |
| Mississippi River | Sediment and Nutrients | City of Anoka SRA, Rum River WRAPS                                 | Install retrofits            |
| Coon Lake         | Nutrients              | Coon Lake SRA, SRWMO WMP   | Install retrofits            |
| Martin Lake       | Nutrients              | Martin Lake SRA, SRWMO WMP   | Install retrofits            |
| Rum River         | Sediment and Nutrients | URRWMO WMP, Rum River WRAPS, Rum River Bank Stabilization Analysis | Install bank stabilizations  |

| Resource          | Parameter              | Foundation  | Action                                      |
|-------------------|------------------------|---|---|
| Mississippi River | Sediment and Nutrients | Lake Pepin TMDL   | Install bank stabilizations                 |
| Lake George       | Nutrients              | Lake George SRA, URRWMO WMP   | Pursue funding for shoreline stabilizations |
| Linwood Lake      | Nutrients              | SRWMO WMP   | Pursue funding for shoreline stabilizations |
| Coon Lake         | Nutrients              | Coon Lake SRA, SRWMO WMP  | Install shoreline stabilizations            |
| Martin Lake       | Nutrients              | Martin Lake SRA, SRWMO WMP  | Install shoreline stabilizations            |
| Golden Lake       | Nutrients              | Golden Lake TMDL, RCWD WMP, Golden Lake Alum Treatment Feasibility Analysis | Pursue funding for alum treatment           |
| Riparian zones    | Nutrients, Bacteria    | Multiple TMDLs, and WRAPs   | SSTS repair cost share                      |

*Table 5: Groundwater Projects*

| Resource       | Parameter        | Foundation                                  | Action                  |
|----------------|------------------|---|-------------------------|
| Drinking water | All contaminants | DWSMA plans, Wellhead Protection Area plans | Well sealing cost share |

## WATER QUALITY STEWARDSHIP

*Table 6: Surface Water Stewardship Activity*

| Resource     | Parameter | Foundation  | Action             |
|--------------|-----------|---|--------------------|
| Martin Lake  | Nutrients | SRWMO WMP, Martin and Typo Lakes Carp Management Feasibility Analysis | Manage common carp |
| Typo Lake    | Nutrients | SRWMO WMP, Martin and Typo Lakes Carp Management Feasibility Analysis | Manage common carp |
| Linwood Lake | Nutrients | SRWMO WMP, Linwood Lake Carp Mgmt Feasibility Analysis                | Manage common carp |

## WATER QUALITY TARGETING ANALYSES

*Table 7: Surface Water Analyses*

| Resource          | Parameter              | Foundation                                   | Action                  |
|-------------------|------------------------|--|-------------------------|
| Mississippi River | Sediment and Nutrients | Direct discharge areas absent in other plans | Pursue funding for SRAs |
| Lower Rum River   | Sediment and Nutrients |  | Pursue funding for SRA  |
| Lower Rice Creek  | Sediment and Nutrients | RCWD WMP                                     | Complete SRA            |
| Linwood Lake      | Nutrients              | SRWMO WMP                                    | Pursue funding for SRA  |

| Resource                  | Parameter               | Foundation | Action  |
|---------------------------|-------------------------|------------|---|
| Rice Creek Chain of Lakes | Sediment and Nutrients  | RCWD WMP   | Pursue funding for SRA                          |
| Lower Mississippi River   | Sediments and Nutrients |            | Pursue funding for bank erosion analysis        |
| Linwood Lake              | Sediments and Nutrients | SRWMO WMP  | Pursue funding for shoreland condition analysis |
| Pickrel Lake              | Sediments and Nutrients | URRWMO WMP | Pursue funding for SRA                          |
| East Twin Lake            | Sediments and Nutrients | URRWMO WMP | Pursue funding for SRA                          |

## WATER QUALITY FEASIBILITY STUDIES AND PROJECT DESIGNS

*Table 8: Surface Water Feasibility Studies and Designs*

| Resource               | Parameter                         | Foundation                                  | Action                                       |
|------------------------|-----------------------------------|---|--|
| Lake George            | Nutrients                         | URRWMO WMP                                  | Pursue funding for in-lake analysis          |
| Sunrise Chain of Lakes | Nutrients                         | SRWMO WMP                                   | Pursue funding for alum feasibility analysis |
| Multiple               | Sediment, Nutrients, and Bacteria | BWSR Watershed Conservation Planner Program | Engage Ag. producers to complete plans       |

## WATER QUANTITY STEWARDSHIP

*Table 9: Groundwater Stewardship*

| Resource    | Parameter | Foundation                        | Action  |
|-------------|-----------|-----------------------------------|---|
| Groundwater | Volume    | MN Water Sustainability Framework | Pursue funding to cost share smart irrigation |

## WATER QUANTITY ANALYSES

*Table 10: Groundwater Analyses*

| Resource    | Parameter | Foundation  | Action   |
|-------------|-----------|---|--|
| Groundwater | Volume    | Campus Groundwater Conservation Planning Protocol | Complete CGCP for Anoka HS                           |
| Groundwater | Volume    | CGCP Protocol                                     | Pursue funding for CGCPs                             |
| Groundwater | Volume    | Lack of resource data and analysis                | Pursue funding for groundwater volume trend analysis |

NATURAL HABITATS IMPROVEMENT PROJECTS

*Table 11: Natural Habitats Projects*

| Resource        | Site   | Action   |
|-----------------|--|--|
| MCBS Habitats   | Mikkelson WMA, Blaine SNA, Cedar Creek Ecosystem Science Reserve (CCESR), Burman WMA | Treat invasive species                                 |
| Public Property | Countywide   | Treat invasive species                                 |
| Protected Lands | Burman WMA   | Restore ecosystems                                     |
| Protected Lands | Bonnell WMA, CCESR   | Pursue funds to restore ecosystems                     |
| T&E Species     | T&E species permitted for destruction  | Pursue funding to establish rare plant salvage program |
| Pollinators     | Mississippi & Rum River corridor   | Implement Lawns to Legumes program                     |

NATURAL HABITATS ANALYSES

*Table 12: Natural Habitats Analyses*

| Resource | Site                               | Action                       |
|----------|------------------------------------|------------------------------|
| Wetlands | Wetland hydrology monitoring sites | Floristic quality assessment |

NATURAL HABITATS LAND PROTECTION

*Table 13: Natural Habitats Protection*

| Resource           | Site   | Action                                |
|--------------------|--|---------------------------------------|
| Rum River Riparian | Multiple                                       | Promote and secure RIM easements      |
| MCBS Habitats      | Multiple sites in identified habitat corridors | Promote easements and fee acquisition |

WETLANDS

*Table 14: Wetland Projects*

| Resource | Site                                | Action   |
|----------|-------------------------------------|--|
| Wetlands | Multiple sites in habitat corridors | Pursue funding for wetland restoration and banking |



The remaining actions relate to all or several of ACD’s natural resource priorities.

SOCIAL CAPACITY

- Coordinate the Anoka County Water Resources Outreach Collaborative to benefit from opportunities of scale, shared resources, cooperative activities, and common outreach messaging.
- Inform residents, businesses, agency staff, and decision-makers about issues affecting surface and groundwater resources.
- Engage people in activities and behavior changes that will help protect and improve the health of local water resources.

REGULATORY/POLICY

- Minimum Impact Design Standards promotion
- Rum River no wake – signage & maps at public accesses
- Ordinance modifications to support pollinator habitat

DATA COLLECTION

- Invasive species surveys
- WMO/WD monitoring contracts
- MLCCS update

**2020 WATERSHED BASED IMPLEMENTATION FUNDING PRIORITIES**

The following table list actions in order of priority for the four watershed areas to which ACD belongs: Rum River, Lower St. Croix, Mississippi Metro East, and Mississippi Metro West. ACD’s top priority is securing financial support for an Outreach and Engagement Coordinator, which is listed separately in each of the Areas with proportional funding requests. Due to the timing of WBIF funding, related 2020 workload is minimal and likely limited to securing the funds in 2020 for 2021 implementation.

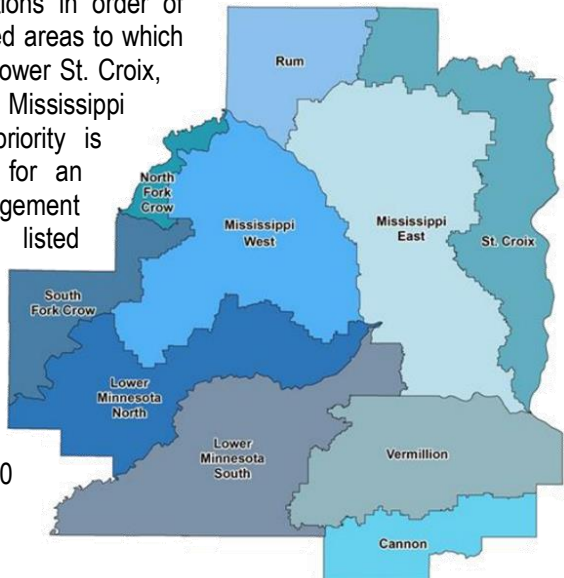


Table 15: Watershed Based Implementation Funding (read as single table with next page)

