

2023

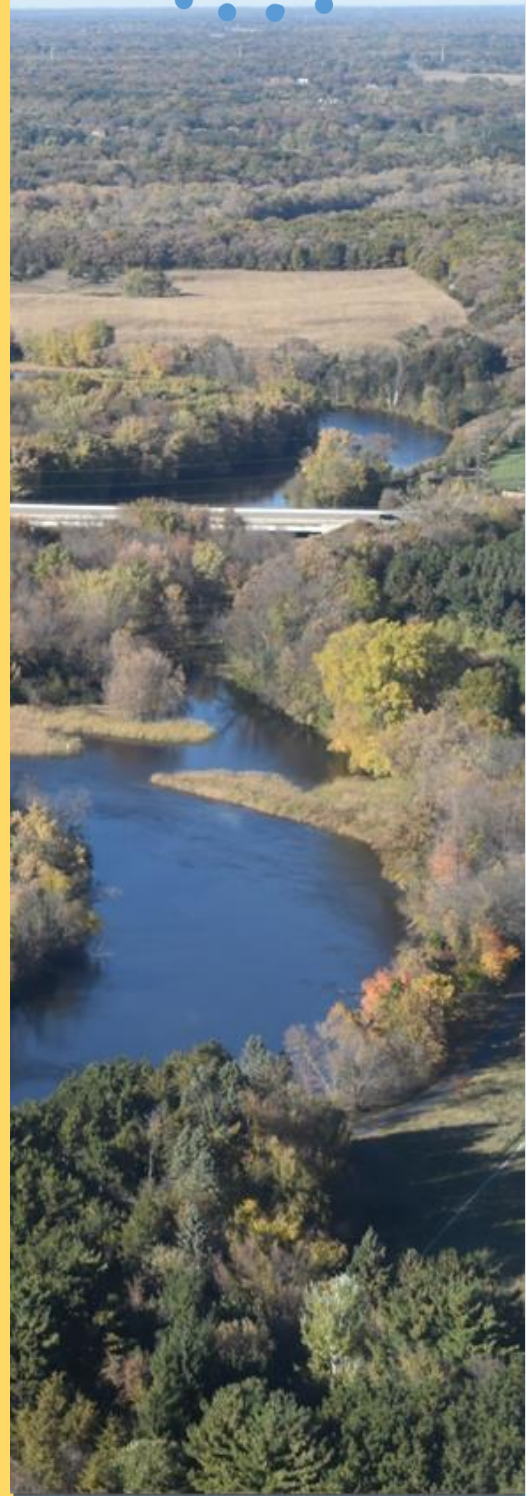
Anoka Conservation District Implementation Plan

The Anoka Conservation District will take measureable steps to conserve and enhance the quantity and quality of surface water, groundwater, soil, and ecological resources.

Our Keystone Endeavors Are:



**Strong Partnerships. Innovative Solutions.
Healthy Environments**



2023 ACD Implementation Plan

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An Invitation from the Chair

Thank you for looking at ACD's Annual Plan for 2023. Every year we ask ourselves how we can use our human resources at ACD to best address the natural resource needs of Anoka County. This plan is our answer for 2023.

We are fortunate to live and work in Anoka County, the metro county richest in natural features. Who can resist our lakes, rivers, parks, groundwater, and natural beauty? An American President once said, "you cannot measure the wealth of a country by its GNP, but by its natural resources." Anoka County is very rich.

Like the rest of the world, Anoka County is fast changing. With change comes challenges for our soil and water; disappearing pollinators, invasive plants and animals, extreme weather events, lowering aquifers, to name a few. Hand in hand with these changes come funding challenges to accomplish our work. We are an elected level of local government without levy authority to provide the funds to do our job. Our biggest funding partner, the State of MN, is moving from awarding competitive grants to dividing the dollars across the state on a watershed basis. A good idea, but now we must pursue stable funding with our legislators and state association.

Please read on to find new ways we have found to make our conservation work more transparent and available to our residents. See what you think of our action wheel, dashboards and new videos. Remember to contact ACD if you have questions or a conservation project in mind.



Mary Jo Truchon,

Chair, Board of Supervisors

"A goal without a plan is just a wish."

Antoine de Saint Exupéry

About Anoka Conservation District

Established in October 1946, 2023 marks 77 years of operation for Anoka Conservation District (ACD). During this time, ACD has developed programs and applied technology to address natural resource issues. Originally, the main responsibility of ACD, as a soil and water conservation district, was to control soil erosion caused by runoff and wind in agricultural settings. 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 and achieve holistic natural resource stewardship goals.

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 AND STRATEGIES

- Focus on long-term resource sustainability.
- Make informed and ethical decisions.
- Promote cost-effective and efficient resource stewardship.
- Collaborate with both public and private sectors to:
 - avoid duplication;
 - maximize efficiencies;
 - capitalize on common interests; and
 - manage natural resources at efficient and effective geographic scales.
- Utilize technology to achieve efficiency and enhance work products.
- Keep natural resource issues visible in Anoka County.
- Retain highly qualified, knowledgeable staff.
- Seize opportunity and adapt to changing needs.
- Develop diverse programs, partners, and funding sources.
- Engage the citizenry through outreach to encourage natural resource stewardship.
- Consider the economic, social and environmental costs and benefits of our actions.

SOIL AND WATER CONSERVATION DISTRICT AUTHORITY

In order to carry out its mission, ACD has several powers granted in MN Stat. 103C. The following excerpts paraphrase those authorities. SWCDs may do the following:

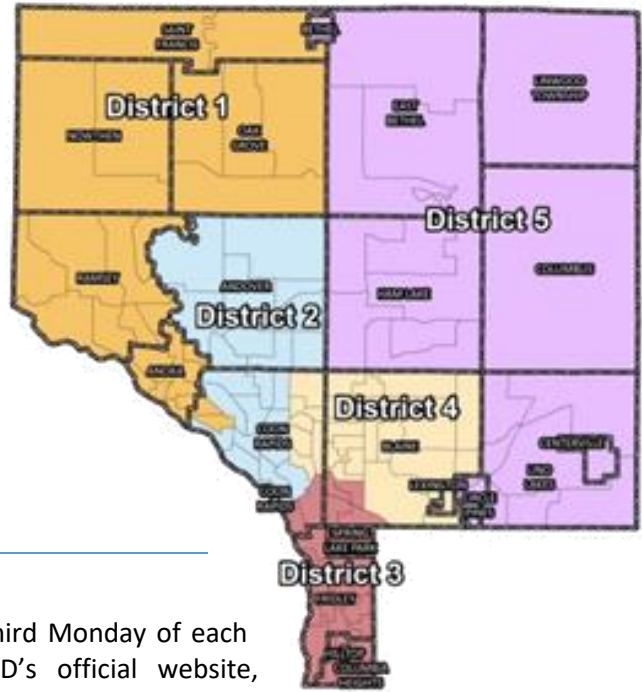
- resource surveys;
- soil and water conservation measures with landowner consent;
- provide conservation equipment and supplies;
- construct, install, improve, maintain, and operate conservation structures;
- comprehensive and annual planning;
- acquire land for conservation projects; and
- work in cooperation with the local, state, and federal government on conservation projects.

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DISTRICT SUPERVISORS

ACD has a board of five supervisors with a variety of expertise elected to staggered four-year terms representing population-based districts. The Board of Supervisors determines ACD's priority goals and objectives and charges staff with developing the programs and services necessary to address those priorities. Supervisors receive a small stipend for attending ACD related functions.

Dist.	Supervisor	Start	End
1	Colleen Werdien	Jan 2021	Dec 2024
2	Jim Lindahl	Jan 2023	Dec 2026
3	Glenda Meixell	Jan 2023	Dec 2026
4	Mary Jo Truchon	Jan 2023	Dec 2024
5	Sharon LeMay	Jan 2021	Dec 2024



BOARD MEETINGS

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. Board and committee meetings are held at the District office in Ham Lake unless otherwise noted.

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 (MWWO)

ONE-WATERSHED, ONE-PLAN (1W1P):

- Lower St. Croix Policy Committee
- Rum River Policy Committee

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DISTRICT STAFF

ACD employs ten to fifteen people with approximately 12 full time equivalents (FTEs). ACD has 3,139 staff workdays to address goals and objectives. Planned objectives should require 3240 workdays to complete. As such, current and proposed staff is 101 workdays short of anticipated need. Programs and services are continually prioritized, often favoring those that are self-funded, to maintain fiscal and programmatic stability. We need one additional full time technician to meet workload demand.

ACD	Position
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)
Carrie Taylor	Restoration Ecologist (1 FTE)
Jared Wagner	Water Resource Specialist (1 FTE)
Kris Larson	Water Resource Specialist (1 FTE)
Breanna Keith	District Technician (1 FTE)
Logan Olson	Natural Resources Technician (1 FTE)
Brian Clark	Natural Resources Technician (0.8 FTE)
To Be Determined	Outreach and Engagement Coordinator (.4 FTE)
Seasonal	Seasonal Technician (.75 FTE)
Intermittent Field Crews	Assist. District Technicians (.55 FTE)

NRCS	Position (Elk River field office)
Katie Evans	District Conservationist
Logan Berg	Soil Conservationist

“Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it is the only thing that ever has.”

Margaret Mead

About this Plan

COMPREHENSIVE AND ANNUAL PLANS

Every ten years, ACD engages stakeholders in developing natural resource goals and objectives and incorporates them into our comprehensive plan. The most recent comprehensive plan was completed in January of 2021. The annual plan picks up where the comprehensive plan left off and is the written directive for pursuing ACD's goals with available staff, funding, expertise, and technology, and is based on the best available science. ACD's annual plans are essentially an extension of ACD's 2021-2030 Comprehensive Natural Resources Stewardship Plan. To minimize redundancy with ACD's comprehensive plan, we rely on the reader to be familiar with the comprehensive plan and reference it throughout this document.

To minimize redundancy with ACD's comprehensive plan, we rely on the reader to be familiar with the comprehensive plan and reference it throughout this document.

ACD's 2021-2030 Comprehensive Natural Resources Stewardship Plan identifies four foundational natural resources; Surface Water, Groundwater, Ecological Resources, and Soils. Our human resources are included in a Community section. During the comprehensive planning process, ACD developed a tool to approximate the relative effectiveness of actions to achieve our many ranked natural resource goals. This process calculates a return on investments (ROI), which is referred to throughout this plan. While already a very useful tool, it is a work in progress with frequent updates anticipated.

Throughout the year, ACD staff and supervisors reassess workload and finances, and take advantage of funding opportunities and partnerships as they arise that are consistent with ACD's goals and objectives. 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 gaps in service in the prior year, emerging issues and to take advantage of opportunities. Some anticipated 2023 initiatives include:

- More frequent and targeted workshops and public engagement opportunities.
- Project and program implementation at the larger Rum River and Lower St. Croix watershed scales.
- Improved service to agricultural producers through collaboration with USDA NRCS and providing access to conservation cost share funds.
- Dedicate funds to, and follow through on maintenance of ecological restoration projects.
- Expand groundwater conservation and recharge efforts.
- Provide leadership and coordination for groundwater initiatives.
- Promote use of animated videos and companion quizzes.

