



# Missouri Department of Natural Resources

**MINUTES**  
**MISSOURI SOIL AND WATER DISTRICTS COMMISSION**  
**TAN-TAR-A RESORT**  
**Salon C**  
**Osage Beach, Missouri**  
**November 26, 2012**

**COMMISSION MEMBERS PRESENT:** Charles Ausfahl, Kathryn Braden, Thomas Bradley, Richard Fordyce and Gary Vandiver

**EX-OFFICIO MEMBERS:** JON HAGLER, DEPT. OF AGRICULTURE: Judy Grundler; BOB ZIEHMER, DEPT. OF CONSERVATION: Clint Dalbom; SARA PARKER PAULEY, DEPT. OF NATURAL RESOURCES: Dru Buntin; DEAN THOMAS PAYNE, UNIVERSITY OF MISSOURI: Dave Baker

**ADVISORY MEMBERS PRESENT: SOIL & WATER CONSERVATION PROGRAM:** Colleen Meredith; NRCS: J.R. Flores, MASWCD: Steve Radcliff

**STAFF MEMBERS PRESENT:** Kurt Boeckmann, Jim Boschert, April Brandt, Alan Freeman, Jesse Higginbotham, Theresa Mueller, Christa Moody, Josh Poynor, Judy Stinson, Ken Struempfler, Leon Thompson, Jennifer Pellett, Matt Elliott, Charles Hansen, Bill Wilson

**OTHERS PRESENT: DISTRICTS:** ANDREW: Jeff Lance; BARRY: Don Herbert; BARTON: Leon Phipps, Ed Weaver; Karen Cleveland BATES: Brad Powell; BENTON: Jamie Henderson, Jim Freeburger, Tina Hovendick; BOLLINGER: Megan Baker, Ronald Reagan; BOONE: Kevin Monckton, Cindy Bowne; BUCHANAN: Cara Hanway, Bernard Chesnut; BUTLER: Rob Nations, Irvin Mansbridge, Cathy Mansbridge; CALDWELL: Wendy Bowen; CALLAWAY: Mark Smart, Carl Linnenbringer; CAMDEN: Connie Luttrell, Roberta Woodall, Ernie Calvert; CAPE GIRARDEAU: Kenny Spooler, Mary Gosch, Gary Bock, Mark Reitzel, Susan Jahn; CARTER: Wayne Gibbs, Jeana Rudd; CASS: Kevin Reed, Andrea DeGraffenried, Whitney Wiegert, Janice Fogle, Jamie Bokern; CHARITON: Bob Cooper, Carrie Henry, Kenny Reichert; CHRISTIAN: Amanda Cook, Jeremy Wallen; CLARK: Henry Heinze; DALLAS: Matt Hale, Debbie Henderson, Jerry Duff, Tony Rosen; DAVIES: Tom Lambert; DEKALB: Amy McCrary, Jim Carlson; DUNKLIN: David Blakemore; FRANKLIN: Stephen Sparks, Lori Nowak, John Busch; GASCONADE: Diana Mayfield, Kory Hubbard, Mike Haeffner; GRUNDY: John Rice; HARRISON: Pat Lambert, Jeremy Eivins; HOLT: Bruce Biermann, Dallas Kurtz, Regina Young, Wayne Heck; HOWARD: Liz Brown, Bev Dometroch; IRON: Ralph Trask; JACKSON: Stan Michel, Dave Fry; JEFFERSON: George Engelbach, Domien Meert; JOHNSON: Dwight Loyd, Bill Hoy; LACLEDE: Mary Jo Tannehill; LAFAYETTE: Justin Salyer, Susie Struchtemeyer, Jim Begemann; LAWRENCE: Joe Crabtree, Paula Champion; LINCOLN: Janice Cragen; LIVINGSTON: David Morris, Kevin Hansen, Larry Davies,

