



AGENDA

Missouri Soil and Water Districts Commission
Lewis and Clark State Office Building
Gasconade Camp Conference Room
Jefferson City, Missouri
October 1, 2014
1:30 p.m.

- A. CALL TO ORDER**
- B. MINUTES OF THE LAST MEETING**
- C. DEPARTMENT OF NATURAL RESOURCES**
- D. SOIL AND WATER CONSERVATION PROGRAM DIRECTOR'S COMMENTS**
 - 1. FY15 Cost-Share/AgNPS Fund Status
 - 2. Supplemental Cost-Share Allocation
 - 3. FY16 Cost-Share Needs Assessment
 - 4. Health Insurance Update
 - 5. Plan for the Future Subcommittees Updates
 - 6. Technician Survey
 - 7. Follow Up – District Comments on Request to Extend Original Maintenance Life for Stream Buffer Practices
 - 8. Missouri Association Soil and Water Conservation Districts 2013 Resolutions
 - 9. Update on Webster and Jasper SWCDs Cost-Share Maintenance Violations
- E. REQUEST**

(If a supervisor request is received in advance of meeting, it may be presented to the commission at that meeting.)

 - 1. Supervisor Requests
 - a. Cass
 - b. Marion
 - c. Mercer
 - d. Miller
 - 2. Declaration of Disestablishment of Platte River Tributaries Watershed District by Worth SWCD
- F. NEW BUSINESS**
- G. REPORTS**
 - 1. University of Missouri
 - 2. Department of Conservation
 - 3. Department of Agriculture
 - 4. Natural Resources Conservation Service
 - 5. Missouri Association of Soil and Water Conservation Districts

MISSOURI SOIL & WATER DISTRICTS COMMISSION

October 1, 2014

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H. PUBLIC COMMENTS

I. SUGGESTED DATE(S) OF NEXT MEETINGS

December 10, 2014, Tan Tar A Resort

J. ADJOURNMENT

Those wishing to address the commission on any of the above issues need to contact a program staff member, Theresa Mueller or sign up on the comment card at the commission meeting.

If you have any questions regarding this meeting, special accommodation needs, or would like a copy of any material provided at the commission meeting, please contact Theresa Mueller at 573-526-4662.

Soil & Water Districts Commission may go into closed session at this meeting if such action is approved by a majority vote of the commission members who constitute a quorum to discuss legal, confidential, or privileged matters under § 610.021(1), RSMo 2000; personnel actions under §610.021(3); personnel records or applications under §610.021(13), records under § 610.021(14), or audit issues under § 610.021(17), which are otherwise protected from disclosure by law.

Master Fund Status Summary

District	Allocated	Obligated	%Obligated	# Contracts	Contract Payment	% Contract Payment	# Contract Payments	Pending
FY: 2015 Fund Code:R Project:AWM - ANIMAL WASTE MANAGEMENT	\$995,000.00	\$182,694.38	18.36%	15	\$0.00	0.00%	0	\$104,191.02
FY: 2015 Fund Code:R Project:CC - PILOT COVER CROP	\$602,200.00	\$68,970.00	11.45%	169	\$0.00	0.00%	0	\$58,432.50
FY: 2015 Fund Code:R Project:GM - GRAZING MANAGEMENT	\$3,506,676.00	\$1,529,998.43	43.63%	570	\$260,314.34	7.42%	78	\$511,218.58
FY: 2015 Fund Code:R Project:IM - IRRIGATION MANAGEMENT	\$1,118,509.00	\$410,188.25	36.67%	97	\$122,395.54	10.94%	26	\$1,912.94
FY: 2015 Fund Code:R Project:NP - NUTRIENT & PEST MANAGEMENT	\$957,458.00	\$564,126.90	58.92%	602	\$0.00	0.00%	0	\$8,990.00
FY: 2015 Fund Code:R Project:SA - SENSITIVE AREAS	\$2,012,769.30	\$536,177.80	26.64%	155	\$98,530.04	4.90%	17	\$205,118.28
FY: 2015 Fund Code:R Project:SGE - SHEET AND RILL / GULLY EROSION	\$18,993,918.00	\$7,472,077.70	39.34%	1644	\$1,870,397.96	9.85%	373	\$868,335.41
FY: 2015 Fund Code:R Project:WE - WOODLAND EROSION	\$1,048,744.75	\$362,465.16	34.56%	146	\$31,862.44	3.04%	13	\$49,778.31
Subtotal for R	\$29,235,275.05	\$11,126,698.62	38.06%	3398	\$2,383,500.32	8.15%	507	\$1,807,977.04
FY: 2015 Fund Code:SN Project:BDSP-31 - BUFFER SINKHOLE IMP	\$23,100.00	\$600.00	2.60%	2	\$600.00	2.60%	2	\$0.00
FY: 2015 Fund Code:SN Project:SN087 - LOWER LOUTRE	\$10,109.90	\$10,109.90	100.00%	1	\$10,109.90	100.00%	1	\$0.00
FY: 2015 Fund Code:SN Project:SN091 - ST. JOHN'S BAYOU								

Master Fund Status Summary

<u>District</u>	<u>Allocated</u>	<u>Obligated</u>	<u>%Obligated</u>	<u># Contracts</u>	<u>Contract Payment</u>	<u>% Contract Payment</u>	<u># Contract Payments</u>	<u>Pending</u>
	\$18,600.70	\$18,600.70	100.00%	1	\$18,600.70	100.00%	1	\$0.00
FY: 2015 Fund Code:SN Project:SN093 - HURRICANE CREEK AND LITTLE WHITEWATER								
	\$45,383.00	\$2,560.94	5.64%	3	\$0.00	0.00%	0	\$2,420.70
FY: 2015 Fund Code:SN Project:SN094 - BYRD CREEK								
	\$4,900.00	\$0.00	0.00%	0	\$0.00	0.00%	0	\$0.00
FY: 2015 Fund Code:SN Project:SN095 - UPPER BIG CREEK								
	\$44,714.00	\$15,926.22	35.62%	15	\$0.00	0.00%	0	\$0.00
FY: 2015 Fund Code:SN Project:SN096 - CROWLEY'S RIDGE								
	\$44,655.00	\$0.00	0.00%	0	\$0.00	0.00%	0	\$0.00
FY: 2015 Fund Code:SN Project:SN098 - WARM FORK OF SPRING RIVER								
	\$11,450.00	\$0.00	0.00%	0	\$0.00	0.00%	0	\$0.00
FY: 2015 Fund Code:SN Project:SN099 - HEATHS CREEK								
	\$51,732.00	\$10,892.14	21.05%	3	\$3,319.21	6.42%	1	\$0.00
FY: 2015 Fund Code:SN Project:SN100 - ELK FORK SALT RIVER & COON CREEK								
	\$30,700.00	\$0.00	0.00%	0	\$0.00	0.00%	0	\$0.00
FY: 2015 Fund Code:SN Project:SN101 - CROOKED RIVER								
	\$65,000.00	\$19,052.58	29.31%	2	\$6,484.39	9.98%	1	\$0.00
FY: 2015 Fund Code:SN Project:SN102 - SOUTH WYACONDA								
	\$55,432.00	\$45,164.88	81.48%	6	\$13,796.50	24.89%	2	\$0.00
FY: 2015 Fund Code:SN Project:SN103 - LOWER HEADWATERS OF JAMES RIVER								
	\$73,740.00	\$0.00	0.00%	1	\$0.00	0.00%	0	\$777.87
FY: 2015 Fund Code:SN Project:SN104 - CLARK / WOLF CREEK								