PLAN DEVELOPMENT PROCESS

To address watershed-based implementation funding expectations, 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 project list. The draft project list was emailed to those identified in the plan as potential partners (excluding landowners). These same partners were engaged during the comprehensive planning process. Their input was integrated throughout. Communication with partners throughout the year is essential to adapt to changing resource, staff, and financial circumstances.

Prioritization

NATURAL RESOURCE STEWARDSHIP PRINCIPLES

In order to achieve the greatest good with limited labor, expertise, financial, and technological resources, ACD employs the following stewardship principles.

- Work to improve systems, not just features (e.g. watersheds, catchments).
- Identify and prioritize benefits received from natural resources to facilitate implementation that achieves multiple benefits.
- Prioritize programs and services based on return on investment (ROI) to secure multiple benefits instead of prioritizing individual resource features (e.g. lakes, streams).

PRIORITY NATURAL RESOURCE BENEFITS

Rank order listing of foundational resources (bold) and benefits (bulleted).

SURFACE WATER

- Groundwater recharge
- Biogeochemical function – (e.g. pollutant treatment in ponds)
- Hydrologic function – (e.g. flood mitigation and storage/conveyance)
- Flora and fauna intrinsic value
- Recreation – non-consumptive (e.g. swimming and boating)
- Drinking water

ECOLOGICAL RESOURCES

- Flora and fauna - intrinsic value
- Recreation – consumptive (e.g. hunting and fishing)
- Biogeochemical function (e.g. nutrient cycling and carbon storage)
- Recreation – non-consumptive (e.g. birding and hiking)

GROUNDWATER

- Drinking water
- Lake, stream, and wetland baseflow
- Sanitation (e.g. bathing and laundry)

SOILS

- Biogeochemical function (e.g. nutrient cycling and pollutant remediation)
- Flora and fauna – intrinsic value
- Food/fuel/fiber production

PROGRAM AND SERVICE PRIORITIES

While program and service offerings are influenced greatly by ROI to maximize benefits, several other considerations must be taken into account.

- Data and insight - monitoring, inventory and analysis to improve understanding of resource issues
- Mandates – implementation actions required by state statute or rule
- Prerequisites – earlier actions in a sequence necessary to pursue the ultimate action
- Contracts for services – mutually beneficial actions fully funded by implementation partners
- Project readiness and support – alignment of implementation assets including funding, staffing, and partnerships

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ACD's 2021-2030 Comprehensive Natural Resources Stewardship Plan identified the following services (Table 1) and programs (Table 2) based on ROI.

Table 1: Mechanism ROI by resource

<i>Service</i>	Surface Water	Ecological (Biota)	Groundwater	Soils and Landforms	Grand Total
<i>Maintain</i>	6.39%	14.89%	1.82%	0.09%	23.19%
<i>Manage</i>	9.23%	8.34%	3.34%	0.16%	21.08%
<i>Fund</i>	2.43%	8.18%	4.15%	0.10%	14.87%
<i>Consult</i>	4.35%	4.61%	1.57%	0.10%	10.62%
<i>Protect</i>	2.21%	3.01%	1.23%	0.03%	6.48%
<i>Evaluate</i>	1.80%	3.24%	0.32%	0.05%	5.41%
<i>Inspect</i>	2.54%	2.06%	0.65%	0.06%	5.31%
<i>Analyze</i>	1.97%	1.47%	0.79%	0.23%	4.47%
<i>Regulate</i>	1.76%	0.35%	0.85%	0.03%	3.00%
<i>Guide</i>	1.00%	0.65%	0.23%	0.02%	1.90%
<i>Inventory</i>	0.56%	0.41%	0.14%	0.08%	1.19%
<i>Engage</i>	0.23%	0.40%	0.17%	0.05%	0.84%
<i>Monitor</i>	0.45%	0.06%	0.28%	0.00%	0.78%
<i>Strategize</i>	0.23%	0.43%	0.09%	0.01%	0.76%
<i>Advocate</i>	0.02%	0.02%	0.03%	0.00%	0.07%
<i>Supply</i>	0.00%	0.02%	0.00%	0.00%	0.02%

Advocate: work with policy makers to remove regulatory obstacles or to adopt and implement improved standards

Analyze: characterize conditions and trends in resource quality, quantity and distribution based on foundational data

Consult: provide site-specific project assessment, survey, guidance and design

Engage: provide information, interaction and/or participation opportunity to encourage the implementation of proven approaches

Evaluate: ascertain the effectiveness of previously installed BMPs through field observation, monitoring and analysis

Fund: provide funding to cover all or a portion of the cost of implementing projects and practices

Guide: guide landowners with natural resource regulatory violations to achieve compliance

Inspect: review properties to verify compliance with natural resource regulations

Inventory: collect and compile geospatial data on natural resource quality, quantity and distribution

Maintain: attend to the annual upkeep of BMPs to ensure they continue to provide designed benefits for their planned useful life

Manage: manage all aspects of project installation oversight on behalf of landowners

Monitor: collect and compile physical, chemical and biological data on natural resource quality, quantity and distribution

Protect: secure development rights to properties through fee title, conservation easement, or other means to preserve priority properties for their ecological, surface water, groundwater, and soils benefits.

Regulate: assist with the preparation of revised ordinances to improve natural resource stewardship

Strategize: conduct planning to optimize a course of action for achieving goals

Supply: provide access to conservation equipment and materials

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Table 2: Programs to achieve goals based on % of total ROI – vetted to 95% of potential ROI

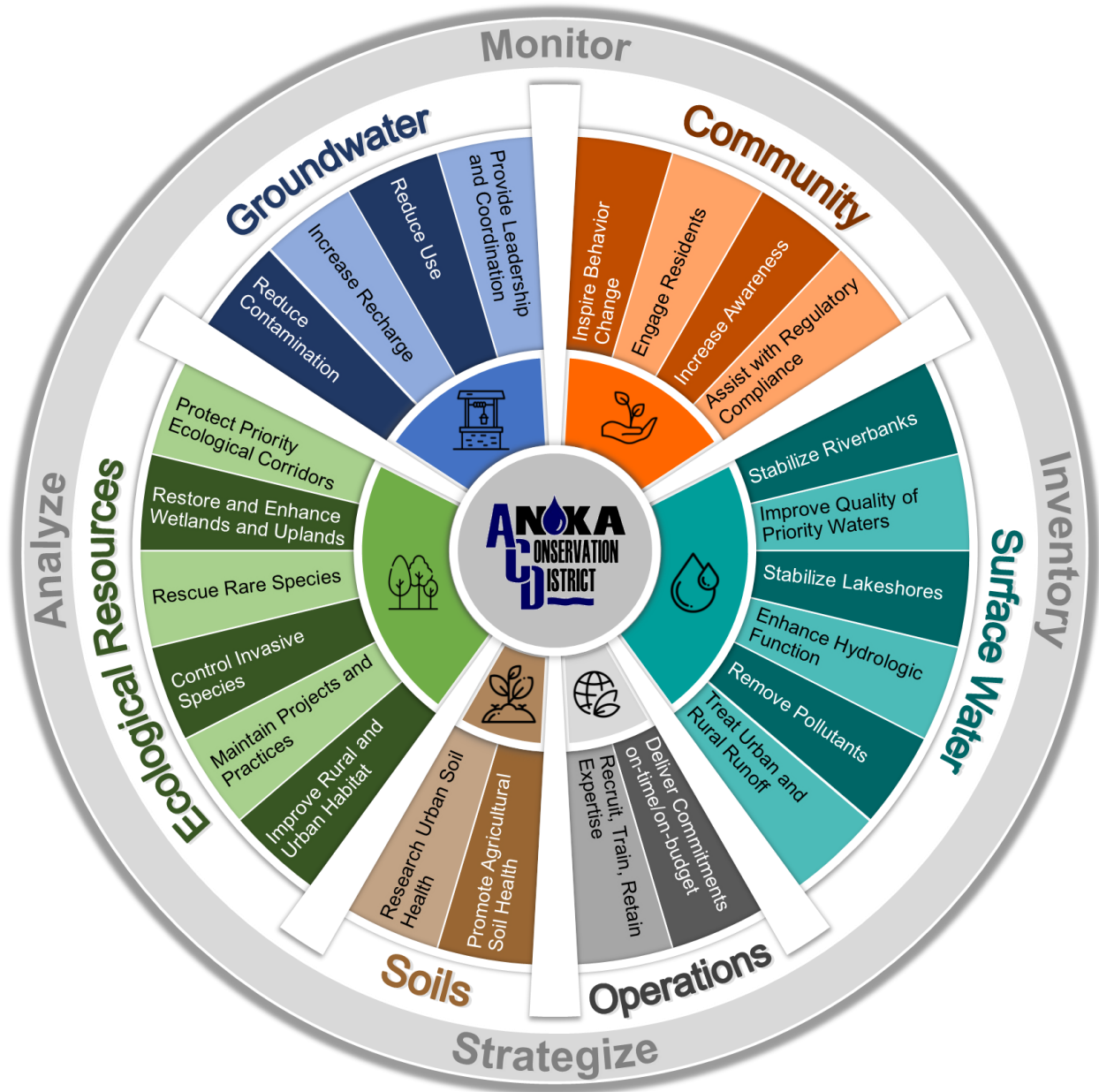
<i>Program</i>	Biodiversity - sustain and restore	Biodiversity for consumptive recreation - sustain and restore	Biodiversity for recreation - sustain and restore	Biota biogeochemical functions - sustain and restore	Groundwater quality for consumption - sustain and restore	Groundwater quantity for consumption - sustain and restore	Groundwater quantity for sanitation uses - sustain and restore	Groundwater quantity for surface water baseflow - sustain and restore	Hydrologic function (groundwater recharge) - sustain and restore	Runoff storage and conveyance - sustain and restore	Soil biodiversity - sustain and restore	Soil biogeochemical functions - sustain and restore	Soil productivity - sustain and restore	Surface water biogeochemical functions - sustain and restore	Surface water quality for consumption - sustain and restore	Surface water quality for recreation - sustain and restore	Grand Total
<i>Land protection</i>	8.26	4.93	4.15	1.51	0.03	2.58	1.21	2.61	7.32	4.51	0.19	0.02	0.01	0.06	0.00	0.04	37.44
<i>Stormwater BMPs</i>	1.13	0.16		0.15	0.60	0.67	0.32	0.69	1.83	0.76		0.10		2.44		1.82	10.68
<i>Ecological restoration</i>	2.20	1.27	0.94	0.91	0.00	0.00	0.00	0.39	0.68	0.43	0.08	0.05	0.00	0.32	0.00	0.00	7.27
<i>Regulatory assistance</i>	1.77	0.57	0.50	0.74	0.08	0.37	0.17		0.63	0.71	0.04	0.12	0.03	0.29		0.79	6.81
<i>Shore and bank BMPs</i>	1.58	0.18	0.00	0.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00	2.29	0.00	1.43	5.69
<i>Surface water monitoring</i>	0.93	0.19		0.27					0.91	0.59				0.94		0.83	4.66
<i>Aquatic invasive species control</i>	1.66	0.53	0.46	0.65	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.46	0.00	0.30	4.06
<i>Ecological enhancement</i>	1.34	0.63	0.89	0.34		0.02	0.01	0.02			0.01	0.01					3.29
<i>Groundwater conservation</i>	0.69	0.30	0.22	0.27	0.02	0.58	0.27	0.58	0.00	0.00	0.00	0.00	0.00	0.02	0.00	0.12	3.06
<i>Development standards</i>	0.06	0.02	0.01	0.01	0.03	0.08	0.04	0.09	0.24	0.84	0.01	0.01		0.74		0.51	2.69
<i>Hydrologic enhancement</i>	0.29	0.21	0.16	0.21	0.00	0.00	0.00	0.01	0.67	0.61	0.00	0.00	0.00	0.31	0.00	0.00	2.48
<i>Agricultural BMPs</i>	0.42	0.17	0.10	0.23	0.21	0.04	0.02	0.04			0.07	0.12	0.06	0.20	0.03	0.13	1.86
<i>Terrestrial invasive species control</i>	0.66	0.37	0.33	0.46	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.02	0.00	0.00	0.00	1.84
<i>Targeted pollutant management</i>	0.23	0.10	0.05	0.14	0.30						0.02	0.03	0.02	0.35	0.04	0.29	1.57
<i>Groundwater monitoring</i>	0.00	0.00	0.00	0.06	0.62	0.37	0.17	0.37	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.52
<i>Drinking water protection</i>	0.18	0.07	0.02	0.07	0.50	0.06	0.03	0.05						0.20		0.29	1.47