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Kristen Lourenco; **MACON:** Sam Jones; **MADISON:** JC Shetley, Danny Miller; **MARIES:** Amy Neier, Edward Brown, Sandy Hutchison; **MARION:** Jim Yarbrough; **MERCER:** Kathy Cassidy; **MILLER:** Bonnie Pryor, Taylor Rodden; **MONITEAU:** Nancy Kirby, Carl Allee, Harold Haldiman, Bruce Longan; **MONTGOMERY:** Brenda VanBooven, Bob Ridgley, Ann Whitehead, Bob Ridgley; **MORGAN:** Patty Wittrock; **NEW MADRID:** Emily Wilson, Nancy Walker; **OREGON:** Sarah Stubbs, Audrey Purcell, Marlene Wilson, Freda Johnson; **OSAGE:** Colby Nilges, Charlie Stieferman, Angela Cole; **OZARK:** Dee James, Penny Collins, Melisa Myers; **PERRY:** LaVern Taylor; **PETTIS:** Alan Ream; **POLK:** Keith Stevens, David Hale, Vicky Fieth; **PUTNAM:** Greg Snyder, Clyde Bondy; **RANDOLPH:** John Kirchhoff, Mike Snellen, Ryan Britt, David Edgerton, Andrea McKeown; **RAY:** Jerry Taylor, Kim Williamson; **RIPLEY:** Michael Thornton, Rachel Griffin, Pat Rawlings; **SHANNON:** Connie Holland, Alan Stringer; **ST. CHARLES:** Charlie Perkins, Don Johnson; **ST. FRANCOIS:** Vince Kauflin, Wilma Carlyon; **ST. LOUIS:** Louise Belt, Richard Hoelscher; **STONE:** Melissa White; **TANEY:** John Cash; **TEXAS:** Karen Keller; **VERNON:** Karrie Hold, Wayne Harth, Robbie Lefeure, Mark Curtis; **WASHINGTON:** Martin Strauser, Shirley Turnbough, James Phares, Tiffany Woods; **WAYNE:** Sandy Breezley; **WORTH:** Richard Mullock, Heather Benedict, Gidget Funk; **STATE OF MISSOURI: ATTORNEY GENERALS OFFICE:** Tim Duggan; **DEPARTMENT OF NATURAL RESOURCES:** Darrick Steen; Van Bydler; **OTHERS: USDA-NRCS:** Karen Brinkman, Bill Broule; **MISSOURI FARM BUREAU:** Kelly Smith; **UNIVERSITY OF MISSOURI:** Dr. John Bowders, Dr. David Hammer; **MASWCD AREA 6;** Ben Gorden

**A. CALL TO ORDER**

Chairman Richard Fordyce called the meeting to order, in Osage Beach, Missouri, at the Tan-Tar-A Salon C conference room at 1:02 p.m. Kathryn Braden, Charles Ausfahl, Gary Vandiver, Thomas Bradley and Richard Fordyce, were present, which made a quorum.

**B. MINUTES OF THE LAST MEETINGS**

**1. September 26, 2012 Minutes**

Kathryn Braden made a motion to approve the minutes of the September 26, 2012 Commission meeting. Charles Ausfahl seconded the motion. When asked by the chair, Gary Vandiver, Charles Ausfahl, Kathryn Braden, Thomas Bradley and Richard Fordyce voted in favor of the motion and the motion carried unanimously

**C. SOIL AND WATER CONSERVATION PROGRAM**

**1. Drought Assistance Program Update**

Kurt Boeckmann presented the Drought Assistance Program Update. As of November 19, 2012 there were a total of 5,791 projects approved for drought assistance, of those contract 5,031 have been paid.

The Drought Assistance Compliance reviews, as of November 19, 2012, totaled 630 to be reviewed with 428 being completed.

**2. Review of District Employee Compensatory Time Accrued during the Drought Assistance Program**

Jim Boschert presented the review of district employee compensatory time accrued during the Drought Assistance Program. District employees worked extra hours during the implementation of Executive Order 12-08. In order to determine the amount of compensatory time (comp time) that the district employees have accrued, the time sheets for all district employees were reviewed from July 23, 2012 to October 1, 2012. The comp time accrued was then reduced by the amount of comp time already taken per employee. As of November 9, 2012 there were 186 district employees that earned 7,982 comp time hours. Of those earned comp time hours, 148 district employees used 3,186 hours which leaves 4,796 hours of comp time for 137 district employees left to be paid or taken as leave.