Master Fund Status Summary

<u>District</u>	<u>Allocated</u>	<u>Obligated</u>	<u>%Obligated</u>	<u># Contracts</u>	<u>Contract Payment</u>	<u>% Contract Payment</u>	<u># Contract Payments</u>	<u>Pending</u>
	\$55,000.00	\$10,165.00	18.48%	7	\$0.00	0.00%	0	\$5,020.93
Subtotal for SN	\$534,516.60	\$133,072.36	24.90%	41	\$52,910.70	9.90%	8	\$8,219.50

Master Fund Status Summary

Master Fund Status Summary (2015)

Subtotal for R	\$29,235,275.05	\$11,126,698.62	38.06%	3398	\$2,383,500.32	8.15%	507	\$1,807,977.04
Subtotal for SN	\$534,516.60	\$133,072.36	24.90%	41	\$52,910.70	9.90%	8	\$8,219.50
Report Totals	\$29,769,791.65	\$11,259,770.98	37.82%	3439	\$2,436,411.02	8.18%	515	\$1,816,196.54

From: Mueller, Theresa on behalf of Soil & Water Conservation Program
Sent: Tuesday, September 23, 2014 4:54 PM
To: DNR.Soil and Water Conservation Districts staff
Cc: DNR.SWC Staff
Subject: Cost-Share Allocation Supplemental Update

Good Afternoon,

On June 11, 2014, Governor Nixon vetoed several bills passed by the General Assembly which contained more than a dozen special tax breaks. If all of those bills had become law, funding for parks and soil and water conservation efforts would have been reduced by an estimated \$108.5 million over the next decade.

During the veto session, the General Assembly came together in a bipartisan effort to defeat those special interest tax breaks. Based on this success and the fund's total resources, the fiscal year (FY) 2015 cost-share allocations will be implemented based on full utilization of the \$31 million appropriation for cost-share. The 10 percent allocation approved by the Commission at their June 10, 2014, meeting will be loaded tomorrow into Missouri Soil and Water Information Management System (MoSWIMS). Districts will receive up to a 10 percent increase in each of the following resource concerns, provided that the increase does not exceed the district's FY15 Needs Assessment Request: Grazing Management, Irrigation Management, Sensitive Areas, Sheet, Rill and Gully Erosion and Woodland Erosion.

At noon Wednesday, September 24, 2014, MoSWIMS will be locked to load additional allocations. A statewide email will be sent once allocations have been loaded and MoSWIMS is unlocked. Districts will receive a letter stating the additional allocation amounts that will be loaded.

The proposal for a fall supplemental allocation will be presented and reviewed by the State Soil and Water Districts Commission at their October 1, 2014 meeting. If you have any questions, please let us know.

Thank you.

Colleen

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Jeremiah W. (Jay) Nixon, Governor • Sara Parker Pauley, Director

DEPARTMENT OF NATURAL RESOURCES

www.dnr.mo.gov

MEMORANDUM 2015-004

DATE: September 26, 2014

TO: All Soil and Water Conservation Districts

FROM: ^{BW} for Colleen Meredith, Director
Soil and Water Conservation Program

SUBJECT: **Fiscal Year 2016 (FY16) Needs Assessment Process**

To assist the State Soil and Water Districts Commission (Commission) in allocating cost-share funds for FY16, it is time for districts to update their Needs Assessment. To complete the FY16 Needs Assessment Narrative, select the fillable form named FY16 Needs Assessment Narrative located on the following SWCD Intranet site: <http://swcd.mo.gov/internal/needsassessment.htm>. The Needs Assessment process requires both the narrative and entry into the Missouri Soil and Water Information Management System (MoSWIMS) to be complete. The due date for submission of the Needs Assessment Narrative signed by the board is **October 31, 2014**.

Districts that determine their resource needs have not changed from FY15, can resubmit similar numbers for FY16. For district staff unfamiliar with the Needs Assessment process or those who would like a refresher, please refer to background information located at <http://swcd.mo.gov/internal/needsassessment.htm>. District staff should validate the numbers in MoSWIMS to make certain they are accurate.

Note: For planning the district's FY16 Needs Assessment, a Resource Concern for Cover Crops has been added. It is anticipated that the Cover Crop pilot practice will become a regular cost-share practice in FY16.

If you have questions or require assistance with the Needs Assessment process, please contact your district coordinator or Alan Freeman at alan.freeman@dnr.mo.gov or 573-751-1373. Thank you.

CM:aft

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Jeremiah W. (Jay) Nixon, Governor • Sara Parker Pauley, Director

DEPARTMENT OF NATURAL RESOURCES

www.dnr.mo.gov

MEMORANDUM 2015-003

DATE: September 19, 2014

TO: All Soil and Water Conservation Districts
JB

FROM: Jim Boschert, District Assistance Section
Soil and Water Conservation Program

SUBJECT: Calendar Year 2015 Health Insurance Grant Allocation

For calendar year 2015, the Soil and Water Districts Commission will continue to provide health insurance grant allocations to soil and water conservation districts (SWCDs) for select plans offered through Missouri Consolidated Health Care Plan (MCHCP). Soil and water conservation district boards with employees that are employed for at least 1,000 hours from eligible funds, may participate in either the MCHCP PPO600 or the PPO1000 plan.

Starting on January 1, 2015, the cost of the PPO600 plan will increase to \$646.63 per month for employee only coverage. The program will provide \$576.63 per employee per month or \$6,919.56 per year to the district board in semiannual allotments. District staff electing to participate in the PPO600 plan will be asked to pay a \$70.00 per month premium copay.

In addition, on January 1, 2015, the cost of the PPO1000 plan will increase to \$575.50 per month for employee only coverage. The program will provide \$534.50 per employee per month or \$6,414.00 per year to the district board in semiannual allotments. District staff electing to participate in the PPO1000 plan will be asked to pay a \$41.00 per month premium copay.

As has been stated in previous years, management from MCHCP has strongly cautioned the program and asked us to inform the district supervisors to refrain from covering the cost of the district employee's portion of the monthly premium due to potential increased utilization of the health insurance. Such an approach will serve to drive up the cost of health care for all the districts.

All SWCDs
September 19, 2014
Page Two

Open enrollment for SWCD employees is October 6 – November 7, 2014. Please remember, if your district has employees that choose not to participate in the MCHCP health insurance plans offered, they will still need to complete the open enrollment forms and indicate that they do not wish to participate. For specific information regarding the PPO600 and the PPO1000 plans, please refer to the MCHCP website at <https://mchcp.org/>.

If you have any questions, please contact Jim Boschert at the Soil and Water Conservation Program, P.O. Box 176, Jefferson City, MO 65102-0176 or by phone at 573-522-3320. Thank you.

JB:tm



Osage County Soil & Water Conservation District

1315 East Main St
Linn, MO 65051

Telephone 573-897-3797
Toll Free 800-811-4649
Fax 573-897-4107

September 9, 2014

Mrs. Colleen Meredith, Program Director
Soil & Water Conservation Program
PO Box 176
Jefferson City, MO 65102

Dear Colleen,

Upon review of the Osage County District employee health benefit package, the Osage County Board of Supervisors questions the affordability of insurance for district employees. Have bids been explored to try to find a more low cost option? Who is responsible for assuring that the district employees are represented with affordable healthcare?

As an example:

$\$13.87 \times 2080 \text{ hours} = \$28,849.60$
 $\div 12 \text{ months} = \$2404.13 \text{ Monthly Salary}$

Family Insurance:

$\$1887.39$ (Cost of insurance is 78.5 % of employee's monthly salary)
– $\$560.08$ State of Missouri reimburses district
= $\$1327.31$ (Employee pays 55.2% of monthly salary)

This would leave the employee with a gross monthly wage of \$1076.82 which is 44 % of their wage.

