

Minutes of the  
Gasconade County Soil and Water Conservation District  
Regular Board Meeting – USDA Service Center  
Tuesday, October 7, 2014

Chairman Dennis Berger called the regular board meeting to order at 6:35 p.m. Those present were: Chairman Dennis Berger, Vice-Chairman Mike Haeffner, Treasurer Matt Estes, Secretary Matt Herring, District Conservationist Melinda Barch, and District Specialist II Diana Mayfield.

District Technician II Kory Hubbard and Member Debra Nowack were absent.

The minutes of the September 2nd meeting were reviewed. Melinda Barch requested that the statement about NRCS attending the upcoming Conservation Planning Course be removed from the minutes as it was irrelevant to district business. Mike Haeffner made the motion to remove the statement from the minutes. Matt Estes seconded the motion. Motion carried 4-0. Mike Haeffner made the motion to approve the minutes with changes. Matt Herring seconded the motion. The motion carried 4-0.

The September Treasurer's Report was reviewed. Mike Haeffner made a motion to approve the treasurer's report as presented. Matt Herring seconded the motion. The motion carried 4-0.

The Timesheets were reviewed. Mike Haeffner moved to approve the submitted timesheets. Matt Estes seconded the motion. The motion carried 4-0.

The Quarterly Report was reviewed. Mike Haeffner made a motion to approve the quarterly report as presented. Matt Herring seconded the motion. The motion carried 4-0.

#### Unfinished Business

- ❖ The newspaper subscription request was discussed. Even though we have a difficult time getting the Hermann Advertiser to publish articles that are submitted, it was felt that we should continue to try and utilize their services. FSA CED Kate Gerlemann has continued the subscription for the Gasconade Republican and asks that we subscribe to the Hermann Paper. Matt Estes made the motion to subscribe to the Hermann paper for one year at the cost of \$37.00. Mike Haeffner seconded the motion. The motion carried 4-0.
- ❖ The submitted resolutions for the upcoming training conference were reviewed. Matt Estes made a motion to approve resolutions one and two and deny motion three. He does not feel that precision farming is not in line with the Soil & Water program and goals. Mike Haeffner seconded the motion. The motion carried 4-0.
- ❖ The recent information/education events were reviewed.

- OMG-WIA meeting had 208 registered attendees. Great reviews in all aspects. The committee has met again and has already started planning for next year. It was the intention of the committee to move the event to around the three counties. The White Mule Winery was a fantastic venue and it is going to be hard to beat.
- State Women in Ag event had 175 registered attendees. Debra Nowack sent a card of thanks for the opportunity to attend. She and Diana Mayfield had a great learning experience. Diana Mayfield appreciated the opportunity to attend – great tours (no shopping).
- There were 50 people in attendance at the Equipment Workshop and Farm Tour. Dennis Berger stressed the need to send the Hobeins a Thank You. Diana Mayfield indicated that she usually makes "Thank You" picture cards from the day's event and send them to everyone involved. She will be doing this for all of the events. A powerpoint presentation of pictures is also uploaded to the web page.
- The 4<sup>th</sup> grade field days were hit and miss. The Owensville and Gerald Schools attended on Oct 1<sup>st</sup> with 120 students. The Hermann Schools were "stormed" out. Mike & Susy Haeffner delivered the information packets, soda, and ice cream to all of the students that were unable to attend.

#### New Business

- ❖ The Board reviewed the fund status and cost-share applications. Diana Mayfield explained how DNR is going to be dispersing the supplemental applications over the next couple of months. She explained that we really need to push the Grazing System applications through as soon as we can get them planned. She indicated that in past years, DNR puts the money out there but once it is allocated out – they shut things down. She presented two applications for preapproval that are awaiting final paper work (Segelhorst and Mundwiller). Mike Haeffner moved to pre-approve the Segelhorst and Mundwiller contracts. Matt Estes seconded the motion. The Motion carried 4-0. Any additional cost-share that is prepared between board meetings needs to be sent out via e-mail for board approval. Documentation of these e-mails will be listed in the following board meeting agenda/minutes. Matt Estes move to approve the cost-share as presented. Mike Haeffner seconded the motion. The motion carried 4-0.

#### New Cooperators

- None

#### Contracts and Conservation Plans

- None

#### Change Orders

- Leslie/Vera Nicks, DSP-3.3, \$2,314.50, 062-15-0001
- Dallas Erfling Trust, DSP-3.2, \$2,099.50, 062-14-0029

Approved by Debra Nowack 09/04/14

- Franklin J Huerner, DSP-3.5, \$3,255.00, 062-15-0005 Approved by Debra Nowack, 09/10/14
- Patrick/Andrea Gant, DSP-3.4, \$1091.09, 062-15-0008 Approved by Debra Nowack, 09/15/14
- Joseph/Amy Cartwright, N472, \$7,930.50, 062-15-0007
- Kevin/Vicky Huebner, DSP-3.3, \$2,543.13, 062-15-0009
- Kevin/Vicky Huebner, N472, \$6,074.25, 062-15-0010
- Bock Family Revocable Trust, DSL-1, \$2,018.21, 062-15-0004 Approved by Debra Nowack, 10/03/14

**Contract Payments**

- Dallas Erfling Trust, DSP-3.2, \$2,099.50, 062-14-0029 Approved by Debra Nowack, 09/10/14
- Culp/Doyel Trust, DSP-3.5, \$352.99, 062-14-0012 Approved by Debra Nowack, 09/10/14
- Culp/Doyel Trust, DSP-3.5, \$405.38, 062-14-0019 Approved by Debra Nowack, 09/10/14
- Rhonda Winter/Glen Hollander, DSP-3.4, \$338.81, 062-14-0006 Approved by Debra Nowack, 09/10/14
- Bock Family Trust, DSL-1, \$2,018.21, 062-15-0004 Approved by Debra Nowack, 09/30/14
- Bock Family Revocable Trust, DSL-1, \$2,018.21, 062-15-0004 Approved by Debra Nowack, 10/06/14
- Franklin J Huerner, DSP-3.4, \$3,255.00, 062-15-0005

**Cancellations**

- None
- ❖ The Board reviewed the nominating committees for the upcoming election for Areas I and III. Diana Mayfield would like to have a meeting with them on October 30<sup>th</sup>. Mike Haeffner made the motion to approve the nominating committees as presented. Matt Estes seconded the motion. The motion carried 4-0.
  - Area I – Dallas Erfling, Curtis Koelling, and Dale Ridder
  - Area III – Rena Gerloff, Gene Rademacher, and Henry Meyer
- ❖ Mike Haeffner moved to approve a request from Diana Mayfield to attend an advanced excel workshop on December 18<sup>th</sup> in Jefferson City at the cost of \$99. Matt Herring seconded the motion. The motion carried 4-0.
- ❖ The Board reviewed the DNR Memorandums and Letters
  - Memorandum 2015-003, Calendar Year 2015 Health Insurance Grant Allocation. Diana Mayfield reviewed the allocations with the board and requested the board to consider funding the additional \$41 need to cover the PPO 1000 plan. This plan will afford more out-of-pocket funds for the employees. Dennis Berger asked that we table this discussion until next month when Debra Nowack could be in attendance.
  - Letter of September 25, 2014 – 10% Cost-Share Increase

- Memorandum 2015-004, Fiscal Year 2016 (FY16) Needs Assessment Process. Diana Mayfield presented the needs assessment that she had prepared with comments from Melinda Barch and Kory Hubbard. Matt Estes moved to approve the Needs Assessment Narrative and Report with the minor correction noted on the DSL-11 funding. Mike Haeffner seconded the motion. The motion carried 4-0.

- Memorandum 2015-005, Fiscal Year 2015 (FY15) Supplemental Allocations

- ❖ Mike Haeffner moved to approve the request for Diana Mayfield to attend a planning meeting for the Regional Envirothon on November 5, 2014. Matt Estes seconded the motion.
- ❖ The Board reviewed the NRCS & District reports as submitted. Melinda Barch passed out the new FOSA maps and explained that we will be gaining Cole County. She indicated that administration is working on the new job descriptions and that the new DC position will become a “Supervisory Conservationist.” She has been working on her resume, however, she wishes to wait and see what the job descriptions will be before she decides. She is scheduled to have her performance review on October 23<sup>rd</sup> and she will have a lot of questions for her supervisor.
- ❖ There was no mail to review.
- ❖ Dennis Berger entertained a motion to adjourn. Mike Haeffner so moved. Matt Estes seconded the motion. All in favor. Meeting adjourned at 9:15 p.m.
- ❖ Next Regular Board Meeting is scheduled for Tuesday, November 4, 2014, at 6:30 p.m. at the USDA Service Center.

  
 Dennis Berger, Chairman 11-4-14  
 Date

  
 Matt Herring, Secretary 11-4-14  
 Date

Checking account #: MAIN  
 Dates: From 09/01/14 To 09/30/14

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 Check/Dep-#      Date      Description      Payee      Amount  
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Checking account: MAIN      Beginning Checking Account Balance for: Sep      \$17,811.64  
 Auto bal account #: 00-00-100

Bank ID: 081512407      Bank name: Community Bank  
 Acct #: 2001322      Phone: 573-437-4444

**Checks**

4912	09/02/14	OMG NAME TAGS-NEWSLETTER	QUILL	\$26.99
4913	09/02/14	30 PLAT BOOKS	DOPUCH	\$630.00
4914	09/02/14	WORKERS COMP PYMT	MOEMP	\$547.00
4915	09/02/14	OMG NAME TAG-NEWSLETTER E	QUILL	\$26.99
4918	09/02/14	NOWACK-SUPV TRVL	DEBRA	\$23.10
4919	09/02/14	HERRING-SUPV TRVL	MATTHERR	\$56.70
4920	09/02/14	2015 JOHN DEERE MAINTENAN	MILLER	\$600.00
9144915	09/02/14	SEPT 14 MCHCP W/H PYMT	MCHCP	\$1,266.82
4916	09/12/14	HUBBARD-PAYROLL 09/12/14	KORY	\$969.31
4917	09/12/14	MAYFIELD-PAYROLL 09/12/14	DIANA	\$883.94
4922	09/15/14	STATE WIA HOTEL	QUALITY IN	\$201.30
4921	09/19/14	VEGETATION RING	PLATINUM	\$27.69
4923	09/19/14	NOWACK-SUPV TRL ADDITIONA	DEBRA	\$154.75
4924	09/19/14	HAEFFNER-SUPV TRVL	MIKE	\$149.10
4925	09/19/14	ESTES-SUPV TRVL	MATT	\$52.50
4926	09/19/14	VOID CHECK	DENNIS	\$1.00
4927	09/19/14	HUBBARD-EMPLY TRVL	Kory	\$58.80
4928	09/19/14	MAYFIELD-EMPLY TRVL	DIANA	\$132.18
4929	09/19/14	DIANA'S AFLAC W/H PYMT	AFLAC	\$139.62
4934	09/19/14	BERGER-SUPV TRVL 09/19/14	DENNIS	\$51.45
4930	09/26/14	HUBBARD-PAYROLL 09/26/14	KORY	\$969.31
4931	09/26/14	MAYFIELD-PAYROLL 09/26/14	DIANA	\$883.94
4932	09/26/14	STATE TAX W/H PYMT	STATE TAX	\$417.00
4933	09/26/14	RETIREMENT PYMT	RETIRE	\$800.16
9414931	09/26/14	941 SEPTEMBER 2014	EFTPS	\$848.10
			Total Checks	\$9,917.75

**Deposits**

BI083114	09/05/14	BANKINTEREST 08/31/14		(\$4.01)	Deposit
CR091014	09/10/14	CASH RECEIPTS 09/10/14		(\$166.00)	Deposit
CR091914	09/19/14	CASH RECEIPTS 09/19/14		(\$170.00)	Deposit
4926	09/30/14	VOID CHECK	DENNIS	(\$1.00)	Deposit
			Total Deposits	(\$341.01)	

Total Deposits less Checks for the month: \$9,576.74

Ending Checkbook Balance: Sep **\$8,234.90**

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Checking account #: 110  
Dates: From 09/01/14 To 09/30/14

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Check/Dep-#	Date	Description	Payee	Amount
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Checking account: 110                      Beginning Checking Account Balance for: Sep                      \$4,052.96  
Auto bal account #: 00-00-110

Bank ID: 081512407                      Bank name: COMMUNITY BANK  
Acct #: 248584                              Phone:

**Checks**

Total Checks                              \$0.00

**Deposits**

Total Deposits                              \$0.00

Total Deposits less Checks for the month:                      \$0.00

Ending Checkbook Balance: Sep                      **\$4,052.96**  
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Checking account #: 130  
Dates: From 09/01/14 To 09/30/14

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Check/Dep-#	Date	Description	Payee	Amount
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Checking account: 130                      Beginning Checking Account Balance for: Sep                      \$10,008.73  
Auto bal account #: 00-00-130

Bank ID:                                      Bank name: Community Bank of Owensville  
Acct #: 104503                              Phone: 5734374444

**Checks**

Total Checks                              \$0.00

**Deposits**

Total Deposits                              \$0.00

Total Deposits less Checks for the month:                      \$0.00

Ending Checkbook Balance: Sep                      **\$10,008.73**  
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# FY 15 Budget