In order to determine the cost of the comp time, each employee's comp time was multiplied by the salary stipend provided by the state which totaled \$78,274. The total cost could decrease if more employees take time off of their comp time earned.

The Department of Natural Resources will provide funding to the local district boards at their request to assist in paying for compensatory (comp) hours earned by their employees during the implementation of Executive Order 12-08 to October 1, 2012.

If a district pays an employee an hourly wage that exceeds the stipend provided by the state, that additional salary will need to be paid by the district from their local funds. District boards are encouraged to offer their employees an option of either time off or payment for their comp time. Procedures will be developed and a memo will be sent to the districts on the guidelines to receive these additional funds.

**3. Review of administrative expenses incurred for the Drought Assistance Program using state funds**

Jim Boschert presented the review of administrative expenses incurred for the Drought Assistance Program by the Soil and Water Conservation Districts. The program office has received requests from districts for additional funds based on increased administrative expenses incurred due to the Drought Assistance Program. Also the Soil and Water Districts Commission requested at the September 26, 2012 meeting to review these expenses.

A review of expenses claimed against the administrative grant in the first quarter this year was compared to the administrative expenses claimed in first quarter last year. Administrative Expense Grant fund showed 59 districts that had increased expenses and 43 districts that had fewer expenses. Other Personnel grant had 55 districts with increased expenses and 43 had fewer expense. It is expected the Other Personnel grant will increase based on district employees receiving a two percent increase in their salary and the associated increase in the district portion of Social Security and Medicare.

In anticipation of cash flow difficulties, the program office has implemented changes to normal procedures for administrative grant funds and health insurance. To help the cash flow in the districts, the second quarter allocations for all districts will include all their remaining administrative grant funds. Districts will also receive the remainder of their health insurance allocation for FY 2013 in December. This allocation will cover health insurance premiums for January – June.

**4. FY 2013 Cost-Share/SALT Fund Status**

April Brandt presented the fiscal year (FY) 2013 Cost-Share/SALT fund status. As of November 16, 2012 there is approximately \$20.7 million dollars allocated at this time, with \$13.5 million is obligated. Less than 70 percent is obligated in all the resource concerns at this time. A little over \$5 million has been paid out. When you compare FY12 and FY13 cost-share numbers the percentages are comparable.

The status of AgNPS SALT, as of November 16, 2012, is \$1.6 million allocated out to 22 projects. Approximately 45 percent has been obligated and 14 percent has been paid.

**5. Chariton SWCD Pilot Cover Crop Report**

Matt Elliott presented the Chariton Soil and Water Conservation District Pilot Cover Crop update. On October 29, Ken Struempfler, Jim Plassmeyer and Matt Elliott went to Chariton County to see the progress of the cover crop pilot project as well as to see the Associated Electric research and demonstration farm. The Pilot Program has 22 cooperators and a total of 633.3 acres enrolled. The board has approved \$47,497.50 for incentive payments out of the \$55,000 that the commission allocated for FY13. Most cooperators planted their cover crops during the month of September, and timing was determined by the crop that was previously planted. The average cost per seeding was \$20 per acre. The incentive payment in the pilot practice is \$75 per acre per year which covers seed cost, nutrient management costs, setting and calibrating drills, as well as the cost to make modifications to equipment to plant into the mat of covers.

Chariton County SWCD and NRCS are also partnering with Associated Electric to demonstrate use of cover crops and how they affect water quality, erosion and nutrient levels. The project duration is from September 1, 2012 through August 31, 2015. Recently the demo farm was awarded a national Conservation Innovation Grant from NRCS for \$501,850 along with a state CIG for \$50,000. These CIG's have a 50 percent match through cash and in kind donations which include donating seed, labor and equipment usage. The Soil and Water Conservation Program research funds of \$225,000 will go towards comprehensive soil sampling, weather stations, herbicide and antibiotic analysis, flumes, water samplers, and soil moisture and temperature sensors. Soil and Water funds were critical for leveraging resources for the CIG grant to be competitive. With all of the grants, matching funds and the pilot program the cover crop project in Chariton County has become a \$1.2 million effort.