| Water Resource                   | Area                          | Action                              | Location                                | WBIF Cost     | Match \$ and Source                          | Partners and Roles  |
|----------------------------------|-------------------------------|-------------------------------------|---|---------------|--|---|
| Anoka Co. Wide                   | Mississippi Metro East        | Outreach and Engagement Coordinator | MME portion of Anoka Co.                | \$40K         | \$10K ACD<br>\$10K LGUs                      | ACD – Proj. & Grant Admin.<br>LGU – Help Set Priorities   |
| Golden Lake                      | Mississippi Metro East        | Alum Treatment                      | Circle Pines                            | \$130K        | \$10K City<br>\$10K WD                       | ACD – Grant Admin<br>WD – Match \$<br>City – Project Admin & \$   |
| Multiple                         | Mississippi Metro East & West | SRA Retrofit Installation           | MME & MMW portions of Anoka Co.         | \$100K        | \$10K WMOs<br>\$10K Cities                   | ACD – Proj. & Grant Admin.<br>WMOs – Prioritize & Match \$<br>Cities – Prioritize & Match \$            |
| <b>Subtotal</b>                  |                               |                                     |   | <b>\$270K</b> | <b>\$60K</b>                                 |   |
| Anoka Co. Wide                   | Rum River Metro               | Outreach and Engagement Coordinator | RR portion of Anoka Co.                 | \$30K         | \$7.5K ACD<br>\$7.5K LGUs                    | ACD – Proj. & Grant Admin.<br>LGU – Help Set Priorities   |
| Rum River                        | Rum River Metro               | Install IESF Check Dams             | St. Francis                             | \$20K         | \$2K WMO                                     | ACD – Proj. & Grant Admin.<br>WMO – Match \$<br>City – Maintenance                                      |
| Rum River                        | Rum River Metro               | Install curb-cut rain gardens       | St. Francis                             | \$80K         | \$10K WMO or City                            | ACD – Proj. & Grant Admin.<br>WMO, City – Match \$<br>Landowner – Maintenance                           |
| Rum River                        | Rum River Metro               | Install infiltration basin          | Ramsey                                  | \$90K         | \$9K City                                    | ACD – Proj. & Grant Admin.<br>City – Match \$ & Maint.  |
| Lake George                      | Rum River Metro               | Shoreland Stabilization             | Oak Grove                               | \$100K        | \$10K WMO<br>\$10K<br>Landowner<br>\$5K Lake | ACD – Proj. & Grant Admin.<br>WMO – Match \$<br>Lake Assoc. – Match \$<br>Landowner – Match \$ & Maint. |
| Pickereel Lake or East Twin Lake | Rum River Metro               | Complete 1 Lakeshed SRA             | Nowthen                                 | \$20K         | \$2K WMO                                     | ACD – Prepare SRA<br>WMO – Match \$   |
| Rum River or Mississippi River   | Rum River Metro               | Complete 1 direct discharge SRA     | Oak Grove<br>Andover<br>Ramsey<br>Anoka | \$25K         | \$2.5K WMO                                   | ACD – Prepare SRA<br>WMO – Match \$   |
| Rum River                        | Rum River Metro               | Forest program Coordinator          | Rum River Watershed                     | \$32K         |  |   |
| <b>Subtotal</b>                  |                               |                                     |   | <b>\$365K</b> | <b>\$65.5K</b>                               |   |
| Anoka Co. Wide                   | Lower St. Croix Metro         | Outreach and Engagement Coordinator | LSC portion of Anoka Co.                | \$10K         | \$2K ACD<br>\$2K LGUs                        | ACD – Proj. & Grant Admin.<br>LGU – Help Set Priorities   |
| Linwood Lake                     | Lower St. Croix Metro         | Complete Lakeshed SRA               | Linwood                                 | \$22K         | \$3K WMO                                     | ACD – Prepare SRA<br>WMO – Match \$   |
| Sunrise Chain of Lakes           | Lower St. Croix Metro         | Complete 1 Alum Treatment           | Linwood                                 | \$35k         | \$3K WMO                                     | ACD – Proj. & Grant Admin.<br>WMO – Match \$  |
| <b>Subtotal</b>                  |                               |                                     |   | <b>\$67K</b>  | <b>\$10K</b>                                 |   |

| Measurable Outcomes                                 | Parameters                  | Description   |
|---|-----------------------------|---|
| Materials distributed, people engaged               | TSS, TP, Chloride, Nitrogen | Coordinate Anoka Water Resource Outreach Collaborative (AWROC) – Provide water resource stewardship information, outreach and engagement opportunities per joint local water plan and partner       |
| 67 lbs-TP internal loading reduction                | TP                          | Complete alum treatment per Golden Lake Phosphorus Release and Alum Dosing Feasibility Study. Anticipate lake impairment delisting.   |
| Reductions<br>≤ \$2K/ton-TSS<br>≤ \$2K/lb-TP        | TSS, TP                     | Administer cost share program to install highly ranked projects in completed SRAs.  |
|   |                             |   |
| Materials distributed, people engaged               | TSS, TP, Chloride, Nitrogen | Coordinate Anoka Water Resource Outreach Collaborative (AWROC) – Provide water resource stewardship information, outreach and engagement opportunities per joint local water plan and partner       |
| 10-yr annual reductions<br>23 ton-TSS<br>1.8 lbs-TP | TSS, TP                     | Install top ranked project in St. Francis SRA. IESF Check Dam near Rum River Blvd. and Park Rd.   |
| 10-yr annual reductions<br>.6 ton-TSS<br>5 lbs-TP   | TSS, TP                     | Install second ranked project in St. Francis SRA. 5 of 10 Curb-cut rain gardens in catchment 6.   |
| 10-yr annual reductions<br>1 ton-TSS<br>4 lbs-TP    | TSS, TP                     | Install 1 of three top ranked infiltration basin projects in Ramsey SRA.  |
| 10-yr annual reductions<br>10 ton-TSS<br>15 lbs-TP  | TSS, TP                     | Provide shoreline stabilization design and cost share services. 69 total sites identified. Outreach to most severe sites first. 500 Lin-ft.   |
| NA  | TSS, TP                     | Complete SRA for local priority lakeshed to identify and rank potential water quality improvement projects in the landscape.  |
| NA  | TSS, TP                     | Complete SRA for local priority direct discharge area to identify and rank potential water quality improvement projects in the landscape.   |
| 27% of position                                     |                             | Hire a multi-county forestry professional to promote RIM easements and prepare forest stewardship plans per the draft Rum IWIP and Landscape Stewardship Plan. Focus in upper portions of Rum River |
|   |                             |   |
|   |                             |   |
| Materials distributed, people engaged               | TSS, TP, Chloride, Nitrogen | Coordinate Anoka Water Resource Outreach Collaborative (AWROC) – Provide water resource stewardship information, outreach and engagement opportunities per joint local water plan and partner       |
| NA  | TSS, TP                     | Complete SRA for local priority lakeshed to identify and rank potential water quality improvement projects in the landscape.  |
| NA  | TP                          | Complete in-lake loading and alum treatment analysis for 1 of three lakes; Linwood, Martin, or Typo.  |
|   |                             |   |

## DISTRICT SUPERVISORS

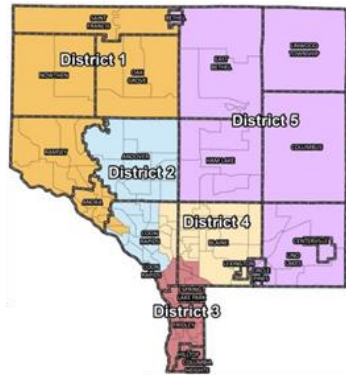
| Dist. | Name            | Area Represented  |
|-------|-----------------|---|
| 1     | Steve Laitinen  | St. Francis, Nowthen, Oak Grove, Ramsey, Anoka, and a small portion of Coon Rapids  |
| 2     | Jim Lindahl     | Andover and portions of Coon Rapids   |
| 3     | Glenda Meixell  | Columbia Heights, Fridley, Spring Lake Park, Hilltop, and the southern portion of Coon Rapids and Blaine (largely south of Hwy 610) |
| 4     | Mary Jo Truchon | Lexington, most of Blaine, and a portion of eastern Coon Rapids   |
| 5     | Sharon LeMay    | Bethel, East Bethel, Linwood, Columbus, Ham Lake, Lino Lakes, Centerville, and Circle Pines   |

Regular ACD board meetings are generally held on the third Monday of each month. A yearly meeting schedule is posted on ACD's official website, [AnokaSWCD.org](http://AnokaSWCD.org). Board and committee meetings are held at the District office in Ham Lake unless otherwise noted.

### ELECTION DISTRICTS

ACD supervisors are elected by population-based districts.

| District | Start  | End      |
|----------|--------|----------|
| 1        | 1/1/17 | 12/31/20 |
| 2        | 1/1/19 | 12/31/22 |
| 3        | 1/1/19 | 12/31/22 |
| 4        | 1/1/17 | 12/31/20 |
| 5        | 1/1/17 | 12/31/20 |



### COMMITTEE/ENTITY PARTICIPATION

ACD supervisors serve on committees to analyze detailed information on issues requiring extensive review prior to full board action. Some committees are internal and others function on a metro or statewide level. 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. Each supervisor is encouraged to serve on at least two committees.

#### *Internal Committees:*

- Personnel
- Operations
- Finance

*Regional and State Associations:*

Metro Conservation Districts

MN Association of Soil and Water Conservation Districts (Area IV)

*Citizen’s Advisory Committee (CAC):*

Coon Creek Watershed District (CCWD) CAC

Rice Creek Watershed District (RCWD) CAC

*Watershed Management Organization (WMO) Liaison:*

Sunrise River WMO (SRWMO)

Upper Rum River WMO (URRWMO)

Lower Rum River WMO (LRRWMO)

Mississippi River WMO (MWMO)

*One-Watershed, One-Plan (1W1P):*

Lower St. Croix Policy Committee

Rum River Policy Committee

**DISTRICT STAFF**

ACD employs ten to fifteen people with approximately 10.83 full time equivalents (FTEs). ACD has 2827 staff workdays to address goals and objectives. Planned objectives should require 2868 workdays to complete. As such, current and proposed staff is 41 workdays short of anticipated need. Programs and services are continually prioritized, often favoring those that are self-funded, to maintain fiscal and programmatic stability.

| <b>ACD</b>             | <b>Position</b>                             |
|------------------------|---|
| Chris Lord             | District Manager (1 FTE)                    |
| Kathy Berkness         | Office Administrator (1 FTE)                |
| Jamie Schurbon         | Watershed Projects Manager (1 FTE)          |
| Mitch Haustein         | Stormwater and Shoreland Specialist (1 FTE) |
| Becky Wozney           | Wetland Specialist (1 FTE)                  |
| Jared Wagner           | Water Resource Specialist (1 FTE)           |
| Carrie Taylor          | Restoration Ecologist (1 FTE)               |
| Aaron Diehl            | Conservation Specialist (.4 FTE)            |
| Kris Larson            | Water Resource Technician (1 FTE)           |
| Emily Johnson          | Outreach and Engagement Coord. (1 FTE)      |
| To Be Determined       | Assist. District Technician (.83 FTE)       |
| Eco. Resto. Crews      | Assist. District Technicians (.5 FTE)       |
| Rain Guardian Assembly | Assist. District Technician (.1 FTE)        |

| <b>NRCS</b> | <b>Position</b>          | <b>(Elk River field office)</b> |
|-------------|--------------------------|---------------------------------|
| Chris Hogge | District Conservationist |                                 |

