



5-Year Plan (2013 to 2018) Palouse Conservation District

For More Information Contact:

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Organization of the Palouse Conservation District

The District is a political subdivision of the State of Washington with authorities, powers and structure contained in RCW 89.08. The District was established in 1940 and is currently led by a locally elected and appointed Board of Supervisors. The volunteer five-member Board is joined by Associate Supervisors, staff and other volunteers to carry out District activities.

Palouse Conservation District Summary

LAND CLASSIFICATION:

PCD Total Acreage 368,519 acres

Cropland 310,519 acres

Rangeland 45,400 acres

Woodland 2,970 acres

POPULATION:

District Ag. Cooperators 728

Small Rural Landowners 5,000

City of Pullman 29,799/WSU 27,000

Colton 406, Uniontown 355,

Garfield 610, Albion 582, Palouse 980

Function of the Palouse Conservation District

To make available technical, financial and educational resources, whatever their source, and focus or coordinate them so that they meet the needs of the local land manager with conservation of soil, water and related natural resources.

We Serve & Why

The District provides its programs and services to the landowners/managers within its boundaries to maintain both a productive land base and a healthy environment.

Mission of the Palouse Conservation District

To actively assist current and future generations of land managers (both urban and rural) in implementing conservation practices by providing educational, technical and financial assistance.

Vision of the Palouse Conservation District

A productive, sustainable land base in harmony with a healthy environment, as well as a profitable agricultural industry that supports thriving communities, sustainable and responsible urban growth, clean air, clean water, quality soil, healthy well-managed wildlife populations, and citizens that are aware and informed on conservation issues.

Values of the Palouse Conservation District

The following values guide our work:

- Wise use of natural resources to balance production with conservation.
- Comprised of local people making local decisions to achieve conservation.
- Honor private property rights.
- Quality education and technical assistance.
- Voluntary approaches for problem solving and to reach conservation goals.
- Local government that is responsive & responsible
- Efficient and effective use of public resources.
- Alignment of land manager goals with conservation needs

Natural Resource Data & Information:

Palouse Conservation District Summary

- Many of the streams in the District are on WA Dept. of Ecology's 303(d) List as water quality impaired.
- Most of the cropland in the District is classified as Highly Erodible Land (HEL) that without conservation measures in place can experience annual soil erosion rates of up to 10-20 tons per acre.
- The primary deep water aquifer, the Grande Ronde, is in decline.
- Air quality continues to be a concern for Pullman residents & others.
- Urban stormwater runoff, discharge, and soil erosion continues to be a concern as well.
- Less than 1% of the original Palouse Prairie remains
- 84.3% of district is in acres that are in production

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Priority Resource Background Information

▪ Soil Health & Erosion Control

- Description: sheet, rill and wind erosion is caused by the detachment and transportation of soil particles caused by rainfall runoff or splash, irrigation runoff, or by wind. Vast areas of cropland in Palouse Conservation District have soil and slopes vulnerable to sheet, rill and/or wind erosion. Soils not protected by adequate crop cover, crop residues or other conservation practices, will have soil detachment and movement by water or wind.

Sheet and Rill Erosion. Sheet and rill erosion is caused primarily from rainfall from late fall through spring, and especially from rain on snow events when the soils are frozen. Estimates of tens of tons of soil loss per acre per year from sheet and rill erosion, in addition to more visible channel and gully erosion, has been well documented. The soils where the erosion occurs are degraded and become less productive. The detached soil, or sediment, is carried across fields with the runoff until it is either deposited on land, on roads, in culverts, or carried into streams and rivers. When the sediment deposition occurs on growing crops, economic damage occurs to the local producer. When it is deposited on roads or into culverts then transportation departments must pay for removal of the safety hazard and clogged waterways. When it is carried into a stream or river it degrades fish and wildlife habitat and affects water quality.

Wind Erosion. Wind erosion occurs when the soils are not protected by adequate crop cover, crop residues or other conservation practices, and the wind picks up enough velocity to detach the finer soil particles on the land. The soils where the wind erosion occurs are degraded and become less productive. The eroded soil particles become airborne affecting air quality, visibility and health. In some cases visibility is so poor that highways have been closed to avoid vehicular accidents and loss of life.

