

Minutes of the  
Gasconade County Soil and Water Conservation District  
Regular Board Meeting – USDA Service Center  
Tuesday, November 4, 2014

Chairman Dennis Berger called the regular board meeting to order at 6:32 p.m. Those present were: Chairman Dennis Berger, Vice-Chairman Mike Haeffner, Treasurer Matt Estes, Member Debra Nowack, Secretary Matt Herring, District Technician II Kory Hubbard, and District Specialist II Diana Mayfield.

District Conservationist Melinda Barch was absent. MDC Private Lands Conservationist Seth Barrioz and DNR District Coordinator Patty Chapman were present at this meeting. Southern Commissioner Jerry Lairmore stopped in to say “hi” and to remind the Board to call him if they ever need anything.

The minutes of the October 7 meeting were reviewed. Mike Haeffner made the motion to approve the minutes. Matt Estes seconded the motion. The motion carried 5-0.

The October Treasurer’s Report was reviewed. Dennis Berger wanted clarification on the drill repairs as they didn’t seem to match up. Diana Mayfield explained drill expenses are broken down by “maintenance” and “repair.” The maintenance just covers the annual fee and any additional acreage payments made to the Millers. The repair component in the accounting system includes both labor and parts. She has these items “line itemed” in her equipment spreadsheet that is provided to the board at the end of every year. All of the receipts/invoices are located not only in the quarterly reports but in the yearly drill record file. Mike Haeffner made a motion to approve the treasurer’s report as presented. Debra Nowack seconded the motion. The motion carried 5-0.

The Timesheets were reviewed. Diana Mayfield indicated that she will be taking some sick leave every week for therapy on her ankle. Matt Estes moved to approve the submitted timesheets. Matt Herring seconded the motion. The motion carried 5-0.

#### Unfinished Business

- ❖ Kory Hubbard briefed the Board on the Conservation Planning Course that he attended on October 20 – 22nd. He indicated that it was a very good training and he benefited from it greatly. He indicated that the trainers were the top conservationists in the state. They were experts in their field. Each different session was approximately one and a half hour long.
- ❖ Diana reminded the Board of the insurance question from last month. Asking the Board if they would possibly consider picking up some of the premium since staff will be facing larger out of pocket expenses if they drop down to the PPO1000 plan. Patty Chapman stated that with our resolution and the letter to the Commission from Osage County, the SWC Commissioners have tasked DNR with

looking for other avenues in regards to insurance. Nothing can be done for this year, as contracts have been signed. She indicated that the number of older employees in the Districts plays a vital role in the premiums that are required. Seth Barrioz indicated that MDC is also trying to get people to take the higher deductibles in order to discourage people from going to the doctor for every little cough. Diana Mayfield tried to point out that the difference of the DNR allocation is not equal to all employees (PPO600 – 576.63, PPO1000 – 534.50). Dennis Berger entertained a motion to move into closed session per personnel actions under §610.021(3); personnel records or applications under §610.021(13) of the Sunshine Law. Matt Estes so moved. Debra Nowack seconded. A roll call vote was preformed to establish a majority. Dennis Berger – yes; Mike Haeffner – yes; Matt Estes – yes; Matt Herring – yes; Debra Nowack – yes. Dennis Berger asked Patty Chapman to stay for guidance. A roll call vote was made to return to open session at 7:44. Dennis Berger – yes; Mike Haeffner – yes; Matt Estes – yes; Debra Nowack – yes; Matt Herring – yes. Matt Estes made the motion to *offer staff a \$20 per month allowance for the PPO600 plan to offset the premium for one year, at which time the issue will be readdressed. No allowance is being offered for the PPO1000. Staff will be able to choose which plan they prefer.* Debra Nowack seconded the motion. The motion carried 5-0. Diana Mayfield thanked the board for the contribution.

- ❖ Diana Mayfield queried the board on attendance for the upcoming Annual Training Conference. Dennis Berger, Mike Haeffner, and Matt Estes will be attending along with current staff.
- ❖ The updated Nominating Committee was reviewed. Henry Meyer had to withdraw from the committee; however, his son Doug Meyer stepped in to fill the position. Diana Mayfield indicated that the committee met on October 30<sup>th</sup> with one absentee (Gene Rademacher). The committees are at work and should have the nominees to the Board by the December 2<sup>nd</sup> meeting. The official record of the nominating committees was signed by three board members.

#### New Business

- ❖ Kory Hubbard reviewed the fund status with the Board. He indicated that there are several practices that are being worked on and that we have our first WQ10 (Stream Protection). We have one diversion that is going to cross a major pipeline and we must wait for that company’s information before designs can be made. It was noted that several companies will come out during the construction just to make sure that everything goes smoothly.

The e-mail verification for the Kleine Himmel Variance was reviewed as well as the cost-share approval e-mail for the Diebal and Kleine Himmel applications. The pre-approval for the Segalhorst Grazing System has been put on hold, as it was discovered that neither the landowner

nor the operator has been to grazing school. They will attend as soon as possible. Dennis Berger asked that we get those dates to the landowners as soon as possible. Kory Hubbard noted that we are waiting on clarification from Melinda Barch.

Diana Mayfield explained the costs associated with a 4 strand barb and a woven wire fence. We recently had a landowner ask about using woven wire. That landowner has since changed to hi-tensil; however, it would be beneficial to have a policy established in the event it comes up again. Matt Estes made the motion to approve the following policy:

*If a landowner wishes to use woven wire for a N472 he/she may do so; however, the maximum cost-share amount will be equivalent to the cost of a 4 strand barb wire exclusion fence.*

Debra Nowack seconded the motion. The motion carried 5-0.

Mike Haeffner made a motion to approve the cost-share applications listed below and to give pre-approval to the Winter project when it is ready for signature. Matt Estes seconded the motion. The motion carried 5-0.