## STAFFING REQUIREMENTS

| Program                              | FTEs         |
|--------------------------------------|--------------|
| General Operations                   | 2.110        |
| Paid Leave                           | 1.350        |
| Landlord                             | .120         |
| Monitoring                           | .680         |
| Inventory                            | .160         |
| Analyses                             | .330         |
| Planning                             | .670         |
| Land Protection                      | .120         |
| Technical Assistance – General       | .660         |
| Technical Assistance – Ecological    | .930         |
| Technical Assistance – Water Quality | 1.220        |
| Financial Assistance                 | .030         |
| Administrative Assistance            | .790         |
| Products & Equipment                 | .630         |
| Information & Outreach               | 1.190        |
| Unallocated Staff Time               | -0.160       |
| <b>Total Full Time Equivalent</b>    | <b>10.83</b> |

## WORKLOAD TASKS

The ACD Board of Supervisors identified five natural resource priority areas. The following table highlights how workload tasks address priorities.

| Workload Tasks  | Water Quality | Water Quantity | Natural Habitats | Wetlands | Soils |
|---|---------------|----------------|------------------|----------|-------|
| <u>General Operations:</u> This includes activities generally considered overhead that support the overall function of ACD. |               |                |                  |          |       |
| • District administration   | ✓             | ✓              | ✓                | ✓        | ✓     |
| • Human resource management   | ✓             | ✓              | ✓                | ✓        | ✓     |
| • Financial administration  | ✓             | ✓              | ✓                | ✓        | ✓     |
| • Planning and reporting  | ✓             | ✓              | ✓                | ✓        | ✓     |
| • Clerical  | ✓             | ✓              | ✓                | ✓        | ✓     |
| Staff development – staff training and professional development   | ✓             | ✓              | ✓                | ✓        | ✓     |
| Paid leave – holidays, flexible time off, leaves of absence, comp time  | ✓             | ✓              | ✓                | ✓        | ✓     |
| Landlord – general upkeep and maintenance of the office headquarters  |               |                |                  |          |       |

| Workload Tasks  | Water Quality | Water Quantity | Natural Habitats | Wetlands | Soils |
|---|---------------|----------------|------------------|----------|-------|
| <u>Monitoring:</u> Collect and manage data regarding the physical, chemical, and biological characteristics of natural resources 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 – Determine sites, parameters, frequency, and protocols, and ensure QAQC  | ✓             | ✓              |                  |          |       |
| Hydrology – Lake, stream, groundwater, and wetland levels, and stream flow  |               | ✓              |                  |          |       |
| Chemistry – Lakes and streams   | ✓             |                |                  |          |       |
| Biota – Stream benthic macroinvertebrates and aquatic invasive species early detection  | ✓             |                | ✓                |          |       |
| Precipitation – Volunteer observation network and automated sampling network  |               | ✓              |                  |          |       |
| Data management – Compile and organize data to ensure data integrity and facilitate analysis and reporting  | ✓             | ✓              |                  |          |       |
| <u>Inventory:</u> Collect and map geospatial data on the condition, distribution, extent, and regulatory compliance of natural resources using Global Positioning Systems (GPS), Geographic Information Systems (GIS), aerial photo interpretation, site inspections, informational surveys, and/or historic records. |               |                |                  |          |       |
| Erosion – Lakeshore and streambank condition  | ✓             |                | ✓                |          |       |
| Buffers – Buffer law compliance tracking  | ✓             |                | ✓                | ✓        | ✓     |
| Land cover – Land use and land cover updates to facilitate analyses   | ✓             | ✓              | ✓                | ✓        | ✓     |
| Invasive species – Aquatic and terrestrial  | ✓             |                | ✓                | ✓        |       |
| <u>Analyses:</u> 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 - characterize conditions and trends in a statistically valid manner  | ✓             | ✓              |                  |          |       |
| Properties and landscapes – individual and small groupings of properties with a narrow scope of concerns  | ✓             | ✓              | ✓                | ✓        | ✓     |
| Development proposals – comment on regulatory compliance and design standards for development proposals, which typically involve subdivision, grading, and installation of stormwater treatment infrastructure  | ✓             | ✓              | ✓                | ✓        | ✓     |

| Workload Tasks  | Water Quality | Water Quantity | Natural Habitats | Wetlands | Soils |
|---|---------------|----------------|------------------|----------|-------|
| Subwatersheds and catchments - identify and rank project opportunities in rural and urban settings by cost-effectiveness to improve management of high priority resources   | ✓             | ✓              |                  |          |       |
| Watersheds – diagnose the cause of impairment of priority resources. e.g. Total Maximum Daily Loads (TMDL) and Watershed Restoration and Protection Plans/Strategies (WRAPP/S)  | ✓             | ✓              |                  |          |       |
| Resource scale – analyses focused on a narrow resource concern with scales ranging from local to regional, such as threatened and endangered species, aquifer recharge areas, aquifer use areas, drinking water source management areas, invasive species infestations, wetland restoration opportunities, etc. | ✓             | ✓              | ✓                | ✓        | ✓     |
| <u>Planning:</u> 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 – 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 – 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 – Large scale planning (e.g. WRAPP/S, 1W1P, Ecoregion, and local water management plans in cooperation with partners  | ✓             | ✓              | ✓                | ✓        | ✓     |
| Groundwater – plan collaborations and protocol development to ensure sustainable groundwater supplies   | ✓             | ✓              | ✓                | ✓        |       |
| Ecological integrity – identify restoration and protection opportunities and priorities   |               |                | ✓                | ✓        | ✓     |
| <u>Land Protection:</u> 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.  |               |                |                  |          |       |
| Acquisition – secure fee title ownership  | ✓             |                | ✓                | ✓        | ✓     |
| Easements – secure conservation easements   | ✓             |                | ✓                | ✓        | ✓     |
| Density transfers – identify and encourage use of opportunities to employ development rights transfers and cluster  | ✓             |                | ✓                | ✓        | ✓     |



| Workload Tasks   | Water Quality | Water Quantity | Natural Habitats | Wetlands | Soils |
|--|---------------|----------------|------------------|----------|-------|
| development to accommodate development and ecological preservation   |               |                |                  |          |       |
| Compliance and management – ACD held protected lands inspection and management to verify compliance and apply for grants to pursue restoration and management activities   | ✓             |                | ✓                | ✓        | ✓     |
| <u>Technical Assistance:</u> Provide site-specific technical consultation and expertise to advance concepts to the point of project design and implementation individually and in collaboration with partners.           |               |                |                  |          |       |
| Landowner inquiries – landowner consultation using desktop analysis, literature reviews, and site investigations   | ✓             | ✓              | ✓                | ✓        | ✓     |
| Practice promotion – engage decision makers and landowners to pursue implementation of projects and activities identified in watershed plans, stormwater retrofit analyses (SRAs), and other plans                       | ✓             | ✓              | ✓                |          |       |
| Conservation plans – prepare plans for agricultural operations, water conservation, ecological restoration, and backyard habitat   | ✓             | ✓              | ✓                | ✓        | ✓     |
| Practice design – generate detailed plan sets (grading plans, planting plans, and materials specifications) and cost estimates for rural and urban conservation practices  | ✓             | ✓              | ✓                | ✓        | ✓     |
| Grant applications – conceptualize and prepare grant applications  | ✓             | ✓              | ✓                | ✓        | ✓     |
| Project management (simple) – manage all project components for projects with simple designs or plans, not likely to need professional contractors   | ✓             | ✓              | ✓                | ✓        | ✓     |
| Project management (complex) – 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 | ✓             | ✓              | ✓                | ✓        | ✓     |
| Project installation support – assist project managers with all aspects of project installation  | ✓             | ✓              | ✓                | ✓        | ✓     |
| BMP inspections – post-construction and routine inspections to document conditions and provide maintenance guidance  | ✓             | ✓              | ✓                | ✓        | ✓     |
| Invasive species – facilitate regional terrestrial and aquatic invasive species management efforts   |               |                | ✓                |          | ✓     |
| Technical Evaluation Panels – serve on TEPs for Wetland Conservation Act (WCA) regulatory analysis   |               |                | ✓                | ✓        |       |

| Workload Tasks   | Water Quality | Water Quantity | Natural Habitats | Wetlands | Soils |
|--|---------------|----------------|------------------|----------|-------|
| WCA Enforcement – processing violations and preparing restoration/replacement plans/orders for WCA   |               |                | ✓                | ✓        |       |
| Wetland Consultation – review and perform wetland determinations, delineations, and functions and values analysis in accordance with accepted protocols  |               |                |                  | ✓        |       |
| Wetland restoration – design and review wetland restoration/creation project plans   |               |                | ✓                | ✓        |       |
| <u>Financial Assistance:</u> Facilitate the acquisition, distribution, and utilization of funds to achieve natural resource management objectives individually and in cooperation with partners. |               |                |                  |          |       |
| Local funds – secure funding commitments from local sources (e.g. cities and watershed districts) to pursue priority natural resource management initiatives                                     | ✓             | ✓              | ✓                | ✓        | ✓     |
| Block grant – administer the Natural Resources Block Grant to fund water management, WCA, Shoreland, and Subsurface Sewage Treatment System program implementation                               | ✓             | ✓              |                  | ✓        |       |
| Technical Service Area – manage Metro TSA funds for conservation practice design, engineering, construction management, and equipment  | ✓             | ✓              |                  |          |       |
| State Cost Share – administer state cost share allocations to fund practice design, engineering, construction management, and construction   | ✓             | ✓              | ✓                | ✓        | ✓     |
| District capacity funds – allocation of annually appropriated funds to support ACD’s mission   | ✓             | ✓              | ✓                | ✓        | ✓     |
| Competitive grants – secure grant funds from local, regional, state, and federal sources   | ✓             | ✓              | ✓                | ✓        | ✓     |
| Product sales – expand product sales and distribution to support local conservation initiatives  | ✓             | ✓              | ✓                | ✓        | ✓     |
| Conservation utility fee – seek legislation to gain authority to assess conservation utility fees  | ✓             | ✓              | ✓                | ✓        | ✓     |
| <u>Administrative Assistance:</u> Provide assistance administering regulations, programs, and grants individually and in cooperation with partners.  |               |                |                  |          |       |
| General administration – program development advice, reporting, and contract management  | ✓             | ✓              | ✓                | ✓        | ✓     |
| Website hosting – websites for water management organizations  | ✓             | ✓              |                  | ✓        |       |
| Buffer law - implement mandated elements of the buffer law   | ✓             |                | ✓                | ✓        | ✓     |