EXPENDITURE	PROPOSED	PERSONNEL GRANT-02	OTHER EXPENSES-03	ADMINISTRATIVE GRANT-04	INFO/ED GRANT-19	LOCAL FUNDS-01	YEAR TO DATE
<b>INFO/ED</b>							
ANNUAL MTG	\$ 2,500.00			\$ 1,500.00		\$ 1,000.00	\$ 669.15
POSTER CONTEST	\$ 300.00			\$ 300.00		\$ -	
NEWSLETTER	\$ 1,100.00			\$ 1,000.00		\$ 100.00	\$ 347.43
FIELD EVENTS 4th Grade Field Days Pre-school Project River Relief Project Equipment Workshop Soil Health Workshop	\$ 2,000.00			\$ 500.00	\$ 1,000.00	\$ 500.00	\$ 664.27
SPONSORSHIPS	\$ 400.00					\$ 400.00	\$ 350.00
<b>DUES &amp; SPONSORSHIP</b>						\$ -	
MASWCD DUES	\$ 450.00					\$ 450.00	
<b>ELECTION EXPENSES</b>						\$ -	
ELECTION	\$ 600.00			\$ 600.00		\$ -	
<b>OPERATING EXPENSES</b>						\$ -	
OFFICE SUPPLIES	\$ 400.00			\$ 300.00		\$ 100.00	\$ 278.71
ADVERTIZING/PROMOTION	\$ 50.00					\$ 50.00	
<b>INSURANCE EXPENSES</b>						\$ -	
MOPERM	\$ 450.00					\$ 450.00	
EQUIPMENT	\$ 562.45					\$ 562.45	
<b>POSTAGE &amp; MAILING</b>						\$ -	
POSTAGE	\$ 300.00			\$ 300.00		\$ -	
<b>ITEMS FOR SALE</b>						\$ -	
FLAGS	\$ -					\$ -	
PLATS	\$ 850.00					\$ 850.00	\$ 1,410.00
<b>SUPERVISOR EXPENSE</b>						\$ -	
Supervisor Travel	\$ 1,500.00			\$ 1,000.00		\$ 500.00	\$ 658.25
Board Meetings	\$ 100.00					\$ 100.00	
<b>OFFICE EQUIPMENT</b>						\$ -	
EQUIPMENT						\$ -	
<b>EQUIPMENT EXPENSE</b>						\$ -	
John Deere Maintenance	\$ 1,500.00					\$ 1,500.00	\$ 600.00
Great Plains Maintenance	\$ -					\$ -	
John Deere Repair	\$ 3,500.00					\$ 3,500.00	\$ -
Great Plains Repair	\$ 2,000.00					\$ 2,000.00	\$ 81.73
Equipment Maintenance	\$ 100.00					\$ 100.00	\$ 20.00
<b>Bank Service Charge</b>						\$ -	
<b>TOTAL EXPENSES</b>	\$ 18,662.45	\$ -		\$ 5,500.00	\$ 1,000.00	\$ 12,162.45	\$ 5,079.54
						\$ -	
<b>PERSONNEL EXPENSES</b>						\$ -	
MANAGEMENT GROSS	\$ 30,347.20	\$ 28,808.00				\$ 1,539.20	\$ 8,124.00
TECHNICAL GROSS	\$ 29,432.00	\$ 28,849.60				\$ 582.40	\$ 7,879.20
OTHER MANAGEMENT	\$ 3,470.68		\$ 3,456.96			\$ 13.72	\$ 2,211.96
OTHER TECHNICAL	\$ 3,637.37		\$ 3,461.95			\$ 175.42	\$ 1,050.22
Total Personnel	\$ 66,887.25	\$ 57,657.60	\$ 6,918.91	\$ -	\$ -	\$ 2,310.74	\$ 19,265.38
<b>TOTAL ALL EXPENSES</b>	\$ 85,549.70	\$ 57,657.60	\$ 6,918.91	\$ 5,500.00	\$ 1,000.00	\$ 14,473.19	\$ 24,344.92
<b>INCOME</b>							
PERSONNEL GRANT	\$ 57,657.60	\$ 57,657.60					\$ 14,414.40
OTHER EXPENSES	\$ 6,918.91		\$ 6,918.91				\$ 1,823.90
ADMINISTRATIVE GRANT	\$ 5,500.00			\$ 5,500.00			\$ 2,750.00
INFO/ED GRANT	\$ 1,000.00				\$ 1,000.00		\$ 250.00
COUNTY COMMISSION	\$ 2,250.00					\$ 2,250.00	
DONATIONS (Field Days)	\$ 200.00					\$ 200.00	\$ 350.00
FLAGS	\$ -					\$ -	
PLATS	\$ 975.00					\$ 975.00	\$ 250.00
ADVERTIZEMENT	\$ 75.00					\$ 75.00	\$ 37.50
CD INTEREST	\$ 35.05					\$ 35.05	\$ 8.73
CD/SAVINGS TRANSFER							
SAVINGS INTEREST	\$ 4.30					\$ 4.30	
BANK INTEREST	\$ 30.00					\$ 30.00	\$ 8.17
<b>EQUIPMENT RENT</b>							
JOHN DEERE (base 750ac)	\$ 7,500.00					\$ 7,500.00	\$ 352.00
GREAT PLAINS (base 400 ac)	\$ 4,000.00					\$ 4,000.00	\$ 721.50
ROTOWIPER	\$ 100.00					\$ 100.00	\$ 50.00
ATV	\$ 100.00					\$ 100.00	\$ 60.00
BURN EQUIPMENT	\$ 10.00					\$ 10.00	\$ -
<b>REIMBURSEMENTS</b>							
<b>TOTAL INCOME</b>	\$ 86,355.86	\$ 57,657.60	\$ 6,918.91	\$ 5,500.00	\$ 1,000.00	\$ 15,279.35	\$ 21,076.20
<b>LESS EXPENSES</b>	\$ (806.16)	\$ -	\$ -	\$ -	\$ -	\$ (806.16)	\$ 3,288.72
CASH IN THE BANK As of July 1, 2014						\$ 6,924.20	
CD VALUE						\$ 10,000.00	
SAVINGS ACCOUNT						\$ 4,051.91	
LESS GRAZING SCHOOL FUNDS						\$ (393.58)	
<b>TOTAL</b>						\$ 20,582.53	

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No  
Fund: 01 Local Funds

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
1-00-300	BEGINNING FUND BALANCE	(\$20,840.11)	\$0.00	\$0.00	(\$20,840.11)
01-00-400	INTEREST EARNED ON CHECKING	\$0.00	\$0.00	(\$8.17)	(\$8.17)
01-00-401	INTEREST ON CD	\$0.00	\$0.00	(\$8.73)	(\$8.73)
01-00-403	NEWSLETTER ADVERTIZING DONATIO	\$0.00	\$0.00	(\$37.50)	(\$37.50)
01-00-406	DONATIONS FIELD DAYS	\$0.00	\$0.00	(\$350.00)	(\$350.00)
01-00-415	SALE OF GOODS-PLAT BOOKS	\$0.00	\$0.00	(\$250.00)	(\$250.00)
01-00-430	ATV EQUIPMENT RENTAL	\$0.00	\$0.00	(\$60.00)	(\$60.00)
01-00-431	ROTOWIPER RENTAL	\$0.00	\$0.00	(\$50.00)	(\$50.00)
01-00-432	JOHN DEERE DRILL RENTAL	\$0.00	\$0.00	(\$352.00)	(\$352.00)
01-00-433	GREAT PLAINS DRILL RENTAL	\$0.00	\$0.00	(\$721.50)	(\$721.50)
01-00-515	MANAGERS GROSS SALARY - DIANA	\$0.00	\$368.00	\$0.00	\$368.00
01-00-518	TECHNICIAN SALARY - KORY	\$0.00	\$112.00	\$0.00	\$112.00
01-00-526	District Portion Dental -Techn	\$0.00	\$42.66	\$0.00	\$42.66
01-00-536	DISTRICT PORTION DENTAL INS MA	\$0.00	\$42.66	\$0.00	\$42.66
01-00-540	EMPLOYEE TRAVEL-MGMT	\$0.00	\$28.99	\$0.00	\$28.99
01-00-541	EMPLOYEE TRAVEL-TECH	\$0.00	\$17.36	\$0.00	\$17.36
01-00-545	SUPERVISOR TRAVEL	\$0.00	\$133.92	\$0.00	\$133.92
01-00-556	PLAT BOOKS	\$0.00	\$1,410.00	\$0.00	\$1,410.00
01-00-633	GREAT PLAINS DRILL REPAIR	\$0.00	\$81.73	\$0.00	\$81.73
01-00-635	JOHN DEERE MAINTENANCE	\$0.00	\$600.00	\$0.00	\$600.00
01-00-638	ROTOWIPER REPAIR	\$0.00	\$20.00	\$0.00	\$20.00
01-00-830	ANNUAL MEETING	\$0.00	\$669.15	\$0.00	\$669.15
01-00-833	DEMONSTRATIONS/FIELD DAYS	\$0.00	\$360.95	\$0.00	\$360.95

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No  
Fund: 01 Local Funds

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
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Summary Page:

Beginning Balance:	(\$20,840.11)
Total Income:	(\$1,837.90)
Total Expenses:	\$3,887.42
Funds Remaining:	(\$18,790.59)

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 02 Management Services Grant

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
2-01-425	STATE ALLOTMENT - MSG	\$0.00	\$0.00	(\$14,414.40)	(\$14,414.40)
02-01-515	MANAGER SALARY - DIANA	\$0.00	\$7,756.00	\$0.00	\$7,756.00
02-01-518	TECHNICIAN SALARY - KORY	\$0.00	\$7,767.20	\$0.00	\$7,767.20

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 02 Management Services Grant

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
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Summary Page:

Beginning Balance:	\$0.00
Total Income:	(\$14,414.40)
Total Expenses:	\$15,523.20
Funds Remaining:	\$1,108.80

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 03 Other Personnel Expenses

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
3-01-300	BEGINNING FUND BALANCE	(\$94.17)	\$0.00	\$0.00	(\$94.17)
03-01-425	STATE ALLOTMENT - MSG	\$0.00	\$0.00	(\$1,729.73)	(\$1,729.73)
03-01-530	DISTRICT PORTION SOCIAL SECURI	\$0.00	\$463.14	\$0.00	\$463.14
03-01-531	DISTRICT PORTION MEDICARE - Ma	\$0.00	\$108.31	\$0.00	\$108.31
03-01-532	UNEMPLOYMENT TAX - Manager	\$0.00	\$16.30	\$0.00	\$16.30
03-01-535	WORKER'S COMPENSATION INSURANC	\$0.00	\$228.50	\$0.00	\$228.50
03-01-540	EMPLOYEE TRAVEL - Manager	\$0.00	\$203.84	\$0.00	\$203.84
03-01-542	EMPLOYEE TRAINING - Manager	\$0.00	\$70.00	\$0.00	\$70.00
03-01-550	DISTRICT PORTION SOCIAL SECURI	\$0.00	\$476.78	\$0.00	\$476.78
03-01-551	DISTRICT PORTION MEDICARE - Te	\$0.00	\$111.51	\$0.00	\$111.51
03-01-552	UNEMPLOYMENT TAX - Technician	\$0.00	\$16.97	\$0.00	\$16.97
03-01-553	EMPLOYEE TRAVEL - Technician	\$0.00	\$41.44	\$0.00	\$41.44
03-01-554	EMPLOYEE TRAINING - Technician	\$0.00	\$25.00	\$0.00	\$25.00
03-01-555	WORKER'S COMPENSATION INSURANC	\$0.00	\$318.50	\$0.00	\$318.50

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 03 Other Personnel Expenses

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
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Summary Page:

Beginning Balance: (\$94.17)  
Total Income: (\$1,729.73)  
Total Expenses: \$2,080.29  
Funds Remaining: \$256.39

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 04 Administrative Expenses Grant

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
4-01-425	STATE ALLOTMENT - ADMINISTRATI	\$0.00	\$0.00	(\$2,750.00)	(\$2,750.00)
04-01-545	SUPERVISOR TRAVEL	\$0.00	\$454.33	\$0.00	\$454.33
04-01-546	SUPERVISOR TRAINING	\$0.00	\$70.00	\$0.00	\$70.00
04-01-770	INFORMATION/EDUCATION EXPENSES	\$0.00	\$69.32	\$0.00	\$69.32
04-01-800	OFFICE SUPPLIES	\$0.00	\$278.71	\$0.00	\$278.71
04-01-832	DONATION EXPENSE	\$0.00	\$350.00	\$0.00	\$350.00
04-01-834	NEWSLETTER EXPENSE	\$0.00	\$347.43	\$0.00	\$347.43

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 04 Administrative Expenses Grant

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
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Summary Page:

Beginning Balance:	\$0.00
Total Income:	(\$2,750.00)
Total Expenses:	\$1,569.79
Funds Remaining:	(\$1,180.21)