- Priority level(s): local, regional, and state natural resource priority
- Source of data: Washington NRCS State Resource Assessment 2011: Priority Resource Concerns
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, WSU Extension, Pacific NW Direct Seed Association, WA Dept. Fish and Wildlife, Department of Ecology, City of Pullman Stormwater Services, local agricultural consultants, local agricultural associations, local non-profit organizations

▪ Water Quality (all sources)

Description: Waterways within the Palouse Conservation District have been degraded due to a combination of sources including urban stormwater and agricultural run-off.

Urban stormwater. A majority of the storm drains throughout Palouse Conservation District are classified as a municipal separate storm sewer system. The storm drain system is separate from and therefore does not convey stormwater to local wastewater treatment plants. Stormwater runoff has been identified by Department of Ecology as the “number one water pollution problem in the urban areas of our state.” Pollutants commonly found in stormwater include fertilizers, pesticides, vehicle fluids, trash,

sediment and pet waste. Stormwater can also contribute to problems associated with flooding. The polluted runoff drains into nearby gutters and storm drains and into local waterways. In most areas, stormwater runoff enters these waters without being cleaned of pollutants.

Agricultural runoff. The off-site transport of sediment from sheet, rill, gully, and wind erosion into surface water threatens to degrade surface water quality and limit use for intended purposes. The vast amount of cropland with erosive soil and exposed streambanks in Palouse Conservation District are seeing erosion that has effects far beyond where the land is eroded. Unprotected areas have soil detachment and movement by water, primarily from rain. This is especially true from rain on snow events when soils are frozen, with studies documenting tens of tons of soil loss per acre. When sediment enters the water column it increases turbidity and carries pollutants such as nutrients and pesticides. When sediment is deposited on roads or into culverts, the sediment becomes a safety hazard and causes clogged waterways and aquatic passage barriers requiring costly removal. In canals and shipping facilities, the sediment requires expensive mechanical removal and transport.

Nutrients (organics and inorganics) are a resource concern when transported to receiving waters through surface runoff, leaching into shallow ground waters, or both in quantities that degrade water quality and limit use for intended purposes.

On cropland, nitrogen and phosphorus can be over applied and degrade plant health and vigor. Over application of nitrogen and phosphorus may lead to excess nutrients in surface and ground water. The excess nutrients cause algae and other aquatic plants to grow in lakes, which deprive aquatic life of vital oxygen. Pesticides may be over applied or applied near water bodies leading to surface water contamination. In addition, this resource concern is a priority as it relates to the livestock industry and the lack of adequate animal waste management. Animal waste is a point source of nutrients and pathogens into our waterways that degrade and threaten water quality and aquatic habitat.

- Priority level(s): local, regional, and state natural resource priority
- Source of data: Washington NRCS State Resource Assessment 2011: Priority Resource Concerns; City of Pullman Stormwater Services
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, WSU Extension, Pacific NW Direct Seed Association, WA Dept. Fish and Wildlife, US Fish and Wildlife Service; Department of Ecology, City of Pullman Stormwater Services, City of Palouse, local agricultural consultants, local agricultural associations, local non-profit organizations

▪ **Education / Outreach**

- Description: Education and outreach to the public including landowners and residents within the Palouse Conservation District is essential to increase the community's awareness of local natural resource conservation issues and needs. Benefits of education and outreach include enhanced community involvement, increased public input into the District's planning processes, increased awareness of the District's programs (including availability of technical and financial assistance) and increased conservation practice implementation,.