| Workload Tasks  | Water Quality | Water Quantity | Natural Habitats | Wetlands | Soils |
|---|---------------|----------------|------------------|----------|-------|
| Soil loss law – implement mandated elements of the soil loss law  | ✓             |                |                  | ✓        | ✓     |
| WCA – assist WCA Local Government Units (LGUs) with WCA implementation and report annual activities as necessary  |               |                |                  | ✓        |       |
| Grant administration – grant reporting and compliance assistance  | ✓             | ✓              | ✓                | ✓        | ✓     |
| Program administration – Administer local cost-share programs and assist landowners with applications   | ✓             | ✓              | ✓                | ✓        | ✓     |
| <u>Products and Equipment:</u> Provide products and equipment useful for conservation practices for sale, rent, and loan to generate revenue and to promote conservation practice implementation. |               |                |                  |          |       |
| Rain Guardian sales – manage Rain Guardian pretreatment chamber sales, inventory, materials acquisition, assembly, and distribution   | ✓             | ✓              | ✓                | ✓        | ✓     |
| Rain Guardian business development – product development, distributorship management, market expansion, and optimize manufacture and distribution of product                                      | ✓             | ✓              | ✓                | ✓        | ✓     |
| Rain Guardian promotion – promotion, distributorship support, fielding technical inquiries, and customer service  | ✓             | ✓              | ✓                | ✓        | ✓     |
| Plant materials – manage seedling, plug and seed sales, inventory, and order processing and distribution, including assisting customers with product selection                                    | ✓             | ✓              | ✓                | ✓        | ✓     |
| Equipment, tools, and supplies – manage landowner use of ACD equipment, tools, and supplies   | ✓             | ✓              | ✓                | ✓        | ✓     |
| <u>Information and Outreach:</u> Develop and disseminate information about priority natural resource topics through targeted or mass distribution using appropriate media venues.                 |               |                |                  |          |       |
| General public – brochures, displays, newspaper articles, website, and videos   | ✓             | ✓              | ✓                | ✓        | ✓     |
| Conservation site owners – direct contact to promote site specific conservation activities  | ✓             | ✓              | ✓                | ✓        | ✓     |
| Students – work with students to encourage conservation in a manner that is age appropriate   | ✓             | ✓              | ✓                | ✓        | ✓     |
| Advocacy groups – customize and provide topic specific information to advocacy groups e.g. lake associations  | ✓             | ✓              | ✓                | ✓        | ✓     |
| Policy makers – advise on pertinent natural resource concepts, issues and solutions   | ✓             | ✓              | ✓                | ✓        | ✓     |
| Legislators – encourage legislative solutions as appropriate to address local, regional and statewide concerns  | ✓             | ✓              | ✓                | ✓        | ✓     |

## PROGRAMS AND SERVICES

Addressing identified objectives requires many programs and services. Following is a summary of ACD's ongoing and proposed 2020 efforts. Specific monitoring, inventory, and project site selection is done in coordination with local and state funding partners. ACD often provides staffing resources under contract with water management organizations, watershed districts, municipalities, and state agencies to address mutual goals and objectives. By acting as a centralized staffing resource for many natural resource management entities, ACD coordinates programs across jurisdictional boundaries.



The logo for the Clean Water, Land, and Legacy Amendment is displayed adjacent to programs and projects that are funded in part with Legacy funds. The revenue tables in the budget section of the report provide a more detailed accounting of how projects are funded, including the many local partners that contribute financially to these conservation efforts.

### GENERAL OPERATIONS

One of the largest funding challenges for ACD is covering expenses associated with general operations. Grant funds typically restrict the amount and type of administrative and operational expenses that can be reimbursed or considered as match. General services funds received from the state are insufficient to cover otherwise ineligible operational expenses. Combined, the following operations categories account for approximately \$360,000 of ACD's staff time and expenses.

*General Administration* – This category accounts for that portion of each employee's time that is dedicated to general district business. For technical staff, this is limited to general correspondence, time tracking, and reporting. For administrative and managerial staff this encompasses the following:

- District administration - negotiate and manage contracts, leases, and agreements; maintain adequate insurance, and develop and implement policies to minimize risk exposure; facilitate Board communications and meetings; update and administer supervisor and operations handbooks; maintain office supplies; coordinate computer technology services; enact policies and procedures to ensure compliance with the MN Government Data Practices Act and Public Open Meeting Law; payroll and employee benefits administration; payment of sales, property, and payroll taxes
- Human resource management – attend to employee recruitment, evaluation, discipline, supervision, workload management, and professional development; update and administer a personnel handbook; develop and administer a classification and compensation plan
- Financial administration - prepare and maintain budgets; complete timely bill payment and invoicing; collect accounts receivable; deposit receipts; track

financial activities; prepare monthly financial reports for the Board and annual financial reports to the state; reconcile accounts, administer payroll and benefits; coordinate annual financial audits

- Planning and reporting – prepare annual reports of activities; complete pay equity reports every two years; update workload plans and budgets regularly
- Clerical – process mail; maintain files per records retention schedule; prepare and post official notifications and records of meetings

*General Planning* – Effective natural resource management requires both cooperative planning with other agencies, as well as internal prioritization. These efforts involve ACD staff, supervisors, other elected officials, and other agencies. Comprehensive planning is completed every ten years with annual plans completed each year.

*Program Development* – Program development activities include efforts that increase program visibility, build mutually beneficial partnerships with other entities, and secure new grants to fund projects and programs that address the objectives identified by the Board of Supervisors.

*Staff Development* – The Board of Supervisors is committed to retaining highly qualified staff by providing competitive wages, offering professional development opportunities, and providing updated software and technology. ACD is also committed to sharing expertise via staff cross training to ensure program continuity during staff turnover particularly with highly technical proficiencies such as GIS, WinSLAMM, Vectorworks, and Total Station Surveying.

*Legislative Outreach* – Engaging with, or encouraging others to engage with, State Legislators to support funding or policies that benefit ACD individually, or SWCD's collectively, falls under this category. This is limited but must be tracked to ensure compliance with state statute.

*Public Relations* – Efforts to inform and engage the public, partners, and civic leaders on the activities of ACD fall under this category. This is distinguished from outreach and engagement efforts, which are centered on natural resources management as opposed to ACD programs, services and operations.

*Paid Leave* - Regular full-time and part-time staff earn up to twelve paid holidays as well as eighteen to thirty-four days of flexible time off per year. Use of comprehensive time earned and extended medical benefits leave occurs to a lesser extent.

*Landlord* - In 2011 ACD purchased its office headquarters, which has six rentable suites, one of which is occupied by ACD staff. All direct expenses and staff time associated with ACD's role as landlord is tracked separately from conservation oriented activities. Rental revenues are sufficient to cover all expenses.

## MONITORING

In order to focus limited financial and technical resources it is important to monitor resource quality, quantity, and biology regularly. ACD's extensive water quality and hydrology monitoring program, coupled with inventories and diagnostic studies, ensures that efforts are focused where they will provide the most benefit.

*Routine Monitoring* - Site selection is completed in the early months of each year in collaboration with funding partners. The adjacent table shows the number of each type of monitoring site in 2020, which includes the addition of three electronic rain gauges.

| Resource        | Quality | Quantity | Biota |
|-----------------|---------|----------|-------|
| • Lakes         | 2       | 25       | 3     |
| • Streams       | 19      | 12       |       |
| • Wetlands      |         | 20       |       |
| • Rain Gardens  |         | 1        |       |
| • Groundwater   |         | 24       |       |
| • Precipitation |         | 13       |       |



*Rain Garden Efficacy Testing* – To determine the effectiveness of curb cut rain gardens over time and in different landscapes, ACD has initiated an effort to monitor hydrology and conduct rudimentary debris analysis. This will be continued for several years.

## INVENTORY

Resource inventories are just as important as monitoring. Inventories provide geospatial resource information essential to the development of successful conservation projects. ACD is equipped to complete a variety of inventory projects, having many years of aerial photos, GPS equipment, GIS software and the expertise to use them. ACD staff engage in routine inventories and updates while also tackling 'once in a career' efforts like the geologic atlas.

*Aquatic Invasive Species (AIS)* – ACD provides inventory services to map AIS on Lake George and as the foundation of an early detection program for the Coon Creek Watershed District.



*Shoreland Photo Inventory* – Staff will conduct a photo inventory of lake shorelines using a 360-degree camera. The photos will be uploaded to Google, where they can be viewed by the public similar to StreetView. The inventory will aid staff when fielding calls from lakeshore property owners.

*Buffer Law Compliance* – As new aerial photo flights are completed, ACD staff will complete a countywide review of ditch buffers to update compliance maps. The timing of aerial photo flights is often not known beforehand; as such, this activity will be opportunistic.

*Wetland Floristic Quality* – Complete vegetation plot assays in conjunction with wetland hydrology monitoring sites to determine the temporal relationship between fluctuations in hydrophytic vegetation and measured hydrology at the wetland boundary.



## ANALYSES

ACD staff conducts natural resource analyses at varying scales to diagnose the reason for problems and identify management strategies. Most of these efforts are done under contract with local and state funding partners to achieve their goals.

*Water Resources Almanac* – Each year ACD staff complete a water resources almanac to summarize the year's monitoring data and provide rudimentary analysis of resource condition and trends.

*Campus Groundwater Conservation Planning (CGCP)* – CGCP involves development and refinement of procedures to identify water conservation measures on campuses. In 2018 the protocol was finalized. In 2019 each of the 11 metro districts completed at least one analysis on a campus. In 2020 additional analyses and a final report on the program will be completed. In addition to identifying opportunities to reduce groundwater usage, measures to increase stormwater infiltration were also noted. All opportunities were ranked by cost-effectiveness. ACD staff led this effort with funding from a BWSR Clean Water Fund (CWF) grant through the MCD.



*Mississippi River Direct Drainage SRA* – There are several small catchments along the Mississippi River that discharge stormwater directly into the river without treatment. ACD staff will work with interested WDs and WMOs to complete SRAs for these areas.

*Linwood Lake Carp Management Feasibility Study* – A feasibility study started in 2019 will be completed in 2020, which determined that carp management on Linwood Lake is a viable method to improve water quality.



*Mississippi River Erosion Analysis* – A photo inventory of the Mississippi River below the Coon Rapids Dam was completed in 2018. An analysis of erosion severity will be completed in 2020 to identify eroding sites, determine severity, quantify sediment loading to the river, estimate the cost of repair, and rank based on cost-benefit.