#### **New Cooperators**

- None

#### **Contracts and Conservation Plans**

- Paul A Mundwiller, N574, \$2,236.57, 062-15-0011, Conservation Plan Approved by Debra Nowack 10/10/14
- William/June Diebal, DSP-3.2, \$3,298.00, 062-15-0012, Conservation Plan Approved by Debra Nowack 10/22/14
- Kleine Himmel LLC, DSP-3.2, \$14,943.00, 062-15-0013, Conservation Plan Approved by Dennis Berger 10/27/14 Approved by Matt Estes 10/27/14

#### **Change Orders**

- None

#### **Contract Payments**

- None

#### **Cancellations**

- None

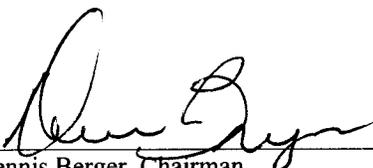
- ❖ The Board reviewed the Annual Plan of Action items to include the upcoming poster contest theme and county commission budget request.
  - Debra Nowack moved to approve the 2015 poster contest theme: Local Heroes-Your Hardworking Pollinators. With a little more information about the other pollinators being added to the powerpoint presentation. Matt Estes seconded the motion. The motion carried 5-0.
  - The County Commission Budget request was reviewed. There was an increase of \$75 for the Gasconade County Assessor Website, which had been discussed previously. This website would benefit all partners. Diana Mayfield indicated that she also

update our local budget form to show this change. Mike Haeffner moved to approve the County Commission Budget request for \$2,325.00. Debra Nowack seconded the motion. The motion carried 5-0.

- ❖ The Board reviewed the 45<sup>th</sup> Governor's Conference on Agriculture. Dennis Berger noted the \$500 fee; however, Seth Barrioz shared that the actual registration fee is \$150 and the rest is for the hotel. No action was taken on this event.
- ❖ The Board reviewed the letter from Melinda Barch in regards to the resources concerns linked to the federal programs. The only suggestion made was from Dennis Berger and he thought that the Forestland concern should include seeking Professional Assistance.
- ❖ Staff reviewed the holiday leave time with the Board.
  - Diana Mayfield will be off the day after Thanksgiving.
  - Kory Hubbard and Diana Mayfield will be switching days off so that Kory can be off the week before Christmas and Diana will be off the week after.
- ❖ The Board reviewed the DNR Memorandums and Letters.
  - Memorandum 2015-006, Technician II Duties. Melinda Barch provided a letter to the board giving her blessing for Kory Hubbard to sign off on the listed practices. She and Kory are currently working on getting his pipeline and design job approval and authority before he can sign off on grazing system programs.
- ❖ The board reviewed the letter from MCHCP in regards to Coverage Options for Variable-Hour Employees. This does not have any effect on our office.
- ❖ The Board reviewed the concerns on the Great Plains No-Till Drill. We have had the drill since 2006 and it is in need of some replacement parts. It was indicated that the cutting coulters were 12 inch in diameter and they should be 17 inch. This could be some of the reason that we are experiencing so many stress breaks. There were 4 different kinds of coulters to choose from. Bocking equipment indicated that the "turbo" coulters are being put on the new drills and most people are using them to replace the old ones. The turbo coulters are already on hand at \$51.66 apiece (10 were needed). Diana Mayfield indicated that the large seed tubes (\$9.38 each) are breaking and cracking as well as the seed indicator (\$3.63 each) on the large box is broken. Discussion was also made in regards to the small seed box ribbed tubes (\$13.49 each). There have been problems with seed getting caught in the ribbed tubes and causing cleanout issues. Great Plains is aware of this situation; however, they have not been able to come up with a good resolution. Earlier this spring, staff put on the smooth clear tubes but they are having issues with pinching at the connections. (The old ribbed tubes were retained.) Dennis Berger felt that a heavier grade of clear smooth tube might be better. Matt Estes made a motion to go ahead and purchase the large seed tubes and seed indicator at the quoted price and for Kory Hubbard and himself to do some research on possible alternatives to the small seed tubes – staying within the \$140 - \$150 range.

Mike Haeffner seconded the motion. The motion carried 5-0.

- ❖ Seth Barrioz explained that he had been working on the ATV sprayers for Osage and Gasconade County. Our sprayer had some chemical left inside and this has caused some issues with the sprayers. Once he got them cleaned out, he started running the pump and then it quit. It appears that some of the chemical had crystalized and possibly got into the motor. He had priced a new pump but couldn't find the exact model that is currently on the system. He indicated that MFA has a 3.5 pump which replaces the 3.9 pump. All of the nozzles and hoses are in good shape. Diana Mayfield made mention that since 2008 and ATV Sprayer has been used 8 times (no use from 2008 – 2010). It was stressed that each time the sprayer comes back it needs to be checked to be sure there is no chemical left in the sprayers. Diana Mayfield pointed out that ammonia must be pumped through the Rotowiper, chased with water. So we should probably do the same for the ATV Sprayer. Seth Barrioz said we should all step up promotion of the equipment. Matt Estes made a motion to go ahead and purchase a new pump from MFA. Mike Haeffner seconded the motion. The motion carried 5-0
- ❖ No action was taken on the Mid-MO Grazing Conference at this time. Will be readdressed at the January meeting.
- ❖ The Board reviewed the NRCS & District reports as submitted.
- ❖ Dennis Berger entertained a motion to adjourn. Mike Haeffner so moved. Matt Estes seconded the motion. All in favor. Meeting adjourned at 8:45 p.m.
- ❖ Next Regular Board Meeting is scheduled for Tuesday, December 2, 2014, at 6:00 p.m. at the Farm Bureau Meeting Room in conjunction with the Family Christmas Dinner.

  
\_\_\_\_\_  
Dennis Berger, Chairman                      12-4-14  
Date

  
\_\_\_\_\_  
Matt Herring, Secretary                      12-4-14  
Date

Checking account #: MAIN  
 Dates: From 10/01/14 To 10/31/14

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Check/Dep-#	Date	Description	Payee	Amount
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Checking account: MAIN      Beginning Checking Account Balance for: Oct      \$8,234.90  
 Auto bal account #: 00-00-100

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

**Checks**

4935	10/02/14	ROTOWIPER MAINTENANCE	WALMARTS	\$17.22
4936	10/02/14	COULTER SPRING GP	BOCKTING	\$67.53
4937	10/02/14	EQUIPMENT INSURANCE	FARM	\$593.38
4940	10/02/14	4TH GRADE TRAVEL EXPENSES	DIANA	\$91.35
4942	10/07/14	EXCEL TRNG FOR MANAGER	FRED PRYOR	\$99.00
4941	10/08/14	DRILL REPAIR LABOR	MILLER	\$855.00
4943	10/08/14	SUBSCRIPTION	HERMANN	\$37.00
10144939	10/10/14	OCT HEALTH INSURANCE	MCHCP	\$1,266.82
4938	10/10/14	HUBBARD-PAYROLL 10/10/14	KORY	\$969.31
4939	10/10/14	MAYFIELD-PAYROLL 10/10/14	DIANA	\$883.94
4944	10/20/14	GP SPRING RODS	RTE	\$78.74
4945	10/20/14	FIELD DAY FOODS	PLATINUM	\$62.31
4948	10/20/14	TRAILER TAGS (3 YEARS)	LICENSE	\$26.00
4949	10/20/14	FIELD DAY EXPENSES	WALMARTS	\$198.18
4950	10/20/14	GREAT PLAINS PARTS	BOCKTING	\$86.55
4951	10/20/14	DIANA'S AFLAC W/H PYMT	AFLAC	\$139.62
4946	10/24/14	HUBBARD-PAYROLL 10/24/14	KORY	\$969.31
4947	10/24/14	MAYFIELD-PAYROLL 10/24/14	DIANA	\$883.94
9414947	10/24/14	941 - OCTOBER 2014	EFTPS	\$848.12
Total Checks				\$8,173.32