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 07 Employee Health

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
7-01-300	Beginning Fund Balance - Emplo	(\$0.30)	\$0.00	\$0.00	(\$0.30)
07-01-425	State Allotment - Employee Ben	\$0.00	\$0.00	(\$6,721.00)	(\$6,721.00)
07-01-503	TECHNICIAN HEALTH PREMIUM	\$0.00	\$1,680.24	\$0.00	\$1,680.24
07-01-505	DISTRICT MANAGER HEALTH PREMIU	\$0.00	\$1,680.24	\$0.00	\$1,680.24

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 07 Employee Health

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
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Summary Page:

Beginning Balance:	(\$0.30)
Total Income:	(\$6,721.00)
Total Expenses:	\$3,360.48
Funds Remaining:	(\$3,360.82)

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 08 Employee Retirement Benefit

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
8-01-425	State Allotment - Employee Ben	\$0.00	\$0.00	(\$720.72)	(\$720.72)
08-01-502	TECHNICIAN RETIREMENT	\$0.00	\$393.96	\$0.00	\$393.96
08-01-504	DISTRICT MANAGER RETIREMENT	\$0.00	\$406.20	\$0.00	\$406.20

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 08 Employee Retirement Benefit

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
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Summary Page:

Beginning Balance:	\$0.00
Total Income:	(\$720.72)
Total Expenses:	\$800.16
Funds Remaining:	\$79.44

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 19 Information/Education Grant

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
9-01-425	STATE ALLOTMENT - INFO/ED	\$0.00	\$0.00	(\$250.00)	(\$250.00)
19-01-833	DEMONSTRATIONS/FIELD DAYS	\$0.00	\$234.00	\$0.00	\$234.00

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 19 Information/Education Grant

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
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Summary Page:

Beginning Balance:	\$0.00
Total Income:	(\$250.00)
Total Expenses:	\$234.00
Funds Remaining:	(\$16.00)

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 20 GRAZING SCHOOL FUNDS

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
0-00-300	BEGINNING FUND BALANCE	(\$393.58)	\$0.00	\$0.00	(\$393.58)

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: 20 GRAZING SCHOOL FUNDS

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
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Summary Page:

Beginning Balance:	(\$393.58)
Total Income:	\$0.00
Total Expenses:	\$0.00
Funds Remaining:	(\$393.58)

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: MAIN Asset & Liability Accounts

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
0-00-100	CHECKING - CASH IN BANK	\$6,924.20	\$28,767.02	(\$27,456.32)	\$8,234.90
00-00-110	COMMUNITY BANK SAVINGS- 248584	\$4,052.96	\$0.00	\$0.00	\$4,052.96
00-00-130	CD104503	\$10,000.00	\$8.73	\$0.00	\$10,008.73
00-00-200	ACCOUNTS PAYABLE	\$0.00	\$1.00	(\$1.00)	\$0.00
00-00-220	FEDERAL WITHHOLDING	\$0.00	\$626.00	(\$626.00)	\$0.00
00-00-221	STATE WITHHOLDING	\$0.00	\$417.00	(\$417.00)	\$0.00
00-00-222	MEDICARE WITHHOLDING	\$0.00	\$219.81	(\$219.82)	(\$0.01)
00-00-223	SOCIAL SECURITY WITHHOLDING	\$0.00	\$939.92	(\$939.92)	\$0.00
00-00-224	AFLAC WITHHOLDING	\$0.00	\$488.67	(\$488.67)	\$0.00
00-00-225	MCHCP WITHHOLDINGS	\$0.00	\$354.66	(\$354.66)	\$0.00
00-00-230	DISTRICT PORTION SOCIAL SECURI	\$0.00	\$939.92	(\$939.92)	\$0.00
00-00-231	DISTRICT PORTION MEDICARE	\$0.00	\$219.81	(\$219.82)	(\$0.01)
00-00-233	DISTRICT PORTION HEALTH INSURA	\$0.00	\$85.32	(\$85.32)	\$0.00

Reporting period: 07/01/14 to 09/30/14

Starting account: First Ending account: Last

Details are not shown

Print zero dollar accounts: No

Fund: MAIN Asset & Liability Accounts

Account-#	Description	Beg-Bal	Tot-Debit	Tot-Credit	End-Bal
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Summary Page:

Beginning Balance:	\$20,977.16
Total Income:	\$0.00
Total Expenses:	\$0.00
Funds Remaining:	\$20,977.16

# MAYFIELD, DIANA M

62 - GASCONADE SWCD  
314 SOUTH OLIVE  
OWENSVILLE, MO 65066  
(573)437-3478 EXT. 3

Time Period Ending: 09/01/2014 11:30:00 AM

Status: Pending Board Approval

Week 1	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	18	19	20	21	22	23	24	25	
Start Time		07:00 AM	07:00 AM	07:00 AM	07:00 AM			07:00 AM	
Stop Time		04:30 PM	04:30 PM	04:30 PM	03:30 PM			12:00 PM	
WORK - ACCOUNTING	0:00	3:00	0:00	0:00	0:00	0:00	0:00	0:30	3:30
WORK - COOPERATIVE CONSERVATION PARTNERSHIP INITIATIVE	0:00	0:00	0:45	0:00	1:00	0:00	0:00	0:00	1:45
WORK - COST-SHARE ADMINISTRATION	0:00	1:00	1:00	1:15	1:00	0:00	0:00	0:30	4:45
WORK - EQUIPMENT RENTAL	0:00	0:30	0:00	0:00	0:00	0:00	0:00	0:00	0:30
WORK - GENERAL LANDOWNER CONTACT	0:00	0:00	0:00	1:00	0:30	0:00	0:00	0:00	1:30
WORK - LANDOWNER PROGRAM AWARENESS	0:00	0:00	0:00	1:00	0:00	0:00	0:00	0:00	1:00
WORK - MEETINGS	0:00	0:00	1:45	1:30	0:00	0:00	0:00	0:00	3:15
WORK - OFFICE ADMINISTRATION	0:00	2:00	2:30	2:30	4:30	0:00	0:00	2:00	13:30
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	0:00	2:30	2:45	1:15	0:30	0:00	0:00	1:00	8:00
WORK - USDA ADMINISTRATIVE ASSISTANCE	0:00	0:00	0:15	0:30	0:30	0:00	0:00	1:00	2:15
Total	0:00	9:00	9:00	9:00	8:00	0:00	0:00	5:00	40:00

# MAYFIELD, DIANA M

62 - GASCONADE SWCD  
314 SOUTH OLIVE  
OWENSVILLE, MO 65066  
(573)437-3478 EXT. 3

Time Period Ending: 09/01/2014 11:30:00 AM

Status: Pending Board Approval

Week 2	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	25	26	27	28	29	30	31	1	
Start Time	12:30 PM	07:00 AM	07:00 AM	07:00 AM	07:00 AM				
Stop Time	04:30 PM								
ADMINISTRATIVE LEAVE (PAID)	0:00	0:00	0:00	0:00	3:00	0:00	0:00	0:00	3:00
WORK - ACCOUNTING	0:00	1:00	1:00	1:00	0:00	0:00	0:00	0:00	3:00
WORK - BOARD MEETING	0:00	2:00	1:00	0:15	0:00	0:00	0:00	0:00	3:15
WORK - COOPERATIVE CONSERVATION PARTNERSHIP INITIATIVE	0:00	1:00	0:00	0:15	0:00	0:00	0:00	0:00	1:15
WORK - COST-SHARE ADMINISTRATION	0:30	1:00	0:00	1:45	1:00	0:00	0:00	0:00	4:15
WORK - ELECTION	0:00	0:00	0:00	2:00	0:00	0:00	0:00	0:00	2:00
WORK - EQUIPMENT RENTAL	0:00	0:15	0:30	0:00	0:00	0:00	0:00	0:00	0:45
WORK - GENERAL LANDOWNER CONTACT	0:30	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:30
WORK - LANDOWNER PROGRAM AWARENESS	0:00	0:00	1:00	0:45	1:00	0:00	0:00	0:00	2:45
WORK - OFFICE ADMINISTRATION	1:30	3:15	3:00	0:30	4:00	0:00	0:00	0:00	12:15
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	1:00	0:30	2:00	2:00	0:00	0:00	0:00	0:00	5:30
WORK - USDA ADMINISTRATIVE ASSISTANCE	0:30	0:00	0:30	0:30	0:00	0:00	0:00	0:00	1:30
Total	4:00	9:00	9:00	9:00	9:00	0:00	0:00	0:00	40:00

# MAYFIELD, DIANA M

62 - GASCONADE SWCD  
314 SOUTH OLIVE  
OWENSVILLE, MO 65066  
(573)437-3478 EXT. 3

Time Period Ending: 09/01/2014 11:30:00 AM

Status: Pending Board Approval

ADMINISTRATIVE LEAVE (PAID) Early Out Labor Day  
 WORK - ACCOUNTING Payroll  
 WORK - BOARD MEETING Prep  
 WORK - COOPERATIVE CONSERVATION PARTNERSHIP INITIATIVE Unnerstall Claim  
 WORK - ELECTION Preliminary - nominating committee  
 WORK - LANDOWNER PROGRAM AWARENESS Shoemaker, Hollander  
 WORK - MEETINGS WIA Mtg. MCHCP Webinar  
 WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES WIA Program, 4th Grade FD, EQIP/Farm Tour  
 WORK - USDA ADMINISTRATIVE ASSISTANCE FSA Assist, Filing, EQIP/CSP Consplans

Earned This Pay Period:

Annual Leave Accrued: 6:00

Compensation Time Accrued: 0:00

Sick Leave Accrued: 4:00

Hours Exceeding Work Schedule: 0:00

Note: Leave balances are as of the last approved timesheet

Annual Leave Balance: 78:15

Compensation Time Balance: 0:10

Sick Leave Balance: 475:00

Military Leave Balance: 0:00

Pay Rate: \$14.59

Employee Signature: Diana Mayfield

Date: 9/2/14

Board Member Signature: [Signature]

Date: 9-9-14

MAYFIELD, DIANA M

62 - GASCONADE SWCD  
314 SOUTH OLIVE  
OWENSVILLE, MO 65066  
(573)437-3478 EXT. 3

Time Period Ending: 09/15/2014 11:30:00 AM

Status: Pending Board Approval

Week 1	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	1	2	3	4	5	6	7	8	
Start Time		07:00 AM	07:00 AM	07:00 AM	07:00 AM			07:00 AM	
Stop Time		08:15 PM	04:30 PM	04:30 PM	03:30 PM			11:30 AM	
HOLIDAY	0:00	8:00	0:00	0:00	0:00	0:00	0:00	0:00	8:00
WORK - ACCOUNTING	0:00	0:00	3:00	0:00	0:15	0:00	0:00	0:00	3:15
WORK - BOARD MEETING	0:00	2:45	1:00	2:00	0:00	0:00	0:00	0:00	5:45
WORK - COST-SHARE ADMINISTRATION	0:00	0:00	1:45	2:00	2:00	0:00	0:00	0:00	5:45
WORK - EQUIPMENT RENTAL	0:00	0:00	0:00	0:00	0:30	0:00	0:00	0:15	0:45
WORK - GENERAL LANDOWNER CONTACT	0:00	0:00	0:00	1:00	0:00	0:00	0:00	0:00	1:00
WORK - LANDOWNER PROGRAM AWARENESS	0:00	0:00	0:00	1:00	0:30	0:00	0:00	0:00	1:30
WORK - MEETINGS	0:00	0:00	0:00	0:00	0:00	0:00	0:00	3:00	3:00
WORK - OFFICE ADMINISTRATION	0:00	0:00	3:00	2:30	4:45	0:00	0:00	1:00	11:15
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	0:00	0:00	0:15	0:30	1:00	0:00	0:00	0:15	2:00
WORK - USDA ADMINISTRATIVE ASSISTANCE	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:30	0:30
Total	0:00	10:45	9:00	9:00	9:00	0:00	0:00	5:00	42:45

MAYFIELD, DIANA M

62 - GASCONADE SWCD  
314 SOUTH OLIVE  
OWENSVILLE, MO 65066  
(573)437-3478 EXT. 3

Time Period Ending: 09/15/2014 11:30:00 AM

Status: Pending Board Approval

Week 2	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	8	9	10	11	12	13	14	15	
Start Time	12:30 PM	07:00 AM	07:00 AM	07:00 AM	07:00 AM				
Stop Time	04:30 PM	04:30 PM	04:30 PM	09:30 PM	04:30 PM				
WORK - ACCOUNTING	0:00	1:00	1:00	0:00	0:30	0:00	0:00	0:00	2:30
WORK - COST-SHARE ADMINISTRATION	0:00	2:00	2:00	0:00	0:00	0:00	0:00	0:00	4:00
WORK - EQUIPMENT RENTAL	0:30	0:30	0:00	0:00	1:00	0:00	0:00	0:00	2:00
WORK - GENERAL LANDOWNER CONTACT	0:00	0:30	0:00	0:00	0:30	0:00	0:00	0:00	1:00
WORK - LANDOWNER PROGRAM AWARENESS	0:00	1:00	0:30	0:00	0:00	0:00	0:00	0:00	1:30
WORK - OFFICE ADMINISTRATION	0:30	3:30	3:30	4:45	6:00	0:00	0:00	0:00	18:15
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	3:00	0:00	1:30	9:00	1:00	0:00	0:00	0:00	14:30
WORK - USDA ADMINISTRATIVE ASSISTANCE	0:00	0:30	0:30	0:15	0:00	0:00	0:00	0:00	1:15
Total	4:00	9:00	9:00	14:00	9:00	0:00	0:00	0:00	45:00