This is using information from the 2014 premiums. There is a \$143.03 increase for the 2015 family coverage. It is unclear at the time of the letter what the increase will be to the employee as the state has not identified the amount of reimbursement. This person will work 80 hours per 2 week pay period and bring home less than ½ of his/her wages. Is this considered affordable, reasonable? How can the districts retain employees or remain competitive in employment recruitment?

Cost-Share funds are made available through the 1/10 of 1% Parks & Soils Tax

The U.S. Department of Agriculture (USDA) prohibits discrimination in all its activities on the basis of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, and marital or family status. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication for program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at (202)720-2600 (voice and TDD).

To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, Room 326W, Whitten Building, 14th & Independence Ave., SW Washington, D.C. 20250-9410 or call (202)720-2964 (Voice or TDD). USDA is an equal opportunity provider and employer.

By comparison the City of Jefferson with 426 employees has a family plan available for \$788.54. This entity has a similar sized employee base. Although, the State of Missouri has a larger employee base they have negotiated a much better premium for their employees. A family with the state with two children would pay \$331.00. These numbers that have been presented are gravely different than what is being offered to Soil and Water District Employees. What constitutes the gross difference in these premiums? Attached to this letter is additional research on other entities and their premiums, which prove to show there are more modest premiums available. The plans are comparable to the PPO 600 which is offered to the district employees. The Kaiser Family Foundation 2013 survey shows statistics that the average percentage of premium paid by covered workers for family coverage in 2013 was 29% of their income, a staggering difference in what the Soil and Water District employees pay.

In conclusion, the Soil and Water District employees are a valuable asset to the district. Ensuring longevity of quality employees in the district is core to the success of the Soil and Water Conservation Program. Employees will yield much better results than those who feel the company is not working in their best interest. An affordable comprehensive benefit package is the best way to foster this feeling for employees as well as potential new hires as current employees retire. On the list of necessities when an employee is seeking new employment or considering staying with a current employer is affordable healthcare benefits. Creating an environment that attracts talented, successful, trained recruitments will only increase the success of the districts.

We are looking forward to your response and working together to identify affordable healthcare options for Soil and Water District employees.

Thank you,



Charles A. Stieffermann, Chairman
Osage County Soil & Water Conservation District Board.

Enclosures

cc: Gary Vandiver, Chairman of Soil & Water Commission
Peggy Lemons, Executive Director of MSWCD
Sandy Stratman, President of MSWCD Employee Association Board
Tom Hurst, Missouri House of Representative, District 62

Cost-Share funds are made available through the 1/10 of 1% Parks & Soils Tax

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CONSERVATION • DEVELOPMENT • SELF-GOVERNMENT

LIFE INSURANCE: The City pays 100% of the cost of basic life insurance for the benefited employee in the amount of the employee's annual salary rounded to the next higher \$1,000. Supplemental life insurance is available in \$25,000 increments up to \$400,000 at rates based on the employee's age. Dependent coverage is offered in the following amounts: Spouse, up to age 70, \$10,000; Children 6 months to 18 years (or 25 if a full-time student), \$5,000. The employee pays \$2.22 per month for dependent life coverage regardless of the number of dependents.

HEALTH INSURANCE: The City has United Healthcare as the health insurance provider. For benefited employees, the monthly premiums are employee only, \$445.54; employee+spouse, \$692.54; employee+child(ren), \$590.54; or family coverage, \$788.54. The cafeteria plan pays the first \$410.54 of the premium. Join our "Healthy Incentive" program (as of November of the previous year) and save an additional \$35 or \$50 per month depending on the number of covered adults.

DENTAL INSURANCE: Guardian Dental is the City's dental insurance provider. There is no cost for employee only coverage. For dependent coverage, the monthly premiums are spouse only, \$33.28; child(ren), \$36.90; or family coverage, \$57.70.

VISION INSURANCE: The City has Guardian's Davis Plan as our vision insurance provider. The monthly premiums for benefited employees are employee only, \$5.92; employee+spouse, \$10.94; employee+child(ren), \$13.68; or family coverage, \$19.14.

ACCIDENT INSURANCE: Off-the-job accident insurance for benefited employees is through Guardian. The monthly premiums are employee only, \$15.78; employee+spouse, \$20.66; employee+child(ren), \$24.42; or family coverage, \$29.30.

CRITICAL ILLNESS WITH CANCER INSURANCE: A \$15,000 one-time benefit is payable from Guardian if a benefited member is diagnosed with one of the following illnesses, heart attack, stroke, major organ transplant, end stage renal failure, OR coronary artery bypass surgery (25%). Rates are dependent on age and tobacco user status.

CAFETERIA PLAN: For benefited employees, the city contributes \$410.54 a month into a cafeteria plan. Employees may use the city's contribution to pay for health insurance, or if health insurance is not elected, to pay for dependent dental, vision, accident insurance, unreimbursed medical/dental expenses, or dependent care expenses. If an employee's cost are more than \$410.54, the remainder is then deducted from the employee's paycheck.

LONG-TERM DISABILITY: Full-time employees who have completed three months employment are automatically covered by the City's long term disability program. This benefit is at no cost to the employee. This benefit pays up to 60% of the employee's normal salary when he/she has been unable to work due to a non-work related illness or injury for more than three months.

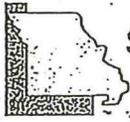
RETIREMENT: After six months of continuous employment, benefited employees who work 1,500 hours or more per year are enrolled in the LAGERS (L-6) retirement program. A summary of this benefit is mailed to employees by LAGERS after their six months anniversary. The City pays the entire contribution to the retirement system. To visit the LAGERS website click [here](#).

DEFERRED COMPENSATION PLAN: Full-time employees may elect to participate in a deferred compensation plan through either Nationwide Retirement Solutions or ICMA Retirement Corporation. The City does not participate monetarily in these plans.

EMPLOYEE ASSISTANCE PROGRAM (EAP): Through Capital Region Medical Center, this program is designed to help employees and their immediate family members with personal problems including substance abuse, financial, marital, legal, and psychological difficulties. This program allows for six free confidential counseling appointments per calendar year. Employees may call Capital Regional EAP at 636-8255.

DIRECT PAYCHECK DEPOSIT: Upon completion of an authorization form, employees may have their paychecks directly deposited into a personal checking or savings account.

DISCOUNTED AUTO & HOME INSURANCE: City employees are eligible for special discounted group rates on auto and home insurance through Liberty Mutual. For more information, contact Jim Lehnhoff at 800-649-0238 ext. 55152 or visit their website at www.libertymutual.com/cityofjefferson.



STATE TECHNICAL COLLEGE
OF MISSOURI

EMPLOYEE BENEFITS SUMMARY

Monthly Employee
Health/Vision/Dental Insurance Premiums
July 1, 2014 – June 30, 2015

<u>Rate Category</u>	<u>United Healthcare -HRA</u>
Employee Only (College Contribution \$506.60)	\$ 0.00
Employee & Spouse	\$ 475.17
Employee & Child(ren)	\$ 326.10
Employee & Family	\$ 731.39

<u>Rate Category</u>	<u>United Healthcare - HSA</u>
Employee Only (College Contribution \$506.60)	\$ 0.00*
Employee & Spouse	\$ 338.23*
Employee & Child(ren)	\$ 232.12*
Employee & Family	\$ 520.61*

*\$175.00 to Employee's Health Savings Account (HSA)

<u>Rate Category</u>	<u>Vision Service Plan (VSP)</u>
Employee Only (College Contribution \$8.43)	\$ 0.00
Employee & Spouse	\$ 5.06
Employee & Child(ren)	\$ 5.34
Employee & Family	\$13.77

Voluntary Dental Rates

<u>Rate Category</u>	<u>Lincoln Dental Insurance</u>
Employee Only	\$30.98
Employee & Spouse	\$65.03
Employee & Child(ren)	\$77.66
Employee & Family	\$115.64



Today is Wednesday, September 3, 2014

2014 Premium Calculator

Based on your selections, an estimated monthly premium will be shown below.