## PLANNING

*Collaborations and Planning* – ACD staff participate in several multi-entity collaborations to facilitate natural resources management efforts at the scale that is optimum for success for a particular resource. This ranges from multi-county conservation network collaborations to statewide policy committees.



*1W1P Rum River* – The counties and SWCDs throughout the Rum River watershed have secured funding from BWSR to complete a 1W1P. While ACD’s participation is not mandatory, ACD staff is ready to assist in any way possible.



*1W1P Lower St. Croix* – A partnership of water management entities in the Lower St. Croix watershed has secured funding from BWSR to complete a 1W1P. ACD staff is assisting with this

effort.



*ACD Comprehensive Plan* – ACD’s comprehensive plan for 2020-2029 is due in 2020. In 2018 and 2019 an outreach strategy and a general approach for the plan were developed. A kickoff event was hosted to solicit input from county and state elected officials that involved fast-paced discussions at six topic stations and an aerial tour of several sites by helicopter. Four technical advisory committees were convened to focus on four topic areas over two meetings each. The remainder of the plan will be completed in 2020.

## LAND PROTECTION

Preservation of parcels that are of particular importance for wildlife habitat or support rare species is a high priority. Efforts to preserve land should be limited to parcels that fall within the identified wildlife corridor network to make the best use of limited funds. Whether land is in public or private ownership, the best way to achieve permanent land protection is by using conservation easements held by multiple parties dedicated to natural resource conservation and management.

*Conservation Easement Maintenance and Inspection* – ACD holds several conservation easements either solely or in conjunction with the Minnesota Land Trust (MLT) and owns one property with an MLT conservation easement.

*Land Protection Outreach* – Under contract with MLT, ACD may promote land protection funding sources to owners of high priority parcels and assist owners with coordination efforts.

*Rum River RIM* – BWSR has designated \$3.5M for riparian easements along the Rum River to help secure the long-term protection of drinking water in the Twin Cities Metro Area. ACD will work with partners throughout the watershed to target outreach and promote this opportunity to landowners with properties that are optimally located.

## TECHNICAL ASSISTANCE



While monitoring, inventory, analysis, and planning are important, they achieve nothing unless they result in changes in practices on the ground to improve natural resource quality,



quantity, and distribution. ACD provides technical assistance to facilitate conservation practice implementation.

*Conservation Project Services -*

Project implementation services provided:

- project promotion,
- site consultations,
- planning and design,
- bidding and contract management,
- installation oversight,
- grant fund acquisition and grant management, and
- post-construction monitoring.

Project types most often considered include:

- curb-cut rain gardens,
- lakeshore and riparian buffer plantings,
- lakeshore restoration,
- lakeshore and streambank stabilization,
- stormwater pond modification,
- ecosystem restoration,
- backyard habitat enhancement, and
- invasive species control (aquatic and terrestrial).

Design/plan services provided include:

- property level conservation plans and BMP designs,
- water appropriation conservation plans per MN DNR water appropriation permit requirements, and
- conservation easement management plans per easement requirements.

*WMO Grant Search and Application* – Several WMO's contract with ACD to identify and pursue grant opportunities on their behalf to secure funds to implement projects and programs they have identified as priorities.

*RCWD Landowner Assistance (design and cost share)* – RCWD contracts with ACD to address landowner inquiries for conservation technical assistance. If site conditions warrant, ACD staff will prepare a project design and assist with project funding applications.

*Project Profiles* – For each project installation in which ACD is an active partner, we prepare a project profile. Project profiles include images of the project site before and after, benefits received, expenses incurred, and partners with corresponding cash and in-kind contributions to the project. All project profiles are available online at



AnokaSWCD.org through the project mapping feature.



*BMP Inspection and Maintenance* – ACD staff will continue to conduct site inspections and contact landowners where conservation practices were previously installed with ACD assistance but are beyond their contract life to encourage continued practice maintenance and function. Inspections will be followed up with guidance on maintenance needs. With proper maintenance, projects should remain functional in the landscape much longer than their designed life span, thereby providing more benefits to the public for their original investments.

*WCA Enforcement* – Potential violations of the WCA are processed by ACD staff, who are charged with determining if there is a violation, the extent of the violation, and the nature of remediation required to resolve the matter.

*Wetland Consultation* – For a modest fee, ACD staff will provide landowners with wetland consultation services to determine wetland boundary locations, determine the applicability of exemptions, aid with project concept adjustments to facilitate future permitting, and assist them in navigating the regulatory process.

*Wetland Restoration and Banking* – Restoration of wetland hydrology and ecology is not only good for water quality, habitat and flood control, but may also be 'banked' for credit. The WCA requires mitigation for wetlands drained or filled in excess of exemptions by restoring wetland of equal value or purchasing credits from those who have previously completed wetland restoration projects. ACD staff provides technical assistance with the design, review, and monitoring of wetland restoration projects. The US Fish and Wildlife Service is a partner capable of providing design assistance and modest cash grant toward wetland restorations that are not to be used for banking credit or part of a compensatory wetland mitigation plan.

*Habitat Improvement* – Technical guidance is provided to landowners on all aspects of habitat improvement. While all landowners are eligible for technical assistance regardless of the size of the site and specific species or ecosystem, limited staff resources are focused in areas that are identified as wildlife corridors.

#### *2020 Ecological Management Activities*

A substantial portion of the funding for ecological management activities in Anoka County comes from the OHF via collaborative grant applications from the Anoka Sandplain Partnership. This partnership is led by Great River Greening.



*Buckthorn Treatment* – Buckthorn is a highly invasive woody plant. Common Buckthorn invades upland areas, while Glossy Buckthorn takes over wetland fringes. Both species displace native plants and the wildlife that depends on them. ACD has been actively combating buckthorn in those portions of the county where it is just becoming

established.

- Mikkelson Wildlife Management Area (WMA) – OHF funds have been secured to treat common and glossy buckthorn throughout this 840-acre WMA. Basal bark and cut-stump herbicide application was initiated in the fall of 2017 and will be completed in 2020.
- Cedar Creek Ecosystem Science Reserve – As a first phase in a long-term strategy to restore fragments of degraded habitat in the otherwise pristine CCESR, buckthorn infestations will be treated throughout the 5,600-acre property.

*Blaine Preserve SNA* – ACD secured OHF funding to enhance 53 acres of wet prairie/rich fen that supports MN Threatened/Endangered/ Special Concern species. Enhancement activities will continue in 2020 and include reed canary grass, buckthorn, and aspen treatment.



*Burman WMA* – ACD secured OHF and NWTF funding to enhance 89 acres of the 204-acre Robert and Marilyn Burman WMA. Enhancement activities will continue in 2020 to enhance 58 acres of oak savanna, 16 acres of prairie, and 15 acres of wetland.



*Mikkelson WMA* – ACD secured OHF and NWTF funding to restore 13 acres of prairie within the Mikkelson WMA. While most of the WMA is in pristine ecological condition, the restoration site is an old farm field dominated by non-native and invasive species.



*Cooperative Weed Management Area (CWMA)* – Anoka CWMA Partnership activities include strategic planning and coordination, invasive species outreach, monitoring, mapping, and a cost share program to control invasive species and revegetate with natives on public and private lands. This effort is supplemented with additional project cost share funds from the MN Dept. of Agriculture.

*Minnesota Rare Plant Salvage* - ACD will work in partnership with the Minnesota Landscape Arboretum and Critical Connections Ecological Services to pursue funding to develop a pilot project for salvaging rare species from permitted development sites where such rare plants would otherwise be destroyed. Ecologically appropriate and permanently protected recipient sites will be identified. Protocols for salvage, transplantation, species-specific management, and monitoring will be developed. The first ever permit to allow rare plant salvage in MN was issued to ACD in 2019 to salvage over 6,000 lance-leaf violets.

*Lawns to Legumes* – ACD and partners secured funds from BWSR to implement demonstration neighborhoods along a narrow riparian corridor that spans from the Coon Rapids Dam along the Mississippi River upstream to the Anoka Nature

Preserve on the Rum River. The program offers funds to establish scattered pollinator friendly plantings on private property within the corridor designed to allow pollinators to leap frog between plantings to traverse the densely populated corridor.



*Pollinator Habitat* – Outside of the designated Lawns to Legumes corridor, pollinator plantings on public and private properties will be cost shared using other funding sources.

*Phragmites Treatment* – ACD secured funds to lead a metro-wide effort to map and treat isolated infestations of the invasive wetland grass, Phragmites.

### *2020 Water Quality Management Activities*



*Carp Management (Martin, Typo, and Linwood Lakes)* – Following installation of rough fish barriers on the Martin-Typo chain of lakes, and carp management feasibility analyses on Martin, Typo and Linwood Lakes, a carp trapping and removal program was initiated. It will continue on all three lakes through 2020 and is anticipated to make a significant difference on lake clarity.



*Mississippi Riverbank Stabilization (Anoka)* – The LRRWMO dedicated its portion of WBF toward a large riverbank stabilization project on the Mississippi River in the City of Anoka, which proved insufficient for the scale of the project. ACD then prepared a CWF grant application on behalf of the city, which was awarded. ACD has been contracted to manage the project in conjunction with a local engineering firm, as well as administering the grant.



*Mississippi Riverbank Stabilization* – Two separate CWF grants have been secured to assist landowners on the Mississippi River with riverbank stabilization projects, preferably using bioengineering techniques. The third, and possibly fourth, project is scheduled to be installed in 2020.



*Revetments on the Rum* – CPL Funds have been secured to assist riparian owners on the Rum River with stabilization of mild to moderate bank erosion. Cedar tree revetments will be used on at least 3600 linear feet to satisfy the grant over the next two to three years.



*Rum River Stabilization* – Anoka County allocated funds to match state grant funds to address riverbank erosion along the Rum River. Two of three grant applications were successful including CPL mentioned above. OHF is recommending just under \$1M to help address the problem. ACD identified over \$14M in need during an extensive analysis of riverbank condition, so the process will span many years and many

rounds of grant applications.

*Coon and Martin Lake Retrofits* – The Sunrise River WMO allocated a large portion of their WBIF to install retrofits identified in the SRAs for Coon and Martin Lakes. ACD has been contracted to conduct outreach, prepare designs, and oversee installation of several projects.



*Targeted Shoreline Stewardship* – District Capacity funds have been allocated to supplement Sunrise River WMO WBIF funding to reach out to shoreland landowners on priority lakes and provide technical and financial assistance to install water quality improvement projects.