- HOLIDAY Labor Day Holiday
- WORK - BOARD MEETING Mtg 5:30 - 8:15 p.m., Minutes, post work
- WORK - COST-SHARE ADMINISTRATION Erling, Huerner, Winters, Culp, update cost brochure
- WORK - GENERAL LANDOWNER CONTACT Humprey
- WORK - LANDOWNER PROGRAM AWARENESS Aubuchon
- WORK - MEETINGS OMG-WIA, RIVER RELIEF

MAYFIELD, DIANA M

62 - GASCONADE SWCD  
314 SOUTH OLIVE  
OWENSVILLE, MO 65066  
(573)437-3478 EXT. 3

Time Period Ending: 09/15/2014 11:30:00 AM

Status: Pending Board Approval

Earned This Pay Period:

Annual Leave Accrued: 6:00

Compensation Time Accrued: 11:37

Sick Leave Accrued: 4:00

Hours Exceeding Work Schedule: 0:00

Note: Leave balances are as of the last approved timesheet

Annual Leave Balance: 84:15

Compensation Time Balance: 0:10

Pay Rate: \$14.59

Sick Leave Balance: 479:00

Military Leave Balance: 0:00

Employee Signature: *Diana Mayfield*

Date: 9/18/14

Board Member Signature: *[Signature]*

Date: 9-19-14

# HUBBARD, KORY D

62 - GASCONADE SWCD  
314 SOUTH OLIVE  
OWENSVILLE, MO 65066  
(573)437-3478 EXT. 3

Time Period Ending: 09/01/2014 11:30:00 AM

Status: Pending Board Approval

Week 1	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	18	19	20	21	22	23	24	25	
Start Time	12:30 PM	07:00 AM	07:00 AM	07:00 AM	07:00 AM				
Stop Time	04:30 PM								
DSP 3.2 - TECHNICAL	0:00	0:00	1:00	1:00	0:00	0:00	0:00	0:00	2:00
DSL-01 - TECHNICAL	0:00	0:00	0:00	0:00	0:15	0:00	0:00	0:00	0:15
C650 - TECHNICAL	0:00	0:00	1:00	0:00	0:00	0:00	0:00	0:00	1:00
DWP-01 - TECHNICAL	0:00	0:00	0:00	2:45	0:00	0:00	0:00	0:00	2:45
WORK - EQUIPMENT RENTAL	0:00	1:15	0:00	0:00	0:00	0:00	0:00	0:00	1:15
WORK - GENERAL LANDOWNER CONTACT	1:00	1:15	1:00	1:30	0:15	0:00	0:00	0:00	5:00
WORK - OFFICE ADMINISTRATION	3:00	4:30	4:00	3:00	1:30	0:00	0:00	0:00	16:00
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	0:00	0:00	1:00	0:00	0:00	0:00	0:00	0:00	1:00
WORK - TRAINING	0:00	0:00	0:30	0:00	6:30	0:00	0:00	0:00	7:00
WORK - USDA TECHNICAL ASSISTANCE	0:00	2:00	0:30	0:45	0:30	0:00	0:00	0:00	3:45
<b>Total</b>	<b>4:00</b>	<b>9:00</b>	<b>9:00</b>	<b>9:00</b>	<b>9:00</b>	<b>0:00</b>	<b>0:00</b>	<b>0:00</b>	<b>40:00</b>

# HUBBARD, KORY D

62 - GASCONADE SWCD  
314 SOUTH OLIVE  
OWENSVILLE, MO 65066  
(573)437-3478 EXT. 3

Time Period Ending: 09/01/2014 11:30:00 AM

Status: Pending Board Approval

Week 2	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	25	26	27	28	29	30	31	1	
Start Time		07:00 AM	07:00 AM	07:00 AM	07:00 AM			07:00 AM	
Stop Time		04:30 PM	04:30 PM	04:30 PM	03:30 PM			12:00 PM	
ADMINISTRATIVE LEAVE (PAID)	0:00	0:00	0:00	0:00	3:00	0:00	0:00	0:00	3:00
SICK LEAVE	0:00	0:00	6:00	0:00	0:00	0:00	0:00	0:00	6:00
DSP 3.2 - TECHNICAL	0:00	4:00	1:30	4:30	1:30	0:00	0:00	0:00	11:30
DSP 3.3 - TECHNICAL	0:00	0:00	0:00	0:30	0:15	0:00	0:00	0:00	0:45
WORK - GENERAL LANDOWNER CONTACT	0:00	0:30	0:00	1:00	0:30	0:00	0:00	1:30	3:30
WORK - OFFICE ADMINISTRATION	0:00	3:00	1:30	2:00	2:15	0:00	0:00	3:30	12:15
WORK - USDA TECHNICAL ASSISTANCE	0:00	1:30	0:00	1:00	0:30	0:00	0:00	0:00	3:00
<b>Total</b>	<b>0:00</b>	<b>9:00</b>	<b>9:00</b>	<b>9:00</b>	<b>8:00</b>	<b>0:00</b>	<b>0:00</b>	<b>5:00</b>	<b>40:00</b>

ADMINISTRATIVE LEAVE (PAID) Labor Day  
 DSP 3.2 - TECHNICAL Horstmann, Erlfing, Shoemaker  
 C650 - TECHNICAL Unnerstall  
 DWP-01 - TECHNICAL Schneider  
 DSP 3.3 - TECHNICAL Erlfing  
 WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES WIA  
 WORK - TRAINING alearn, Soil health

# HUBBARD, KORY D

62 - GASCONADE SWCD  
314 SOUTH OLIVE  
OWENSVILLE, MO 65066  
(573)437-3478 EXT. 3

Time Period Ending: 09/01/2014 11:30:00 AM

Status: Pending Board Approval

Earned This Pay Period:

Annual Leave Accrued: 4:00

Compensation Time Accrued: 0:00

Sick Leave Accrued: 4:00

Hours Exceeding Work Schedule: 0:00

Note: Leave balances are as of the last approved timesheet

Annual Leave Balance: 81:30

Compensation Time Balance: 0:01

Sick Leave Balance: 117:00

Military Leave Balance: 0:00

Pay Rate: \$14.15

Employee Signature: Kory Hubbard

Date: 9-2-14

Board Member Signature: Walter C. ...

Date: 9-2-14

# HUBBARD, KORY D

62 - GASCONADE SWCD  
314 SOUTH OLIVE  
OWENSVILLE, MO 65066  
(573)437-3478 EXT 3

Time Period Ending: 09/15/2014 11:30:00 AM

Status: Pending Board Approval

Week 1	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	1	2	3	4	5	6	7	8	
Start Time	12:30 PM	07:00 AM	07:00 AM	07:00 AM	07:00 AM				
Stop Time	04:30 PM	08:00 PM	04:30 PM	04:30 PM	03:00 PM				
DSP 3.2 - TECHNICAL	0:00	0:00	0:00	1:00	0:30	0:00	0:00	0:00	1:30
N472 - TECHNICAL	0:00	0:00	5:00	0:00	0:00	0:00	0:00	0:00	5:00
DSP 3.5 - TECHNICAL	0:00	0:00	0:00	3:30	0:00	0:00	0:00	0:00	3:30
WORK - BOARD MEETING	0:00	1:30	0:00	0:00	0:00	0:00	0:00	0:00	1:30
WORK - EQUIPMENT RENTAL	0:00	0:30	0:00	0:00	2:00	0:00	0:00	0:00	2:30
WORK - GENERAL LANDOWNER CONTACT	1:30	2:00	1:00	0:30	1:30	0:00	0:00	0:00	6:30
WORK - OFFICE ADMINISTRATION	2:30	3:15	2:30	3:30	3:30	0:00	0:00	0:00	15:15
WORK - TRAINING	0:00	2:30	0:00	0:00	0:00	0:00	0:00	0:00	2:30
WORK - USDA TECHNICAL ASSISTANCE	0:00	0:45	0:30	0:30	0:00	0:00	0:00	0:00	1:45
<b>Total</b>	<b>4:00</b>	<b>10:30</b>	<b>9:00</b>	<b>9:00</b>	<b>7:30</b>	<b>0:00</b>	<b>0:00</b>	<b>0:00</b>	<b>40:00</b>

Board Member Initials: WLB Date: 9-19-14

Page 1 of 2

# HUBBARD, KORY D

62 - GASCONADE SWCD  
314 SOUTH OLIVE  
OWENSVILLE, MO 65066  
(573)437-3478 EXT 3

Time Period Ending: 09/15/2014 11:30:00 AM

Status: Pending Board Approval

Week 2	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	8	9	10	11	12	13	14	15	
Start Time		07:00 AM	07:00 AM	07:00 AM	07:00 AM			07:00 AM	
Stop Time		04:30 PM	04:30 PM	04:30 PM	03:30 PM			12:00 PM	
ANNUAL LEAVE	0:00	0:00	1:00	0:00	0:00	0:00	0:00	0:00	1:00
SICK LEAVE	0:00	0:00	0:00	0:00	8:00	0:00	0:00	0:00	8:00
DSP 3.2 - TECHNICAL	0:00	4:00	1:00	0:00	0:00	0:00	0:00	0:00	5:00
DWP-01 - TECHNICAL	0:00	0:00	4:00	2:30	0:00	0:00	0:00	0:30	7:00
DSP 3.3 - TECHNICAL	0:00	1:30	0:00	0:00	0:00	0:00	0:00	0:00	1:30
WORK - EQUIPMENT RENTAL	0:00	0:30	0:00	0:00	0:00	0:00	0:00	1:30	2:00
WORK - GENERAL LANDOWNER CONTACT	0:00	0:30	0:30	1:00	0:00	0:00	0:00	1:00	3:00
WORK - OFFICE ADMINISTRATION	0:00	2:00	2:30	5:30	0:00	0:00	0:00	2:00	12:00
WORK - USDA TECHNICAL ASSISTANCE	0:00	0:30	0:00	0:00	0:00	0:00	0:00	0:00	0:30
<b>Total</b>	<b>0:00</b>	<b>9:00</b>	<b>9:00</b>	<b>9:00</b>	<b>8:00</b>	<b>0:00</b>	<b>0:00</b>	<b>5:00</b>	<b>40:00</b>

DSP 3.2 - TECHNICAL Erling, Segelhorst, Winters  
 DSP 3.3 - TECHNICAL Erling, Segelhorst  
 N472 - TECHNICAL Schoenfeld  
 DSP 3.5 - TECHNICAL Culp

Earned This Pay Period:

Annual Leave Accrued: 4:00  
 Sick Leave Accrued: 4:00

Compensation Time Accrued: 0:00  
 Hours Exceeding Work Schedule: 0:00

Note: Leave balances are as of the last approved timesheet

Annual Leave Balance: 85:30  
 Sick Leave Balance: 115:00

Compensation Time Balance: 0:01  
 Military Leave Balance: 0:00

Pay Rate: \$14.15

Employee Signature: Kory Hubbard

Date: 9-15-14

Board Member Signature: WLB

Date: 9-19-14

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**RESOLUTIONS**  
**2014 Training Conference**

**Resolution #2014-01**

**Proposed by Livingston County**

**Whereas**, all Missouri Soil and Water Conservation Districts are considered members of the MASWCD and,

**Whereas**, the business, property and affairs of the MASWCD is conducted by the Board of Directors composed of a Director from each Area and,

**Whereas**, for the purpose of providing representation on the Board of Directors, Districts are grouped into Areas with one representative from each Area elected to the Board of Directors and,

**Whereas**, Alternates will serve only in the case of the inability of the duly elected Director in order to preserve representation of the area so affected;

**Therefore be it resolved:** that all Area Directors must attend a minimum of 2 regularly scheduled MASWCD meetings and 2 Soil & Water Commission meetings. If the Area Director must miss a regularly scheduled meeting they need to make arrangements for their area to be represented by an Area Alternate and advise the MASWCD Chairman and Executive Director. If these conditions are not met, the Area Director shall give up their position as Area Director.

Supported By: Wright SWCD, Howard SWCD, Caldwell SWCD, Sullivan SWCD

**Resolution #2014-02**

**Proposed by Gasconade County**

**Whereas**, in 2007 the Soil and Water Conservation Districts Commission elected to provide a state wide health care plan based on the desire of the District Boards to better serve their employees with adequate, affordable healthcare.

**Whereas**, combining the 114 districts into one group plan should allow for substantial savings in premiums and allow for equal coverage for all concerned.

**Whereas**, the Affordable Care Act requires all individuals to be covered by some sort of healthcare insurance.

**Whereas**, the Commission contracted with the Missouri Consolidated Health Care Program to provide the services needed to cover employees and offer family benefits at employee expense.

**Whereas**, the premium for family members is 60% of a Technician II salary.

**Therefore, be it resolved:** that the Soil and Water Conservation Commission consider looking into other options for group health insurance coverage that is more affordable for employees and their families.