**Deposits**

CR100314	10/03/14	CASH RECEIPTS 10/03/14	(\$289.00)	Deposit
400363	10/10/14	MDC PLAT BOOK	(\$27.45)	Deposit
BI093014	10/10/14	BANK INTEREST	(\$2.37)	Deposit
CR101014	10/10/14	CASH RECEIPTS 10/10/14	(\$424.00)	Deposit
CR101014	10/10/14	CASH RECEIPTS	(\$333.00)	Deposit
CR101514	10/15/14	CASH RECEIPTS 10/15/14	(\$377.00)	Deposit
15GAS002	10/22/14	STATE ALLOCATION	(\$17,020.70)	Deposit
CR102214	10/22/14	CASH RECEIPTS 10/22/14	(\$534.00)	Deposit
Total Deposits				(\$19,007.52)

Total Deposits less Checks for the month: (\$10,834.20)

Ending Checkbook Balance: Oct      **\$19,069.10**  
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Checking account #: 110  
Dates: From 10/01/14 To 10/31/14

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Check/Dep-#      Date      Description      Payee      Amount  
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Checking account: 110      Beginning Checking Account Balance for: Oct      \$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: Oct      **\$4,052.96**  
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-----End of report-----

Checking account #: 130  
Dates: From 10/01/14 To 10/31/14

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Check/Dep-#      Date      Description      Payee      Amount  
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Checking account: 130      Beginning Checking Account Balance for: Oct      \$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**

CD102314      10/22/14      CD INTEREST 10/23/14      (\$8.83)      Deposit  
Total Deposits      (\$8.83)

Total Deposits less Checks for the month:      (\$8.83)

Ending Checkbook Balance: Oct      **\$10,017.56**

Reporting period: 10/01/14 to 10/31/14

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	(\$8.17)	\$0.00	(\$2.37)	(\$10.54)
01-00-401	INTEREST ON CD	(\$8.73)	\$0.00	(\$8.83)	(\$17.56)
01-00-403	NEWSLETTER ADVERTIZING DONATIO	(\$37.50)	\$0.00	\$0.00	(\$37.50)
01-00-406	DONATIONS FIELD DAYS	(\$350.00)	\$0.00	(\$50.00)	(\$400.00)
01-00-415	SALE OF GOODS-PLAT BOOKS	(\$250.00)	\$0.00	(\$377.45)	(\$627.45)
01-00-430	ATV EQUIPMENT RENTAL	(\$60.00)	\$0.00	\$0.00	(\$60.00)
01-00-431	ROTOWIPER RENTAL	(\$50.00)	\$0.00	\$0.00	(\$50.00)
01-00-432	JOHN DEERE DRILL RENTAL	(\$352.00)	\$0.00	(\$986.00)	(\$1,338.00)
01-00-433	GREAT PLAINS DRILL RENTAL	(\$721.50)	\$0.00	(\$571.00)	(\$1,292.50)
01-00-515	MANAGERS GROSS SALARY - DIANA	\$368.00	\$118.40	\$0.00	\$486.40
01-00-518	TECHNICIAN SALARY - KORY	\$112.00	\$44.80	\$0.00	\$156.80
01-00-526	District Portion Dental -Techn	\$42.66	\$14.22	\$0.00	\$56.88
01-00-536	DISTRICT PORTION DENTAL INS MA	\$42.66	\$14.22	\$0.00	\$56.88
01-00-540	EMPLOYEE TRAVEL-MGMT	\$28.99	\$26.97	\$0.00	\$55.96
01-00-541	EMPLOYEE TRAVEL-TECH	\$17.36	\$0.00	\$0.00	\$17.36
01-00-545	SUPERVISOR TRAVEL	\$133.92	\$0.00	\$0.00	\$133.92
01-00-556	PLAT BOOKS	\$1,410.00	\$0.00	\$0.00	\$1,410.00
01-00-631	DRILL INSURANCE	\$0.00	\$593.38	\$0.00	\$593.38
01-00-632	JOHN DEERE DRILL REPAIR	\$0.00	\$192.50	\$0.00	\$192.50
01-00-633	GREAT PLAINS DRILL REPAIR	\$81.73	\$895.32	\$0.00	\$977.05
01-00-635	JOHN DEERE MAINTENANCE	\$600.00	\$0.00	\$0.00	\$600.00
01-00-638	ROTOWIPER REPAIR	\$20.00	\$17.22	\$0.00	\$37.22
01-00-639	ATV REPAIR/EXPENSE	\$0.00	\$26.00	\$0.00	\$26.00
01-00-640	ADVERTISING AND PROMOTION	\$0.00	\$37.00	\$0.00	\$37.00
01-00-830	ANNUAL MEETING	\$669.15	\$0.00	\$0.00	\$669.15
01-00-833	DEMONSTRATIONS/FIELD DAYS	\$360.95	\$8.98	\$0.00	\$369.93

Summary Page:

Beginning Balance:	(\$18,790.59)
Total Income:	(\$1,995.65)
Total Expenses:	\$1,989.01
Funds Remaining:	(\$18,797.23)

# MAYFIELD, DIANA M

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

Time Period Ending: 09/29/2014 11:30:00 AM

Status: Pending Board Approval

Week 1	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	15	16	17	18	19	20	21	22	
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	08:15 PM			12:00 PM	
WORK - ACCOUNTING	0:00	0:00	0:00	3:45	0:00	0:00	0:00	2:30	6:15
WORK - COST-SHARE ADMINISTRATION	0:00	0:00	1:00	1:15	0:00	0:00	0:00	1:00	3:15
WORK - EQUIPMENT RENTAL	0:00	0:00	0:00	0:15	0:00	0:00	0:00	0:00	0:15
WORK - GENERAL LANDOWNER CONTACT	0:00	0:00	0:00	0:00	1:00	0:00	0:00	0:00	1:00
WORK - MEETINGS	0:00	9:00	7:30	0:00	0:00	0:00	0:00	0:00	16:30
WORK - OFFICE ADMINISTRATION	0:00	0:00	0:30	1:30	2:30	0:00	0:00	0:00	4:30
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	0:00	0:00	0:00	2:15	9:15	0:00	0:00	1:00	12:30
WORK - USDA ADMINISTRATIVE ASSISTANCE	0:00	0:00	0:00	0:30	0:00	0:00	0:00	0:30	1:00
Total	0:00	9:00	9:00	9:30	12:45	0:00	0:00	5:00	45:15