Kenny Reichert, Chariton SWCD board member, stated that they have had tremendous success with the cover crop program. With so many people wanting to participate, Chariton SWCD had to create a ranking system for participation. Currently there is over 2,000 acres in Chariton SWCD under cover crop. This includes the acres under the cover crop program and farmers that have planted cover crops on their own. Mr. Reichert thanked the Commission for implementing this program and stated there are only two demonstration farms in the nation, one in Chariton County and the other in South Dakota.

**6. District Employee Health Insurance Rates Update**

Jim Boschert presented District Employee Health Insurance rates update based on notification received from Missouri Consolidated Health Care Plan regarding changes to district employees health insurance., Memorandum 2013-007 was sent to districts stating that under Senate Bill 749 that became law, every employee in Missouri has the right to decline or refuse coverage for contraception, sterilization or abortion if these items or procedures are contrary to an employee's religious beliefs or moral convictions. An employee may decline the coverage during open enrollment and by declining the coverage the premium may be reduced.

Currently the program offices is receiving information from the districts concerning what plan their employees signed up for and in mid-December we will send the districts funding for their health insurance for the months of January – June.

**7. Plan for the Future**

Colleen Meredith stated that earlier this spring meetings were held to create committees for development of the Plan for the Future, and due to the drought the effort was put on hold. The Plan for the Future will now start again and there is a training session at the conference to receive input for the Plan for the Future.

Also future meetings with the groups will be scheduled soon to enable everyone's input.

## **D. REQUESTS/REVIEW**

### **1. FY 2014 Cost-Share Allocation**

Alan Freeman presented the Fiscal Year (FY) 2014 Cost-Share Allocation request. The process being presented is very similar to the past two fiscal years. In the process of evaluating district needs and matching it to past performance, the process has provided a funding method that has been in line with actual district cost-share utilization. It has also allowed for supplemental allocations that support districts with considerably more activity in specific resource concerns while minimizing the affect districts may experience when activity changes from year to year in a given resource concern.

The program is anticipating allocating \$24 million in cost-share, this will provide fiscal accountability keeping the programs expenditures within expected revenues; allow for Supplemental Allocations should revenues allow and monitor obligations using MoSWIMS.

Over the past four years the Needs Assessment has been utilized, the needs requested have continued to increase; the needs assessment requests submitted by districts for FY 2014 increased 7.8 percent over FY13's total request.

Resource Concern minimums were managed to allow completion of one practice in each resource concern. The resource concern minimum was increased to \$15,000 in each resource concern with the exception of Animal Waste in which the minimum is \$25,000 due to the high cost of these practices.

Districts that requested funding less than the Resource Concern minimum would receive 100 percent of their request, districts receiving more than the minimum would be funded at least the \$15,000 in the Resource concern.

The funding availability timeline is similar to FY 11 and FY 12: January 1, 2013 the FY 14 Advance Allocation of 18 percent and 100 percent of Nutrient and Pest Management and Animal Waste Allocations July 1, 2013 the remaining FY 14 Allocation, and Fall 2013 the FY 14 Supplemental Allocation.

The following was presented for Commission consideration: approve the FY 14 Cost-Share Allocation formula and schedule as presented.

After discussion, Gary Vandiver made a motion to approve the FY 14 Cost-Share Allocation formula and schedule presented. Kathryn Braden seconded the motion. A poll vote was taken. Charles Ausfahl, Thomas Bradley, Kathryn

Braden, Gary Vandiver, and Richard Fordyce voted in favor. The motion passed unanimously.

**2. Supervisor Appointments**

**a. Pulaski SWCD**

Jesse Higginbotham presented the Pulaski SWCD supervisor appointment. The Pulaski SWCD board would like to appoint Mr. James Mitschele to complete the unexpired term of Mr. Bruce Warren, who has submitted a letter of resignation, effective 10/19/12.