- Priority level(s): local and regional priority
- Source of data: WRIA 34-Palouse Watershed Detailed Implementation Plan
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, WSU Extension, Pacific NW Direct Seed Association, WA Dept. Fish and Wildlife, US Fish and Wildlife Service; Department of Ecology, City of Pullman Stormwater Services, City of Palouse, local agricultural consultants, local agricultural associations, local non-profit organizations, Palouse Prairie Foundation

▪ **Replenishing the Landscape (habitat, vegetation, prairie)**

Description: Habitat is degraded when the quantity, quality, or connectivity of food, cover, space, shelter, and/or water is inadequate to meet requirements of identified fish, wildlife, and invertebrate species. Plant communities may have insufficient composition and structure to achieve ecological functions and management objectives. This concern also addresses loss or degradation of wetland habitat and unique plant communities.

Since 1870, 94% of the grasslands and 97% of the wetlands in the Palouse bioregion have been converted to crops, hay, or pasture. Most of the remaining small patches of grassland and riparian vegetation disappeared between 1940 and 1989. Today, some once common fauna and endemic flora survive only in small areas of grassland, shrub, and forest, and these remnants are threatened by weed invasion, herbicide drift, and introduced species.

Of the once-continuous native prairie dominated by midlength perennial grasses, only little more than 1% remains. It is one of the most endangered ecosystems in the United States, and all remaining parcels of native prairie are subject to weed invasions and occasional drifts of aerially applied agricultural chemicals. Two of the native plant communities, bluebunch wheatgrass-snowberry and bluebunch wheatgrass-rose, are globally rare, and several local plant species are threatened globally. Many once-intermittent streams are now farmed; many perennial streams with large wet meadows adjacent to them are now intermittent or deeply incised, and the adjacent meadows are seeded to annual crops. Few areas of camas bloom in the spring. Clean farming practices (field burning, herbicide use, and roadbed-to-roadbed farming) leave few fences and fewer fencerows, negatively impacting even those edge species which can flourish in agricultural areas.

With the virtual elimination of native prairies, species dependent on grassland ecosystems have declined or disappeared as well.

At the same time, new land uses offer habitats for a different suite of species. Humans have intentionally introduced non-native and sometimes invasive plant and animal species. Grazing, agriculture, and accidents have introduced a variety of exotic plants, many of which are vigorous enough to earn the title "noxious weed".

Changes in biodiversity in the canyonlands follow a parallel track, though from slightly different causes. Due to steep slopes and infertile soils, the canyonlands have been used for grazing instead of farming. Intense grazing and other disturbances have resulted in irreversible changes, with the native grasses being largely replaced by nonnative annual brome grasses and noxious weeds, particularly star thistles.

- Priority level(s): local, regional, and state natural resource priority
- Source of data: Washington NRCS State Resource Assessment 2011: Priority Resource Concerns; USGS The Land Use History of North America (LUHNA) Biodiversity and Land-use History of the Palouse Bioregion: Pre-European to Present
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, WSU Extension, Pacific NW Direct Seed Association, WA Dept. Fish and Wildlife, US Fish and Wildlife Service; Department of Ecology, local agricultural consultants, local agricultural associations, local non-profit organizations, Palouse Prairie Foundation

▪ **Air Quality**

Description: Air quality affects public health, the environment, and quality of life. Air pollution causes lung disease, makes existing heart and lung disease worse, and is associated with cancer. Breathing elevated levels of air pollutants can adversely affect human health, especially among sensitive populations such as children, the elderly, and those with heart or lung diseases. Potential health problems include lung damage, birth defects, nerve damage, reduced immunity, and an increased risk of developing cancer.

An air pollutant is any substance in the air that can cause harm to humans or the environment. Pollutants may be natural or human made and may take the form of solid particles, liquid droplets, or gases. Natural sources of air pollution include smoke from wildfires, dust, and even volcanic ash. Human made sources of air pollution include emissions from vehicles and factories; dust from unpaved roads, agriculture, or construction sites; and smoke from human-caused fires.