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Status: Pending Board Approval

Week 2	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	22	23	24	25	26	27	28	29	
Start Time	12:30 PM	07:00 AM	07:00 AM	07:00 AM	07:00 AM				
Stop Time	04:30 PM								
COMP TIME	0:00	0:00	0:00	0:00	9:00	0:00	0:00	0:00	9:00
WORK - ACCOUNTING	0:00	1:00	1:00	3:00	0:00	0:00	0:00	0:00	5:00
WORK - BOARD MEETING	1:00	0:00	0:00	1:00	0:00	0:00	0:00	0:00	2:00
WORK - COST-SHARE ADMINISTRATION	1:00	0:00	0:00	1:00	0:00	0:00	0:00	0:00	2:00
WORK - ELECTION	0:00	1:00	0:00	0:00	0:00	0:00	0:00	0:00	1:00
WORK - LANDOWNER PROGRAM AWARENESS	0:30	0:30	0:00	0:00	0:00	0:00	0:00	0:00	1:00
WORK - MEETINGS	0:00	0:00	7:30	1:30	0:00	0:00	0:00	0:00	9:00
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	1:30	6:00	0:30	2:30	0:00	0:00	0:00	0:00	10:30
WORK - USDA ADMINISTRATIVE ASSISTANCE	0:00	0:30	0:00	0:00	0:00	0:00	0:00	0:00	0:30
Total	4:00	9:00	9:00	9:00	9:00	0:00	0:00	0:00	40:00

WORK - ACCOUNTING Payroll, Quarterly Reports  
 WORK - BOARD MEETING Prep work  
 WORK - COST-SHARE ADMINISTRATION CULP, BOCK  
 WORK - ELECTION nominating committee  
 WORK - LANDOWNER PROGRAM AWARENESS Loughridge  
 WORK - MEETINGS State WIA, Area Civil Rights, OMG-WIA  
 WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES Equip Wrksp/Farm Tour, 4th Grade Field Days Prep

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Time Period Ending: 09/29/2014 11:30:00 AM

Status: Pending Board Approval

Earned This Pay Period:

Annual Leave Accrued: 6:00  
Sick Leave Accrued: 4:00

Compensation Time Accrued: 7:52  
Hours Exceeding Work Schedule: 0:00

Note: Leave balances are as of the last approved timesheet

Annual Leave Balance: 90:15  
Sick Leave Balance: 483:00

Compensation Time Balance: 11:47  
Military Leave Balance: 0:00

Pay Rate: \$14.59

Employee Signature: *Diana Mayfield*

Date: 9-30-14

Board Member Signature: *Whe H... ..*

Date: 10-2-14

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Week 1	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	29	30	1	2	3	4	5	6	
Start Time		07:00 AM	07:00 AM	07:00 AM	07:00 AM			07:00 AM	
Stop Time		04:30 PM	03:30 PM	09:45 AM	04:30 PM			12:00 PM	
COMP TIME	0:00	0:00	0:00	6:15	0:00	0:00	0:00	0:00	6:15
WORK - ACCOUNTING	0:00	1:00	0:00	0:00	3:00	0:00	0:00	1:00	5:00
WORK - BOARD MEETING	0:00	1:00	0:00	0:00	0:00	0:00	0:00	0:00	1:00
WORK - COST-SHARE ADMINISTRATION	0:00	0:30	0:00	0:00	2:00	0:00	0:00	1:00	3:30
WORK - EQUIPMENT RENTAL	0:00	0:30	0:00	0:00	1:00	0:00	0:00	0:00	1:30
WORK - OFFICE ADMINISTRATION	0:00	0:00	1:00	0:45	1:30	0:00	0:00	2:00	5:15
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	0:00	6:00	7:00	2:00	1:30	0:00	0:00	0:00	16:30
WORK - USDA ADMINISTRATIVE ASSISTANCE	0:00	0:00	0:00	0:00	0:00	0:00	0:00	1:00	1:00
Total	0:00	9:00	8:00	9:00	9:00	0:00	0:00	5:00	40:00

Board Member Initials: MLK Date: 10-10-14  
Page 1 of 2

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Week 2	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	6	7	8	9	10	11	12	13	
Start Time	12:30 PM	07:00 AM	07:00 AM	07:00 AM	07:00 AM				
Stop Time	04:30 PM	09:30 PM	04:30 PM	04:30 PM	04:30 PM				
WORK - ACCOUNTING	0:00	0:00	2:00	0:00	0:00	0:00	0:00	0:00	2:00
WORK - BOARD MEETING	0:00	5:30	0:00	0:00	3:00	0:00	0:00	0:00	8:30
WORK - COST-SHARE ADMINISTRATION	2:00	2:00	3:00	1:00	2:00	0:00	0:00	0:00	10:00
WORK - ELECTION	0:00	0:00	0:00	0:00	2:00	0:00	0:00	0:00	2:00
WORK - EQUIPMENT RENTAL	0:00	0:30	0:30	0:00	1:00	0:00	0:00	0:00	2:00
WORK - LANDOWNER PROGRAM AWARENESS	0:00	1:00	1:00	1:00	0:00	0:00	0:00	0:00	3:00
WORK - OFFICE ADMINISTRATION	2:00	3:00	2:30	3:00	0:00	0:00	0:00	0:00	10:30
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	0:00	0:00	0:00	3:00	0:00	0:00	0:00	0:00	3:00
WORK - USDA ADMINISTRATIVE ASSISTANCE	0:00	0:30	0:00	1:00	0:00	0:00	0:00	0:00	1:30
Total	4:00	12:30	9:00	9:00	8:00	0:00	0:00	0:00	42:30

WORK - BOARD MEETING Prep work, Mtg - 10/07/14, Post work  
 WORK - COST-SHARE ADMINISTRATION Needs Assessment, Huerner, Bock, Gant, Kinman, Mundwiller  
 WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES 4th grade field days Prep/presentation

Earned This Pay Period:

Annual Leave Accrued: 6:00  
Sick Leave Accrued: 4:00

Compensation Time Accrued: 3:45  
Hours Exceeding Work Schedule: 0:00

Note: Leave balances are as of the last approved timesheet

Annual Leave Balance: 96:15  
Sick Leave Balance: 487:00

Compensation Time Balance: 10:40  
Military Leave Balance: 0:00

Pay Rate: \$14.59

Employee Signature: Diana Mayfield

Date: 10/15/14

Board Member Signature: [Signature]

Date: 10-20-14

# MAYFIELD, DIANA M

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

Time Period Ending: 10/27/2014 11:30:00 AM

Status: Pending Board Approval

Week 1	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	13	14	15	16	17	18	19	20	
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	
HOLIDAY	0:00	0:00	0:00	0:00	8:00	0:00	0:00	0:00	8:00
SICK LEAVE	0:00	0:00	1:00	0:00	0:00	0:00	0:00	0:00	1:00
DSP 3.2 - TECHNICAL	0:00	0:00	0:30	0:00	0:00	0:00	0:00	0:00	0:30
WORK - ACCOUNTING	0:00	0:00	2:30	0:00	0:00	0:00	0:00	1:30	4:00
WORK - COST-SHARE ADMINISTRATION	0:00	1:30	2:00	0:00	0:00	0:00	0:00	2:30	6:00
WORK - ELECTION	0:00	0:00	0:15	0:00	0:00	0:00	0:00	0:00	0:15
WORK - EQUIPMENT RENTAL	0:00	0:00	0:15	0:00	0:00	0:00	0:00	0:00	0:15
WORK - LANDOWNER PROGRAM AWARENESS	0:00	0:00	0:45	0:00	0:00	0:00	0:00	0:00	0:45
WORK - OFFICE ADMINISTRATION	0:00	0:00	1:15	3:00	0:00	0:00	0:00	1:00	5:15
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	0:00	7:30	0:00	6:00	0:00	0:00	0:00	0:00	13:30
WORK - USDA ADMINISTRATIVE ASSISTANCE	0:00	0:00	0:30	0:00	0:00	0:00	0:00	0:00	0:30
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: 10/27/2014 11:30:00 AM

Status: Pending Board Approval

Week 2	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	20	21	22	23	24	25	26	27	
Start Time	12:30 PM	07:00 AM	07:00 AM	07:00 AM	07:00 AM				
Stop Time	04:30 PM								
SICK LEAVE	0:00	0:00	0:00	9:00	0:00	0:00	0:00	0:00	9:00
WORK - ACCOUNTING	1:00	0:00	1:00	0:00	1:00	0:00	0:00	0:00	3:00
WORK - COST-SHARE ADMINISTRATION	1:00	0:30	1:30	0:00	2:00	0:00	0:00	0:00	5:00
WORK - EQUIPMENT RENTAL	0:00	1:00	0:00	0:00	0:00	0:00	0:00	0:00	1:00
WORK - LANDOWNER PROGRAM AWARENESS	0:00	3:00	0:00	0:00	0:00	0:00	0:00	0:00	3:00
WORK - OFFICE ADMINISTRATION	2:00	0:00	4:30	0:00	3:00	0:00	0:00	0:00	9:30
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	0:00	4:00	2:00	0:00	3:00	0:00	0:00	0:00	9:00
WORK - USDA ADMINISTRATIVE ASSISTANCE	0:00	0:30	0:00	0:00	0:00	0:00	0:00	0:00	0:30
Total	4:00	9:00	9:00	9:00	9:00	0:00	0:00	0:00	40:00

HOLIDAY COLUMBUS DAY HOLIDAY  
 DSP 3.2 - TECHNICAL DIEBAL-CMT  
 WORK - ACCOUNTING PAYROLL, COMMISSION BUDGET  
 WORK - COST-SHARE ADMINISTRATION GANT, DIEBAL, Kleine Himmel, Winter  
 WORK - LANDOWNER PROGRAM AWARENESS Spurgeon, Aubuchon  
 WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES Thank you's, field event powerpoint  
 WORK - USDA ADMINISTRATIVE ASSISTANCE TOOLKIT FOLDER FOR WINTER

# MAYFIELD, DIANA M

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

Time Period Ending: 10/27/2014 11:30:00 AM

Status: Pending Board Approval

Earned This Pay Period:

Annual Leave Accrued: 6:00  
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: 102:15  
Sick Leave Balance: 491:00

Compensation Time Balance: 8:10  
Military Leave Balance: 0:00

Pay Rate: \$14.59

Employee Signature: *Diana Mayfield*

Date: *10/27/14*

Board Member Signature: *Walter*

Date: *10/28/14*

# HUBBARD, KORY D

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

Time Period Ending: 10/13/2014 11:30:00 AM

Status: Pending Board Approval

Week 1	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	29	30	1	2	3	4	5	6	
Start Time	12:30 PM	07:00 AM	07:30 AM	07:00 AM	07:00 AM				
Stop Time	03:45 PM	04:30 PM	04:30 PM	04:30 PM	04:30 PM				
ANNUAL LEAVE	0:00	0:00	0:15	0:00	0:00	0:00	0:00	0:00	0:15
COMP TIME	0:45	0:00	0:15	0:00	0:00	0:00	0:00	0:00	1:00
DSP 3.2 - TECHNICAL	0:00	0:00	0:00	2:30	0:00	0:00	0:00	0:00	2:30
N574 - TECHNICAL	0:00	0:00	0:00	0:00	5:30	0:00	0:00	0:00	5:30
DWP-01 - TECHNICAL	0:00	5:30	0:00	0:00	0:00	0:00	0:00	0:00	5:30
WORK - EQUIPMENT RENTAL	0:30	0:30	0:00	0:00	0:00	0:00	0:00	0:00	1:00
WORK - GENERAL LANDOWNER CONTACT	0:30	0:45	0:00	1:00	1:00	0:00	0:00	0:00	3:15
WORK - MEETINGS	2:15	0:00	0:00	0:00	0:00	0:00	0:00	0:00	2:15
WORK - OFFICE ADMINISTRATION	0:00	2:15	1:30	2:30	2:30	0:00	0:00	0:00	8:45
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	0:00	0:00	7:00	3:00	0:00	0:00	0:00	0:00	10:00
Total	4:00	9:00	9:00	9:00	9:00	0:00	0:00	0:00	40:00