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KEYSTONE ENDEAVORS

ACD identified several keystone endeavors for each of the foundational natural resources: Surface Water, Ecological Resources, Groundwater, and Soils as well as Community and General Operation. As we make progress on these endeavors, we'll have a positive impact on the quality of life in Anoka County.

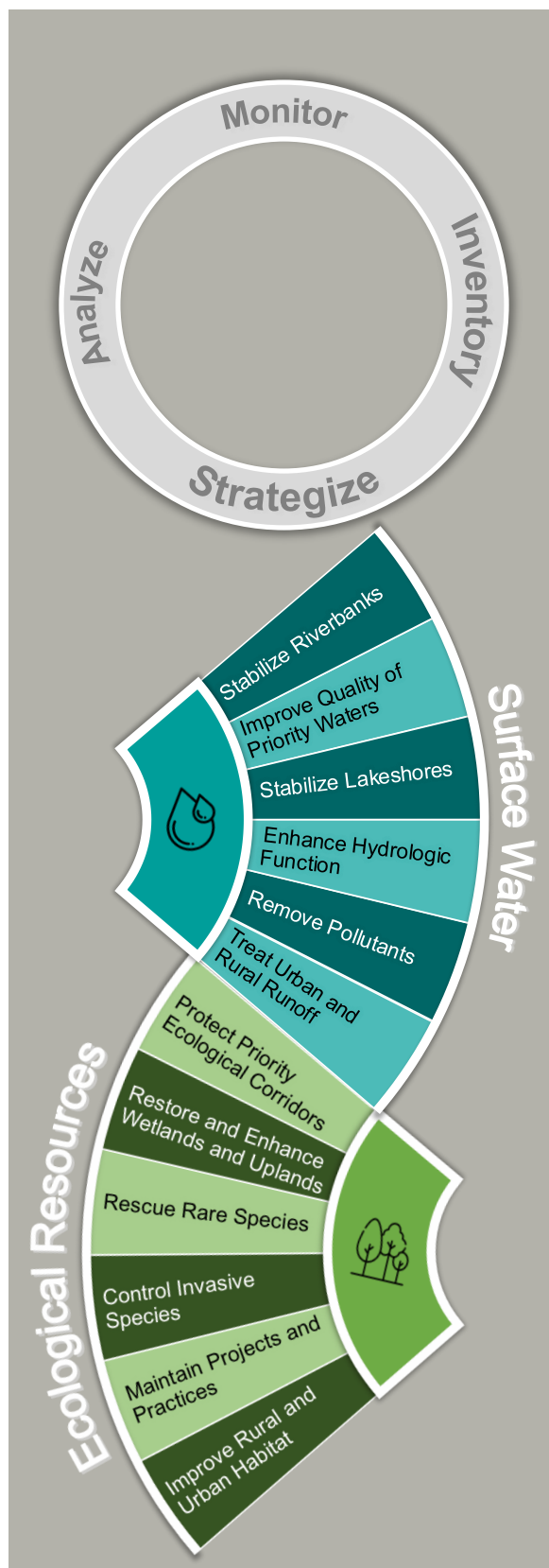
- Clean plentiful water for drinking and other uses
- Access to abundant high quality outdoor recreation
- Clean lakes and rivers
- Full, but not overflowing, surface waters
- Sustained diversity of plants and animals
- Healthy functioning ecosystems
- An engaged and invested public
- Productive working lands
- Vibrant local economy



Strong partnerships. Innovative solutions. Healthy environments.

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ANNUALIZED 10-YEAR PERFORMANCE GOALS



FOUNDATIONAL KNOWLEDGE

Monitor – Monitor priority resource quantity, quality and biology with sufficient rigor to provide baseline, trend and diagnostic insight for management decision making. Make data and findings publically accessible.

Inventory – Collect and map geospatial data on priority natural resource type, quality and distribution with sufficient detail and frequency to enable timely analysis to inform decision-making. Make inventory work products available to the public

Analyze – Analyze monitoring and inventory data to identify cost-effective strategies and solutions to problems that affect priority natural resources.

Strategize – Develop plans of action at appropriate scales to develop partnerships and allocate financial and technical resources to achieve priority natural resource goals.

SURFACE WATER

Stabilize Riverbanks – 1,000 ft./yr. average

Improve Quality of Priority Waters – Positive trend in water quality based on monitoring data

Stabilize Lakeshores – 400 ft./yr. average

Enhance Hydrologic Function – 6 projects/yr. average

Remove Pollutants - 250 lbs.-TP/yr. (Total Phosphorus) average

Treat Urban and Rural Runoff – 50 ac./yr. of runoff treated

ECOLOGICAL RESOURCES

Protect Priority Ecological Corridors – 50 ac./yr. average priority natural resources protected with conservation easements or acquisition

Restore and Enhance Wetlands and Uplands - 75 ac./yr. average

Rescue Rare Species – 1,500 rare specimens/yr. average rescued

Control Invasive Species – Holistic invasive species control including early response, and prioritized/targeted action

Maintain Projects and Practices – 50% of projects sustain benefits beyond project life.

Improve Rural and Urban Habitat – 3.5 ac./yr. average.

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GROUNDWATER

Provide Leadership and Coordination – Elevate groundwater to an active management status.

Reduce Use - Advocate funding, promote irrigation use reduction, complete one Campus Groundwater Conservation Plan each year.

Increase Recharge – 5 projects/yr. average

Reduce Contamination – 25 projects/yr. average

COMMUNITY

Inspire Behavior Change - 75 project installations/yr. average

Engage Residents - 200 consultations/designs and 3 volunteer events per year average

Increase Awareness – 15,000 public interactions/ year average including video views, completed online quizzes, webinar and workshop attendance, and event participation

Assist with Regulatory Compliance - 100% buffer law and Wetland Conservation Act compliance

SOILS

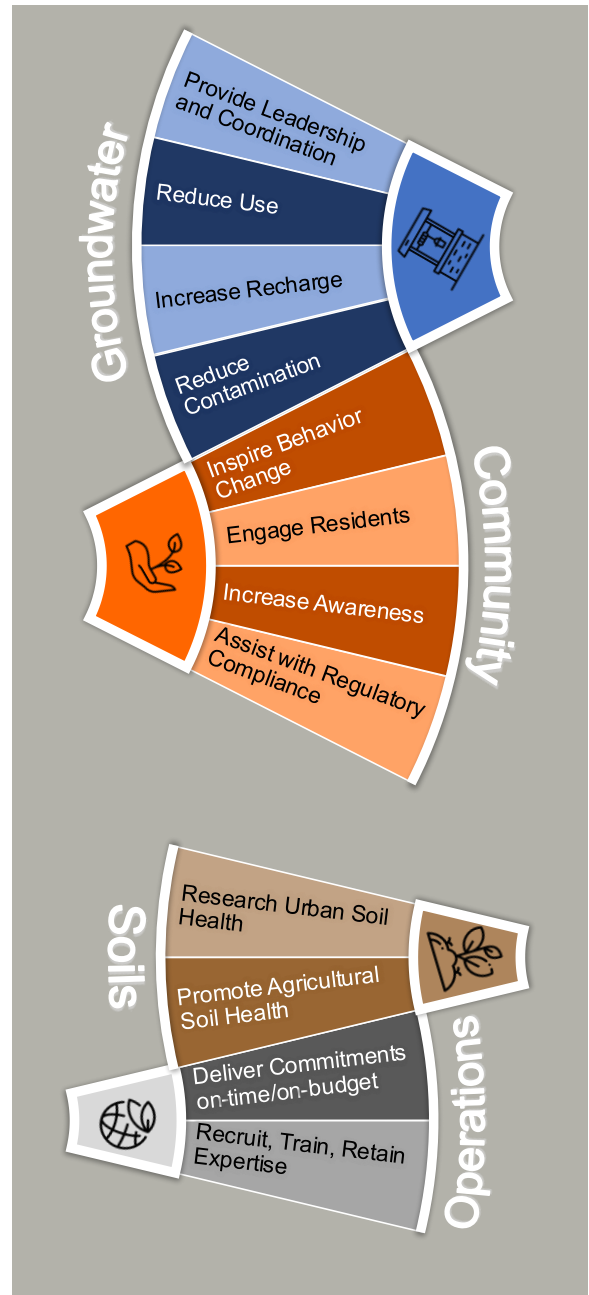
Research Urban Soil Health – Refine understanding and develop urban soil health management strategies

Promote Agricultural Soil Health – 3 producer contracts/yr. average

OPERATIONS

Deliver Commitments On Time and On Budget – Be reliable and accountable

Recruit, Train, Retain Expertise – Be capable, efficient and effective.



Targeting

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 urban Stormwater Retrofit Analyses (SRAs), rural Subwatershed Analyses (SWAs), shoreland condition inventory and analysis, annual water resources almanacs, 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.