- Priority level(s): local and regional priority
- Source of data: Washington Department of Ecology Air Quality Program
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, Department of Ecology, local non-profit organizations,

▪ **Energy**

- Description: Inefficient use of energy in the farm operation increases dependence on non-renewable energy sources that can be addressed through improved energy efficiency and the use of on-farm renewable energy sources.
- Priority level(s): local, regional, and state natural resource priority
- Source of data: Washington NRCS State Resource Assessment 2011: Priority Resource Concerns
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, local agricultural consultants, local agricultural associations, local non-profit organizations

- **Weed Control**

- Description: The rapid spread of invasive plants threatens natural resources across the Palouse Conservation District. Invasive species displace natural plant communities and have the following impacts:
 - Degraded and destroyed wildlife habitat
 - Reduced plant and animal diversity
 - Impaired land productivity

 - Obstructed waterways and reduced water levels
 - Erosion
 - Fire hazards
 - Restricted recreational activities
 - Reduced land values
 - Need for costly restoration
- Priority level(s): local, regional, and state natural resource priority
- Source of data: Invasive Weeds of Eastern Washington- WSU Extension Manual EM005; Washington NRCS State Resource Assessment 2011: Priority Resource Concerns
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, WSU Extension, Whitman County Weed Board, WA Dept. Fish and Wildlife, US Fish and Wildlife Service; Department of Ecology, local agricultural consultants, local agricultural associations, local non-profit organizations, Palouse Prairie Foundation

- **Small Acreage Issues**

- Description: Conversion of agricultural lands to suburban homesites provides a new set of natural resource issues of concern within the Palouse Conservation District. Changes in wildlife habitat availability and populations can result. Suburbanization of agricultural lands does not necessarily favor native wildlife or plant species. Additionally, the keeping of livestock on small acreage provides challenges for soil erosion, water quality, and weed control
- Priority level(s): local and regional
- Source of data: Washington NRCS State Resource Assessment 2011: Priority Resource Concerns; USGS The Land Use History of North America (LUHNA) Biodiversity and Land-use History of the Palouse Bioregion: Pre-European to Present
- Engaged entities: Whitman County Conservation Districts, NRCS, FSA, WSU Extension, WA Dept. Fish and Wildlife, US Fish and Wildlife Service; Department of Ecology, City of Pullman Stormwater Services, local non-profit organizations, Palouse Prairie Foundation

Criteria for Selecting Conservation Priorities:

- Does it fit best within the mission of the conservation district
- Advance or maintain the resource for now and the future
- Clean up waterways
- Advance a sustainable production system
- Protects and/or enhances shared resources
- Projects that will improve the most conditions and benefit the most people
- Plantings that would benefit carbon sequestration
- Would address the many facets of natural resource protection
- It is an efficient use of funding – work done for funding spent

Priority Natural Resource Conservation Needs & Geographic Areas, Measures of Success and Goals:

- Soil Health & Erosion Control
- Water Quality (all sources)
- Education / Outreach
- Replenishing the Landscape (habitat, vegetation, prairie)
- Air Quality
- Energy
- Weed Control
- Small Acreage Issues

Priority Geographic Areas:

South Fork Palouse River Watershed and North Fork Palouse River Watershed will be the primary focus of our efforts with the Snake River Watershed being secondary.

Priority Natural Resource Conservation Needs	Measure of Success	Goals
Soil Health & Erosion Control	<ul style="list-style-type: none"> • Erosion rates (soil loss tolerance) • Less sediment along roadways • Sedimentation in water • # of complaints (zero) • Soil health indicators • Conservation Practices related to water quality improvement • People assisted • Conservation Plans developed 	By June 2018 have a demonstrated improvement in soil health including reduction in erosion as a result of people assisted, conservation plans developed and conservation practices implemented
Water Quality (all sources)	<ul style="list-style-type: none"> • Water quality measures (ph, sediment, temperature, bacteria, other) • Conservation Practices related to water quality improvement • People assisted • Conservation Plans developed 	By June 2018 have a demonstrated improvement in water quality measures for water bodies in the Palouse CD including reduction in sediment, fecal coliform, temperature as a result of people assisted, conservation plans developed and conservation practices implemented
Education / Outreach	<ul style="list-style-type: none"> • # of people attending events • # of events • # of partner agencies and organizations reached • # of media articles and other media coverage 	By June 2018 have a demonstrated improvement in conservation awareness and interest as a result of educational and outreach events, partner agencies and organizations involved and media coverage.
Replenishing the Landscape (habitat, vegetation, prairie)	<ul style="list-style-type: none"> • Trees and plants planted • People assisted • Public awareness • Native vegetation diversity • Habitat and population • Conservation plans 	By June 2018 have demonstrated improvement in replenishing the landscape including habitat, vegetative cover, Palouse Prairie; increase number of people assisted, conservation plans developed and practices implemented