## Resolution #2014-03

### Proposed by St. Louis County

#### Resolution to Establish Cost-Share Category for Precision Agriculture

**Whereas:**

- Farmers are concerned with the most efficient use of chemical fertilizer and pesticide applications in order to minimize energy use, input costs, and negative impacts to soil health and water quality;
- A suite of tools related to yield monitoring, soil mapping, precision application equipment and variable rate technology (collectively known as Precision Agriculture) mitigates these issues;
- Precision Agriculture is increasing nationally but Missouri has lower adoption rates than neighboring states, with research suggesting that the large initial investments in equipment, complexity of the technology, and the need to use multiple precision technologies together are entrance barriers, particularly for limited-resource operations;
- The Soil and Water Conservation Program (SWCP), having established the importance of promoting farming techniques which protect soil and water resources, provides financial incentives to landowners to help implement such practices;
- The common mission among Missouri's Soil & Water Conservation Districts (SWCDs) is to be locally responsive, to assume active leadership in conservation education, and to address producer, public, and natural resource concerns through cost-share programs;
- In addition to taxpayer-generated cost-share funds, there is support from private industry which would leverage those dollars by providing matching funds specifically for Precision Agriculture;

**And whereas** this convergence of conservation goals, producer needs, technological advances, and private-industry support reflects an opportunity to leverage public funds to serve the public interest, develop new channels to market conservation practices, and meet environmental goals through innovation rather than regulation,

**Therefore be it resolved** by the body of the Missouri Association of Soil and Water Conservation Districts to request that the Commission work with the SWCP to establish a work group to (1) explore developing a cost-share category for Precision Agriculture—which would include components such as surveying, software, hardware, and after-market production equipment—that support the suite of tools related to yield monitoring, soil mapping, precision application equipment and variable rate technology, and (2) explore options for receiving and administering matching funds from private industry.

**CONSTITUTION**

**And**

**Bylaws**

**of the  
Missouri Association of Soil  
and Water Conservation Districts**

**December 17, 2013 11, 2014**

## **CONSTITUTION AND Bylaws**

\* \* \* \* \*

### **Article I – Name**

The name of the organization shall be: Missouri Association of Soil and Water Conservation Districts, hereinafter known as the Association.

### **Article II -- Purpose**

The Association is organized for educational and scientific purposes (as those purposes are defined for organizations that qualify as exempt organizations under Section 501(c)3 of the Internal Revenue Code. It will conduct educational and scientific work concerning the conservation, maintenance, improvement, and development of land, soil, water, trees, vegetation, wildlife, open-space, and other renewable natural resources.

### **Article III -- Restrictions**

No part of the net earnings of the Association inure to the benefit of or be distributable to its members, directors, officers, or other private person except that the Association shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in the furtherance of the purpose set forth in Article II.

Notwithstanding any other provisions of this Constitution and Bylaws, the Association shall not carry on any other activities not permitted to be carried on: (a) by an association or corporation exempt from Federal income tax under Section 501(c)3 of the Internal Revenue Code; or, (b) by an association or a corporation, contributions to which are deductible under Section 170(c)2 of the Internal Revenue Code.

### **Article IV -- Authority - Place of Business - Membership - Dues**

#### **Section 1: Authority.**

The governing authority in the direction and control of the affairs of the Association shall rest in the membership. All Missouri Soil and Water Conservation Districts shall be considered members of this organization.

The State Association shall have authority to employ personnel and to acquire and own such supplies, equipment, and properties as may be necessary for carrying out the objectives of the Association. The Association shall represent the Soil and Water Conservation Districts in the State of Missouri and shall elect a board member and alternate to the National Association of Conservation Districts. The Association shall have the power to enter into agreement with interested groups and agencies as may be necessary to carry out the purpose and objectives of the organization.

**Section 2: Place of Business.**

There shall be two principal business centers for the Association. The first shall be the office of the Association of Missouri Soil and Water Conservation Districts. The second shall be the place most convenient to the President of the Association for the carrying on and directing of the affairs of the Association.

**Section 3: Membership.**

The membership of the Association shall consist of three (3) classifications:

**A. Active Voting Members:** Shall be the Soil and Water Conservation Districts of Missouri, whose dues have been paid in full for the current calendar year. Each shall be represented by one delegate selected from the current supervisors appointed by the District governing body. Each District shall have one vote.

**B. Associate Members:** Associate members of the Association shall consist of any individual, company, corporation, or agency interested in supporting, either financially or through active participation, the conservation, improvement, management, and multiple use of the natural resources of the State of Missouri. Associate members shall not vote nor be counted for a quorum.

**C. Advisory members.** The Conservation Partnership organizations shall designate representatives to be advisory members to the MASWCD Board of Directors. The Conservation Partnership consists of Natural Resources Conservation Service (NRCS), Missouri Department of Conservation (MDC), Missouri Department of Natural Resources (DNR), University Extension and the Missouri Soil and Water Conservation District Employees Association (MSWCDEA). These members shall not vote nor be counted for a quorum.

**Section 4: Dues.**

**A.** The dues in the Association shall be paid annually and shall be due on January 1 of the current calendar year. Dues shall be mailed to the Treasurer and deposited upon receipt. In the absence of the Treasurer or Assistant Treasurer, the Director shall receive the funds from their respective district and promptly forward to the Treasurer or Assistant Treasurer for immediate deposit.

**B.** All dues must be paid in full in order for Delegate or alternate to be eligible to vote.

**C.** Any change in the yearly dues of the Active Voting Member shall be as recommended by the Board of Directors of the Association and approved by the active voting delegates at the Annual Meeting of the Association.

## **Article V -- Meetings – Resolutions - Qualifications - Quorum**

### **Section 1: Meetings.**

**A. Annual Meeting:** The Annual Meeting of this Association shall be held at such time and place as may be designated by the Board of Directors of the Association. The Directors shall send or have sent written notice to all members at least 10 days prior to the date set. Notice shall state time and place and shall include notice of special business that is to be presented over and above the ordinary or regular business.

**B. Resolutions:** Only Active Voting Members can submit resolutions. Resolutions to be brought before the Annual Meeting must be received by the MASWCD office from the Resolutions Committee before the Board Meeting prior to the Annual Meeting. Resolutions not submitted prior to that Board Meeting must be brought before the voting delegates in writing and receive a two-thirds vote of voting delegates present in order to bring the resolution to the floor for discussion. Resolutions may be sent by regular mail or electronic mail to the MASWCD Executive Director by close of business August 31. The MASWCD Executive Director shall acknowledge receipt of the resolutions to each submitting district by electronic mail.

**C. Special Meetings:** May be called at any time by the President or a majority of the Board of Directors or upon written request of one-third of the Active Voting Members of this Association. Notice of special meetings shall be given in the same manner as provided for regular meetings. No business may be transacted at a special meeting other than that stated in the call, however a quorum is necessary to conduct business. Each District who has paid MASWCD dues in full for the current year is allowed one vote.

**D. Area Meetings:** Each area, as designated by the Association, shall hold at least one meeting in each respective area each year for the purpose of conducting area business. Each District who has paid MASWCD dues in full for the current year is allowed one vote, however a quorum is necessary to conduct business.

### **Section 2: Qualifications.**

The qualifications for voting delegates at Annual Association Meetings shall be that they must be one of the 5 County District Supervisors appointed by a District Governing Body.

### **Section 3: Quorum.**

At any meeting of the Association except Annual Area Meetings, a majority of the voting membership shall constitute a quorum for the transaction of business and a simple majority vote shall be decisive.

At Annual Area Meetings, the quorum shall be one-fourth of the Districts in the Area who have paid MASWCD dues in full for the current year, with a simple majority vote being decisive.

At the Board of Directors' meetings, the quorum shall be five Directors and a simple majority vote [3] is decisive. In case a quorum is not present, the Directors in attendance may submit propositions in writing to those Directors not present for their approval or rejection by mail. Five affirmative votes shall validate the proposal. A Conference Call may be conducted provided that all voting participants are able to hear all conversations and debate may be heard by all. A conference call will qualify for

the conduct of regular or special meetings with the proper quorum being observed when conditions make it impossible to hold a regular or special meeting. A Conference Call may not for be used for a Closed Session Meeting. Participation in Conference Calls shall be by Directors only.

## **Article VI -- Board of Directors - Officers - Organization Units**

### **Section 1: Board of Directors.**

**A. Qualifications for Directors and Alternates:** Directors and alternates must be duly elected members of a governing body of a Soil and Water Conservation District in Missouri current with the MASWCD treasurer at the time they are elected.

**B. Board of Directors:** The business, property, and affairs of this Association shall be conducted by a Board of Directors composed of a Director from each Area hereinafter designated. Alternates shall serve only in the case of inability of the duly elected Director or if the Director is called out of a regular or special meeting, their Alternate can replace said Director in order to preserve representation of the area so affected. Directors and alternates shall be elected by members of each respective Area at Area Meetings in the even years for a 2-year term.

**C. Nominating Committee.** A Nominating Committee shall be appointed by the Area Director and will provide a slate of nominees from Active Voting Member districts with background information to all SWCDs in their respective areas no later than 2 weeks prior to the Annual Area Meeting. The Chair of the Nominating Committee will conduct the election at the Annual Area Meeting in each respective area with the candidates being those on the slate of nominees and nominations from the floor. Directors and alternates nominated from the floor have 30 days for their District to become current with the MASWCD treasurer. The vote will be by ballot. A quorum is necessary for an election to be held, each District is allowed one vote. Only Supervisors attending the Area Meeting can cast their District's vote, and the District must be current with the MASWCD treasurer in order to vote. In case a quorum is not present, the MASWCD Board of Directors will appoint an Area Director for that Area from the slate of nominees. The names and addresses of the newly elected Area Director and Alternates shall be reported by the Area to the MASWCD President no later than one month following the Area Meeting.

### **Section 2: Officers of the Association.**

**A.** The Officers of the Board of Directors shall serve as the Officers of the State Association.

**B.** The President shall call the elected Directors together at the Annual Meeting for the election of officers in even number years.

**C.** The President appoints an election chairman to handle the election of President and 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> Vice-Presidents.

**D.** At the Board meeting, during the Annual Meeting, the Director who becomes President shall be succeeded immediately by his/her First Alternate for the Area.

**E.** The President then completes the organization by appointing a Treasurer, an Assistant Treasurer and Committee Chairs.

**F. A Past President elected to a dual role has the option to serve as needed.**

**FG. Executive Director.** The Board of Directors may appoint an Executive Director to serve under the direction of the Board. The Executive Director shall not be eligible to vote.

**GH.** The decision of the Board of Directors as to the policies and activities of the Association shall be final and a report thereof given to the Annual Meeting.

### **Section 3. Organization Units.**

The organization of the Association shall be composed of all Soil and Water Conservation Districts in Missouri, separate corporate bodies organized under an Enabling Act of the laws of the State of Missouri.

For the purpose of providing representation on the Board of Directors, Districts are grouped into Areas with one representative from each Area elected to the Board of Directors. The number and boundaries of Areas shall be recommended by the Board of Directors and approved by delegates at the Annual Meetings. An Area Director and two Alternates from Active Voting Member districts shall be nominated for each area and elected at the respective area meetings.

## **Article VII -- Eligibility - Term of Office - Compensation - Duties**

### **Section 1: Eligibility.**

**A. Eligibility for Directors:** In order to become eligible for nomination and election to the Board of Directors of this Association, a candidate must be a duly elected member of the governing body of a local Soil and Water Conservation District and not on any state politically appointed or elected Board or Commission. Directors who have served consecutively or intermittently and are active SWCD Supervisors are eligible to be re-elected regardless of the number of terms served.

**B. Eligibility for Committee Membership:** Any person shall be eligible to serve as a voting member on any one of the Association's Committees. They shall be appointed by the President of the Association, and approved by the Board of Directors of the Association.

### **Section 2: Term of Office.**

**A. Term of Office:** The term of the Officers shall be for two (2) years or until successors are elected. The Officers shall be elected bi-annually at the conclusion of the Annual Meeting and Conference activities in even years.

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**Section 3: Compensation.**

The President, Vice Presidents, and the Directors of this Association shall serve without compensation; however, a per diem and their travel expenses for official business of the Association may be paid by an amount to be determined by the Board of Directors.

The Board of Directors shall fix the salary and expenses of the Executive Director and Treasurer.

**Section 4: Duties.****A. Duties of the President: The President shall**

- be the Chief Executive Officer of the Association.
- shall be a non-voting member except in the case of a tie.
- preside at all meetings of the members and at all meetings of the Board of Directors.
- appoint a Bylaws committee of three, a Resolutions Committee of three and any other Standing or Special committee as needed.
- shall be ex-officio member of all committees, both special and standing except the nominating committee
- carry out the directives of the Association Board.

**B. Duties of the Vice Presidents:** The Vice Presidents shall perform the duties of the President in their order of seniority when the President is absent or unable to serve.

**C. Duties of the Past President:** The Current Past President shall act in an advisory role to the Board of Directors during the President's term. The Past President shall be a non-voting member but does have the power to make and second motions.