PROGRAMS, PROJECTS, AND ACTIONS



The logo for the Clean Water, Land, and Legacy Amendment is displayed adjacent to programs, projects, and actions 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 \$371,000 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; administer payroll and employee benefits; process payments for 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; interact with the public and provide customer service.

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.

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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, water quality modeling software, CAD software, and survey equipment.

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 regarding lobbying.

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, two of which are occupied by ACD. All direct expenses and staff time associated with ACD’s role as landlord are 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 & DIAGNOSTIC 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 2023.

Resource	Quality	Quantity	Biota
• Lakes	4	24	5
• Streams	20	14	
• Wetlands		23	
• Groundwater		24	
• Precipitation		13	

INVENTORY

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.

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.

SHORELINE PHOTO INVENTORY – ACD will conduct a photo inventory of Martin and Linwood Lakes 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 – 2022 high-resolution aerial photos was be used to complete a countywide review of ditch buffers to update compliance maps, which will be refined in 2023.

SOIL CONDITION – Initiate soil condition monitoring. There are currently no local data on soil health or condition.

2023 ACD Implementation Plan

ANALYSES

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

WATER RESOURCES ALMANAC – Each year ACD completes a water resources almanac to summarize the year’s monitoring data and provide rudimentary analysis of resource condition and trends.



CENTERVILLE LAKE STORMWATER RETROFIT ANALYSIS – Centerville Lake in SE Anoka County has declining water quality due to nutrients. ACD will complete an SRA to identify and rank shoreland and watershed opportunities to reduce nutrient loading to the lake.



WEST FORD BROOK SUBWATERSHED ANALYSIS – West Ford Brook is a large rural subwatershed with a chain of natural environment lakes. This area is a top priority for analysis in the Upper Rum River WMO watershed management plan. ACD will complete a SWA to identify and rank watershed opportunities to reduce sediment and nutrient loading to the chain of lakes.



MISSISSIPPI AND RUM RIVER DIRECT DRAINAGE SRA – There are several small catchments along the Mississippi and Rum Rivers that discharge stormwater directly into the river without treatment. ACD will complete SRAs in one subwatershed for the Mississippi River and one for the Rum River.



SHORELINE EROSION ANALYSIS – Utilizing recent photo inventories and updated LiDAR, ACD will complete analysis of soil erosion along shorelines on Martin and Linwood Lakes to identified and rank project opportunities by cost-effectiveness.



TROTT BROOK WATER QUALITY DIAGNOSTICS – Analysis will be completed on diagnostic water quality monitoring data to determine the cause of low dissolved oxygen levels in Trott Brook and identified potential solutions.

PLANNING

COLLABORATIONS AND PLANNING – ACD participates in several multi-entity collaborations to facilitate natural resources management efforts at an optimal scale for success dependent on the resource. This ranges from multi-county conservation network collaborations to statewide policy committees. Current initiatives include:

- Metro Conservation Network
- Metro Conservation Districts
- Anoka Sand Plain Partnership
- Anoka County Water Resource Outreach Collaborative
- Lower St. Croix Watershed Partnership
- Rum River Watershed Partnership
- Governor’s Metropolitan Groundwater Sustainability Workgroup

ACD ANNUAL IMPLEMENTATION PLAN – ACD completes annual implementation plans as an extension of the comprehensive plan. The annual plan provides detail on the projects that are to be implemented in the coming year.

GRANT APPLICATIONS – Selectively securing funding to implement projects is an extension of the planning process. ACD is under contract with several water management organizations to identified appropriate funding opportunities and develop funding applications for submittal.

2023 ACD Implementation Plan

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.

SUBSURFACE SEWAGE TREATMENT SYSTEM ADMINISTRATION – ACD applies for and distributes funds through the NRBG to reimburse LGUs a portion of the cost of implementing SSTS related programs.

WCA ADMINISTRATION FUNDING – 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 annually for Anoka County LGUs, which covers approximately 25% of reported expenses.

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
- 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
- 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
- Conservation easement management plans per easement requirements

2023 ACD Implementation Plan

RCWD LANDOWNER ASSISTANCE (DESIGN AND COST SHARE) – RCWD contracts with ACD to address landowner inquiries for conservation technical assistance. If site conditions warrant, ACD will prepare a project design and assist with project funding applications.



SHORELAND STEWARDSHIP AND STORMWATER RETROFITS (DESIGN AND COST SHARE) – ACD provides landowners with conservation technical assistance to design and install projects to benefit high priority resources. Prior to public investment, sites are vetted to ensure that the public will benefit commensurate to the level of funding.

TRAINING PROVIDED TO OTHERS – ACD provides training, including internal staff cross-training as well as professional training.

PROJECT PROFILES/ONLINE PROJECT MAP/DASHBOARDS – 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. The project map also provides access to analytical reports. Project dashboard, which provide summary statistics on projects by size, type, location and benefits are also accessible online.



BMP INSPECTION AND MAINTENANCE GUIDANCE – ACD 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.

WETLAND CONSULTATION – For a modest fee, ACD 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 Wetland Conservation Act 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 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 grants 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.

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. The greatest obstacles to land protection are local governments that favor land development. Land protection emerged as an important long-term strategy during comprehensive planning. ACD will engage local government units in an attempt to remove barriers to land protection.

2023 ACD Implementation Plan

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 easement.

LAND PROTECTION OUTREACH – ACD will provide targeted outreach and promotion of a multi-million dollar grant to secure conservation easements along the Rum River through the Reinvest in Minnesota (RIM) program.

ECOLOGICAL STEWARDSHIP

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

INVASIVE SPECIES TREATMENT

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.



- Cedar Creek Ecosystem Science Reserve (CCESR) – ACD secured additional OHF funding to continue early detection buckthorn treatment in portions of the 5,600 acre property.
- Bonnell WMA – The Bonnell WMA is mostly ecologically pristine with pockets of common and glossy buckthorn, which will be treated on 28 of the 80 acres in the WMA.

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.

NON-NATIVE PHRAGMITES TREATMENT – ACD secured funds to map and treat isolated infestations of the invasive wetland grass, *Phragmites australis subsp. australis*.

ECOLOGICAL RESTORATION

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 2023 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 2023 to enhance 58 acres of oak savanna, 16 acres of prairie, and 15 acres of wetland.



CEDAR CREEK CONSERVATION AREA (CCCA) – ACD secured OHF funding to enhance 11 acres of wet prairie and sedge meadow.



CEDAR CREEK ECOSYSTEM SCIENCE RESERVE – ACD secured OHF funding to enhance 60 acres of prairie and oak savanna.



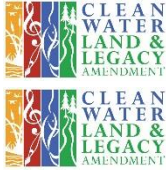
COON RAPIDS DAM REGIONAL PARK – ACD secured OHF funding to enhance 29 acres of woodland and savanna along the Mississippi River.



KINGS ISLAND – ACD secured OHF funding to enhance 26 acres of flood plain forest at Kings Island. Enhancement activities include removing EAB infested ash and tree planting.



2023 ACD Implementation Plan



LAMPREY PASS WMA – ACD secured OHF funding to enhance 29 acres of prairie, wetland and forest including areas of rare plants and rare habitat types.



RUM RIVER CORRIDOR HABITAT ENHANCEMENT – ACD secured OHF funding to enhance habitat throughout the Rum River corridor extending to its headwaters at Mille Lacs Lake. This includes 13 acres of riparian habitat, 10 acres of wetland habitat, and 20 acres of wild rice habitat, the latter of which would be in partnership with the Mille Lacs Band of Ojibwe.

MINNESOTA RARE PLANT RESCUE



ACD secured phase 2 funds through OHF to continue work in partnership with the Minnesota Landscape Arboretum and Critical Connections Ecological Services to implement a pilot program for rescuing rare species from permitted development sites where the plants would otherwise be destroyed. Specimens are relocated to ecologically appropriate and permanently protected recipient sites. Protocols for salvage, transplantation, species-specific management, and monitoring have been developed. Salvage of approximately 100,000 plants is anticipated through this program.

ECOLOGICAL ENHANCEMENT

TURF TO POLLINATOR HABITAT CONVERSION – ACD was awarded funding from BWSR Habitat Enhancement Landscape Pilot Program (HELP) to convert 4.5 acres of turf to pollinator habitat at Anoka County, City of Fridley and City of Blaine parks.

ANOKA PARKS PRAIRIE ENHANCEMENTS – ACD was awarded funding from BWSR HELP program to enhance 55 acres across 12 prairies to benefit at-risk and beneficial insects.



RUM RIVER IN-STREAM FISH HABITAT ENHANCEMENT – ACD secured OHF funding to install fish habitat structure throughout the Rum River channel extending to its headwaters at Mille Lacs Lake.

MUSSEL PROTECTION



Several mussel species in Minnesota are protected. They are not very mobile and are very difficult to identify in rivers. As a result, riverbank projects can either be held up due to unwarranted concern about mussel presence, or unwittingly cause harm to protected mussel species during construction. Current protocols to address this involve the costly and time consuming effort to contract with one of a very few professionals in Minnesota authorized to relocate individual mussels out of harm's way using SCUBA gear. This process is estimated to have a 65% success rate. ACD secured OHF funds to develop and test concepts to move mussels out of construction zones. Testing will occur in 2023 on the use of turbines to 'blow' mussels into deeper water, away from shoreline construction zones.

SURFACE WATER STEWARDSHIP



CRITICAL AREA PLANTING (CAP) – This includes utilization of native plants to stabilize eroding soil or intercept and filter runoff in areas that discharge to high priority water resources. CAP can be done in conjunction with shoreline stabilization projects or as a stand-alone project. Rum River Watershed Based Implementation Funding (WBIF) has been allocated to complete several CAP projects.



RUM RIVER REVETMENTS – 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 2,000 linear feet to satisfy the grant over the next two to three years.

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RUM RIVER BIOENGINEERING – Matched with Anoka County funds, ACD secured just under \$1.8M in OHF funds to treat riverbanks with moderate erosion that can be addressed with habitat friendly bioengineering techniques. Eight to ten projects are anticipated over the coming years.



RUM RIVER ARMAMENT - With matching funds from Anoka County, BWSR awarded CWF of \$440K to help address riverbanks with severe erosion that require fortification with structural means to be stabilized. While these projects provide fewer wildlife benefits, they provide superior water quality improvements because of the erosion severity addressed.



SUNRISE LAKES SHORELAND STABILIZATION – A competitive Clean Water Fund grant was awarded to stabilize actively eroding lakeshore in the Sunrise River chain of lakes. Six to eight projects are anticipated in 2023 and 2024.



LOWER SPRINGBROOK RETROFITS – A shallow stormwater pond will be enhanced to provide water quality treatment to runoff from an 80-acre neighborhood. 2023 installation is planned in partnership with the City of Fridley and the Coon Creek Watershed District utilizing WBIF funds.