# HUBBARD, KORY D

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

Time Period Ending: 10/13/2014 11:30:00 AM

Status: Pending Board Approval

Week 2	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	6	7	8	9	10	11	12	13	
Start Time		07:00 AM	07:00 AM	07:00 AM	07:00 AM			07:00 AM	
Stop Time		02:00 PM	03:30 PM	04:30 PM	03:30 PM			12:00 PM	
HOLIDAY	0:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	5:00
SICK LEAVE	0:00	2:30	0:00	0:00	0:00	0:00	0:00	0:00	2:30
DSP 3.2 - TECHNICAL	0:00	4:00	4:30	1:30	6:00	0:00	0:00	0:00	16:00
N472 - TECHNICAL	0:00	2:00	0:00	0:00	0:00	0:00	0:00	0:00	2:00
DSP 3.3 - TECHNICAL	0:00	0:00	0:00	3:30	1:30	0:00	0:00	0:00	5:00
WORK - EQUIPMENT RENTAL	0:00	0:00	0:30	0:00	0:00	0:00	0:00	0:00	0:30
WORK - GENERAL LANDOWNER CONTACT	0:00	0:00	0:30	0:00	0:00	0:00	0:00	0:00	0:30
WORK - OFFICE ADMINISTRATION	0:00	0:30	2:30	2:00	1:30	0:00	0:00	0:00	6:30
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	0:00	0:00	0:00	1:00	0:00	0:00	0:00	0:00	1:00
WORK - USDA TECHNICAL ASSISTANCE	0:00	0:00	0:00	1:00	0:00	0:00	0:00	0:00	1:00
Total	0:00	9:00	8:00	9:00	9:00	0:00	0:00	5:00	40:00

- HOLIDAY: Columbus Day
- SICK LEAVE: Dentist
- DSP 3.2 - TECHNICAL: Segelhorst, Horstman, McClane, Winters, Diebal
- N574 - TECHNICAL: Mundwiller
- DWP-01 - TECHNICAL: Schneider
- N472 - TECHNICAL: Kinman
- DSP 3.3 - TECHNICAL: McClane

# HUBBARD, KORY D

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

Time Period Ending: 10/13/2014 11:30:00 AM

Status: Pending Board Approval

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: 92:30  
Sick Leave Balance: 115:00

Compensation Time Balance: 1:08  
Military Leave Balance: 0:00

Pay Rate: \$14.15

Employee Signature: Kory Hubbard

Date: 10-15-14

Board Member Signature: [Signature]

Date: 10-20-14

# HUBBARD, KORY D

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

Time Period Ending: 10/27/2014 11:30:00 AM

Status: Pending Board Approval

Week 1	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	13	14	15	16	17	18	19	20	
Start Time	12:30 PM	07:00 AM	07:00 AM	07:00 AM	07:00 AM			09:30 AM	
Stop Time	04:30 PM			12:00 PM					
HOLIDAY	4:00	0:00	0:00	0:00	0:00	0:00	0:00	0:00	4:00
SICK LEAVE	0:00	0:00	3:30	0:00	0:00	0:00	0:00	0:00	3:30
DSP 3.2 - TECHNICAL	0:00	1:00	2:30	0:00	2:30	0:00	0:00	0:00	6:00
DSL-05 - TECHNICAL	0:00	6:00	0:00	0:00	0:00	0:00	0:00	0:00	6:00
WORK - EQUIPMENT RENTAL	0:00	0:00	0:00	0:00	0:30	0:00	0:00	0:00	0:30
WORK - GENERAL LANDOWNER CONTACT	0:00	0:30	0:00	0:00	1:00	0:00	0:00	0:00	1:30
WORK - OFFICE ADMINISTRATION	0:00	1:30	0:30	1:00	5:00	0:00	0:00	0:00	8:00
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	0:00	0:00	0:00	8:00	0:00	0:00	0:00	0:00	8:00
WORK - TRAINING	0:00	0:00	0:00	0:00	0:00	0:00	0:00	2:30	2:30
Total	4:00	9:00	6:30	9:00	9:00	0:00	0:00	2:30	40:00

Board Member Initials: MLK Date: 10-28-14  
Page 1 of 2

# HUBBARD, KORY D

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

Time Period Ending: 10/27/2014 11:30:00 AM

Status: Pending Board Approval

Week 2	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	20	21	22	23	24	25	26	27	
Start Time	12:30 PM	06:00 AM	05:30 AM	07:00 AM	07:00 AM			07:00 AM	
Stop Time	07:00 PM	06:30 PM	03:00 PM	04:30 PM	03:30 PM			12:00 PM	
SICK LEAVE	0:00	0:00	0:00	7:30	0:00	0:00	0:00	0:00	7:30
DSP 3.2 - TECHNICAL	0:00	0:00	0:00	0:00	0:00	0:00	0:00	3:00	3:00
N472 - TECHNICAL	0:00	0:00	0:00	0:00	0:00	0:00	0:00	1:00	1:00
WORK - OFFICE ADMINISTRATION	0:00	0:00	0:00	0:00	0:00	0:00	0:00	1:00	1:00
WORK - TRAINING	6:30	12:00	9:00	0:00	0:00	0:00	0:00	0:00	27:30
Total	6:30	12:00	9:00	7:30	0:00	0:00	0:00	5:00	40:00

HOLIDAY Columbus Day  
DSP 3.2 - TECHNICAL Diebal, Horstmann, Winters  
N472 - TECHNICAL Spurgen  
DSL-05 - TECHNICAL Schneider  
WORK - TRAINING Conservation Planning

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: 96:15  
Sick Leave Balance: 116:30

Compensation Time Balance: 0:08  
Military Leave Balance: 0:00

Pay Rate: \$14.15

Employee Signature: Kory Hubbard

Date: 10-27-14

Board Member Signature: MLK

Date: 10-28-14

# HUBBARD, KORY D

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

Time Period Ending: 09/29/2014 11:30:00 AM

Status: Pending Board Approval

Week 1	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	15	16	17	18	19	20	21	22	
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	04:30 PM	08:15 PM				
DSP 3.2 - TECHNICAL	0:00	1:30	1:00	0:00	0:00	0:00	0:00	0:00	2:30
DSL-01 - TECHNICAL	0:00	0:00	0:00	1:00	0:00	0:00	0:00	0:00	1:00
WORK - EQUIPMENT RENTAL	0:30	0:30	0:30	0:00	0:00	0:00	0:00	0:00	1:30
WORK - GENERAL LANDOWNER CONTACT	0:30	1:30	1:00	0:00	0:45	0:00	0:00	0:00	3:45
WORK - OFFICE ADMINISTRATION	3:00	3:30	2:30	0:00	3:30	0:00	0:00	0:00	12:30
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	0:00	2:00	1:00	0:30	8:30	0:00	0:00	0:00	12:00
WORK - TRAINING	0:00	0:00	0:00	7:30	0:00	0:00	0:00	0:00	7:30
Total	4:00	9:00	6:00	9:00	12:45	0:00	0:00	0:00	40:45