**D. Incapacity of Officers:** Should any officer of the Association become incapacitated, the State Association Board shall have the authority to declare the office vacant and appoint an Officer pro tem from the Board of Directors to carry out the duties of the office until the next Annual Meeting.

**E. Duties of the Area Directors:** It shall be a duty of the Board of Directors to periodically review the Constitution and Bylaws of the Association.

**F. Duties of the Resolution Chairman:** The Resolutions Committee may meet either by conference call or e-mail to review all resolutions material that is submitted to said committee. All proposed material must be received by the Resolutions Committee prior to August 31 so they may present their decisions to the Board of Directors Meeting at the Board Meeting prior to the Annual Meeting.

## **Article VIII -- Board Meetings - Committees**

### **Section 1: Board Meetings.**

A minimum of three (3) regular meetings of the Board of Directors shall be held during the business year. Special meetings of the Board of Directors may be called by the President or by request of five Board members.

### **Section 2: Committees.**

The President shall appoint all necessary committees, representatives, and delegates subject to the approval of the Board of Directors.

## **Article IX -- Finance - Service - Sundry Provisions**

### **Section 1: Finance.**

**A. Depository:** The funds of this Association shall be kept in a Federally-Insured Bank designated by resolution by the Board of Directors. Such a depository should be convenient and readily accessible to the Treasurer.

**B. Signatures:** The signatures of the President, Treasurer, and his designee, shall be on file with the designated depository.

**C. Bond:** The Treasurer, the President and Assistant Treasurer shall be required by the Board of Directors to give bond for the faithful discharge of duties in such sum and with such surety as may be determined by the Board of Directors. The premium on any corporate fidelity bond so required shall be paid by the Association.

**D. Audit:** The book and accounts of the Association shall be audited once each year.

### **Section 2: Distribution of Assets.**

No distribution of the property of this Association shall be made until all debts are fully paid, and then only upon its final dissolution and surrender of organization and name, and as otherwise provided by law; nor shall any distribution be made except by majority vote of the members of the Association at any regular or special meeting, and only after due notice has been given as prescribed by the Constitution and Bylaws. In case of final dissolution of the Association, any funds remaining after all expenses and obligation are fully satisfied shall be distributed to an organization described in section 501c3 of the Code, designated by the Board of Directors, or to the State of Missouri to be used exclusively for a public purpose.

### **Section 3: Fiscal Year**

The fiscal business year of this Association shall begin with the first day of January and terminate with the thirty-first day of December. Internal financial reporting shall be from Annual Meeting to Annual Meeting.

**Section 4: Rules of Order.**

The proceedings of this Association shall be conducted under and pursuant to Robert's Rules of Order, except as herein otherwise provided.

**Section 5: Amendments.**

The Constitution and Bylaws may be amended by a two-thirds vote of the quorum of voting members present at the Annual or special meetings of the Association, provided that due notice of the proposed amendment, or amendments, has been mailed or electronically mailed to each member not less than 10 days previous to the date of the meeting. Within 5 days of receipt, each District shall acknowledge receipt of proposed amendments to the Executive Director of the Association

\_\_\_\_\_  
MASWCD President

\_\_\_\_\_  
Date



---

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 1/2 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% Paris & Sells 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, 1400 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

\*Coal-Share funds are made available through the 1/10 of 1% Paris & Solis Tax\*

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To file a complaint of discrimination, write USDA, Director, Office of Civil Rights, Room 320W, Whitten Building, 14<sup>th</sup> & Independence Ave., SW Washington, D.C. 20250-9410 or call (202)720-2964 (Voice or TDD). USDA is an equal opportunity provider and employer.

**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 \$1000. 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 1500 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](http://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	775.53

COUNTY  
PAID

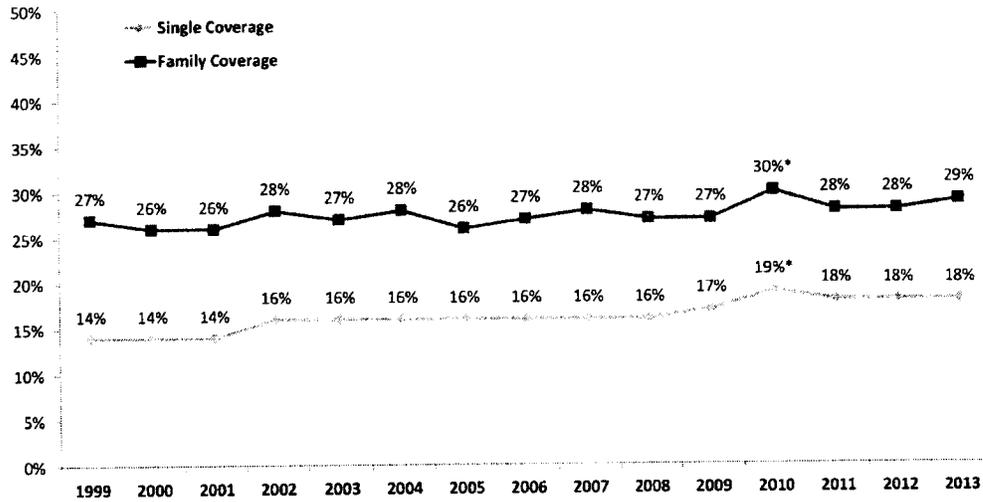
## Dental Insurance

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

SELF FUNDED INC

**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.



## 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		
	PPO 600	PPO 1000	PPO 600	PPO 1000	HSA Plan
<i><u>Active Employee</u></i>					
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
<i><u>Retiree or Survivor w/out Medicare (MC)</u></i>					
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
<i><u>Retiree or Survivor With Medicare (MC)</u></i>					
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	
<i><u>COBRA Participant</u></i>					
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.

# 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.**



# Fund Status (2015)

62 - GASCONADE SWCD  
 314 SOUTH OLIVE  
 OWENSVILLE, MO 65066  
 (573)437-3478 EXT. 3

CC		PILOT COVER CROP				
Resource Concern	Total Allocation	Obligated	Unobligated	Contract Payments	Remaining Payments	Pending
PILOT COVER CROP 2015	\$4,800.00	\$0.00	\$4,800.00	\$0.00	\$4,800.00	\$0.00
<b>Project Sub Total</b>	<b>\$4,800.00</b>	<b>\$0.00</b>	<b>\$4,800.00</b>	<b>\$0.00</b>	<b>\$4,800.00</b>	<b>\$0.00</b>
GM		GRAZING MANAGEMENT				
Resource Concern	Total Allocation	Obligated	Unobligated	Contract Payments	Remaining Payments	Pending
GRAZING MANAGEMENT 2015	\$21,722.00	\$18,166.03	\$3,555.97	\$8,962.31	\$12,759.69	\$0.00
<b>Project Sub Total</b>	<b>\$21,722.00</b>	<b>\$18,166.03</b>	<b>\$3,555.97</b>	<b>\$8,962.31</b>	<b>\$12,759.69</b>	<b>\$0.00</b>
SA		SENSITIVE AREAS				
Resource Concern	Total Allocation	Obligated	Unobligated	Contract Payments	Remaining Payments	Pending
SENSITIVE AREAS 2015	\$16,500.00	\$13,718.00	\$2,782.00	\$13,718.00	\$2,782.00	\$0.00
<b>Project Sub Total</b>	<b>\$16,500.00</b>	<b>\$13,718.00</b>	<b>\$2,782.00</b>	<b>\$13,718.00</b>	<b>\$2,782.00</b>	<b>\$0.00</b>
SGE		SHEET AND RILL / GULLY EROSION				
Resource Concern	Total Allocation	Obligated	Unobligated	Contract Payments	Remaining Payments	Pending
SHEET AND RILL / GULLY E 2015	\$42,277.00	\$3,062.57	\$39,214.43	\$1,044.36	\$41,232.64	\$0.00
<b>Project Sub Total</b>	<b>\$42,277.00</b>	<b>\$3,062.57</b>	<b>\$39,214.43</b>	<b>\$1,044.36</b>	<b>\$41,232.64</b>	<b>\$0.00</b>
WE		WOODLAND EROSION				
Resource Concern	Total Allocation	Obligated	Unobligated	Contract Payments	Remaining Payments	Pending
WOODLAND EROSION 2015	\$18,150.00	\$16,500.00	\$1,650.00	\$0.00	\$18,150.00	\$0.00
<b>Project Sub Total</b>	<b>\$18,150.00</b>	<b>\$16,500.00</b>	<b>\$1,650.00</b>	<b>\$0.00</b>	<b>\$18,150.00</b>	<b>\$0.00</b>
<b>Grand Totals</b>	<b>103,449.00</b>	<b>\$51,446.60</b>	<b>\$52,002.40</b>	<b>\$23,724.67</b>	<b>\$79,724.33</b>	<b>\$0.00</b>



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

## DEPARTMENT OF NATURAL RESOURCES

[www.dnr.mo.gov](http://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



Jeremiah W. (Jay) Nixon, Governor

Sara Parker Pauley, Director

# DEPARTMENT OF NATURAL RESOURCES

[dnr.mo.gov](http://dnr.mo.gov)

September 25, 2014

Board of Supervisors  
Gasconade Soil and Water  
Conservation District  
314 South Olive  
Owensville, MO 65066

Dear Supervisors:

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 be 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 was loaded on Tuesday, September 24, 2014, 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. The following table shows your district's FY15 Allocation increase for each Resource Concern.

<b>Resource Concern</b>	<b>FY15 10% Allocation Increase</b>
Grazing Management	\$ 1,975.00
Irrigation Management	\$ 0.00
Sensitive Areas	\$ 1,500.00
Sheet, Rill, & Gully Erosion	\$ 3,844.00
Woodland Erosion	\$ 1,650.00
<b>Total Allocation Available:</b>	<b>\$ 8,969.00</b>

*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](http://dnr.mo.gov).*



Gasconade SWCD  
September 25, 2014  
Page two

The program office would like to thank the district boards and staff for your efforts in meeting soil and water conservation goals. If you have any questions, please contact your district coordinator.  
Thank you.

Sincerely,

SOIL AND WATER CONSERVATION PROGRAM

A handwritten signature in cursive script that reads "Colleen Meredith".

Colleen Meredith  
Director

CM:af:t



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

## DEPARTMENT OF NATURAL RESOURCES

[www.dnr.mo.gov](http://www.dnr.mo.gov)

### MEMORANDUM 2015-004

DATE: September 26, 2014

TO: All Soil and Water Conservation Districts

FROM: <sup>BW</sup> 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](mailto:alan.freeman@dnr.mo.gov) or 573-751-1373. Thank you.

CM:aft

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## Mayfield, Diana

---

**From:** Chapman, Patricia  
**Sent:** Thursday, September 25, 2014 4:42 PM  
**To:** Morgan, Kassi; Wade, Paula; Lea, Fannie; Mannis, Cindy; Cole, Angela; Stratman, Sandy; Mayfield, Diana; Sachs, Polly; Cragen, Janice; Nowak, Lori; Coleman, Frankie; Rousan, Cyndi; Lewis, Jenn  
**Subject:** Update

Our coordinators met today and went over a few things. I thought I'd mention a couple.

The needs assessment will be sent out to you shortly, just a quick reminder that they will be asking a dollar amount on cover crops. Before marking zero if you're in a non-crop land area, there may be some changes to the policy, like adding cover crops to conventional tillage areas if the next crop is no-tilled, grazing in the crop field and possibly more. The comments section will be this winter and although the final won't be til spring, it may be worthwhile to consider more than zero.

There is no one answer when it comes to advanced allocations that will suit every county, but each coordinator tried to bring to light ideas that would work better for their counties. With comments and suggestions, management will settling on an idea and proposing to the commission next week. With that said, there is a lot of money to spent this year and if you need more, get your contracts in pending at least. Likely the supplemental allocations could be based on actual amount obligated, but a pending contract is one step closer to a signed one.

Thanks,  
Patty

**FY16 Needs Assessment Narrative**  
**Gasconade County Soil and Water Conservation District**

Gasconade

**Overview of District Needs Assessment:**

Resource Concern	FY12		FY14		FY15 Initial Allocation	FY16 Needs Assessment Request
	Number of Practices Completed	FY12 Cost-Share Payments	Number of Practices Completed	FY14 Cost-Share Payments		
Animal Waste Management	0	\$ -	0	\$ -	\$ -	\$ -
Cover Crops	0	\$ -	0	\$ -	\$ 4,800	\$ 2,400
Grazing Management	18	\$ 25,546	15	\$ 57,182	\$ 21,722	\$ 159,000
Irrigation Management	0	\$ -	0	\$ -	\$ -	\$ -
Nutrient & Pest Management	4	\$ 1,574	1	\$ 1,404	\$ 4,800	\$ -
Sensitive Areas	5	\$ 8,052	0	\$ -	\$ 16,500	\$ 48,600
Sheet, Rill, and Gully Erosion	2	\$ 8,226	5	\$ 17,150	\$ 42,276	\$ 123,000
Woodland Erosion	9	\$ 29,767	3	\$ 13,812	\$ 18,150	\$ 48,000
<b>Total:</b>	<b>38</b>	<b>\$ 73,165</b>	<b>24</b>	<b>\$ 89,548</b>	<b>\$ 108,248</b>	<b>\$ 381,000</b>

**Overview**

Provide a brief overview of the changes affecting your district's needs request for the fiscal year; more specific information can be included in the explanation for each resource concern. (Only text within the text box borders will be visible.)