TARGETED SHORELINE STEWARDSHIP – District Capacity funds have been allocated to supplement WBIF funding to reach out to shoreland landowners on priority lakes and provide technical and financial assistance to install water quality improvement projects.



RETROFITS (AGRICULTURAL AND URBAN) – \$139K in Rum River WBIF funds have been allocated to treat runoff to improve water quality. The most effective projects will be pursued and may be found in agricultural, residential and commercial landscapes.



WETLAND RESTORATION – \$28K in Rum River WBIF funds have been allocated to complete wetland restoration projects anticipated to improve water quality. To meet this threshold, restoration of hydrology in previously drained wetlands is anticipated.



WOODBURY HOUSE RIVERBANK STABILIZATION – ACD prepared a grant application on behalf of the City of Anoka and just of \$1M was awarded to address severe bank erosion along the Rum River that threatens historically significant landscape features. ACD intends to remain engaged in project design, management and reporting.

GROUNDWATER STEWARDSHIP

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. Additional funds are available in the Rum River watershed only using Rum River WBIF grant funds.



WELL SEALING COST SHARE – ACD was awarded funds to cost-share the targeted sealing of unused wells. Owners of properties identified as likely of having an unused well that are within a Drinking Water Supply Management Area or Well Head Protection Zone will be contacted directly with notice of the cost-share opportunity. Unused deep wells that formerly drew water from the Mount Simon-Hinckley Aquifer are also eligible regardless of their location. Funds are available to cost-share the sealing of approximately 125 of the 2,500 suspected unused and unsealed wells.



CAMPUS GROUNDWATER CONSERVATION PLAN (CGCP) – Although not currently funding by a grant, ACD intends to complete one CGCP per year.

2023 ACD Implementation Plan

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.



RUM RIVER WATERSHED PARTNERSHIP FISCAL AGENT (RRWP) – ACD will serve as the fiscal agent for the RRWP in their multi-county implementation of a \$1M biennial WBIF grant.

WMO ADMINISTRATION AND ON-CALL – Several WMOs contract ACD to provide administrative and on-call services. Doing so enables WMOs to attend to administrative and operational logistics without having employees.

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.

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 sell 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 reduce maintenance time and effort greatly. The RainGuardian.biz website provides promotional, technical, installation, and maintenance materials along with ordering instructions. Distributorships are in place for the 48 continental United States. In 2023, we will focus on providing greater support to our distributor. Rain Guardian revenues support other conservation efforts in Anoka County.

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.

EQUIPMENT RENTAL – ACD has invested in several pieces of equipment that help Anoka County landowners implement conservation practices. The equipment is available for rent and is used to install ACD-coordinated conservation practices. Available equipment:

- Truax 3’ native seed drop seeder
- 25-gallon herbicide tank and boom sprayer
- 52” pull behind brush mower
- Backpack herbicide sprayers

Safety equipment and training is included with rental.

2023 ACD Implementation Plan

REGULATORY GUIDANCE

WCA ENFORCEMENT – Potential violations of the WCA are processed by ACD, 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.

WCA ADMINISTRATIVE ASSISTANCE – 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 do.

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’s efforts, Anoka County currently has only a handful of non-compliant property owners.

INFORMATION & OUTREACH

ANOKA COUNTY WATER RESOURCE OUTREACH COLLABORATIVE (ACWROC) – ACD coordinates the ACWROC, which works collaboratively to promote and host activities of common interest, create audience appropriate outreach materials, provide information to target audiences, and create opportunities for the public to engage in activities that improve natural resources quality or quantity. Some WBIF areas have allocated funds to support the coordination role.

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.

MONTHLY SNAPSHOT – Emulating BWSR’s Snapshot series, ACD provides our local, regional and state government partners and leaders, along with non-profits and community organizations with a monthly synopsis of ACD’s activities.

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 resource issues, and engage the public. All ACD videos are available on the AnokaSWCD YouTube page. The following video projects are planned in the coming few years.



- Animated video series on rivers and how to be a good river steward
- Animated video on watersheds
- Animated video on stormwater
- Animated video on stormwater pond function and landowner expectations
- Animated video on wetland restoration
- Animated video series on agricultural BMPs and stewardship
- Animated video series on forest resource stewardship
- Animated video on soil health

VIDEO COMPANION MATERIALS – ACD will elevate the animated video series to be a more engaging informational tool through the development of companion materials such as interactive quizzes, and action pledges.



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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 – ACD publishes a blog to provide a more comprehensive narrative of priority topics than can be accomplished in a newsletter, Facebook post, or typical webpage. The blog is updated with monthly project updates and timely natural resource stewardship guidance.



WEBSITE DATA ACCESS TOOL – 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 challenging. We anticipate continued refinement of this interface through 2023.



WORKSHOPS AND PRESENTATIONS – ACD collaborates 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. Online workshops have become second nature for many professionals and landowners, and are far more cost-effective than in-person events.

NEWSPAPER ARTICLES – ACD periodically submits articles to local newspapers for promotion of programs and services and public education 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 2022, 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.



AGRICULTURAL PRODUCER OUTREACH – In effort to serve Anoka County’s agricultural producers better, ACD will work as a liaison to connect producers with available technical and financial resources for conservation projects and practices.

Measure Outcomes

Measuring outcomes can be done by using models, through monitoring the physical, chemical, and/or biological characteristics of the target resources, or by measuring work deliverables. Each has pros and cons, and is appropriate in different circumstances.

USING MODELS

ACD uses several models to estimate benefits when applying for grants and to report deliverables as project grants are closed out. WinSLAMM is used for urban stormwater projects, RUSLE2 for rural BMPs, the Wisconsin-NRCS direct volume method for riparian soil loss calculations, and the BWSR Pollution Reduction Estimator when robust models are not available. 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 change, and land use management practices. For these reasons, it is optimal to monitor target resource condition to document outcomes.

MONITOR TARGET RESOURCES

ACD maintains 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 are available at AnokaSWCD.org. Almanacs are organized by watershed and are several hundred pages in length. Data may be viewed in chart form and downloaded using ACD data access tool.



2022 ANOKA WATER ALMANAC
Water Resource Conditions of Anoka County, Minnesota
ANOKA
WATER RESOURCES DISTRICT

MEASURING WORK THROUGHPUT

Another alternative is to measure effort and work deliverables. For each of the four resource categories as well as community and general operations, two to six metrics of success in terms of effort and outcomes from the Action Wheel will be reported each year using a letter grade. We are hopeful that by including intrinsic natural resource value throughout the plan and addressing community resources as a separate topic, the action wheel incorporates general quality of life outcomes to capture frequently overlooked benefits of natural resource stewardship.

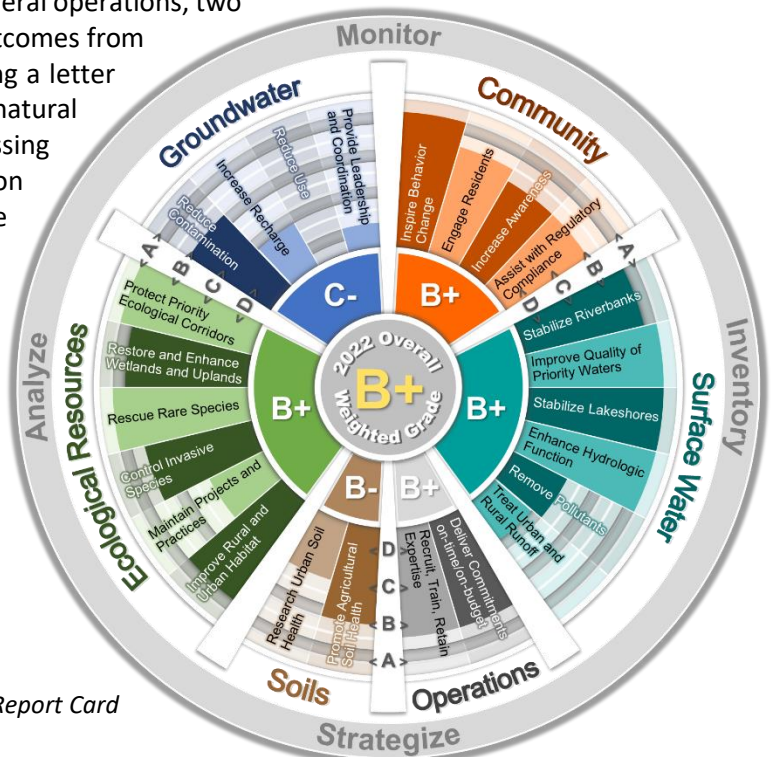


Figure 1: 2022 ACD Action Wheel Report Card

Allocation of Implementation Assets

Implementation assets include support (political, agency, public), capacity (financial, expertise, technology, staff time), awareness (locally relevant science, planning, natural resource literacy), and jurisdiction (geographic, regulatory). While sufficient funding may overcome many of these, it cannot address them all; that requires fostering relationships, building trust, and collaboration. Finite assets must be judiciously allocated to implement activities in a way that optimizes outcomes. Because ACD does not have access to robust or stable funding, collaborating to cobble together implementation assets is not only optimal, but also necessary. This section focuses on capacity allocations.

STAFF TIME AND EXPERTISE

ACD employs ten to fifteen people with approximately 12 full time equivalents (FTEs). ACD has 3,139 staff workdays to address goals and objectives. Planned objectives should require 3240 workdays to complete. As such, current and proposed staff is 101 workdays short of anticipated need. Programs and services are continually prioritized, often favoring those that are self-funded, to maintain fiscal and programmatic stability. We need one additional full time technician to meet workload demand.

Table 3: 2023 staff needs

Program or Service	Mgr	Admin	Engage	Tech	Spec	Principal	Seasonal	Total
<i>General Operations</i>	0.49	0.62	0.00	0.33	0.54	0.33	0.02	2.33
<i>Paid Leave</i>	0.16	0.19	0.00	0.30	0.73	0.33	0.02	1.73
<i>Landlord</i>	0.02	0.01	0.00	0.02	0.06	0.01	0.00	0.12
<i>Outreach and Engagement</i>	0.04	0.00	0.23	0.12	0.09	0.04	0.01	0.53
<i>Monitoring</i>	0.00	0.00	0.00	0.43	0.25	0.01	0.16	0.85
<i>Inventory</i>	0.01	0.00	0.00	0.05	0.00	0.00	0.00	0.06
<i>Analysis</i>	0.02	0.00	0.00	0.33	0.12	0.26	0.01	0.74
<i>Planning</i>	0.11	0.00	0.00	0.03	0.02	0.11	0.00	0.27
<i>Land Protection</i>	0.00	0.00	0.00	0.02	0.05	0.00	0.01	0.08
<i>Surface Water Stewardship</i>	0.06	0.01	0.00	0.39	0.85	0.51	0.08	1.90
<i>Groundwater Stewardship</i>	0.00	0.01	0.00	0.00	0.13	0.01	0.03	0.18
<i>Ecological Resource Stewardship</i>	0.02	0.01	0.00	0.52	0.53	0.00	0.69	1.77
<i>Soils Stewardship</i>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Regulatory Assistance</i>	0.01	0.01	0.00	0.04	0.59	0.00	0.00	0.65
<i>Administrative Assistance</i>	0.07	0.04	0.00	0.00	0.10	0.25	0.00	0.46
<i>Financial Assistance</i>	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<i>Products & Equipment</i>	0.04	0.14	0.00	0.20	0.14	0.21	0.02	0.75
<i>Over or Under Unallocated</i>	-0.05	-0.04	0.00	-0.00	-0.20	-0.07	0.00	-0.36
<i>Total</i>	1.00	1.00	0.23	2.78	4.00	2.00	1.05	12.06

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FUNDING

Table 4 summarizes revenues and expenditures and indicates the amount of pass-through funding. Revenues and expenditures are identical for pass-through funding and so pass-through funds are not included in either revenues or expenditures. Detail is provided in Table 5 through Table 7.