Air Quality	<ul style="list-style-type: none"> • Improved air quality • Successful agriculture burn program • People assisted • # of complaints 	By June 2018 have a demonstrated improvement in air quality and reduction in complaints as a result of people assisted, agricultural burn permit plans developed and conservation practices implemented
Energy	<ul style="list-style-type: none"> • People assisted with energy assessment • Amount of energy saved • Conservation plans developed • Conservation practices applied 	By June 2018 have a demonstrated improvement in agriculture energy conservation as a result of people assisted with energy assessments, conservation plans developed, and conservation practices implemented
Weed Control	<ul style="list-style-type: none"> • Acres of weed control implemented • Technical assistance on weed control for district projects 	By June 2018 have a demonstrated improvement in weed control and technical assistance for district projects as a result of people assisted, weed control practices implemented
Small Acreage Issues	<ul style="list-style-type: none"> • People assisted • Conservation plans developed • Conservation practices applied 	By June 2018 have a demonstrated improvement in small acreage conservation issues as a result of people assisted, conservation plans developed and conservation practices implemented
District Operations	<ul style="list-style-type: none"> • Effective operations • Happy, well trained, well evaluated, well compensated employees • Employee retention 	By June 2018 have a demonstrated improvement in district operations as a result of increased staff efficiency, updated training, and appropriate workload

Information – Education & District Operations Priorities, Measures of Success, and Goals:

▪ Information-Education:

Goal: By 2018, we will have reached 50% of PCD population regarding the conservation services, information, and technical assistance available through the PCD – utilizing publications, newspaper, radio & television public service spots, and personal contacts.

▪ District Operations:

Goal: Conduct effective and efficient operations in order to maximize benefits to both the people and resources within the District.

Goal: Build District capacity to provide programs and services to the people and the resources within the District.

Goal: Pursue partnerships and coordination with other entities to strengthen District programs and achieve common goals.

Goal: Pursue program and operational sustainability.

Goal: By 2018, complete effective and efficient operations including accounting, grant vouchering, personnel management, Supervisor elections & appointments, training & development, annual planning and reporting

Land Manager Needs:

- Cost share
- Technical assistance
- Information and education
- Networking with other conservationist
- Clarity on regulatory thresholds
- Burn permits

Milestones, Timeline & Actions

Priority: Soil Health & Erosion Control

Measurable Goal: By June 2018 have a demonstrated improvement in soil health including reduction in erosion as a result of people assisted, conservation plans developed and conservation practices implemented

Milestones	Timeline	12 Month Actions
Successful direct seed incentive program	ongoing	<ul style="list-style-type: none"> Continuation of direct seed cost-share program Pursue additional funding to add an additional 12 participants to the direct seed cost-share program Work with Spokane CD regarding ideas for improving equipment Meet with past Direct Seed Cost-Share Program participants to obtain recommendations for program improvement and future promotion Promote soil health information and work sessions
Developed grazing technical assistance and cost-share program	7/1/2013-6/30/2018	<ul style="list-style-type: none"> Finalize Planned Grazing Cost-Share Program Offer grazing workshop in partnership with NRCS Promote grazing workshop attendance
Developed alternative soil health programs	ongoing	<ul style="list-style-type: none"> Look into funding to develop a soil pH cost-share program Look into funding to develop a cover crop cost-share program
Partnership with county road department	7/1/2013-6/30/2018	<ul style="list-style-type: none"> Contact road departments for sediment information and potential projects
Developed streambank erosion technical assistance and cost-share program	ongoing	<ul style="list-style-type: none"> Utilize district engineer to perform evaluations of stream erosion and develop potential projects Cadle Berry streambank, and in-stream rehabilitation project with City of Pullman