Active Employee
Spouse medical coverage
2 children medical coverage
Osage
My spouse and I will receive the Tobacco-Free Incentive
I will participate in the Partnership Incentive
No dental coverage
No vision coverage

Results

Calculated Monthly Premiums

Plan Description	Level of Coverage	MCHCP Contribution	Subscriber Pays
HDHP through UMR	Subscriber, Spouse and Two Children	1,340.00	110.00*
PPO 300 through UMR	Subscriber, Spouse and Two Children	1,328.00	426.00*
PPO 600 through UMR	Subscriber, Spouse and Two Children	1,358.00	331.00*
TRICARE Supplement	Subscriber, Spouse and Two Children		160.50

MCHCP contributions to premium vary based on each plan's design, including copayments, deductibles, coinsurance and/or HSA contributions.

* Premium shown include \$80 incentive for subscriber and spouse attesting to being tobacco free.

* Premium shown include \$25 incentive for subscriber participating in the Partnership Agreement.

BOONE COUNTY GOVERNMENT BENEFITS SUMMARY

Vacation (Annual Leave)

Vacation is accrued based on hours worked. For a full-time benefited employee, vacation is accrued as follows:

0 – 1 year :	10 days annually
1 – 2 years:	11 days annually
2 – 3 years:	12 days annually
3 – 4 years:	13 days annually
4 – 5 years:	14 days annually
5 – 10 years:	15 days annually
10 years +:	20 days annually

New employees accrue vacation but cannot use it until the completion of the six-month probation period.

Sick Leave

Employees earn 3.6923 hours of sick leave during each 80 hour bi-weekly pay period and may be used during the six-month probation period with department approval.

Holiday Pay

Eligible employees receive 12 paid holidays per year.

Health Insurance

Employee health insurance premiums are at no cost to the employee. Dependent health insurance coverage is available and is payroll deducted. The current employee share of Dependent Health Premium is:

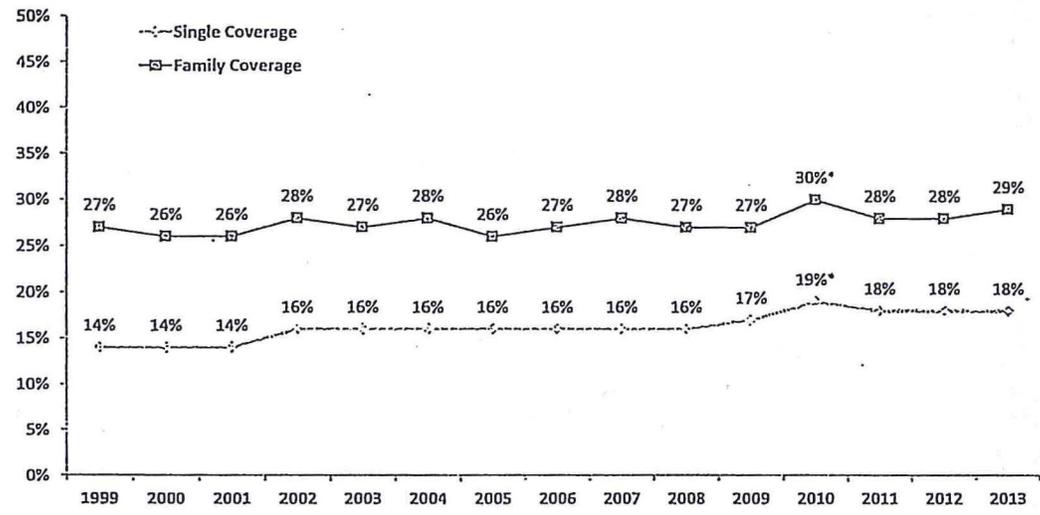
Children Only	\$214.20/month
Spouse Only	\$287.70/month
Full Family (Spouse + Children)	\$328.65/month

Dental Insurance

Employee dental insurance premiums are at no cost to the employee. Dependent dental insurance coverage is available and is payroll deducted. The current employee share of Dependent Dental Premium is:

Children Only	\$18.94/month
Spouse Only	\$21.75/month
Full Family (Spouse + Children)	\$40.70/month

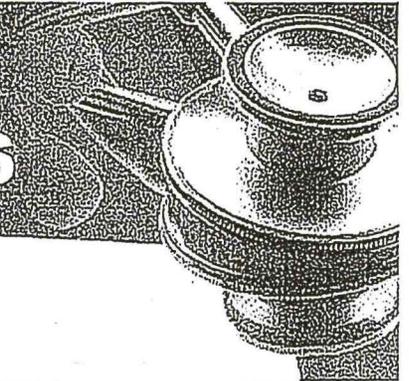
Exhibit 6.1
 Average Percentage of Premium Paid by Covered Workers for Single and Family Coverage, 1999-2013



* Estimate is statistically different from estimate for the previous year shown (p<.05).
 SOURCE: Kaiser/HRET Survey of Employer-Sponsored Health Benefits, 1999-2013.

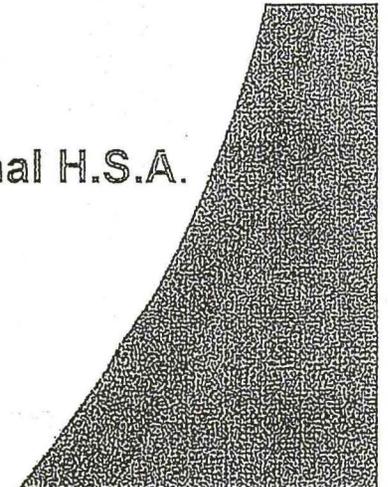


Monthly Employee Contributions



Election	Base Plan		Buy-up Plan		H.S.A.	
	W/ Wellness	W/out Wellness	W/ Wellness	W/out Wellness	W/ Wellness	W/out Wellness
Employee-Only	\$30	\$60	\$75	\$105	0**	\$10
Emp+Child(ren)	\$390	\$420	\$470	\$500	\$310	\$340
Emp+Spouse	\$560	\$590	\$650	\$680	\$460	\$490
Emp+Family	\$920	\$950	\$1,045	\$1,075	\$790	\$820

** The board will contribute \$20/month into employee's personal H.S.A.



SOIL AND WATER CONSERVATION DISTRICTS

Total Monthly Premium
Effective January 1 - December 31, 2015
(Employer must select only one plan to offer to employees*)