Mr. Mitschele and the district board chairman have both signed the Verification of Supervisor Eligibility form, verifying this candidate meets the qualifications to serve on the board.

The following was presented for Commission consideration: approve the appointment of Mr. Mitschele to complete the unexpired term of Mr. Warren. This term expires in 2014.

After discussion, Charles Ausfahl made a motion to approve the appointment of Mr. Mitschele. Thomas Bradley seconded the motion. A poll vote was taken. Kathryn Braden, Thomas Bradley, Gary Vandiver, Charles Ausfahl, and Richard Fordyce voted in favor. The motion passed unanimously.

**b. Madison SWCD**

Charles Hansen presented the Madison SWCD supervisor appointment. The Madison SWCD board would like to appoint Mr. Keith Lerche to complete the unexpired term of Mr. Bruce Griffon, and Mr. Carl Rehkop to complete the unexpired term of Mr. Harry Robbins. Mr. Griffon and Mr. Robbins have both submitted letters of resignation.

Mr. Keith Lerche, Mr. Carl Rehkop and the district board chairman have signed the new Verification of Supervisor Eligibility form, verifying that these candidates meet the qualifications to serve on the board.

The following was presented for Commission considerations: approve the appointment of Mr. Keith Lerche to complete the unexpired term of Mr. Bruce Griffon, and Mr. Carl Rehkop to complete the unexpired term of Mr. Harry Robbins.

After discussion, Kathryn Braden made a motion to approve the appointment of Mr. Keith Lerche to complete the unexpired term of Mr. Bruce Griffon, and Mr. Carl Rehkop to complete the unexpired term of Mr. Harry Robbins. Gary Vandiver seconded the motion. A poll vote was taken. Gary Vandiver, Kathryn Braden, Charles Ausfahl, Thomas

Bradley, and Richard Fordyce voted in favor. The motion passed unanimously.

**c. Carter SWCD**

Jennifer Pellett presented the Carter SWCD supervisor appointment. The Carter SWCD board would like to appoint Mr. William Steiger to complete the unexpired term of Mr. Wade Hamlett, who has submitted a letter of resignation.

Mr. William Steiger and the district board chairman have signed the new Verification of Supervisor Eligibility form, verifying this candidate meets the qualifications to serve on the board.

The following was presented for Commission consideration: approve the appointment of Mr. William Steiger to complete the unexpired term of Mr. Wade Hamlett.

After discussion, Thomas Bradley made a motion to approve the appointment of Mr. William Steiger to complete the unexpired term of Mr. Wade Hamlett. Charles Ausfahl seconded the motion. A poll vote was taken. Charles Ausfahl, Thomas Bradley, Gary Vandiver, Kathryn Braden, and Richard Fordyce voted in favor. The motion passed unanimously.

**Drought Discussion**

At this time Commission Ausfahl presented information on the drought across the nation. He stated during his travel through southwest Iowa and Kansas, the drought was significant in those states. Commissioner Ausfahl stated he is still concerned about the drought in Missouri, and the long term effects if the precipitation remains below average this winter.

Dave Baker discussed the Drought Monitor map. Mr. Baker stated that the University of Missouri is continuing to meet with their Drought committee to discuss issues such as pasture renovation, cattle feed alternatives, and economic impacts for the upcoming year.

**E. STATUS OF THE MISSOURI SOIL CHARACTERIZATION, SOIL HEALTH AND GEOTECHNICAL ANALYSES LABORATORY**

Dr. David Hammer presented information on the status of the Missouri soil characterization, soil health and geotechnical analyses laboratory. Dr. Hammer requested the Commission, at a future Soil and Water Districts Commission meeting, to potentially consider providing funding for the soils labs in support of soil health. Dr. Hammer's presentation is included in the packet material.

### **Special Presentation**

At this time Sara Parker Pauley, director of the Missouri Department of Natural Resources, delivered a proclamation from Missouri Gov. Nixon to Sandy Hutchison recognizing the work done during the 2012 drought by Missouri Soil and Water Conservation District employees.