Priority: Water Quality (all sources)

Measurable Goal: By June 2018 have a demonstrated improvement in water quality measures for water bodies in the Palouse CD including reduction in sediment, fecal coliform, temperature as a result of people assisted, conservation plans developed and conservation practices implemented

Milestones	Timeline	12 Month Actions
Successful contracted services program for project implementation and maintenance	7/1/2013-6/30/2018	<ul style="list-style-type: none"> • Wetland project (2 acres) planned and implemented with mitigation funding. • 2 projects planned and implemented
South Fork and North Fork Palouse River TMDL strategies implemented	ongoing	<ul style="list-style-type: none"> • South Fork Palouse riparian project planned and implemented • Apply for additional TMDL implementation funding on South Fork Palouse based on producer interest
Improved water quality monitoring program	ongoing	<ul style="list-style-type: none"> • Continue water quality monitoring on North Fork Palouse River • Development of data base for North Fork Palouse River watershed baseline • Develop water quality monitoring technical assistance and equipment check-out program
Increased stormwater and urban waterways outreach	ongoing	<ul style="list-style-type: none"> • Identify and secure additional funding to focus on urban waterways
Improved livestock technical assistance and cost-share program	ongoing	<ul style="list-style-type: none"> • Planning and technical assistance including livestock water developments • Pursue CREP opportunities and landowner interest

Priority: Education / Outreach

Measurable Goal: By June 2018 have a demonstrated improvement in conservation awareness and interest as a result of educational and outreach events, partner agencies and organizations involved and media coverage.

Milestones	Timeline	12 Month Actions
Improved communications with district residents and general public	ongoing	<ul style="list-style-type: none"> • Annual listening session of land managers • Annual tour of conservation projects including supervisor conservation work • Conservation Awards of the year • Supervisor op-ed articles for newsletter
Increased interaction with local universities and enhanced opportunities for student engagement	ongoing	<ul style="list-style-type: none"> • WSU Career Fair participation • Internship opportunities for local college students • WSU Center for Civic Engagement activities • Secure Americorp member placement
Increased participation in important local and regional events	yearly	<ul style="list-style-type: none"> • Lentil Festival • County fair
Established educational	ongoing	<ul style="list-style-type: none"> • Project Learning Tree and Project Wet workshops

programs for k-12 students, college students, and community members		<ul style="list-style-type: none"> • Stream trailer program with local schools • Plan and conduct field days with local elementary schools • Science Saturday programs with Palouse Discovery Science Center • Continue Project Learning Tree and Project WET facilitation • Plan and conduct local Envirothon competition
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Priority: Replenishing the Landscape (habitat, vegetation, prairie)

Measurable Goal: By June 2018 have a demonstrated improvement in replenishing the landscape including habitat, vegetative cover, Palouse Prairie, as a result of people assisted, conservation plans developed and conservation practices implemented

Milestones	Timeline	12 Month Actions
Increased awareness of Annual Surplus Plant Sale	yearly	<ul style="list-style-type: none"> • Plan, promote and conduct tree and plant sale
Increased local awareness of funding for and involvement in projects related to native vegetation and wildlife habitat	ongoing	<ul style="list-style-type: none"> • Continue work on seven US Fish & Wildlife habitat enhancement using native plants, other projects • Add additional wildlife and native plant protection/restoration projects • Provide technical assistance for backyard wildlife and pollinator habitat
Enhanced program support for Palouse Prairie	ongoing	<ul style="list-style-type: none"> • Implement Palouse Prairie phase II grant proposal and activities • Continue to seek for funding for Palouse Prairie Phase III project

Priority: Air Quality

Measurable Goal: By June 2018 have a demonstrated improvement in air quality and reduction in complaints as a result of people assisted, agricultural burn permit plans developed and conservation practices implemented