Rate Category	2014		2015		HSA Plan
	PPO 600	PPO 1000	PPO 600	PPO 1000	
<u>Active Employee</u>					
Employee Only	\$ 601.08	\$ 533.63	\$ 646.63	\$ 575.50	\$ 538.69
Employee and Spouse	\$ 1,466.64	\$ 1,302.06	\$ 1,577.78	\$ 1,404.22	\$ 1,314.40
Employee and Child(ren)	\$ 1,021.84	\$ 907.17	\$ 1,099.27	\$ 978.35	\$ 915.77
Employee and Family	\$ 1,887.39	\$ 1,675.60	\$ 2,030.42	\$ 1,807.07	\$ 1,691.49
<u>Retiree or Survivor w/out Medicare (MC)</u>					
Retiree Only	\$ 965.71	\$ 858.76	\$ 965.71	\$ 858.76	\$ 815.40
Retiree/Spouse Without MC	\$ 1,931.41	\$ 1,717.51	\$ 1,931.41	\$ 1,717.51	\$ 1,630.81
Retiree/Spouse Without MC and Child(ren)	\$ 2,301.58	\$ 2,046.69	\$ 2,301.58	\$ 2,046.69	\$ 1,943.36
Retiree/Spouse With MC	\$ 1,337.67	\$ 1,154.61	\$ 1,337.67	\$ 1,154.61	\$ 1,187.37
Retiree/Spouse With MC and Child(ren)	\$ 1,707.84	\$ 1,483.79	\$ 1,707.84	\$ 1,483.79	\$ 1,499.92
Retiree/Child(ren)	\$ 1,335.88	\$ 1,187.93	\$ 1,335.88	\$ 1,187.93	\$ 1,127.96
Surviving Child(ren)	\$ 370.17	\$ 329.18	\$ 370.17	\$ 329.18	\$ 312.56
<u>Retiree or Survivor With Medicare (MC)</u>					
Retiree Only	\$ 371.96	\$ 295.85	\$ 371.96	\$ 295.85	Not applicable
Retiree/Spouse Without MC	\$ 1,337.67	\$ 1,154.61	\$ 1,337.67	\$ 1,154.61	
Retiree/Spouse Without MC and Child(ren)	\$ 1,707.84	\$ 1,483.79	\$ 1,707.84	\$ 1,483.79	
Retiree/Spouse With MC	\$ 743.92	\$ 591.71	\$ 743.92	\$ 591.71	
Retiree/Spouse With MC and Child(ren)	\$ 1,114.10	\$ 920.88	\$ 1,114.10	\$ 920.88	
Retiree/Child(ren)	\$ 742.13	\$ 625.03	\$ 742.13	\$ 625.03	
<u>COBRA Participant</u>					
Participant Only	\$ 613.10	\$ 544.30	\$ 659.56	\$ 587.01	\$ 549.46
Participant and Spouse	\$ 1,496.69	\$ 1,328.74	\$ 1,610.11	\$ 1,433.00	\$ 1,341.34
Participant and Child(ren)	\$ 1,039.87	\$ 923.18	\$ 1,118.67	\$ 995.62	\$ 931.93
Participant and Family	\$ 1,923.46	\$ 1,707.62	\$ 2,069.22	\$ 1,841.60	\$ 1,723.81
Child(ren) Only	\$ 426.77	\$ 378.88	\$ 459.11	\$ 408.61	\$ 382.47

* Public entities with 26 or more employees may choose to offer two plans. Contact MCHCP for details.

Mueller, Theresa

From: Mueller, Theresa on behalf of Soil & Water Conservation Program
Sent: Thursday, August 21, 2014 2:06 PM
To: DNR.Soil and Water Conservation Districts staff; DNR.SWC Staff
Subject: District Survey
Attachments: District Technical Survey.xsn

Hi everyone,

The Soil and Water Districts Commission at their June 10, 2014 meeting, requested information be obtained from the Soil and Water Conservation Districts (SWCD) regarding which practices the boards of supervisors are having their district technical staff sign off on. Please complete the attached electronic survey and return the survey to the Soil and Water Program Office by September 19, 2014. Once your district has completed the survey please scan in the survey and email to patty.chapman@dnr.mo.gov. If you have any questions, please contact your district coordinator. Thank you.

Colleen Meredith
Soil & Water Conservation Program, Director
Missouri Department of Natural Resources

Celebrating 40 years of taking care of Missouri's natural resources. To learn more about the Missouri Department of Natural Resources visit dnr.mo.gov.

District Technical Survey

District:

Select...

Employee Name:

Position:

Select...

Currently Signing Cost-Share Forms for the Practices Listed:

PRACTICE	YES	NO	N/A
DFR-04 Forest Plantation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DSL-01 Permanent Vegetative Cover Establishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DSL-02 Permanent Vegetative Cover Improvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DSP-02 Permanent Vegetative Cover Enhancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N351 Well Decommissioning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N380 Windbreak/Shelterbelt Establishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N386 Field Border	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N391 Riparian Forest Buffer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N393 Filter Strip	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N472 Livestock Exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N574 Spring Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N725 Sinkhole Treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
WQ10 Stream Protection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Employee Name:

Position:

Select...

Currently Signing Cost-Share Forms for the Practices Listed:

PRACTICE	YES	NO	N/A
DFR-04 Forest Plantation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DSL-01 Permanent Vegetative Cover Establishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DSL-02 Permanent Vegetative Cover Improvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DSP-02 Permanent Vegetative Cover Enhancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N351 Well Decommissioning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N380 Windbreak/Shelterbelt Establishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N386 Field Border	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N391 Riparian Forest Buffer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N393 Filter Strip	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N472 Livestock Exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N574 Spring Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N725 Sinkhole Treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
WQ10 Stream Protection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Employee Name:

Position:

Select...

Currently Signing Cost-Share Forms for the Practices Listed:

PRACTICE	YES	NO	N/A
DFR-04 Forest Plantation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DSL-01 Permanent Vegetative Cover Establishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DSL-02 Permanent Vegetative Cover Improvement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
DSP-02 Permanent Vegetative Cover Enhancement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N351 Well Decommissioning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N380 Windbreak/Shelterbelt Establishment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N386 Field Border	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N391 Riparian Forest Buffer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N393 Filter Strip	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N472 Livestock Exclusion	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N574 Spring Development	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
N725 Sinkhole Treatment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
WQ10 Stream Protection	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If a Technician II does not currently sign cost-share forms for the above practices please explain why.

Has NRCS given job approval authority for other cost-share practices? If so list each employee and what practices they are authorized to sign off on.

Board Member Signature

Printed Name

Signature Date

D7



Jeremiah W. (Jay) Nixon, Governor • Sara Parker Pauley, Director

DEPARTMENT OF NATURAL RESOURCES

www.dnr.mo.gov

MEMORANDUM 2014-020

DATE: June 17, 2014

TO: All Soil and Water Conservation Districts

FROM: *KM*
Ken Struempfl, Section Chief
Soil and Water Conservation Program

SUBJECT: Open Comment Periods to Cost-Share for:
-Public Water Supply Meters and Service Lines
-Extending Original Maintenance Life for Stream Buffer Practices

The Soil and Water Districts Commission at their June 10, 2014 meeting initiated an open comment period for: 1.) providing cost-share for water meters and service lines for livestock watering when landowners are connecting to a public water supply system and, 2.) providing an additional out-of-production incentive to extend the original maintenance life of stream buffer practices. Program staff will collect and summarize the comments received and report back to the Commission during their August 8, 2014 meeting in Sedalia. The comment period will be from June 17 to July 25, 2014. All comments must be received no later than close of business on July 25, 2014. The Commission encourages districts to involve landowners in developing your responses to open comment opportunities.

Public Water Supply Meters and Service Lines

Background: The program currently provides cost share for wells, spring developments, and ponds to create a water source for livestock. The Commission would like to receive input from the districts on the feasibility of offering cost-share for Public Water Supply meters and service lines. Cost-share is currently provided for water sources through the DSP 3.1 Planned Grazing System Water Development, N391 Riparian Forest Buffer, and WQ10 Stream Protection practices. The Natural Resources Conservation Service (NRCS) does not have a standard and specification for public water supply meters and service lines, therefore NRCS staff cannot certify the completion of these projects. Soil and Water Conservation District Technician II staff will be required to certify these types of projects.