The Gasconade County district supervisors and employees, with the assistance of our local NRCS staff, have determined what resource concerns need to be addressed in our county for Fiscal Year 2016. As elected representatives of this county, we would like to regain our ability to move funds around as needed to address the issues that arise in our county. We believe that in our county there is a need to address 5 of the 8 resource concerns.

**FY16 Needs Assessment Narrative**  
**Gasconade County Soil and Water Conservation District**

**Resource Concern: Animal Waste Management**

**Requested Amount:** \$ -

Briefly describe the goals and types of practices for the resource concern, including the expected number of landowners contacted and practices to be completed for the fiscal year.

We feel that this practice could be better addressed through the current Environmental Quality Incentive Program (EQIP).

**Resource Concern: Cover Crops**

**Requested Amount:** \$ 2,400

Briefly describe the goals and types of practices for the resource concern, including the expected number of landowners contacted and practices to be completed for the fiscal year.

As we only have a few crop farmers in our county, we would like to just focus on trying to start with four landowners at \$30 an acre with a limit of 20 acres. It will be beneficial if the landowners are able to harvest or graze the cover crops so that they do not lose any production benefits. One landowner has indicated that cover crop choices are very limited due to the timing of actual crop harvest versus cover crop planting windows.

**FY16 Needs Assessment Narrative  
Gasconade County Soil and Water Conservation District**

**Resource Concern: Grazing Management**

**Requested Amount:** \$ 159,000

Briefly describe the goals and types of practices for the resource concern, including the expected number of landowners contacted and practices to be completed for the fiscal year.

The Grazing Management resources concern is our biggest concern. More and more landowners are realizing the benefits of having clean, fresh water in every paddock and they have noticed the value of moving the cattle more frequently to allow for continued grass growth. Our waiting list continues to grow as the state wide grazing schools continue to educate new "graziers", therefore we feel that this concern is of vital importance to our county. We hope to service at least 10 - 15 landowners through at least one or two of the 5 grazing options.

**Resource Concern: Irrigation Management**

**Requested Amount:** \$ -

Briefly describe the goals and types of practices for the resource concern, including the expected number of landowners contacted and practices to be completed for the fiscal year.

We feel that this practice could be better addressed through the current Environmental Quality Incentive Program (EQIP).

**FY16 Needs Assessment Narrative  
Gasconade County Soil and Water Conservation District**

**Resource Concern: Nutrient and Pest Management**

**Requested Amount:** \$

Briefly describe the goals and types of practices for the resource concern, including the expected number of landowners contacted and practices to be completed for the fiscal year.

We feel that this practice could be better addressed through the current Environmental Quality Incentive Program (EQIP).

**Resource Concern: Sensitive Areas**

**Requested Amount:** \$

Briefly describe the goals and types of practices for the resource concern, including the expected number of landowners contacted and practices to be completed for the fiscal year.

We finally completed our CCPI Project in FY15. This project received a special variance of \$13,718 in FY14, which deprived the district of receiving any supplemental income in this specific concern. Unfortunately, the project had to be rolled over into FY15, which is also preventing us from receiving any supplemental income. This created a backlog of people seeking to begin water quality practices. We have had several people interested in well closures, spring developments, stream bank erosion/protection, and riparian forest buffers. We have had good results with the CCPI project and landowners are seeking to continue to make additional conservation improvements in regards to water quality and protection. We hope to service 5 to 10 landowners with this resource concern.

**FY16 Needs Assessment Narrative  
Gasconade County Soil and Water Conservation District**

**Resource Concern: Sheet, Rill & Gully Erosion**

**Requested Amount:** \$ ~~123,000~~ <sup>132,000</sup>

Briefly describe the goals and types of practices for the resource concern, including the expected number of landowners contacted and practices to be completed for the fiscal year.

We continue to take an active roll in promoting soil erosion conservation practices. With the assistance of NRCS, we are making strides in implementing structures that are reducing the erosion effects on our land. We have a renewed interest in pasture plantings and enhancements. We expect to service 10 - 20 landowners in FY16.

**Resource Concern: Woodland Erosion**

**Requested Amount:** \$ 48,000

Briefly describe the goals and types of practices for the resource concern, including the expected number of landowners contacted and practices to be completed for the fiscal year.

We continue to protect our woodlands, ponds and streams with the access control fencing. We wish to keep the C100 available, if the need should arise. We possibly have one candidate for the N655. We expect to service 5 - 10 landowners in FY16.

**FY16 Needs Assessment Narrative**  
**Gasconade County Soil and Water Conservation District**

**Overview of District Needs Assessment:**

<b>Resource Concern</b>	<b>FY12 Number of Practices Completed</b>	<b>FY12 Cost- Share Payments</b>	<b>FY14 Number of Practices Completed</b>	<b>FY14 Cost- Share Payments</b>	<b>FY15 Initial Allocation</b>	<b>FY16 Needs Assessment Request</b>
Animal Waste Management	0	\$ -	0	\$ -	\$ -	\$ -
Cover Crops	0	\$ -	0	\$ -	\$ 4,800	\$ 2,400
Grazing Management	18	\$ 25,546	15	\$ 57,182	\$ 21,722	\$ 159,000
Irrigation Management	0	\$ -	0	\$ -	\$ -	\$ -
Nutrient & Pest Management	4	\$ 1,574	1	\$ 1,404	\$ 4,800	\$ -
Sensitive Areas	5	\$ 8,052	0	\$ -	\$ 16,500	\$ 48,600
Sheet, Rill, and Gully Erosion	2	\$ 8,226	5	\$ 17,150	\$ 42,276	\$ 123,000
Woodland Erosion	9	\$ 29,767	3	\$ 13,812	\$ 18,150	\$ 48,000
<b>Total:</b>	<b>38</b>	<b>\$ 73,165</b>	<b>24</b>	<b>\$ 89,548</b>	<b>\$ 108,248</b>	<b>\$ 381,000</b>

The Gasconade County Soil and Water Conservation District Board has approved the FY16 Needs Assessment Narrative and entered the information into MoSWIMS. The board is also submitting the narrative to the Soil and Water Conservation Program for consideration by the State Soil and Water Districts Commission.

Board Signature

Date

# Needs Assessment Report

62 - GASCONADE SWCD  
 314 SOUTH OLIVE  
 OWENSVILLE, MO 65066  
 (573)437-3478 EXT: 3

## 62 - GASCONADE SWCD

			FY 2015				FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
Resource Concern/Practice	Unit	Total Est Cost	Actual Acres/Sites	Actual Paid	Acres/Sites	Est. Cost	Acres Sites	Est. Cost	Acres/Sites	Est. Cost	Acres/Sites	Est. Cost	Acres/Sites	Est. Cost	Acres/Sites	Est. Cost
<b>AWM - ANIMAL WASTE MANAGEMENT</b>																
N312 BEEF	EACH	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N312 DAIRY	EACH	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N312 POULTRY	EACH	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N312 SWINE	EACH	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N316	EACH	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N317	EACH	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Total AWM		\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
<b>CC - PILOT COVER CROP</b>																
N340	ACRES	\$2,400.00	0	\$0.00	0	\$0.00	80	\$2,400.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Total CC		\$2,400.00	0	\$0.00	0	\$0.00	80	\$2,400.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
<b>GM - GRAZING MANAGEMENT</b>																
DSP 3.1	ACRES	\$104,500.00	0	\$0.00	100	\$95,000.00	100	\$9,500.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DSP 3.2	ACRES	\$170,000.00	630	\$53,550.00	1,000	\$85,000.00	1,000	\$85,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DSP 3.3	ACRES	\$84,000.00	896	\$25,101.30	700	\$42,000.00	700	\$42,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DSP 3.4	ACRES	\$25,000.00	88	\$3,388.10	250	\$12,500.00	250	\$12,500.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DSP 3.5	ACRES	\$20,000.00	275	\$7,583.70	250	\$10,000.00	250	\$10,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DSP-02	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Total GM		\$403,500.00	1,889	\$89,623.10	2,300	\$244,500.00	2,300	\$159,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
<b>IM - IRRIGATION MANAGEMENT</b>																
N430	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N442	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N443	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N447	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N554	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N587	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Total IM		\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

# Needs Assessment Report

62 - GASCONADE SWCD  
 314 SOUTH OLIVE  
 OWENSVILLE, MO 65066  
 (573)437-3478 EXT: 3

Resource Concern/Practice	Unit	Total Est Cost	FY 2015				FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
			Actual Acres/Sites	Actual Paid	Acres/Sites	Est. Cost	Acres Sites	Est. Cost	Acres/Sites	Est. Cost	Acres/Sites	Est. Cost	Acres/Sites	Est. Cost	Acres/Sites	Est. Cost
<b>NP - NUTRIENT &amp; PEST MANAGEMENT</b>																
CC 340	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N590	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N595	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Total NP		\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
<b>SA - SENSITIVE AREAS</b>																
C650 <i>Stream Bank</i>	FEET	\$10,000.00	0	\$0.00	50	\$5,000.00	50	\$5,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DSP-31	EACH	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N351 <i>Well Closure</i>	EACH	\$3,200.00	0	\$0.00	4	\$1,600.00	4	\$1,600.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N380	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N386	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N391 <i>Riparian Forest</i>	ACRES	\$20,000.00	0	\$0.00	2	\$10,000.00	2	\$10,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N393	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N574 <i>Spring Develop</i>	ACRES	\$22,000.00	0	\$0.00	4	\$10,000.00	4	\$12,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N725	EACH	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
SPC650 <i>CCPI</i>	FEET	\$0.00	0	\$13,718.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
WQ10 <i>Stream Protection</i>	ACRES	\$40,000.00	0	\$0.00	50	\$20,000.00	50	\$20,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Total SA		\$95,200.00	0	\$13,718.00	110	\$46,600.00	110	\$48,600.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
<b>SGE - SHEET AND RILL / GULLY EROSION</b>																
DSL-01 <i>Post and</i>	ACRES	\$30,000.00	0	\$11,487.96	100	\$10,000.00	200	\$20,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DSL-02 <i>Lesume Overseeding</i>	ACRES	\$12,000.00	0	\$0.00	300	\$5,000.00	500	\$7,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DSL-04	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DSL-05 <i>Diversion</i>	ACRES	\$25,000.00	0	\$0.00	2	\$10,000.00	3	\$15,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DSL-11 <i>Critical Area</i>	EACH	\$11,000.00	0	\$0.00	2	\$10,000.00	2	10,000	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DSL-111	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DSL-15	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DSL-44 <i>Terrace w/ tile</i>	ACRES	\$30,000.00	0	\$0.00	20	\$10,000.00	40	\$20,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DWC-01 <i>Pond</i>	EACH	\$60,000.00	0	\$0.00	3	\$30,000.00	3	\$30,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DWP-01 <i>Seg Retention</i>	EACH	\$20,000.00	0	\$0.00	1	\$10,000.00	1	\$10,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DWP-03 <i>Waterway</i>	EACH	\$40,000.00	0	\$0.00	2	\$20,000.00	2	\$20,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
MDSL-01	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N332	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N380	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

District = 62, Sort By Project, Practice

# Needs Assessment Report

62 - GASCONADE SWCD  
 314 SOUTH OLIVE  
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Resource Concern/Practice	Unit	Total Est Cost	FY 2015				FY 2016		FY 2017		FY 2018		FY 2019		FY 2020	
			Actual Acres/Sites	Actual Paid	Acres/Sites	Est. Cost	Acres Sites	Est. Cost	Acres/Sites	Est. Cost	Acres/Sites	Est. Cost	Acres/Sites	Est. Cost	Acres/Sites	Est. Cost
N410	EACH	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N585	ACRES	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Total SGE		\$228,000.00	0	\$11,487.96	430	\$105,000.00	751	\$32,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
WE - WOODLAND EROSION																
C100	Timber Harvest Plan	\$4,000.00	0	\$0.00	50	\$2,000.00	50	\$2,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
DFR-04	Access Control	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N472	Restoration	\$70,000.00	0	\$0.00	500	\$30,000.00	600	\$40,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
N655	EACH	\$7,000.00	0	\$0.00	1	\$1,000.00	4	\$6,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Total WE		\$81,000.00	0	\$0.00	551	\$33,000.00	654	\$48,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
Grand Total		\$810,100.00	1,889	\$114,829.06	3,391	\$429,100.00	3,895	\$381,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00



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

## DEPARTMENT OF NATURAL RESOURCES

www.dnr.mo.gov

### MEMORANDUM 2015-005

DATE: October 6, 2014

TO: All Soil and Water Conservation Districts

FROM: *BM* Colleen Meredith, Director  
Soil and Water Conservation Program

**SUBJECT: Fiscal Year 2015 (FY15) Supplemental Allocations**

The Soil and Water Districts Commission concurred with a new supplemental allocation process at their October 1, 2014 meeting. The supplemental allocation process will provide funds using a rolling system in the following resource concerns; Grazing Management, Irrigation Management, Sensitive Areas, Sheet/Rill and Gully Erosion and Woodland Erosion.