The Proclamation states: **Whereas**, the United States Department of Agriculture declared an agriculture disaster in all 114 Missouri counties due to the prolonged period of excessive heat and low precipitation in 2012; and **Whereas**, Executive Order 12-08 was issued on July 23, 2012 establishing an Emergency Cost-Share Program for water source development and/or water distribution practices to alleviate immediate water shortages being experienced by Missouri agricultural producers; and **Whereas**, Soil and Water Conservation District employees in all 114 Missouri counties worked tirelessly to assist with more than 11,000 applications and approving more than 5,800 projects; and **Whereas**, the Soil and Water Conservation District employees helped private landowners with their dedication to the implementation of the Drought Assistance Program by working long days and weekends and, **Whereas**, the Soil and Water Conservation District employees continued their dedication by assisting citizens of Missouri with the conservation of Missouri's soil and water natural resources through the regular cost-share program and providing educational programs to the children of Missouri. **Now Therefore**, I, Jeremiah W. (Jay) Nixon, GOVERNOR OF THE STATE OF MISSOURI, do hereby proclaim November 27, 2012, to be:

#### **MISSOURI SOIL AND WATER CONSERVATION DISTRICT EMPLOYEES DAY**

IN TESTIMONY WHEREOF: I have hereunto set my hand and caused to be affixed the Great Seal of the State of Missouri, in the City of Jefferson, this 29<sup>th</sup> day of October, 2012.

### **F. REPORTS**

#### **1. Natural Resources Conservation Service**

Karen Brinkman presented the NRCS report. Ms. Brinkman presented updates on Field Office of the Future, vehicle reductions, meeting requirements, outreach meetings, Soil Health Initiatives, Dust Bowl Documentary, partnerships, National Drought Initiative, and EQIP.

#### **2. Missouri Association of Soil and Water Conservation Districts**

Steve Radcliff requested on behalf of the MASWCD that the Commission reconsider the policy on ponds and structures to be able to use the \$10,000 limit to rejuvenate and reconstruct ponds and structures with the existing Sheet/Rill and Gully budget.

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Commission Fordyce stated there is criteria development that will need to be done and there is a workshop available at the training conference on pond clean out and reconstruction.

**3. University of Missouri**

Dave Baker presented the University of Missouri report. Mr. Baker thanked the DNR staff along with Soil and Water District employees for all the work done on the drought. Mr. Baker also wanted to thank Governor Nixon for recognizing the district employees. Mr. Baker stated that this is a great example of how everyone pulled together as a state.

Mr. Baker presented a new Administrative map that has been put into place. There are seven Regions and five of the regional directors are new.

**4. Department of Conservation**

Clint Dalbom presented the Department of Conservation report. Mr. Dalbom stated there are a lot of projects currently taking place in the Department of Conservation. He updated the Commission on the chronic wasting disease, hemorrhagic blue tongue, fire arms deer season, and turkey hatch.

Mr. Dalbom stated the due to the drought there has been a higher than normal fish kills, and increase in wild fires and many reports of dead or dying trees.

**5. Department of Agriculture**

Judy Grundler presented the Department of Agriculture report. Ms. Grundler offered congratulations to the district employees. She also updated the Commission on the Fire Ants as a result of hay shipments from southern states.

**G. PUBLIC COMMENTS**

No public comments.

**H. SUGGESTED DATE(S) OF NEXT MEETING**

The suggested Soil and Water Districts Commission meeting is January 9, 2013, at DNR conference room, Jefferson City.

**I. ADJOURNMENT**

Charles Ausfahl made a motion to adjourn open session at 3:56 pm. Kathryn Braden seconded the motion. A poll vote was taken. Gary Vandiver, Thomas Bradley, Charles Ausfahl, Kathryn Braden, and Richard Fordyce voted in favor of the motion and the motion carried unanimously.

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Respectfully submitted,



Colleen Meredith, Director  
Soil and Water Conservation Program

Approved by:



Richard Fordyce, Chairman  
Missouri Soil and Water Districts Commission  
/clm