All Soil and Water Conservation Districts

June 16, 2014

Page Two

Information that would be helpful from districts during the comment period includes:

1. Costs associated with water meter installation and the per foot cost of service lines based on the public water supplies in your district, with supporting documentation for the cost figures provided.
2. Pros and cons of offering cost-share on these components.
3. Does your district support offering cost share for Water Meters and Service Lines?
4. Any other comments that the district wishes to share.

Extending Original Maintenance Life for Stream Buffer Practices

Background: The Soil and Water Conservation Program has implemented over 6,800 acres of stream buffers since 2004. Many of these buffers are nearing the end of their maintenance life and producers will have the option to return these areas back into production. The commission would like district input on the feasibility of providing the landowner an additional "Out of Production Incentive" to protect these buffers for an additional 10 years.

Information that would be helpful from districts during the comment period includes:

1. Will most of the landowners maintain the buffers past the practice maintenance life?
2. Estimate of the financial out-of-production incentive payment that will be required to maintain the buffers for an additional 10 years for the following practices:
 - a. WQ10 Stream Protection
 - b. N391 Riparian Forest Buffer
 - c. N393 Filter Strips
3. Pros and cons of offering additional incentives for buffer practices.
4. Does your district support offering an additional incentive to maintain these buffers?
5. Any other comments that the district wishes to share.

Thank you for your prompt response. Please email your comments to Alan Freeman alan.freeman@dnr.mo.gov by the close of business on **Friday, July 25, 2014**. If you have any questions, please contact your district coordinator. Thank you.

KS:mm

Celebrating 40 years of taking care of Missouri's natural resources. To learn more about the Missouri Department of Natural Resources visit dnr.mo.gov.

D8

Wilson, Bill

Subject: FW: 2013 Resolutions
Attachments: 2013 Resolutions to the Commission.pdf

From: Lemons, Peggy
Sent: Wednesday, March 26, 2014 11:37 AM
To: Wilson, Bill
Cc: Kenny Lovelace
Subject: 2013 Resolutions

Bill, attached are the resolutions that were passed at the Training conference for the Commission to discuss. Let me know if you have any questions.

Peggy

RESOLUTIONS

2013 Training Conference

Resolution #1 Gasconade County SWCD

Whereas, on January 1, 2009, the Soil and Water Conservation Districts Commission established the Administrative Policies and Procedures for the District Technician II as requiring a Baseline Technician II verification process for assessing the individual skills in certifying conservation practices required by the Natural Resources Conservation Service (NRCS)

Whereas, on January 1, 2012, technicians that pass the Baseline Technician II testing must also complete the NRCS Certified Conservation Planner training and submit conservation plans according to NRCS requirements to become fully certified as a District Technician II

Whereas, the Baseline Technician II Certification and the NRCS Certified Conservation Planner must be established in order to receive the Technician II status and financial allocation that is associated with the position, and

Whereas, according to Memorandum 2012-019, any District employee with board approval may take the Baseline Technician II test.

Therefore, be it resolved: that the Soil and Water Program Commission and the DNR Program Director establish precedence in establishing a more structured schedule committed to offering the required testing and allow adequate time to achieve the Certified Conservation Planner course as provided by NRCS.

Be it also resolved: that if the Program Director is unable to establish an instantaneous agreement with the current developer of the baseline testing, that other alternatives be sought out immediately to remedy the situation. Also, that the Soil and Water Conservation Program Director and staff be forthcoming on the progress related to this issue to all the Districts.

Supporting Counties: Lawrence, Warren, Madison, Oregon, Camden, Miller, Putnam, Cole, Dunklin, Dent, Butler, St. Genevieve, Cedar, DeKalb, Pettis, McDonald, Howell, Moniteau, Lafayette, Livingston, Laclede, Stone

Passed – Yes-50 / No-0

Resolution #2
Carter County SWCD

Whereas, Current policy states that to qualify for the DSL 2 practice there must be cross fencing in place to comply with the Prescribed Grazing (528) guidelines contained in the Field Office Technical Guide, and resources must be available before a grazing system can be applied, and

Whereas, This policy disqualifies many landowners who meet all other requirements but must have cross fencing for their grazing operation, and

Whereas, It would be more practical and efficient to lime, fertilize, and seed before installing a water system and fences, and

Whereas, A sufficient grass stand resource needs to be in place for a rotational system to work most effectively, and

Therefore be it resolved: That provisions be implemented into the policy to take into consideration that landowners not have to meet the Prescribed Grazing (528) guidelines contained in the Field Office Technical Guide if all other qualifications are met to qualify to install the DSL 2 practice.

Amended as follows:

Whereas, Current DSL-2 policy makes it difficult for smaller acreage farms to qualify for the practice and,

Whereas, There is a great need for this assistance with many smaller acreage farms that would substantially benefit from a practice that includes interseeding legumes, and

Whereas, a sufficient grass stand resource needs to be in place before the farms will qualify for grazing system assistance, and

Whereas, it is more practical and efficient to lime, fertilize, and seed before installing some of the grazing system practices, and

Whereas, precedence has been set with the WQ10 that the Missouri Dept. of Natural Resources can create its own practice that is independent from NRCS technical guidelines, and

Whereas, the Missouri Dept. of Natural Resources has the ability to create its own practice that would include interseeding legumes without the NRCS 512 and 528 standards and specs but still include the 723, and

Whereas, the Missouri Dept. of Natural Resources can put in place requirements that annual spot checks be made by the district technician to ensure that the stand is persistent on farms that install this new practice, and

Whereas, the spot check can be notated in MoSWIMS so that the DNR can follow if they so choose, and

Whereas, It is of utmost importance to make sure that the funds for this new practice are properly utilized, and

Whereas, A maintenance violation can be handled on individual basis by the district board who will follow the strictest guidelines for repayment;

Therefore be it resolved: That the Missouri Dept. of Natural Resources create its own seeding practice that would include interseeding legumes without the 512 and 528 NRCS standards and specs so that smaller acreage farms in Missouri can benefit from the states Cost-Share program and ensure that the funds for this new practice are properly utilized and the practice properly maintained.

Passed as amended -- Yes-20 / No-19

Resolution #3
Barton County SWCD

Whereas, soil and water conservation districts have a need for additional funding to support local district conservation programs and district staffing, and

Whereas, there is a previous history of a proven successful soil and water conservation district matching grant program sponsored through prior soil and water program budgets, and

Whereas, a matching grant program would provide an incentive for additional local funding to combine with state funding to support local district conservation efforts, and

Whereas, there seems to be sufficient state funding available in a new fiscal year budget to support a soil and water conservation district matching grant program,

Therefore be it resolved: the Barton County Soil and Water Conservation District requests the MASWCD to encourage the Soil and Water Districts Commission to reinstate a FY15 one to one Matching Grant Program for districts to be utilized for staffing, district programs or the purchasing of conservation equipment to be made available to landowners and operators for rent.

Supporting Counties: Barton, Stone, Livingston, Clark, Johnson, Bates, Polk, Clay, Grundy, Taney, Perry, Crawford, St. Charles, Christian, Callaway, Cape Girardeau, Caldwell, Butler, Cedar, Shelby, Marion, Ray, St. Louis, St. Francois, Dallas, Camden, Jackson, Miller, Worth, Morgan, Howard, Benton, Cass, Warren, Pettis, Carter, Barry.