### FINANCIAL ASSISTANCE

*Project Cost-Share* – Financial assistance in the form of project cost-share grants is sometimes available along with our technical services to encourage projects that will have public benefits of water quality improvement, flood reduction, or wildlife habitat enhancement. There are several potential sources of funding, and ACD works with landowners to coordinate the application process. ACD encourages performance-based cost-share, which is an approach wherein funding sources contribute to a project based on the benefits derived from the project. Other factors may also be considered such as landowner actions that may have exacerbated the problem and any other properties that could benefit from the solution.

*Engineering/Technical Assistance* – Funding is available through the MCD Non-Point Engineering Assistance Program (NPEAP) and the Enhanced Technical Assistance (ETA) program to build internal capacity within SWCDs and fund contracts with consulting engineers for the design of conservation practices. Requests must be made through ACD for projects in Anoka County.

*Local Water Planning (LWP)* – ACD applies for and manages LWP implementation funds through the BWSR Natural Resources Block Grant (NRBG). These funds help offset the cost of assisting WMOs with implementation of their water plans. Anoka County receives approximately \$8,000 to be shared among the water management entities.

*WCA Administration* – ACD applies for and distributes funds through the NRBG to reimburse LGUs a portion of the cost of implementing the WCA. Approximately \$63,000 is available for Anoka County LGUs, which covers approximately 25% of reported expenses.

*Subsurface Sewage Treatment System* – ACD applies for and distributes funds through the NRBG to reimburse LGUs a portion of the cost of implementing SSTS related programs.



*Subsurface Sewage Treatment System Upgrades* – ACD secured funds through the MPCA to assist landowners that meet income eligibility limits with the upgrade of failing septic systems.

Priority is given to systems that are likely to be polluting public water bodies.



*Well Sealing Cost Share* – ACD was awarded funds to cost-share the targeting sealing of unused wells. Owners of properties that have been identified as likely of having and

unused well that are within a Drinking Water Supply Management Area or Well Head Protection Zone will be contacted directly with notice of the opportunity. Sufficient funds have been provided to seal approximately 125 of the 2,500 suspected wells.

### ADMINISTRATIVE ASSISTANCE

*Grant Administration* – ACD has become proficient with administration of various federal, state, and regional grants. Many project partners have neither the resources nor inclination to dedicate staff to tend the logistics of grant administration. As a contribution to project implementation, ACD often assumes this role.

*ACD Website* – Much of ACD's website, AnokaSWCD.org is dedicated to posting and reporting compliance matters. The site includes staff and supervisor contact information; board meeting agendas, packets, and minutes; fee schedules; the handbook; financial reports; the comprehensive plan, annual plans; annual reports, and project information.

*WMO Reporting* – Water management entities are required to submit annual reports of activities and finances to BWSR. ACD prepares annual reports on behalf of three of the four WMOs for a fee.

*Website Hosting* – ACD designed and manages websites for the Upper Rum, Lower Rum, and Sunrise River WMOs. Routine management includes posting information on meetings and activities.

*WCA Administration* – ACD assists LGUs with administration of the WCA to varying degrees. LGUs throughout Anoka County differ greatly in terms of the staffing levels and expertise dedicated to implementing the WCA. As such, some LGUs take greater advantage of ACD's assistance than others.

*Buffer Law Implementation* – ACD provides several services related to the buffer law; 1) compliance reviews using remote sensing or site inspections, 2) consultation on buffer establishment, 3) development and authorization of alternative practices, and 4) facilitation of project cost share and implementation. Due to ACD staff efforts to work with all formerly non-compliant property owners, Anoka County is now 99.9% compliant with the buffer law.

## PRODUCTS & EQUIPMENT

*Tree Sales* – ACD sells approximately 25,000 tree and shrub seedlings to 300 landowners annually. Seedlings are sold in bundles of 10 and 25, as our focus remains habitat improvement, not individual landscaping trees. The tree sale is an opportunity to provide one-on-one consultations with landowners about habitat improvement. We also provide some native grass and wildflower seed.

*Rain Guardian Pretreatment Chamber* – ACD staff designed and patented the Rain Guardian pretreatment chamber for curb-cut rain gardens to greatly reduce maintenance time and effort. The RainGuardian.biz website provides promotional, technical, installation, and maintenance materials along with ordering instructions. Distributorships are in place for 31 states. We will continue to seek a west coast distributor and actively promote sales of the Foxhole as well as provide greater support to our distributor network. Rain Guardian revenues support other conservation efforts in Anoka County.

*Equipment Rental* – ACD has invested in several pieces of equipment that help landowners implement conservation practices. The equipment is available for rent and is used to install ACD coordinated conservation practices. Available equipment includes:

- Truax 3' native seed drop seeder,
- 25-gallon herbicide tank and boom sprayer,
- 52" pull behind brush mower, and
- Backpack herbicide sprayers.

Safety equipment and training is included with rental.

*Miscellaneous Conservation Materials* – Many materials needed for conservation projects are not readily available, or are only available in bulk quantities. This can discourage landowners from moving forward with a project. To facilitate project installation ACD has several items on hand and provides them at cost, including herbicide, erosion control fabric, biodegradable stakes, duckbill anchors, galvanized steel cable, and horseshoe clamps.

## INFORMATION & OUTREACH

*Outreach and Engagement Coordinator* – Partners throughout Anoka County agreed to allocate approximately 15% of WBIF to jointly employ a Public Outreach and Engagement Coordinator for two years. The position coordinates the newly formed Anoka Water Resource Outreach Collaborative (AWROC), develops work plans of activities of common interest to the partners, creates audience appropriate outreach materials, provides information to target audiences, and creates opportunities for the public to engage in activities that improve natural resources quality or quantity. ACD serves as the host for this position. A detailed annual report is available for 2019.





*e-Newsletter* – ACD publishes a quarterly e-newsletter that provides updates on projects and services, grant awards, staffing, scheduled events and activities, general natural resources stewardship information, and Board activities as a means to better reach out to public officials and others who subscribe.

*WMO Education/Newsletters* – ACD provides content to WMOs to incorporate into their member city newsletters related to the implementation of their water plans. Some WMOs also contract with ACD to provide project specific education work products such as displays, signs, and brochures.



*Video Development* – Videos can be used to highlight ACD projects, inform other professionals on the elements of project design and construction, inform the public on natural resources issues, and engage the public. Subject to time and budget constraints the following video projects may be pursued.

- Host a theme based video contest with prizes promoted through local high schools or other venues
- Animated videos for the general public on groundwater contamination as well as lakeshore stewardship
- Virtual reality footage highlighting local natural resources to engage audiences at events through an immersive experience

All ACD videos are available on the AnokaSWCD YouTube page.

*Website* – While ACD’s AnokaSWCD.org website serves an important administrative function, it also provides useful information on natural resources stewardship. It presents ACD’s programs and services, provides project information, and serves as an archive for myriad natural resource management reports and analyses such as the Water Resources Almanac and Stormwater Retrofit Analyses. The website provides the public with direct access to ACD’s series of brochures, displays, and videos.



*Website Blog* – Blogs are an actively updated section of a website intended to provide a more comprehensive narrative of priority topics than can be accomplished in a newsletter, Facebook post, or typical webpage.



*Website Data Access Tool* – Under contract and in partnership with several water management entities, ACD staff collect and analyze water quality, quantity, and biology data. Providing our partners and the public with timely access to the data as it is being collected is a high priority. Developing the means to do so in a manner that provides a user friendly interface, is easy to maintain, facilitates data management and reporting, is cost-effective, and avoids redundancy is very challenging. We anticipate



completion of this interface in 2020.

*Web Story Map* – ACD’s GIS interface on our website called Story Map features project profiles and other project information through an interactive mapping interface. This feature is continually updated with project date to ensure all projects are accessible and up to date.

*Workshops and Presentations* – ACD periodically partners with cities and watershed districts to provide information on a variety of natural resource topics. Presentations are tailored to the audience and range from ‘how-to’ workshops for landowners to implement projects at home, to highly technical presentations to other professionals in the natural resources management field.

*Newspaper Articles* – ACD periodically submits articles to local newspapers to promote programs and services and to educate the public on topics related to natural resource stewardship.

*Brochures & Displays* – ACD has developed a series of brochures and tabletop displays promoting conservation in the community. They are available for use by partners in Anoka County. In 2020, ACD will work to develop a multi-purpose booth and display materials that can be used by ACD staff and our partners at local events. Additional tabletop displays addressing ecological health and pollinators are on the docket.



*Tours* – In 2020, ACD will host a tour for the eleven metro SWCDs summer meeting. Such tours generally feature successfully completed projects along with visits to sites that demonstrate unmet need. We will also continue to sponsor ad hoc tours for ACD supervisors as projects are being installed, with the potential to expand invitations to other public officials. The tours are generally held one hour prior to regularly scheduled board meetings. Starting in 2020 in conjunction with updates to ACD’s comprehensive plan, we intend to host tours for public officials in even numbered years.

*Public Officials Outreach* – As projects are being developed and installed/implemented, ACD staff will provide updates to county commissioners, state legislators, city officials and ACD supervisors via direct email, e-newsletter, Facebook links, and blog links.

*Day at the Capitol* – In most years, ACD supervisors and staff spend time visiting with legislators regarding natural resource issues in Anoka County. During the legislative session in particular, ACD will often organize a ‘Day at the Capitol’ whereby we meet with as many of our seventeen elected representatives as possible to promote the highest priority issues of ACD. The structure of this process may be modified but the commitment to engage state legislators remains.

*Outreach to Local Government Units* – LGU officials and staff routinely make important decisions about land use and land management that can have lasting effects on natural resources. It is in the mutual interest of ACD and LGUs to implement approaches that accommodate growth, minimize capital investment, and efficiently deliver public services, while maintaining the quality and quantity of water and other natural resources. ACD is uniquely qualified to assist LGUs to consider natural resources during the decision making process by providing updated monitoring and inventory data, and by addressing inquiries about the often complex physical, chemical, and biological natural resource interactions that may influence LGU decisions.