Table 4: Funding summary

Revenue Summary	
Charges for Services	1,250
Interest	2,000
Intergovernmental - County	308,192
Intergovernmental - Local	121,225
Intergovernmental - Regional	27,000
Intergovernmental - State	612,626
Product Sales	738,800
Rents	118,267
Total	1,929,359
Pass-Through Summary	
	1,355,863
Expenditure Summary	
Capital Expenses	1,500
Materials/Supplies	81,820
Office Overhead	115,182
Personnel	1,274,235
Contracts - Tech/Engineering	82,400
Contracts - Admin	-
Contracts - Project Development	-
Office Headquarters	47,750
Rain Guardian	400,984
Total	2,003,872

Table 5: Pass-through detail

Pass-Through Detail	Charge for Service	County	Local	State	Grand Total
Riverbank Stabilization - Rum Bioeng				490000	490000
Riverbank Stabilization - Rum Armor	38080	38080		380800	456960
Stormwater Retrofits			74000	125000	199000
SSTS-Fix up grants	8500			83624	92124
Shoreland Stewardship				52302	52302
BMP Construction			19070	11107	30177
Ag. BMPs			2800	25000	27800
Revetments - CPL			7500		7500
Grand Total	46,500	38,080	103,370	1,167,833	1,355,863

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Table 6: Revenue detail

Revenue Detail	Charge for Service	Interest	County	Local	Regional	State	Product Sales	Rents	Grand Total
Rain Guardian							643950		643950
General Operations		3000	239989			33545			276534
Office Headquarters								116242	116242
Rum River Stabilization			50000			40000			90000
Well Sealing						87000			87000
Rare Species Rescue						75000			75000
WCA Admin	1000					63191			64191
BMP Consultation			14000	10000	20000	11000			55000
SRA Generic				4100		49993			54093
Tree Sales							35000		35000
Stream Water Quality				31800					31800
On-Call				31043					31043
Revetments - CPL			20000	10000					30000
Buckthorn - Bonnell WMA						30000			30000
Brochures/Displays/Videos				551		26300			26851
Buffers			15000			10000			25000
Buckthorn - CCESR				22000					22000
Outreach Coordinator				6450		13600			20050
SSTS						18600			18600
Strategic Planning			18000						18000
Lake Water Quality			2500	15200					17700
Stormwater Retrofits						16500			16500
Streambank & Shoreland Stabilization	2235			4400		9600			16235
Pollinator Habitat						15000			15000
Videos				3750		11250			15000
BMP Design						15000			15000
Training						12300			12300
Wetland Hydrology				11700					11700
Stream Flow - Rating Curve				10000					10000
Video Companion Material				2500		7500			10000
Soil Condition			9800						9800
Stream Hydrology				8800					8800
Local Water Plan Implementation						8094			8094
Carp Management						8000			8000
Mississippi Stabilization 2					8000				8000

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<i>Revenue Detail</i>	<i>Charge for Service</i>								
	<i>Interest</i>	<i>County</i>	<i>Local</i>	<i>Regional</i>	<i>State</i>	<i>Product Sales</i>	<i>Rents</i>	<i>Grand Total</i>	
<i>Lake Levels</i>			7500					7500	
<i>Rain Guardian</i>						738800		738800	
<i>General Operations</i>	2000	208992			44522			255514	
<i>Office Headquarters</i>							118267	118267	
<i>Rare Species Rescue</i>					92000			92000	
<i>Riverbank Stabilization - Rum Bioeng</i>					80000			80000	
<i>Riverbank Stabilization - Rum Armor</i>					70322			70322	
<i>BMP Consultation</i>		10000	13000	20000	6500			49500	
<i>Revetments - CPL</i>		30000						30000	
<i>On-Call</i>			29969					29969	
<i>Restoration - Cedar Creek ESR</i>					29200			29200	
<i>HELP</i>					23500			23500	
<i>Outreach Coordinator</i>			5555		17583			23138	
<i>Restoration - Maintenance</i>		20200						20200	
<i>Shoreland Stewardship</i>					20000			20000	
<i>SSTS</i>					18600			18600	
<i>BMP Design</i>					18225			18225	
<i>Strategic Planning</i>		18000						18000	
<i>Restoration - Blaine SNA</i>					16700			16700	
<i>Lake Water Quality</i>			16540					16540	
<i>Buckthorn - CCESR</i>			16000					16000	
<i>SRA Generic</i>					15718			15718	
<i>Videos</i>		15000						15000	
<i>Buckthorn - Bonnell WMA</i>					15000			15000	
<i>Shoreland Stewardship - Sunrise Chain</i>			7000		6000			13000	
<i>Erosion Inventory</i>					11399			11399	
<i>Stormwater Retrofits</i>					11000			11000	
<i>Land Protection Strategies</i>					10628			10628	
<i>Soil Condition</i>					9460			9460	
<i>BMP Maintenance</i>					8948			8948	
<i>Buffers</i>					8800			8800	
<i>Local Water Plan Implementation</i>					8094			8094	
<i>Lake Levels</i>			7920					7920	
<i>Restoration - Burman WMA</i>					7900			7900	
<i>Rum OHF 2 - Wetland Resto</i>					7000			7000	

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<i>Revenue Detail</i>	<i>Charge for Service</i>	<i>Interest</i>	<i>County</i>	<i>Local</i>	<i>Regional</i>	<i>State</i>	<i>Product Sales</i>	<i>Rents</i>	<i>Grand Total</i>
<i>Restoration - CR Dam</i>						7000			7000
<i>Mississippi Stabilization 2</i>					7000				7000
<i>Rum OHF 2 - Erosion Bioeng</i>						6000			6000
<i>BMP Construction</i>			6000						6000
<i>SSTS-Fix up grants</i>						5500			5500
<i>Rum OHF 2 - Fish Habitat</i>						5000			5000
<i>Restoration - Kings Island</i>						5000			5000
<i>Restoration - Lamprey Pass</i>						5000			5000
<i>Stream Flow - Rating Curve</i>				4950					4950
<i>Grant Administration</i>				3716		1031			4747
<i>Project Profiles</i>						4500			4500
<i>Ag. BMPs</i>						4382			4382
<i>Biomonitoring</i>	1250			2900					4150
<i>Annual Report</i>				4049					4049
<i>Newsletter</i>				2788					2788
<i>Grant Preparation</i>				2771					2771
<i>Shoreland Admin</i>						2615			2615
<i>Brochures/Displays/Videos</i>				600		1818			2418
<i>RIM</i>						2000			2000
<i>Rum OHF 2 - Riparian Veg Resto</i>						2000			2000
<i>Rum OHF 2 - Wild Rice</i>						2000			2000
<i>Obwells</i>						1680			1680
<i>Aquatic Invasive Species</i>				1400					1400
<i>Plan Updates</i>				1000					1000
<i>Auditor Report</i>				689					689
<i>Lake Secchi</i>				378					378
Grand Total	1,250	2,000	308,192	121,225	27,000	61,626	738,800	118,267	1,929,359

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Table 7: Expense Detail

Expense Detail	Capital	Materials/Supplies	Office Overhead	Personnel	Contracts - Tech/Engineering	Office Headquarters	Rain Guardian	Grand Total
General Operations	1500	2200	115182	1274235				1393118
Rain Guardian							400984	400984
Rare Species Rescue		2000			63000			65000
Office Headquarters						47750		47750
HELP		20000						20000
SSTS		17000						17000
Riverbank Stabilization - Rum Bioeng		5000			10000			15000
Restoration - Maintenance		10000						10000
Riverbank Stabilization - Rum Armor		10000						10000
BMP Construction		6000						6000
Restoration - Blaine SNA		1000			4700			5700
Lake Water Quality		3670						3670
Restoration - Burman WMA					2700			2700
Rum OHF 2 - Wetland Resto					2000			2000
Restoration - Cedar Creek ESR		1700						1700
Buffers		1000						1000
Buckthorn - CCESR		1000						1000
Buckthorn - Bonnell WMA		1000						1000
Biomonitoring		250						250
Grand Total	1,500	81,820	115,182	1,274,235	82,400	47,750	400,984	2,003,872

UNMET NEED - GAP ANALYSIS

A gap analysis is a process of identifying needs that are not being met. The following is incorporated throughout this and the comprehensive plan.

- All goals, objectives, strategies and actions were viewed through the lens of what ACD’s role could be.
- All comprehensive plan resource sections detail unmet need and missing assets for implementation.
- Monitoring and inventory data that show a decline in resource quality or quantity indicate an unmet need.
- Identified monitoring, inventory, analysis, and planning represent knowledge gaps.
- The lists of collaborations at different scales along with the selection of optimum lead entities are geographic and jurisdictional gap analyses.
- Identified audiences and outreach topics are a public awareness gap analysis.
- The identified adjustments in authorities are jurisdictional, programmatic, and funding gap analyses.

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SURFACE WATER

- Comprehensive and consistent data collection and analysis across jurisdictions occurs rarely.
- Plan coordination and integration among water resource stewardship entities is lacking, due in no small part to the extreme complexity of integration.
- Complex surface water governance hinders understanding of the system and leads to both gaps and redundancies, as well as the perception of duplication, even if not real.

ECOLOGICAL RESOURCES

- Baseline data for ecological resource type, quality and distribution are very limited.
- Species-specific conservation plans and strategies are not available.
- Objective evaluation of BMP success is infrequent. Without it, the science and practice of ecological resource stewardship is not evolving optimally.
- Training on holistic resource stewardship to ensure we are treating the underlying problem and not just a symptom.

GROUNDWATER

- Comprehensive groundwater plan – there is no comprehensive plan for groundwater stewardship in Anoka County and no entity with sufficient jurisdiction and will to initiate planning or implementation.
- Available grant funding favors remediation over prevention, which is highly inefficient.
- Groundwater quantity conservation is not a high priority for funding entities.