Passed – Yes-41 / No-6

Resolution #4
Howard County SWCD

Whereas, it is the mission of the Soil and Water Conservation Program is to administer the policies and general programs developed by the Soil and Water Districts Commission for the saving of Missouri soil and water through the soil and water conservation districts in their work with landowners.

Therefore be it resolved, that only issues concerning Soil and Water should be the focus of Soil & Water Commission.

Passed – Yes-28 / No-12

Resolution #5
Oregon County SWCD

Whereas, ground cover availability is accessible to all types of weather conditions, especially heavy rains, due to the cool season grasses drying up during the summer months, and

Whereas, the weather conditions cause erosion issues in pasture and hay fields, resulting in less grass to be grazed in the fall and winter months, and

Whereas, non-native and native warm season grass seedings have become popular due to the growth period allowing grazing during the summer months and allowing less erosion and increased grazing during the fall and winter months of the cool season grass establishments, and

Whereas, the cost associated with the non-native and native warm season grass establishments being substantially higher than cool season grass establishments;

Therefore be it resolved: that the Missouri Association of Soil and Water Conservation District urge the Missouri Soil and Water Commission to reinstate the Warm Season Grass component on the soil and water cost-share component list.

Supporting Counties: Lafayette

Passed – Yes-36 / No-4

FLOOR RESOLUTIONS

GASCONADE COUNTY SWCD

Whereas, the Soil and Water Districts Commission has a policy providing up to 75% of the state average cost to assist with conservation practices,

Whereas, the state average cost has increased annually,

Whereas, in FY2010 the grazing system program was split up into five different categories each having a set acreage limit,

Whereas, the acreage limits in regards to water establishment and distribution have not increased to reflect the increase in the state average costs;

Therefore be it resolved: that MASWCD urge the Missouri Soil and Water Commission to address the DSP-3.1 and DSP-3.2 acreage limit maximums to be more reflective of the rising state average costs.

Passed – Yes-43 / No-0

E1a

Cass County Soil and Water Conservation District

Board of Supervisors:

Kevin Reed – Chairman
Janice Fogle – Vice-Chairman
David Hoffman – Secretary
Tom Lampe – Treasurer
Vacant - Member

1000 W. Wall Street
Harrisonville, MO 64701
(816) 884-3391

Cass County Staff:

Jamie Bokern – District Technician II
Cheyenne Lesmeister – District Tech I
Nick Hamilton – District Tech I
Paul King – Wildlife Technician

RECEIVED

August 4, 2014

AUG 05 2014

To Soil and Water Commission Board:

BY: _____

The Cass County Soil and Water Conservation District would like to fill the void of the vacant board member position. Ed Winter, Cass County board member since April 2014, suddenly passed away in July. Ed was the board member from Area 3 Southeast quarter section in Cass County. The Cass County Soil and Water Conservation District would like to have consideration given to Melinda Steckley (PO BOX 705, Garden City, MO 64747) to fill the void. Melinda would take over board member status and continue to serve out Ed's term, having three and a half years left. Thank you for the consideration. If you have any questions or concern please contact the office at (816) 884-3391.

Cass County Soil and Water Conservation District

Janice Fogle Vice President

The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, national origin, sex, religion, age, disability, political beliefs, sexual orientation, or marital or family status. (Not all prohibited bases apply to all programs.) Persons with disabilities who require alternative means for communication of program information (Braille, large print, audiotape, etc.) should contact USDA's TARGET Center at (202) 720-2600 (voice and TDD).

To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, Room 326-W, Whitten Building, 1400 Independence Avenue, WE, Washington, D.C. 20250-9410 or call (202) 720-5964 (voice and TDD).

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VERIFICATION OF SUPERVISOR ELIGIBILITY

To qualify for office, according to Missouri's Code of State Regulations,
10 CSR 70-2.020, Conduct of Supervisor Elections, a candidate shall:

- 1) Be a land representative as defined by "The owner, or representative authorized by power of attorney, of any farm lying within the soil and water conservation district (SWCD); provided, however, that any land representative must be a taxpayer of the county within which the SWCD is located." and
- 2) Be a resident taxpaying citizen within that SWCD for two (2) years preceding the appointment to the District Board of Supervisors by the Commission, and
- 3) Be a cooperator of the SWCD defined as "A person who is actively involved in farming and practices conservation activities related to agriculture," and
- 4) Reside in or own a farm lying in the same territory where the board position is vacant.

Area 3 SE 1/4

The undersigned certify that the candidate meets all of the above stated eligibility requirements to serve as a supervisor for the CASS Soil and Water Conservation District.

Chairperson (or acting) signature: Janice Jogle Date: 8-4-14

Candidate signature: Malinda Steckly Date: 8/8/14

E1b

Gale Behring
839 CR 206
Hunnewell, MO 63443

Marion County Soil and Water Conservation District
6465 Highway 168, Suite B
Palmyra, MO 63461
September 1, 2014

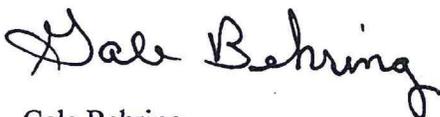
To Whom It May Concern:

This letter is to express my gratitude for letting me be a part of the Marion County Soil and Water Conservation District board for 18 years.

Due to the acceptance of a new job, my hours have changed so that I have not been able to attend the meetings at the regular scheduled time. I would not expect that the meetings to be rescheduled to fit my work schedule so it is with regret that I am resigning from my position.

I am requesting that Douglas Wilson take my position on the Marion County Soil and Water Conservation District board effective immediately.

Best Regards,



Gale Behring



Marion County Soil and Water Conservation District

6465 Highway 168, Suite B • Pamyra, MO 63461 • Phone (573) 769-3512 • Fax (573) 769-4460

September 4, 2014

Soil and Water Commission
DNR Soil and Water Program Office
P.O. Box 176
Jefferson City, MO 65210

To Whom It May Concern:

The Marion County SWCD Board of Supervisors has accepted the resignation of the Board Vice Chairman Gale Behring. Due to a scheduling conflict with new employment, Gale has tendered his resignation and recommends Warren Township landowner Doug Wilson to fill the remainder of his supervisor term.

Please accept our recommendation to allow Doug Wilson to fill this vacancy on the Board of Supervisors for Marion County.

If you have any questions, please contact the office at 573-769-3512 Ext. 3.

Sincerely,

Donald Bock
Chairman
Marion County SWCD

VERIFICATION OF SUPERVISOR ELIGIBILITY

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- 1) Be a land representative as defined by "The owner, or representative authorized by power of attorney, of any farm lying within the soil and water conservation district (SWCD); provided, however, that any land representative must be a taxpayer of the county within which the SWCD is located," and
- 2) Be a resident taxpaying citizen within that SWCD for two (2) years preceding the appointment to the District Board of Supervisors by the Commission, and
- 3) Be a cooperatoꝛ of the SWCD defined as "A person who is actively involved in farming and practices conservation activities related to agriculture," and
- 4) Reside in or own a farm lying in the same territory where the board position is vacant.

The undersigned certify that the candidate meets all of the above stated eligibility requirements to serve as a supervisor for the Marion Soil and Water Conservation District.

Chairperson (or acting) signature: Donald L. Brock Date: 8-7-14

Candidate signature: Douglas R. Wilson Date: 8-7-14

E1c

August 20, 2014

Mercer County Soil Conservation Board,

Due to the rapid failure of my health, I am submitting my resignation on the Mercer County Soil Conservation Board.

I have asked Anthony Henke to fulfill the balance of my term, in which Anthony has agreed to.

Respectfully,


Lynn U. Moffatt, Jr.