## **ADJUSTMENTS IN AUTHORITIES AND PROGRAMS**

ACD will support program changes, funding options, legislation, and local ordinances that achieve the following:

- Operational and programmatic levy authority for SWCDs
- Groundwater conservation through mechanisms such as mandated rain/soil moisture sensors on irrigation systems, private well regulation, limits on lawn size, and plumbing code updates to allow gray water segregation, reuse, and/or infiltration
- Reimbursement of fee schedule rates from state grants for SWCDs or utilize grants that are performance-based or lump-sum contracts, not based on actual expenses
- Funding for the long-term inspection and maintenance of BMPs
- Development of a technical approval authority training and certification program by BWSR that doesn't rely on NRCS provided training and oversight. An online module based system would be ideal to accommodate training needs arising from staff turn-over and workload variability over time and would follow employees as they move between jobs
- Eligibility of watershed-based funding to be applied to SWCD plan priorities
- Increase reimbursable staff expenses associated with the CPL grant program
- Creation of an ecological planning grant element in the OHF or LCCMR similar to CWF's Accelerated Implementation Grants
- Acknowledgement of long term O&M costs as a portion of required match
- Extend OHF grant terms for ecological restoration/enhancement projects
- Increase NRBG WCA funding and reduce the match requirement
- Modification of BWSR billing rate formula to consider paid leave earned, instead of paid leave used thereby simplifying planning, project management, and reporting (currently, rates cannot be calculated for a quarter until after the quarter has ended, making rates retrospective instead of predictive)

## **COST SHARE POLICY**

ACD's program to assist with the cost of installing conservation practices to achieve the goals of the District consists of several funding sources, each with its own set of requirements. These funding sources change from year to year and so detailed procedures and policies are not included in this document. Following are general policies that ACD has adopted to facilitate program administration and improve program outcomes.

ACD reserves full discretion for funding decisions and may deviate from these policies.

### PROJECT SELECTION AND FUNDING

- Projects must benefit Anoka County natural resources.
- The following will be considered when determining grant awards and funding amounts (up to 100%) to ensure the greatest public benefit.
  - Natural resource benefited
  - Amount of benefit
  - Cost-effectiveness relative to similar projects
  - Multiple benefits
  - Cause of the problem
  - Benefactors of the solution
  - In-kind or cash match of non-public funds
- A single application may include multiple project types.
- Cost-benefit analysis will be conducted with consideration of all benefits and costs over the life of the project.
- Public benefits for projects will be measured in terms of the actual benefits to the priority resource.
- When determining project benefits, water quality, water quantity, ecological, and soil health benefits will be considered.
- Grant awards will be based on the lowest cost option that achieves the project objective.
- 100% of project costs may be paid for with public funds provided the project cooperator is not substantially at fault for creation of the problem. A curb cut rain garden that treats water from much of the neighborhood but very little of the cooperator's property is an example.
- Investment of public funds into a project will be considered in terms of the benefits received by the public.
- ACD will consider all public funds going toward a project when determining if the project is worthwhile on a cost-benefit basis, not just those funds invested by or through ACD.

## APPLICATION AND FUNDING PROCESS

- Projects are reviewed by ACD staff and complete grant applications are considered for funding by ACD's Board of Supervisors at their monthly meeting.
- Grant applications should be submitted to ACD staff at least two weeks prior to regularly scheduled board meetings.
- The ACD board may act to obligate funds toward a project without fully encumbering those funds within a contract. This serves to reserve funds for projects while other elements of project planning, design, and coordination can be finalized.
- Case by case, project sponsors/landowners/applicants may be required to provide an escrow in the amount of anticipated design and engineering costs. If the project construction bids come in within 10% of the engineer's estimate and the applicant does not move forward with project installation, the escrow may be used to reimburse ACD for the cost of the design. If the applicant moves forward with construction, these funds shall be applied toward construction costs.
- Grant recipients will not be compensated for their labor. Grant recipient labor may be considered an in-kind contribution.
- The value of in-kind services/equipment/materials provided by landowners/project sponsors will be based on state approved prevailing wage guidance for services, documented market rates for rental equipment, or documented actual cost/value for materials.
- Expenses incurred prior to grant approval are ineligible.
- Grants are reimbursement grants, unless otherwise approved in advance. Grant recipients must submit receipts for eligible expenses to ACD. Reimbursement checks will be issued within six weeks.
- Applicants may apply to other entities for grants. In no case will funding from all sources to the grant recipient exceed eligible project expenses.
- Policies specific to certain funding source may differ, and supersede those found in this document.

## LOGISTICS AND LIMITATIONS

- Grant recipient must assume operations and maintenance responsibilities for the life of the project.
- Grants will not be awarded for projects required by permit or law.
- Principal or Specialist level staff shall oversee project management.
- The NRCS Field Office Technical Guide or other standard generally accepted by the engineering profession will be used for project design, construction, operations and maintenance.

- Grant agreement non-compliance will be reviewed by the operations committee with a recommendation to the ACD Board. The committee shall seek input from staff of the agencies that provided funding. The primary goal will be to maintain/restore the project benefits. Failing that, minimally, a pro-rata refund of cost share funds will be sought based on the benefits received compared to the anticipated benefits over the planned life of the project.

# TECHNICAL STAFF TRAINING & CERTIFICATION NEEDS

| Conservation Practice                    | Staff Member              |             |             |           |           |           |          |           |
|--|---------------------------|-------------|-------------|-----------|-----------|-----------|----------|-----------|
|  | C. Lord                   | M. Haustein | J. Schurbon | B. Wozney | J. Wagner | C. Taylor | A. Diehl | K. Larson |
|  | <b>Ecological Science</b> |             |             |           |           |           |          |           |
|  | <b>Ecological Science</b> |             |             |           |           |           |          |           |
| Alum addition - In lake (563M)           |                           |             | D           |           | D         |           |          |           |
| Aquatic Vegetation Management (565M)     |                           |             |             |           | D         |           |          |           |
| Bioretention Basin (712M)                | D                         | D           |             |           | D         |           | D        |           |
| Brush Management (314)                   | D                         |             |             |           |           | D         |          |           |
| Conservation Cover (327)                 |                           |             |             |           |           |           |          |           |
| Conservation Crop Rotation (328)         |                           |             |             |           |           |           |          |           |
| Conservation Easement (327M)             | D                         |             |             |           |           | D         |          |           |
| Contaminant Source Inventory (300M)      | D                         | D           | D           |           |           |           |          |           |
| Cover Crop (340)                         |                           |             |             |           |           |           |          |           |
| Critical Area Planting (342)             | D                         | D           |             |           |           | D         | D        | D         |
| Early Successional Hab. Dev./Mgmt. (647) | D                         | D           |             |           |           | D         |          | D         |
| Erosion Control (148M)                   | D                         | D           |             |           |           |           | D        | D         |
| Field Border (386)                       |                           |             |             |           |           |           |          |           |
| Filter Strip (393)                       | D                         |             |             |           | D         |           |          |           |
| Fish Management (392M)                   |                           |             | D           |           |           |           |          |           |
| Forestry Management (147M)               | D                         |             |             |           |           | D         |          |           |
| Groundwater Monitoring (500M)            |                           |             |             |           | D         |           |          | D         |
| Infiltration Trench (803M)               | D                         | D           |             |           |           |           |          |           |
| Nutrient Management Plan (590, 509M)     |                           |             |             |           |           |           |          |           |
| Permeable Surfaces (804M)                |                           | D           |             |           |           |           |          |           |
| Ravine/Gully Inventory (302M)            | D                         | D           |             |           |           |           |          | D         |
| Resto. & Mgmt. Declining Habitats (643)  | D                         |             |             |           |           | D         |          |           |
| Riparian Forest Buffer (391)             | D                         |             |             |           |           | D         |          |           |
| Riparian Herbaceous Cover (390)          | D                         |             |             |           |           | D         |          | D         |
| SSTS Inventory (305M)                    |                           |             | D           |           | D         |           |          |           |
| Stream Habitat Imprv. & Mgmt (395)       | D                         | D           | D           |           | D         | D         | D        | D         |
| Subwatershed Analysis (510M)             | D                         | D           |             |           | D         |           | D        |           |
| Surface Water Monitoring (501M)          |                           | D           | D           |           | D         |           |          | D         |

| Conservation Practice                      | Staff Member   |             |             |           |           |           |          |           |
|--|--|-------------|-------------|-----------|-----------|-----------|----------|-----------|
|  | C. Lord  | M. Haustein | J. Schurbon | B. Wozney | J. Wagner | C. Taylor | A. Diehl | K. Larson |
|  | Ecol. Level <u>Plan</u> or <u>Design</u><br>Eng. Class I-V |             |             |           |           |           |          |           |
| Tree/Shrub Establishment (612)             | D  |             |             |           |           | D         |          | D         |
| Upland Wildlife Habitat Mgmt. (645)        | D  |             |             |           |           | D         | D        | D         |
| Wetland Wildlife Habitat Mgmt. (644)       | D  |             | D           |           |           | D         | D        | D         |
| Windbreak/Shelterbelt Estab. (380)         | D  |             |             |           |           | D         |          |           |
| <b>Engineering</b>                         |  |             |             |           |           |           |          |           |
| Clearing and Snagging (326)                | V  | V           |             |           |           |           | V        |           |
| Grade Stabilization Structure (410)        | I  | I           |             |           |           |           | I        |           |
| Multi-stage Ditch (807M)                   |  |             |             |           |           |           |          |           |
| Stormwater Runoff Control - Infiltr. (570) | I  | I           |             |           |           |           | I        |           |
| Streambank & Shoreline Prot. (580)         | II   | II          |             |           |           |           | II       |           |
| Water & Sediment Control Basin (638)       | IV   |             |             |           |           |           |          |           |
| Wetland Restoration (657)                  | I  | I           |             | I         |           | I         | I        |           |
| <b>Other Certifications</b>                |  |             |             |           |           |           |          |           |
| Wetland Delineator                         |  |             |             | X         |           |           |          |           |
| Prof. in Erosion & Sediment Control        |  | X           |             |           |           |           |          |           |
| Prof. in Storm Water Quality               |  | X           |             |           |           |           |          |           |