SOILS

- Urban soil health research is needed.
- Anoka County-specific soil health data are needed.
- Widespread urban food programs could help address food desert challenges and reduce the strain on conventional agriculture.

ASSET SHORTFALLS

SWCD funding uncertainty is the single largest shortfall that impacts implementation effectiveness and timing; it hinders all aspects of ACD operations. Securing SWCD statutory funding authority remains by far the most critical adjustment needed to advance the stewardship of natural resources in Minnesota.

COMMUNITY

- A common asset shortfall among all resource categories is the lack of public literacy on natural resource issues. This is understandable. Natural resources are complex; so much so that they require special purpose units of government to implement stewardship actions. Lack of literacy is not limited to the public; it is more the norm than the exception among state legislators, local elected officials, community leaders, and agency and department staff.
- Funding for general outreach and engagement is very limited.

ECOLOGICAL RESOURCES

- Long-term stewardship funding to maintain restoration projects with periodic burns and invasive species treatment.

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- Lack of objective measures of the value of ecosystem services relegates ecological stewardship to the category of ‘nice’ instead of ‘necessary.’
- Foundational data are missing or outdated, such as MLCCS, which compromises planning and implementation efforts.

GROUNDWATER

- Additional groundwater expertise would be needed to conceptualize and implement meaningful groundwater stewardship plans.
- Groundwater management authorities are split among state, county and city entities and there is a lack of coordination.

SOILS

- Soils stewardship as a means to improve urban water quality isn’t even a discussion, but should become one.
- Funding is needed to initiate research on the function of urban soil health on other resources.

ADJUSTMENTS IN AUTHORITIES

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

- Provide SWCDs with operational and programmatic statutory funding authority.
- Conserve groundwater through mechanisms such as mandated rain/soil moisture sensors on irrigation systems, private well regulation, limits on manicured lawn size, plumbing code updates to allow gray water segregation, reuse and/or infiltration.
- Secure groundwater planning delegated authority and implementation funding.
- Allow reimbursement of full fee schedule rates from state grants for soil and water conservation districts.
- Provide funding for the long-term inspection and maintenance of BMPs.
- Support 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 turnover and workload variability over time and would follow employees as they move between jobs.
- 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.

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TECHNICAL STAFF TRAINING & CERTIFICATION NEEDS

Conservation Practice	Staff Member									
	C. Lord	M. Haustein	J. Schurbon	B. Wozney	J. Wagner	C. Taylor	K. Larson	B. Keith	L. Olson	B. Clark
	Ecol. Level <u>Plan</u> or <u>Design</u> Eng. Class I-V									
Ecological Science										
Alum addition - In lake (563M)			D		D					
Aquatic Vegetation Management (565M)					D			D		
Bioretention Basin (712M)	D	D			D			D		D
Brush Management (314)	D					D			D	
Conservation Cover (327)						D			D	
Conservation Crop Rotation (328)										
Conservation Cover(327M)	D					D				
Contaminant Source Inventory (300M)	D	D	D							
Cover Crop (340)										
Critical Area Planting (342)	D	D				D	D	D	D	D
Early Successional Hab. Dev./Mgmt. (647)	D	D				D	D		D	D
Erosion Control (148M)	D	D					D	D		D
Field Border (386)										
Filter Strip (393)	D				D			D		D
Fish Management (392M)			D							
Forest Stand Improvement(666M)	D					D			D	
Groundwater Monitoring (500M)					D		D			
Infiltration Trench (803M)	D	D								D
Nutrient Management Plan (590, 509M)										
Permeable Surfaces (804M)		D								
Ravine/Gully Inventory (302M)	D	D					D			D
Resto. & Mgmt. Declining Habitats (643)	D					D			D	
Riparian Forest Buffer (391)	D					D		D	D	
Riparian Herbaceous Cover (390)	D					D	D	D	D	
SSTS Inventory (305M)			D		D					
Stream Habitat Imprv. & Mgmt (395)	D	D	D		D	D	D	D	D	D
Subwatershed Analysis (510M)	D	D			D			D		D
Surface Water Monitoring (501M)		D	D		D		D			D

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

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Looking Ahead: 10-Year Project Priorities

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. Projects will be added and dropped from the list each year as they are envisioned and completed respectively. It is important to initiate project development several years before anticipated installation in order to align all of the needed implementation assets. The groundwork for projects being installed in 2023 was laid several years ago. To keep the cycle going, we must work today to lay the groundwork for 2026 projects.

Table 8: 10-year project priorities and opportunities

	Potential Initiative	Potential Grant	Potential Partner	Annual (Total ¹)
H	Shoreline and Streambank Stabilization	CPL, OHF, WBIF, CWF Projects and Practices, District Capacity	WDs/WMOs, Cities, LIDs, Lake Assoc. Co. Depts., Landowners, SWCDs, NGOs	\$500K (\$5,000K)
H	• Rum River			
H	• Mississippi River			
H	• Lake George			
H	• Linwood Lake			
H	• Coon Lake			
H	• Martin Lake			
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 (\$1,000K)
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			
	• Other SRAs listed below, not yet done			
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,	WMOs/WDs, Cities, LIDs, Lake Assoc.	\$50K (\$500K)
	• Linwood Lake SRA			

¹ Anticipated 10-year need included to show long-term funding needs. Funds are not necessarily needed every year for 10 years.

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Potential Initiative		Potential Grant	Potential Partner	Annual (Total ¹)
M H H M H H M H M	<ul style="list-style-type: none"> Rice Creek Chain of Lakes SRA, Lower Rice Creek SRA, Lower Rum River SRA, Lower Mississippi River Erosion Analysis Mississippi Direct Discharge SRA West Ford Brook SWA Rum River Direct Discharge SRA Lakeshore condition 	Met Council, District Capacity		
M H M	Feasibility Analysis & Project Design <ul style="list-style-type: none"> Sunrise Chain of Lakes Alum treatment Lake George in-lake analysis Ag. conservation planning 	LCCMR, CWF AIG, WBF, MCD ETA, Met Council, District Capacity, EQIP	WMOs/WDs, Cities, LIDs, Lake Assoc.	\$90K (\$270K)
M M M L	Groundwater Projects and Analysis <ul style="list-style-type: none"> Campus groundwater conservation planning Well sealing cost share SSTS Fix Up Smart irrigation 	CWF AIG, LCCMR, Met Council, MDH	Cities, Landowners, HOAs, School Districts	\$120K (\$1,200K)
H H M M M M M M M H H H H	Ecological Restoration <ul style="list-style-type: none"> Burman WMA Blaine SNA Mikkelson WMA Bonnell WMA Carlos Avery WMA Rum River Central Regional Park Coon Rapids Dam Regional Park King Island Park Lamprey Pass WMA Cedar Creek Conservation Area Anoka Nature Preserve Cedar Creek Ecosystem Science Reserve 	OHF, CPL, USFWS, NWTf	Co. Depts. Cities, DNR, Sports Orgs., Landowners, NGOs	\$300K (\$1,500K)
M M M H M H H L	Invasive/Noxious Species Treatment <ul style="list-style-type: none"> Phragmites Anoka CWMA Buckthorn CCCA Rum Central CCESR Burman WMA AIS 	MDA, OHF, CWMA, MN AIS,	Co. Depts. Cities, Weed Inspectors, WDs/WMOs, DNR, MDA, Sport Orgs, Landowners, NGOs	\$120K (\$1,200K)

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	Potential Initiative	Potential Grant	Potential Partner	Annual (Total ¹)
H	Rare Plant Rescue 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)
H	Social Capacity – Empowering the Public <ul style="list-style-type: none"> • Create informational materials • Create displays and interactive models • Write articles for local newspapers, newsletters, and blogs • Create videos and other online content • Host workshops/ trainings/ presentations/ tours • Host community engagement events • Promote individual and collective conservation actions • Promote behavior change campaigns • Coordinate with local partners • Partner regionally to support large-scale outreach efforts 	WBIF, District Capacity, LCCMR	WDs/WMOs, Cities, Co. Depts., SWCDs, School Districts	\$85K (\$850K)
H	Land Protection <ul style="list-style-type: none"> • Easements - Rum RIM 	RIM, OHF, District Capacity	BWSR, MLT, TNC, TPL, NGOs	\$1,000K+
H	<ul style="list-style-type: none"> • Easements – MCBS Lands 			
H	<ul style="list-style-type: none"> • Cedar Creek Corridor 			
M	Wetland Restorations <ul style="list-style-type: none"> • Riparian Areas 	BWSR Banking, District Capacity, DNR CPL, MPCA Section 319, OHF	Landowners, WDs/WMOs, NRCS, USFWS, NGOs	\$40K (\$200K)
M	Data Collection <ul style="list-style-type: none"> • Water monitoring 	WBIF, District Capacity, LCCMR	WDs/WMOs, Lake Assoc., LIDs	\$200K (\$2,000K)
M	<ul style="list-style-type: none"> • MLCCS 			
L	<ul style="list-style-type: none"> • Wetland floristic quality 			
H	<ul style="list-style-type: none"> • BMP/project efficacy 			
L	<ul style="list-style-type: none"> • Soils 			

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Cost Share Policy

This policy applies to all practice types except subsurface sewage treatment systems (SSTS; septic systems).

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 TYPES	
Project Type	Description
Shoreline Stabilization	Stabilize shoreline erosion on lakes, streams, or rivers through the use of hard or soft engineering techniques. Soft engineering techniques such as natural-fiber erosion control materials, cedar tree revetments, brush bundles, and/or native plants are preferred.
Stormwater Treatment Projects	Treat stormwater runoff to positively impact a target water resource through one or more of the following: improved water quality, increased infiltration, and/or increased storage. Project examples: curb-cut rain gardens, hydrodynamic devices, vegetated swales, pond modifications, enhanced filtration, and infiltration basins.
Groundwater Conservation	Conserve groundwater by reducing waste, improving efficiency, utilizing surface water, capturing and reusing, and/or reducing demand. Project examples: high-efficiency fixture and equipment installations or retrofits, pond water irrigation sourcing, gray water utilization, rain barrels, smart irrigation technology, and turf grass conversion to native species.
Habitat Improvement and Management	Establish or enhance habitat by increasing the presence and diversity of native species and/or removal of invasive non-native species. Project examples: vegetative ecosystem restoration, hydrologic wetland restoration, backyard habitat enhancement, pollinator gardens, lake/river/ditch native vegetated buffers, and prescribed burning.
Agricultural Projects and Practices	Improve soil productivity and water quality through projects and practices that improve soil health, reduce erosion, increase water storage and infiltration, and treat runoff. Project examples: grassed waterways and filter strips, water and sediment control basins, cover crops, nutrient management, integrated pest control, livestock waste containment and treatment, and conservation tillage.
Subsurface Sewage Treatment System Fix Up	Repair or replacement of septic systems that are an imminent threat to human health, failing to protect groundwater as documented by a Certificate of Noncompliance from a licensed SSTS inspector.
Well Sealing	Unused wells can serve as direct conduits for surface contaminants to reach our aquifers. Clean Water Funds help eligible landowners seal unused wells located within Anoka County, targeting vulnerable groundwater areas such as Drinking Water Supply Management Areas (DWSMAs).
Other	Projects not listed above that improve natural resource quality, quantity or distribution may be considered.