C

Mercer County Soil and Water Conservation District
20593 US Highway 65 – Princeton, MO 64673
Phone (660) 748-3857 Ext. 3
Fax 855-824-0775

August 22, 2014

Dear Sirs,

The Mercer Co. SWCD accepted the resignation of one of our Board of Supervisors, Lynn Moffatt. Lynn's failing health will not allow him to continue to serve as a board member.

We would like to recommend Anthony Henke, 24353 Indigo Place, Princeton, MO, to fill out the remainder of Lynn's term, which expires in April 2018. Anthony meets all the requirements to fulfill the position and is very aware of the importance of soil and water conservation. We feel that Mr. Henke would be a good replacement to fill out the unexpired term.

Please consider our recommendation of Anthony Henke for Board of Supervisors. Thank you for your time.

Sincerely,



Jerry Brundage
Board Chairman
Mercer Co. SWCD

VERIFICATION OF SUPERVISOR ELIGIBILITY

**To qualify for office, according to Missouri's Code of State Regulations,
10 CSR 70-2.020, Conduct of Supervisor Elections, a candidate shall:**

- 1) Be a land representative as defined by "The owner, or representative authorized by power of attorney, of any farm lying within the soil and water conservation district (SWCD); provided, however, that any land representative must be a taxpayer of the county within which the SWCD is located," and
- 2) Be a resident taxpaying citizen within that SWCD for two (2) years preceding the appointment to the District Board of Supervisors by the Commission, and
- 3) Be a cooperator of the SWCD defined as "A person who is actively involved in farming and practices conservation activities related to agriculture," and
- 4) Reside in or own a farm lying in the same territory where the board position is vacant.

The undersigned certify that the candidate meets all of the above stated eligibility requirements to serve as a supervisor for the Mercer Co. Soil and Water Conservation District.

Chairperson (or acting) Signature: Jeremy Brunsberg Date: 9-5-14
Candidate Signature: M. Anthony Miller Date: 9-2-14

E1d

February 19, 2014

Board of Supervisors
Miller County Soil & Water Conservation District
101 Industrial Park
Eldon, MO 65026

Dear Board of Supervisors,

As I know you have noticed over the past several months, it has become increasingly difficult for me to work my schedule around attending the Board of Supervisors meetings. As a result of this I feel that by not attending the meetings as required of me as a board member is not fair to the rest of the board members, district staff or the district as a whole.

With that in mind it is with deep regret that I have decided to resign my position on the Board of Supervisors effective immediately. I feel it is better for the board to find someone that can dedicate more time serving the needs of the district than what I am capable of at this time.

I have enjoyed the time I have spent on the board, and serving the farmers and landowners of Miller County. I leave knowing that the district is in good hands and is very fortunate to have the remaining members of the board, and staff, who are very knowledgeable and I have learned a great deal from all of them. I will truly miss working with you.

Sincerely,



Michael Keeth



Miller County Soil and Water Conservation District

101 Industrial Park Rdwy Eldon, Missouri 65026 Phone 573-392-5667, Ext. 3

September 23, 2014

Soil & Water Commission
PO Box 176
Jefferson City, MO 65102

Dear Commission Members:

Miller County SWCD board member Mike Keeth has resigned his position on the board due to his personal schedule.

The Miller County Soil & Water Conservation District would like to request that Sharon Paterson be appointed to fill the unexpired term of Mike Keeth.

Attached you will find the resignation letter from Mr. Keeth as well as the Verification of Supervisor Eligibility form for Sharon Paterson.

Thank you

A handwritten signature in black ink, appearing to read "Dan L. Gills", with a horizontal line underneath.

Miller County Soil & Water Conservation District

VERIFICATION OF SUPERVISOR ELIGIBILITY

**To qualify for office, according to Missouri's Code of State Regulations,
10 CSR 70-2.020, Conduct of Supervisor Elections, a candidate shall:**

- 1) Be a land representative as defined by "The owner, or representative authorized by power of attorney, of any farm lying within the soil and water conservation district (SWCD); provided, however, that any land representative must be a taxpayer of the county within which the SWCD is located," and
- 2) Be a resident taxpaying citizen within that SWCD for two (2) years preceding the appointment to the District Board of Supervisors by the Commission, and
- 3) Be a cooperater of the SWCD defined as "A person who is actively involved in farming and practices conservation activities related to agriculture," and
- 4) Reside in or own a farm lying in the same territory where the board position is vacant.

The undersigned certify that the candidate meets all of the above stated eligibility requirements to serve as a supervisor for the Miller County Soil and Water Conservation District.

Chairperson (or acting) Signature: _____

Date: 9-23-14

Candidate Signature: _____

Date: 9-12-14

CERTIFICATE OF DISESTABLISHMENT

The Soil and Water Supervisors of the Soil and Water District of Worth County , Missouri, created by and acting under authority of an act of the Legislature of the State of Missouri, the Missouri Soil and Water Conservation Districts Law, in accordance with Section 278.160 to 278.300, RSMo 1994, hereby certify that in accordance with procedure established by law has disestablished the Platte River Tributaries Watershed District within the Soil and Water District of Worth County.

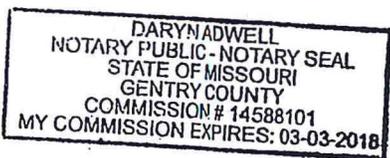
Soil and Water District of Worth County, Missouri

Date 6/19/14 By Richard M. Mullock

Subscribed and sworn to before me at Worth, MO, this 19th day of, June.

My Commission expires: 03/03/2018

Date 6/19/14 Notary Public Daryn Adwell



Approved:

STATE SOIL AND WATER DISTRICTS COMMISSION

Date _____ By: _____

Subscribed and sworn to before me at _____, this _____ day of, _____

My Commission expires:

Date _____ Notary Public _____

RECEIVED

JUN 30 2014

DECLARATION OF DISESTABLISHMENT OF A WATERSHED DISTRICT

WITHIN A SOIL AND WATER CONSERVATION DISTRICT

BY: _____

WHEREAS, pursuant to the provisions of the Missouri Soil and Water Conservation Law, in accordance with Section 278.160 to 278.300 RSMo 1994, files this document to disestablish a watershed district within Worth County.

WHEREAS, said watershed district has been organized for more than five years; and

WHEREAS, said watershed district does not have any outstanding bonds, has not constructed or contracted to construct any works of improvement, nor incurred any continuing obligations for maintenance and operation of works of improvements; and

WHEREAS, said watershed district does not have any outstanding bonds and works of improvement have been constructed and agency of the United States government or the State of Missouri or a county or municipal corporation of the state has made arrangements satisfactory to responsibility for operating and maintaining such improvement ; and

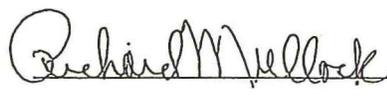
WHEREAS, a petition for the disestablishment of said watershed district has been filed with the Soil and Water Conservation Districts of Worth County; and

WHEREAS, the Soil and Water Conservation District Supervisors conducted, or caused, a referendum in the form required by Law on the question of disestablishing a watershed district, and at least sixty-five percent (65%) of the votes cast in the referendum were in favor of such disestablishment.

NOW THEREFORE, the Soil and Water Conservation District Supervisors hereby declares that the watershed district is duly disestablished, and records such in the official minutes of the Soil and Water Conservation District Board.

The watershed district disestablished is known as the Platte River Tributaries Watershed District.

Soil and Water Conservation District of Worth County

 6/19/14

Richard Mullock, Chairman Board of Supervisors Date