## FUNDS NEEDED FOR IMPLEMENTATION

|                                    |                    |
|------------------------------------|--------------------|
| <b><u>Revenue Summary</u></b>      |                    |
| Charges for Services               | \$8,900            |
| Interest                           | \$15,000           |
| Intergovernmental - County         | \$204,932          |
| Intergovernmental - Local          | \$177,389          |
| Intergovernmental - Regional       | \$36,440           |
| Intergovernmental - State          | \$624,244          |
| Product Sales                      | \$726,650          |
| Rents                              | \$100,656          |
| <b>Total</b>                       | <b>\$1,894,211</b> |
| <b><u>Pass Through Summary</u></b> |                    |
|                                    | <b>\$424,870</b>   |
| <b><u>Expenditure Summary</u></b>  |                    |
| Capital Expenses                   | \$54,200           |
| Materials/Supplies                 | \$574,691          |
| Office Overhead                    | \$99,230           |
| Personnel                          | \$905,139          |
| Contracts - Tech/Engineering       | \$116,000          |
| Contracts - Admin                  | \$23,191           |
| Contracts - Project Development    | \$17,000           |
| Office Headquarters                | \$58,477           |
| <b>Total</b>                       | <b>\$1,847,928</b> |



| <u>REVENUE DETAIL</u>        | Charge for Service | Interest | County | Local | Regional | State  | Product Sales | Rents | Grand Total |
|------------------------------|--------------------|----------|--------|-------|----------|--------|---------------|-------|-------------|
| Ag. Conservation Planning    |                    |          |        |       | 2000     |        |               |       | 2000        |
| 1W1P Rum River               |                    |          |        | 3198  |          |        |               |       | 3198        |
| 1W1P St. Croix               |                    |          |        | 1411  |          |        |               |       | 1411        |
| Annual Report                |                    |          |        | 3100  |          |        |               |       | 3100        |
| Aquatic Invasive Species     |                    |          |        | 5450  |          |        |               |       | 5450        |
| Auditor Report               |                    |          |        | 656   |          |        |               |       | 656         |
| Biomonitoring                |                    |          | 1900   | 2700  |          |        |               |       | 4600        |
| BMP Consultation             |                    |          | 7000   | 13000 |          |        |               |       | 20000       |
| Brochures/Displays/Videos    |                    |          |        | 3045  |          | 6500   |               |       | 9545        |
| Buckthorn - CCESR            |                    |          |        |       |          | 20000  |               |       | 20000       |
| Buckthorn - Mikkelson        |                    |          |        |       |          | 500    |               |       | 500         |
| Buffers                      |                    |          | 10000  |       |          | 10000  |               |       | 20000       |
| Carp Study - Linwood         |                    |          |        | 4984  |          |        |               |       | 4984        |
| Coon & Martin Lake Retrofits |                    |          |        | 5220  |          | 17130  |               |       | 22350       |
| Easements                    | 300                |          |        |       |          |        |               |       | 300         |
| General Operations           | 15000              | 181992   |        |       |          | 166010 |               |       | 363002      |
| Grant Preparation            |                    |          |        | 4200  |          |        |               |       | 4200        |
| Lake Levels                  |                    |          |        | 7900  |          |        |               |       | 7900        |

| <u>REVENUE DETAIL</u>           | Charge for Service | Interest | County | Local | Regional | State | Product Sales | Rents  | Grand Total |
|---------------------------------|--------------------|----------|--------|-------|----------|-------|---------------|--------|-------------|
| Lake Secchi                     |                    |          |        | 876   |          |       |               |        | 876         |
| Lake Water Quality              |                    |          | 4040   | 11100 |          |       |               |        | 15140       |
| Lakeshore outreach              |                    |          |        |       |          | 1750  |               |        | 1750        |
| Local Water Plan Implementation |                    |          |        |       |          | 8094  |               |        | 8094        |
| Mississippi River Park          |                    |          |        | 13490 |          |       |               |        | 13490       |
| Mississippi Stabilization 2     |                    |          |        |       | 10000    | 64500 |               |        | 74500       |
| Newsletter                      |                    |          |        | 2540  |          |       |               |        | 2540        |
| Obwells                         |                    |          |        |       |          | 2400  |               |        | 2400        |
| Office Headquarters             |                    |          |        |       |          |       |               | 100656 | 100656      |
| On-Call                         |                    |          |        | 25352 |          |       |               |        | 25352       |
| Precipitation                   |                    |          |        | 440   |          |       |               |        | 440         |
| Rain Guardian                   |                    |          |        |       |          |       | 694650        |        | 694650      |
| Restoration - Blaine SNA        |                    |          |        |       |          | 31000 |               |        | 31000       |
| Restoration - Burman WMA        | 2000               |          |        |       |          | 44000 |               |        | 46000       |
| Restoration - Mikkelson         | 5200               |          |        |       |          | 24600 |               |        | 29800       |
| Rum River Stabilization         |                    |          |        |       | 15000    |       |               |        | 15000       |
| Shoreland Admin                 |                    |          |        |       |          | 2615  |               |        | 2615        |

| <u>REVENUE DETAIL</u>      | Charge for Service | Interest     | County        | Local         | Regional     | State         | Product Sales | Rents         | Grand Total    |
|----------------------------|--------------------|--------------|---------------|---------------|--------------|---------------|---------------|---------------|----------------|
| SRA Mississippi            |                    |              |               |               | 10000        |               |               |               | 10000          |
| SSTS                       |                    |              |               |               |              | 34204         |               |               | 34204          |
| SSTS-Fix up grants         |                    |              |               |               |              | 3500          |               |               | 3500           |
| Stream Flow - Rating Curve |                    |              |               | 5000          |              |               |               |               | 5000           |
| Stream Hydrolab            |                    |              |               | 2850          |              |               |               |               | 2850           |
| Stream Hydrology           |                    |              |               | 6300          |              |               |               |               | 6300           |
| Stream Water Quality       |                    |              |               | 34375         | 1440         |               |               |               | 35815          |
| SWAG                       |                    |              |               | 2393          |              |               |               |               | 2393           |
| Tour                       |                    |              |               | 1660          |              |               |               |               | 1660           |
| Tree Sales                 |                    |              |               |               |              |               | 32000         |               | 32000          |
| Water Plan Reviews         |                    |              |               | 1920          |              |               |               |               | 1920           |
| WBF - County Outreach      |                    |              |               |               |              | 45250         |               |               | 45250          |
| WCA Admin                  | 1000               |              |               |               |              | 63191         |               |               | 64191          |
| Website                    |                    |              |               | 2140          |              | 12000         |               |               | 14140          |
| Well Sealing               |                    |              |               |               |              | 67000         |               |               | 67000          |
| Wetland Consultation       | 400                |              |               |               |              |               |               |               | 400            |
| Wetland Hydrology          |                    |              |               | 12090         |              |               |               |               | 12090          |
| <b>Grand Total</b>         | <b>8900</b>        | <b>15000</b> | <b>204932</b> | <b>177389</b> | <b>36440</b> | <b>624244</b> | <b>726650</b> | <b>100656</b> | <b>1894211</b> |

EXPENSE DETAIL

|                           | Capital | Materials/ Supplies | Office Overhead | Personnel | Contracts - Tech/<br>Engineering | Contracts - Admin | Contracts - Project<br>Development | Office Headquarters | Grand Total |
|---------------------------|---------|---------------------|-----------------|-----------|----------------------------------|-------------------|------------------------------------|---------------------|-------------|
| Biomonitoring             |         | 55                  |                 |           |                                  |                   |                                    |                     | 55          |
| General Operations        |         | 61045               | 86666           | 905139    |                                  |                   |                                    |                     | 1052850     |
| Lake Water Quality        | 2200    | 2520                |                 |           |                                  |                   |                                    |                     | 4720        |
| Office Headquarters       | 52000   |                     |                 |           |                                  |                   | 58477                              |                     | 110477      |
| Rain Guardian             |         | 409281              | 6564            |           |                                  |                   |                                    |                     | 415845      |
| Stream Water Quality      |         | 6024                |                 |           |                                  |                   |                                    |                     | 6024        |
| Tree Sales                |         | 14000               |                 |           |                                  |                   |                                    |                     | 14000       |
| WCA Admin                 |         |                     |                 |           |                                  | 23191             |                                    |                     | 23191       |
| Website                   |         |                     | 2500            |           |                                  |                   | 12000                              |                     | 14500       |
| Wetland Hydrology         |         | 20                  |                 |           |                                  |                   |                                    |                     | 20          |
| Training                  |         |                     | 3500            |           |                                  |                   |                                    |                     | 3500        |
| SSTS                      |         | 17000               |                 |           |                                  |                   |                                    |                     | 17000       |
| Envirothon                |         | 600                 |                 |           |                                  |                   |                                    |                     | 600         |
| Brochures/Displays/Videos |         | 2382                |                 |           |                                  |                   | 5000                               |                     | 7382        |
| Tour                      |         | 600                 |                 |           |                                  |                   |                                    |                     | 600         |

EXPENSE DETAIL

|                             | Capital      | Materials/ Supplies | Office Overhead | Personnel     | Contracts - Tech/<br>Engineering | Contracts - Admin | Contracts - Project<br>Development | Office Headquarters | Grand Total    |
|-----------------------------|--------------|---------------------|-----------------|---------------|----------------------------------|-------------------|------------------------------------|---------------------|----------------|
| Mississippi Stabilization 2 |              |                     |                 |               | 60000                            |                   |                                    |                     | 60000          |
| Restoration - Burman<br>WMA |              | 4000                |                 |               | 24000                            |                   |                                    |                     | 28000          |
| Restoration - Blaine SNA    |              | 5000                |                 |               | 6000                             |                   |                                    |                     | 11000          |
| WBF - County Outreach       |              | 1250                |                 |               |                                  |                   |                                    |                     | 1250           |
| Restoration - Mikkelson     |              |                     |                 |               | 26000                            |                   |                                    |                     | 26000          |
| SWAG                        |              | 914                 |                 |               |                                  |                   |                                    |                     | 914            |
| Well Sealing                |              | 50000               |                 |               |                                  |                   |                                    |                     | 50000          |
| <b>Grand Total</b>          | <b>54200</b> | <b>574691</b>       | <b>99230</b>    | <b>905139</b> | <b>116000</b>                    | <b>23191</b>      | <b>17000</b>                       | <b>58477</b>        | <b>1847928</b> |

PASS THROUGH DETAIL

|                              | Charge for Service | County        | Local        | State         | Grand Total   |
|------------------------------|--------------------|---------------|--------------|---------------|---------------|
| Rum River Stabilization      | 26906              |               |              |               | <b>26906</b>  |
| Rum River Stabilization      | 100000             |               |              |               | <b>100000</b> |
| BMP Construction             | 14000              |               | 34800        | 11107         | <b>59907</b>  |
| Mississippi Stabilization 2  | 59000              |               |              | 70500         | <b>129500</b> |
| SSTS-Fix up grants           |                    |               |              | 26355         | <b>26355</b>  |
| Coon & Martin Lake Retrofits |                    |               |              | 109108        | <b>109108</b> |
| <b>Grand Total</b>           | <b>59000</b>       | <b>114000</b> | <b>34800</b> | <b>217070</b> | <b>424870</b> |