Milestones	Timeline	12 Month Actions
Successful Burn Program	ongoing	<ul style="list-style-type: none"> • Ag burn permit program implementation including technical guidance • Partner in research that investigates methods for improving air quality.
Successful technical assistance program for air quality	ongoing	<ul style="list-style-type: none"> • See direct seed and planting program activity above for benefits to air quality

Priority: Energy

Measurable Goal: By June 2018 have a demonstrated improvement in agriculture energy conservation as a result of people assisted with energy assessments, conservation plans developed, and conservation practices implemented

Milestones	Timeline	12 Month Actions
Increased participation in Whitman County energy efficiency programs	ongoing	<ul style="list-style-type: none">• Continue to partner with Pine Creek CD to offer opportunities for PCD operators to participate in agriculture energy conservation audits• Look into opportunities to conduct additional energy audits for farms in the area

Priority: Weed Control

Measurable Goal: By June 2018 have a demonstrated improvement in weed control and technical assistance for district projects as a result of people assisted, weed control practices implemented

Milestones	Timeline	12 Month Actions
Developed weed program including technical assistance and contracted services	ongoing	<ul style="list-style-type: none">• US Fish & Wildlife partners project weed control• Department of Transportation weed control projects• Chipman Trail weed control project• Mitigation project weed control• Weed control in wetland areas
Increased interaction with other local agencies to determine best coordinated weed control in the district	ongoing	<ul style="list-style-type: none">• Explore bio-control project activities

Priority: Small Acreage Issues

Measurable Goal: By June 2018 have a demonstrated improvement in small acreage conservation issues as a result of people assisted, conservation plans developed and conservation practices implemented

Milestones	Timeline	12 Month Actions
Successful small acreage program	ongoing	<ul style="list-style-type: none"> • Sunnyside Park area heavy use livestock area project technical assistance
Enhanced awareness of technical assistance and funding available for small acreage issues	ongoing	<ul style="list-style-type: none"> • Conduct outreach to small acreage land owners regarding available assistance and information • Identify outreach and handbook materials available from other CDs

Priority: District Operations

Measurable Goal: By June 2018 have a demonstrated improvement in district operations as a result of adequate funding, increased staff efficiency, updated training, and appropriate workload

Milestones	Timeline	12 Month Actions
Adequate funding available	ongoing	<ul style="list-style-type: none"> • Legislative activities, efforts and influence • Identify additional funding opportunities
Updated District policies	7/1/2013-6/30/2018	<ul style="list-style-type: none"> • Revise policy manual • Policy on bidding, contracting, purchases
Updated District plans to reflect adequate operations	ongoing	<ul style="list-style-type: none"> • Building operations – lease, heat, infrastructure, storage, • Annual plan of work, budget, and workload • Updated long range plan
Enhanced employee relations, training and resources	ongoing	<ul style="list-style-type: none"> • Training plans for new employees • Annual employee evaluations to include consideration of accurate and appropriate position description, work load, compensation, and benefits
Enhanced partnerships with local, regional, state, and national entities	ongoing	<ul style="list-style-type: none"> • Identify partnerships • Assign a relationship manager to keep partnerships strong • Identify opportunities to collaborate for funding and project implementation

Staffing Needs

Six full-time and two part-time employee will conduct District business:

- District Manager
- Administrative Coordinator- Financial accounting / Grants tracking / Secretary
- Natural Resource Coordinator
- Natural Resource Technicians (2) – farm planning, burn permit, GIS, water quality monitoring, urban planning (LID), small parcel planning, wildlife habitat and native vegetation restoration
- Education and Outreach Coordinator
- Engineer – Part time
- Grant Writer- Part Time

Annual Budget Needs

- Salary & Benefits \$400,000
- Equipment \$20,000
- Office Supplies \$10,000
- Programs & Cost Share \$500,000
- Rent & Utilities \$24,000
- Transportation \$10,000
- Training \$15,000

Total Annual Budget Need: \$979,000

Key Decision Makers

- Landowners
- Governor
- Legislators
- Commodity Groups
- County Commissioners
- City Councils
- Environmental Groups
- Partner Agencies
- WSCC



Washington Conservation Districts assisting land managers with their conservation choices