#### **FY15 Supplemental Allocation Process**

Scheduled supplemental allocations will be based on the following:

- To be eligible for the supplemental allocation(s), districts must have obligated at least 90 percent of the total FY15 allocation in a resource concern.
- The Master Fund Status Report in the Missouri Soil and Water Information Management System (MoSWIMS) will be used to determine eligibility.
- This report will be reviewed at 4:00 p.m. on the dates below to determine which resource concerns have reached the 90 percent threshold for eligibility.

October 9	November 13
October 16	November 20
October 23	December 4
November 6	

- MoSWIMS will be locked the next day to load allocations, an email will be sent when MoSWIMS becomes available.
- An allocation amount of \$20,000 will be provided in each qualifying resource concern on the day following the scheduled dates. The district's FY15 Needs Assessment will serve as a guide when evaluating district utilization in each resource concern for determining allocations.
- An email will be sent to districts that receive an additional allocation.
- Districts may qualify multiple times in the same resource concern if they meet the 90 percent obligation eligibility threshold on each of the scheduled dates.

All SWCDs  
October 6, 2014  
Page Two

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Allocations will not be provided the last weeks of October and November due to state payment deadlines. The program will evaluate the process and current status of the FY15 allocations with the Commission at their December meeting.

If you have any questions, please contact your district coordinator. Thank you.

CM:tm

*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](http://dnr.mo.gov).*

District Manager Report  
Diana Mayfield  
September 2014

I drafted the resolution for the Health care concerns. I also talked with Osage County District Manager, Angie Cole, about her letter to the commission in regards to the same matter. For 2015, it is a little concerning that the program office can approve \$576.63 for the 600 plan but can only pay \$534.50 for the 1000 plan. The employee can pay less overall out of pocket for coverage and still receive more funding from DNR.....

September was very busy with the final preparations for our 1<sup>st</sup> OMG AgriPride Women in Ag Event on September 11<sup>th</sup>. We had 208 registered attendees, which was awesome.

Debra Nowack and I then attended the State Women in Ag Conference which was held Sept 15 – 18<sup>th</sup>. It was an awesome tour and I appreciated all of the valuable information that was presented. It was just great!

We then had 50 attendees at the Equipment Workshop/Farm Tour. I prepared the food for the event and completed all of the planning. Thanks to Kory and Steve Hobein for demonstrating the equipment.

Kory and I then attended the NRCS Civil Rights training in Mexico, MO, on September 24<sup>th</sup>.

I continued with the planning for the 4<sup>th</sup> grade field days, which were held on October 1-2. However, due to the stormy weather, Hermann schools opted not to come. Mike Haeffner and his wife were gracious enough to take the goody bags and soda/ice cream to the Hermann schools so that they would at least have something from the day. Thanks to everyone who came out to assist with the event and stayed around on the second to take down everything in the rain/storm. Couldn't have done it without you!

I worked on the needs assessment and then asked Kory and Melinda for input.

# September 2014 Activity Report

Schoenfield – N472 – Planning Visit

Segelhorst– DSP-3.2 – Planning Visit

Hoebin – Field Day Planning visit

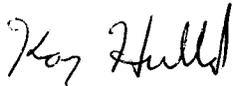
Mundwiller – N574 – Planning Visit

Bock – DSL-1 – Seeding checkout

Schneider – DWP-1 - Planning Visit

I attended a Technician training on the 18<sup>th</sup>. And we had a Field /Equipment day at the Hoebin farm on the 19<sup>th</sup>. The 14<sup>th</sup> we were in Mexico for a Civil rights meeting.

Thank you

A handwritten signature in black ink that reads "Kory Hubbard". The signature is written in a cursive style with a large initial "K" and "H".

Kory Hubbard

Gasconade County Technician



Natural Resources Conservation Service  
1315 E Main  
Linn, Missouri 65051

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## September 2014 NRCS Board Report

During the month of September I attended the monthly board meetings of the Gasconade, Maries and Osage Conservation Districts.

The Tri-County Grazing School was held in Maries County with 37 landowners in attendance. I helped both days of the school along with the Maries County SWCD staff.

I attended the final planning meeting for our Women in Agriculture event. The OMG Agri-Pride Women in Agriculture event was held September 11<sup>th</sup> at the White Mule Winery and Bed and Breakfast. The event was a success with 200 ladies and a few men in attendance. The attendees were able to visit with 20 vendors from the surrounding counties. I also attended the follow up meeting.

I attended a Grassland Evaluation Contest committee meeting to discuss the upcoming District and State Contests. After the meeting the committee selected the farm for the State Contest.

Ken Franken and I met with Kate Kuschel, Chamois FFA Advisor, at the High School. They are having some issues with drainage between the Ag building and the main building. We provided Kate with some information. A future date will be set to meet back with them and do some surveying and provide some training to students surveying.

Braden Schmitz and Amy Neier attended New Employee Training at the Plant Materials Center in Elsberry.

District Technicians attended Engineering training provided by Darrel Campbell, Wally Corey and Dani Golden at LU Carver Farm.

NRCS staff along with Diana Mayfield, Kory Hubbard and Colby Nilges attended the Area 2 Civil Rights Training in Mexico.

I attended the first day of the Wurdack Grazing School to give the talk on Watering Systems. This school had 27 landowners in attendance.

University of Missouri and NRCS required Regional Grazing School Coordinators to attend the In Service Grazing School at Linneous. This is to provide new personnel opportunity to attend the school in order to instruct at Regional schools and to provide seasoned coordinators a refresher and ensure all are processing grazing school materials in the same way.

Melinda L. Barch  
District Conservationist

REGULAR OPEN MEETING GASCONADE COUNTY SWCD

Posted August 27, 2014, 3:00 p.m.

**AGENDA**

USDA Service Center, 314 S. Olive, Owensville

**Tuesday, October 7, 2014, 6:30 pm**

- Open Meeting –Chairman
- Review Minutes of the Board Meeting – Secretary
  - September
- September Financial Review
  - Treasurer’s Report
  - Time Sheets
  - Quarterly Report

**Unfinished Business**

- Local Newspaper subscriptions
- Resolutions
  - Osage Letter in regards to insurance
- Field Tour Reviews
  - OMG Agri-Pride Women in Ag
  - State WIA Meeting
  - Equipment/Farm Tour
  - 4<sup>th</sup> Grade Field Days

**New Business**

- Cost-Share –
  - Fund Status
  - Approve Conservation Plans, Cost-share Contracts, Change Orders, and Payments

Name	Cons Plan	Cost-Share Practice	Contract, Change Order or Payment	Application Number
Dallas Erfling Trust <sup>1</sup>		DSP-3.2	Change Order	062-14-0029
Dallas Erfling Trust <sup>2</sup>		DSP-3.2	Payment	062-14-0029
Culp/Doyel Trust <sup>2</sup>		DSP-3.5	Payment	062-14-0012
Culp/Doyel Trust <sup>2</sup>		DSP-3.5	Payment	062-14-0019
Franklin J Huerner <sup>2</sup>		DSP-3.4	Change Order	062-14-0005
Rhonda Winter/Glen Hollander <sup>2</sup>		DSP-3.4	Payment	062-14-0006
Patrick/Andrea Gant <sup>3</sup>		DSP-3.4	Change Order	062-14-0008
Franklin J Huerner		DSP-3.4	Payment	062-15-0005
Joseph/Amy Cartwright		N472	Change Order	062-15-0007
Leslie/Vera Nicks		DSP-3.3	Change Order	062-15-0001
Kevin/Vicky Huebner		DSP-3.3	Change Order	062-15-0009
Kevin/Vicky Huebner		N472	Change Order	062-15-0010
Bock Family Trust <sup>4</sup>		DSL-1	Payment	062-15-0004

<sup>1</sup> Approved by Debra Nowack, 09/04/14

<sup>2</sup> Approved by Debra Nowack, 09/10/14

<sup>3</sup> Approved by Debra Nowack, 09/15/14

<sup>4</sup> Approved by Debra Nowack, 09/30/14

- Annual Plan of Action
  - Nominating Committee Review
    - Area I – Mike Haeffner current Supervisor
      - Dallas Erfling
      - Curtis Koelling
      - Dale Ridder
    - Area IV – Debra Nowack current Supervisor
      - Rena Gerloff
      - Gene Rademacher
      - Henry Meyer
- District Manager Training Opportunity –“Excel – Beyond the Basics”
- DNR Memorandums and Letters

- Memorandum 2015-003, Calendar Year 2015 Health Insurance Grant Allocation
- Letter of September 25, 2014 – 10% Cost-share Increase
- Memorandum 2015-004, Fiscal Year 2016 (FY16) Needs Assessment Process
- Additional New Business
- NRCS and District Reports
- Calendar of Events –
  - October 14 & 16 – River Relief Project – Hermann, MO
- Adjourn. Next meeting scheduled for Tuesday, **November 4, 2014**, at the USDA Service Center, **6:30 p.m.**

Soil & Water Conservation District Boards may go into closed session at this meeting if such action is approved by a majority vote of the board 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.

REGULAR OPEN MEETING GASCONADE COUNTY SWCD

Posted ~~October 1, 2014~~, 3:00 p.m.

**AGENDA**

USDA Service Center, 314 S. Olive, Owensville  
**Tuesday, October 7, 2014, 6:30 pm**

- Open Meeting –Chairman
- Review Minutes of the Board Meeting – Secretary
  - September
- September Financial Review
  - Treasurer’s Report
  - Time Sheets
  - Quarterly Report

**Unfinished Business**

- Local Newspaper subscriptions
- Resolutions
  - Osage Letter in regards to insurance
- Field Tour Reviews
  - OMG Agri-Pride Women in Ag
  - State WIA Meeting
  - Equipment/Farm Tour
  - 4<sup>th</sup> Grade Field Days

**New Business**

- Cost-Share –
  - Fund Status
  - Pre-Approvals – Dennis Segalhorst, DSP-3.2 and Paul Mundwiller, N574
  - Approve Conservation Plans, Cost-share Contracts, Change Orders, and Payments

Name	Cons Plan	Cost-Share Practice	Contract, Change Order or Payment	Application Number
Dallas Erlfing Trust <sup>1</sup>		DSP-3.2	Change Order	062-14-0029
Dallas Erlfing Trust <sup>2</sup>		DSP-3.2	Payment	062-14-0029
Culp/Doyel Trust <sup>2</sup>		DSP-3.5	Payment	062-14-0012
Culp/Doyel Trust <sup>2</sup>		DSP-3.5	Payment	062-14-0019
Franklin J Huerner <sup>2</sup>		DSP-3.4	Change Order	062-14-0005
Rhonda Winter/Glen Hollander <sup>2</sup>		DSP-3.4	Payment	062-14-0006
Patrick/Andrea Gant <sup>3</sup>		DSP-3.4	Change Order	062-14-0008
Franklin J Huerner		DSP-3.4	Payment	062-15-0005
Joseph/Amy Cartwright		N472	Change Order	062-15-0007
Leslie/Vera Nicks		DSP-3.3	Change Order	062-15-0001
Kevin/Vicky Huebner		DSP-3.3	Change Order	062-15-0009
Kevin/Vicky Huebner		N472	Change Order	062-15-0010
Bock Family Trust <sup>4</sup>		DSL-1	Payment	062-15-0004
Bock Family Revocable Trust <sup>5</sup>		DSL-1	Change Order	062-15-0004
Bock Family Revocable Trust <sup>6</sup>		DSL-1	Payment	062-15-0004
Roy & Lois Kinman Trust		N472	Payment	062-15-0002

<sup>1</sup> Approved by Debra Nowack, 09/04/14

<sup>2</sup> Approved by Debra Nowack, 09/10/14

<sup>3</sup> Approved by Debra Nowack, 09/15/14

<sup>4</sup> Approved by Debra Nowack, 09/30/14

<sup>5</sup> Approved by Debra Nowack, 10/03/14

<sup>6</sup> Approved by Debra Nowack, 10/06/14

- Annual Plan of Action
  - Nominating Committee Review
    - Area I – Mike Haeffner current Supervisor
      - Dallas Erlfing
      - Curtis Koelling
      - Dale Ridder

- Area IV – Debra Nowack current Supervisor
  - Rena Gerloff
  - Gene Rademacher
  - Henry Meyer
- District Manager Training Opportunity –“Excel – Beyond the Basics”
- DNR Memorandums and Letters
  - Memorandum 2015-003, Calendar Year 2015 Health Insurance Grant Allocation
  - Letter of September 25, 2014 – 10% Cost-share Increase
  - Memorandum 2015-004, Fiscal Year 2016 (FY16) Needs Assessment Process
  - Memorandum 2015-005, Fiscal Year 2015 (FY15) Supplemental Allocations
- Additional New Business
  - Envirothon Planning – November 5 at Runge Center
- NRCS and District Reports
- Calendar of Events –
  - October 13 – Columbus Day Holiday, Office Closed
  - October 14 & 16 – River Relief Project – Hermann, MO
  - October 20 – 22 – Kory Hubbard at Conservation Planning Training
- Adjourn. Next meeting scheduled for Tuesday, **November 4, 2014, at the USDA Service Center, 6:30 p.m.**

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