Board Member Initials: KH Date: 10-2-14  
Page 1 of 2

# HUBBARD, KORY D

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

Time Period Ending: 09/29/2014 11:30:00 AM

Status: Pending Board Approval

Week 2	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Total
Line Item	22	23	24	25	26	27	28	29	
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	03:30 PM	04:30 PM			12:00 PM	
DSL-01 - TECHNICAL	0:00	1:30	0:00	2:15	0:30	0:00	0:00	1:00	5:15
N574 - TECHNICAL	0:00	0:00	0:00	0:00	0:00	0:00	0:00	2:45	2:45
WORK - EQUIPMENT RENTAL	0:00	0:00	0:00	0:45	1:00	0:00	0:00	0:45	2:30
WORK - GENERAL LANDOWNER CONTACT	0:00	1:30	0:00	1:30	2:00	0:00	0:00	0:30	5:30
WORK - MEETINGS	0:00	0:00	7:30	0:00	0:00	0:00	0:00	0:00	7:30
WORK - OFFICE ADMINISTRATION	0:00	2:30	1:30	2:00	5:30	0:00	0:00	0:00	11:30
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES	0:00	2:30	0:00	1:30	0:00	0:00	0:00	0:00	4:00
WORK - TRAINING	0:00	1:00	0:00	0:00	0:00	0:00	0:00	0:00	1:00
Total	0:00	9:00	9:00	8:00	9:00	0:00	0:00	5:00	40:00

DSL-01 - TECHNICAL Bock  
N574 - TECHNICAL Mundwiller  
WORK - MEETINGS Civil rights  
WORK - PUBLIC INFORMATION/EDUCATION ACTIVITIES Field Day  
WORK - TRAINING Tech Training

Earned This Pay Period:

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

Compensation Time Accrued: 1:07  
Hours Exceeding Work Schedule: 0:00

Note: Leave balances are as of the last approved timesheet

Annual Leave Balance: 88:30  
Sick Leave Balance: 111:00

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

Pay Rate: \$14.15

Employee Signature: Kory Hubbard

Date: 9-29-14

Board Member Signature: Mike Hoffmann

Date: 10-2-14

**NOMINATING COMMITTEE FORM FOR  
GASCONADE SWCD BOARD ELECTIONS,  
TO BE HELD ON MARCH 2015**

List of Nominating Committee Members for Territory [ ] (not less than 3)

1. DALLAS ERFLING – AREA I
2. CURTIS KOELLING – AREA I
3. DALE RIDDER – AREA I
4. RENA GERLOFF – AREA III
5. GENE RADEMACHER – AREA III
6. DOUG MEYER – AREA III

**\*The board's signatures verify that nominating committee members are land representatives (own land) in the same territory where the committee has responsibility.**

Board member signature: \_\_\_\_\_ Date: \_\_\_\_\_

Board member signature: \_\_\_\_\_ Date: \_\_\_\_\_

Board member signature: \_\_\_\_\_ Date: \_\_\_\_\_

# Fund Status (2015)

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

<b>CC PILOT COVER CROP</b>						
<u>Resource Concern</u>	<u>Total Allocation</u>	<u>Obligated</u>	<u>Unobligated</u>	<u>Contract Payments</u>	<u>Remaining Payments</u>	<u>Pending</u>
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>
<b>GM GRAZING MANAGEMENT</b>						
<u>Resource Concern</u>	<u>Total Allocation</u>	<u>Obligated</u>	<u>Unobligated</u>	<u>Contract Payments</u>	<u>Remaining Payments</u>	<u>Pending</u>
GRAZING MANAGEMENT 2015	\$41,722.00	\$36,407.03	\$5,314.97	\$13,308.40	\$28,413.60	\$5,051.55
<b>Project Sub Total</b>	<b>\$41,722.00</b>	<b>\$36,407.03</b>	<b>\$5,314.97</b>	<b>\$13,308.40</b>	<b>\$28,413.60</b>	<b>\$5,051.55</b>
<b>SA SENSITIVE AREAS</b>						
<u>Resource Concern</u>	<u>Total Allocation</u>	<u>Obligated</u>	<u>Unobligated</u>	<u>Contract Payments</u>	<u>Remaining Payments</u>	<u>Pending</u>
SENSITIVE AREAS 2015	\$36,500.00	\$15,954.57	\$20,545.43	\$13,718.00	\$22,782.00	\$0.00
<b>Project Sub Total</b>	<b>\$36,500.00</b>	<b>\$15,954.57</b>	<b>\$20,545.43</b>	<b>\$13,718.00</b>	<b>\$22,782.00</b>	<b>\$0.00</b>
<b>SGE SHEET AND RILL / GULLY EROSION</b>						
<u>Resource Concern</u>	<u>Total Allocation</u>	<u>Obligated</u>	<u>Unobligated</u>	<u>Contract Payments</u>	<u>Remaining Payments</u>	<u>Pending</u>
SHEET AND RILL / GULLY E 2015	\$42,277.00	\$3,062.57	\$39,214.43	\$3,062.57	\$39,214.43	\$0.00
<b>Project Sub Total</b>	<b>\$42,277.00</b>	<b>\$3,062.57</b>	<b>\$39,214.43</b>	<b>\$3,062.57</b>	<b>\$39,214.43</b>	<b>\$0.00</b>
<b>WE WOODLAND EROSION</b>						
<u>Resource Concern</u>	<u>Total Allocation</u>	<u>Obligated</u>	<u>Unobligated</u>	<u>Contract Payments</u>	<u>Remaining Payments</u>	<u>Pending</u>
WOODLAND EROSION 2015	\$38,150.00	\$15,893.25	\$22,256.75	\$1,888.50	\$36,261.50	\$0.00
<b>Project Sub Total</b>	<b>\$38,150.00</b>	<b>\$15,893.25</b>	<b>\$22,256.75</b>	<b>\$1,888.50</b>	<b>\$36,261.50</b>	<b>\$0.00</b>
<b>Grand Totals</b>	<b>163,449.00</b>	<b>\$71,317.42</b>	<b>\$92,131.58</b>	<b>\$31,977.47</b>	<b>\$131,471.53</b>	<b>\$5,051.55</b>

Mayfield, Diana

From: Susie Haeffner <susha309@hotmail.com>  
Sent: Monday, October 20, 2014 11:11 AM  
To: Mayfield, Diana; debra.nowack@mo.usda.gov; denbobsplace@hotmail.com; dnowack@hotmail.com; ball1@fidmail.com; mattestes71@gmail.com; Matthew Herring; mhaeffner@centurytel.net  
Subject: Re: Kleine Himmel

Yes, I agree to give a variance for this project.  
Mike Haeffner

From: Mayfield, Diana  
Sent: Monday, October 20, 2014 9:48 AM  
To: mailto:debra.nowack@mo.usda.gov; mailto:denbobsplace@hotmail.com; dnowack@hotmail.com; mailto:ball1@fidmail.com; mailto:mattestes71@gmail.com; Matthew Herring; mailto:mhaeffner@centurytel.net; Susie Haeffner  
Subject: Kleine Himmel

We are working on the pipeline and tanks for Kleine Himmel (August Horstmann). They have a 175.8 acre farm that they are developing for grazing system – we did the well last year. I am attaching a map as well as the cost-share estimate for this project. They are working on their pipeline and tanks at this time.