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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.
- The ACD may prioritize areas for practice implementation, including those practices within drainages to priority waterbodies. ACD priorities are reflected in the ACD comprehensive plan and annual plans.
- At its sole discretion, the ACD Board may consider compliance to the terms of a previous or existing ACD or USDA Cost Share Contract as a prerequisite to entering into a subsequent Cost Share Contract with an applicant.

APPLICATION AND FUNDING PROCESS

- Applications are accepted at any time; however, funds are limited. To apply, complete the appropriate grant application available at www.AnokaSWCD.org
- 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.

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- 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 sources may differ, and supersede those found in this document.
- A separate plan and agreement outlining the operations and maintenance responsibilities of the grant recipient for the life of the project is required. Project life depends on the nature, size, and complexity of the project and typically ranges from five to twenty-five years.

LOGISTICS AND LIMITATIONS

- Grant recipient must assume operations and maintenance responsibilities for the life of the project.
- Grant recipients must own or have a legally affirmed right to construct, operate and maintain the proposed project on the project site. If this is not the case, prior to the application process, a signed letter of concurrence shall be submitted by the landowner indicating their understanding of the project and intent to work with the applicant to transfer title to the property or some other form of agreement over the project area for the life of the project to convey the right of access for project construction, operation, and maintenance. Failure to secure adequate rights to the subject property prior to installation of the project will result in a strict cancellation of the grant agreement.
- Acceptance of public funds to complete a project that benefits natural resources does not open the property to public access. Site access will be required by ACD staff or representatives during project installation and for the life of the project to complete inspection/monitoring of project function and to provide maintenance guidance. ACD may require a deed restriction and access agreement to compel current and future owners to maintain the project and allow ACD access to the project.
- Acceptance of public funds to complete a project that benefits natural resources requires the owner allow ACD to place signage acknowledging the funding source or project purpose.
- Unless otherwise approved by the ACD Board, a portion of a project becomes ineligible for funding if construction begins on that portion before a cost share contract has been approved.
- Grants will not be awarded for projects required by permit or law.

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- The grant recipient is responsible to secure required permits and approvals either directly or through their contractor. In some cases, ACD may be able to help with this.
- Any submitted information, including applications, designs, cost estimates, project specifications, permits, photos, studies and reports, and proof of expenditures becomes part of the public record.
- Projects that are completed to meet regulatory requirements are not eligible for funding.

DESIGNS AND OVERSIGHT

- Principal or Specialist level staff shall oversee project management. When required by the funding source, project design sign-off must be from a professional engineer or staff with appropriate NRCS job approval authority. The NRCS Field Office Technical Guide, MN Stormwater Manual, BWSR Native Vegetation Establishment and Enhancement Guidelines, or other standards generally accepted by the engineering profession will be used for project design, construction, operations and maintenance. Designer or installer credential, licensure, or certification may be required depending on the project type, scope, size, and complexity.
- 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.

SUBSURFACE SEWAGE TREATMENT SYSTEMS (SSTS; SEPTIC SYSTEMS)

- Detailed policy is included with the ACD SSTS Fix Up Grant Application found at www.AnokaSWCD.org.

WELL SEALING PRACTICES

- Wells to be sealed must be within a Drinking Water Supply Management Area (DWSMA) or the Mt. Simon Hinckley aquifer.
- Cost share payment amount is 60% of total cost to seal the well. Work needs to be completed by a contractor who is licensed by the State of Minnesota to seal wells. The ACD board may consider, on a case-by-case basis, other rates based on actual quotes and benefits.

STRUCTURAL PRACTICES

- Structural practices include constructed projects including stormwater ponds, rain gardens, agricultural water and sediment control basins, and others.
- ACD will consider funding tile installation only if it is a support practice or part of an approved practice (i.e. water and sediment control basins or stormwater runoff controls).
- Funding will not be provided for tile installation if the activity will impact a wetland or is for the sole purpose of drainage.
- Funding will not be provided to increase tile capacity or size beyond design capacity for the purpose of agricultural drainage. The applicant is solely responsible for costs associated with increased tile capacity. All modifications or connections must have prior approval to ensure that the changes do not negatively affect the success of the approved practice.

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- Unless specified otherwise by Minnesota prevailing wage statutes, the value of labor, equipment, materials and/or services that are proposed to be provided by the applicant to complete the project, shall be estimated at:
 - General Labor rate of \$25 per hour. (Date, times and activity must be documented)
 - Heavy equipment operation such as skid steers, tractors, backhoes, and scrapers (including labor) at \$75 per hour. (Date, times and activity must be documented)
 - Other equipment rates as listed on the most recent Iowa State University – Iowa Farm Custom Rate Survey – Average Charge rate.
 - Professional or semi-professional services, such as engineering, labor rate at \$100 per hour. (Date, times and activity must be documented)
 - Other items: Fair market value with prior approval by the ACD Board.

NON-STRUCTURAL LAND MANAGEMENT PRACTICES

- Non-structural land management practices that provide benefits to water quality, soil health and wildlife habitat may include conservation tillage, cover crops, street sweeping, or others.
- Non-structural Ag BMPs (management BMPs) must be an enhancement of existing management practices that will reduce soil erosion, improve soil health from existing levels, and have a benefit for water quality. A practice must implement a higher level of conservation than what has been implemented on the field in the past 3 years.
- For grants from the MN Board of Water and Soil Resources (BWSR), contract with land occupiers with flat rate payments must follow the BWSR Grants Administration Manual section on flat rate payments. Contract payments plus other local, state, and/or federal payments cannot exceed the cost of implementation.
- For flat-rate contract payments, the applicant must certify that the practice was completed according to plans and specifications developed by the ACD.
- Practices will be planned for 1- to 3-years of implementation, depending upon funding source rules. For practices with 3 years of implementation, one payment shall be made after the first year that the practice is successfully implemented and inspected by the Member annually thereafter. For practices with 1 year of implementation, one payment shall be made after certification of practice completion.
- Eligible agricultural practices include but are not limited to:
 - 1. Cover Crops**
 - (a) Must follow NRCS Practice Standard 340 (except for the seeding date which will follow the Midwest Cover Crop Council Seeding Guide recommendations)
 - (b) Three-year contract, one-year practice lifespan implemented annually for three years.
 - (c) Payment rates:
 - (i) 1-2 species mix: \$50/acre/year
 - (ii) 3+ species \$60/acre/year
 - (d) Implementation can occur on different acres within the three-year contract or on the same acres consecutively.
 - (e) 40 acres/year maximum per person, entity, or corporation.
 - (f) Cover crop must be applied to an annual row crop. Eligible crops include corn, soybeans, or small grains.
 - (g) The land cannot be in any form of non-compliance status.
 - (h) ACD/NRCS staff will assist in the development of a seeding plan prior to entering a contract with ACD.
 - (i) Cover crop cannot be terminated until after January 1 of the following year.

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- (j) Seeding dates will follow the Midwest Cover Crop Council Seeding Guide recommendations (the latest date allowed to plant a cover crop is November 20th).
- (2) **Residue and Tillage Management – No-Till & Strip Till**
 - (a) Must follow NRCS Practice Standard 329 for No-Till/Strip-Till
 - (b) Three-year contract, one-year practice lifespan implemented annually for three years.
 - (c) \$20/acre/year
 - (d) Implementation can occur on different acres within the three-year contract or on the same acres consecutively
 - (e) 100 acres/year maximum per person, entity, or corporation.
- (3) **Residue and Tillage Management - Conservation Tillage**
 - (a) Must follow NRCS Practice Standard 345 for Conservation Till
 - (b) Three-year contract, one-year practice lifespan implemented annually for three years.
 - (c) \$10/acre/year
 - (d) Implementation can occur on different acres within the three-year contract or on the same acres consecutively.
 - (e) 100 acres/year maximum per person, entity, or corporation.
 - (f) Residue cover following a corn crop at the time of planting the subsequent crop must be 60% or greater.
 - (g) Residue cover following a soybean crop at the time of planting the subsequent crop must be 30% or greater.
 - (h) Residue cover following a small grain crop at the time of planting the subsequent crop must be 60% or greater.
- (4) **Conservation Cover**
 - (a) Must follow NRCS Practice Standard 327
 - (b) 10-year contract, 10-year practice lifespan
 - (c) Payment rates:
 - (i) Introduced species \$200/acre
 - (ii) Native species \$350/acre
 - (iii) Pollinator species \$500/acre
 - (d) 20 acres maximum per person, entity, or corporation, one-time payment.
- (5) **Conservation Crop Rotation**
 - (a) Must follow NRCS Practice Standard 328
 - (b) Three-year contract, one-year practice lifespan
 - (c) \$30/ac/year
 - (d) Implementation can occur on different acres within the three-year contract or on the same acres consecutively
 - (e) 100 acres/year maximum per person, entity, or corporation
 - (f) The additional crop added to the rotation must improve the SCI to be eligible. Minimum of 3 crop types in the rotation and listed in the 328 practice standard Table 2: High Residue Producing Annual Crops. Participants must demonstrate the applied for acres have a history of continuous annual crop. Fall tillage will not be allowed in the 328 year and minimal disturbance required if applying manure. Light tillage allowed if broadcasting a cover crop after small grain harvest to lightly incorporate.
- (6) **Forage and Biomass Planting**
 - (a) Must follow NRCS Practice Standard 512
 - (b) 10-year contract, 10-year practice lifespan
 - (c) \$150/acre
 - (d) 100 acres per person, entity, or corporation, one-time payment.

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- (e) Requires conversion from row crop.
- (7) **Prescribed Grazing**
 - (a) Must follow NRCS Practice Standard 528
 - (b) Three-year contract, one-year practice lifespan
 - (c) \$40/acre/year
 - (d) Implement on the same acres annually
 - (e) 20 acres/year per person, entity, or corporation
- Eligible urban nonstructural practices must be an enhancement of existing management practices that will reduce sediment and phosphorus discharges from urban areas. Practices include but are not limited to:
 - 1) **Enhanced Street Sweeping**
 - (a) Must follow the Enhanced Street Sweeping Evaluation Plan developed by the Lower St. Croix Watershed Partnership
 - (b) Must be for a three-year contract
 - (c) Payment rates:
 - (i) Tier 1 \$100/curb-mile/year (complete the MPCA credit calculator based on curb miles swept and provide the report). 50 miles maximum per community per year.
 - (ii) Tier 2 \$125/curb-mile/year (complete the MPCA credit calculator based on the tracking of weights, dates, and provide the report). 40 miles maximum per community per year.
 - (d) Maximum payment not to exceed \$5,000/year