My question to you is: Due to the size of this project, would the board consider a variance and raise the landowner limit from \$10,000 to \$14,943 to meet the \$85.00 an acre DNR limit?

This would allow the landowner to complete the entire pipeline at one time. Also, due to the current allocation process, we would be able to utilize our funds to continue receiving increased allocations.

Diana Mayfield  
District Specialist II  
Gasconade County SWCD  
314 S. Olive Street  
Owensville, MO 65066  
573-437-3478 ext 3  
FAX 573-437-4774

*I agree with granting a variance*

*Matthew  
Matt Estes*

Mayfield, Diana

From: Nowack, Debra - FSA, Owensville, MO <Debra.Nowack@mo.usda.gov>  
Sent: Monday, October 20, 2014 10:38 AM  
To: Mayfield, Diana; Dennis Berger 0 (denbobsplace@hotmail.com); dnowack@hotmail.com; Matthew Estes (ball1@fidmail.com); Matthew Estes (mattestes71@gmail.com); Matthew Herring; Mike Haeffner (mhaeffner@centurytel.net); Susie Haeffner  
Subject: RE: Kleine Himmel

Sounds fair to me.

**Debbie Nowack**

Gasconade County FSA  
316 Olive St.  
Owensville, MO 65066  
Telephone: 573.437.4131  
FAX: 855.849.1532

County Office email: [moowensvil-fsa@one.usda.gov](mailto:moowensvil-fsa@one.usda.gov)

*"Change is inevitable. Growth is optional."*

From: Mayfield, Diana [mailto:diana.mayfield@swcd.mo.gov]  
Sent: Monday, October 20, 2014 9:49 AM  
To: Nowack, Debra - FSA, Owensville, MO; Dennis Berger 0 (denbobsplace@hotmail.com); dnowack@hotmail.com; Matthew Estes (ball1@fidmail.com); Matthew Estes (mattestes71@gmail.com); Matthew Herring; Mike Haeffner (mhaeffner@centurytel.net); Susie Haeffner  
Subject: Kleine Himmel

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Mayfield, Diana

From: Herring, Matthew <HerringM@missouri.edu>  
Sent: Monday, October 20, 2014 10:41 AM  
To: Nowack, Debra - FSA, Owensville, MO; Mayfield, Diana; Dennis Berger 0 (denbobsplace@hotmail.com); dnowack@hotmail.com; Matthew Estes (ball1@fidmail.com); Matthew Estes (mattestes71@gmail.com); Mike Haeffner (mhaeffner@centurytel.net); Susie Haeffner  
Subject: RE: Kleine Himmel

I would agree.

Matt

From: Nowack, Debra - FSA, Owensville, MO [mailto:Debra.Nowack@mo.usda.gov]  
Sent: Monday, October 20, 2014 10:38 AM  
To: Mayfield, Diana; Dennis Berger 0 (denbobsplace@hotmail.com); dnowack@hotmail.com; Matthew Estes (ball1@fidmail.com); Matthew Estes (mattestes71@gmail.com); Herring, Matthew; Mike Haeffner (mhaeffner@centurytel.net); Susie Haeffner  
Subject: RE: Kleine Himmel

Sounds fair to me.

**Debbie Nowack**

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Owensville, MO 65066  
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County Office email: [moowensvil-fsa@one.usda.gov](mailto:moowensvil-fsa@one.usda.gov)

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Mayfield, Diana

From: Bobbie Berger <denbobsplace@hotmail.com>  
Sent: Monday, October 20, 2014 8:13 PM  
To: Nowack, Debra - FSA, Owensville, MO  
Cc: Mayfield, Diana; dnowack@hotmail.com; Matthew Estes (ball1@fidmail.com); Matthew Estes (mattestes71@gmail.com); Matthew Herring; Mike Haeffner (mhaeffner@centurytel.net); Susie Haeffner  
Subject: Re: Kleine Himmel

That sounds fine to me.  
Dennis

Sent from my iPhone

On Oct 20, 2014, at 10:39 AM, Nowack, Debra - FSA, Owensville, MO <Debra.Nowack@mo.usda.gov> wrote:

Sounds fair to me.

**Debbie Nowack**

Gasconade County FSA  
316 Olive St.  
Owensville, MO 65066  
Telephone: 573.437.4131  
FAX: 855.849.1532

County Office email: [moowensvil-fsa@one.usda.gov](mailto:moowensvil-fsa@one.usda.gov)

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From: Mayfield, Diana [mailto:diana.mayfield@swcd.mo.gov]  
Sent: Monday, October 20, 2014 9:49 AM  
To: Nowack, Debra - FSA, Owensville, MO; Dennis Berger 0 (denbobsplace@hotmail.com); dnowack@hotmail.com; Matthew Estes (ball1@fidmail.com); Matthew Estes (mattestes71@gmail.com); Matthew Herring; Mike Haeffner (mhaeffner@centurytel.net); Susie Haeffner  
Subject: Kleine Himmel

**Mayfield, Diana**

**From:** Susie Haeffner <susha309@hotmail.com>  
**Sent:** Wednesday, October 22, 2014 6:28 PM  
**To:** Bobbie Berger; Mayfield, Diana  
**Cc:** debra.nowack@mo.usda.gov; dnowack@hotmail.com; ball1@fidmail.com; mattestes71@gmail.com; Matthew Herring; mhaeffner@centurytel.net; Melinda.Barch@mo.usda.gov  
**Subject:** Re: Cost-share Authorizations

I give my approval for these cost-share applications.  
 Mike Haeffner

**From:** Bobbie Berger  
**Sent:** Wednesday, October 22, 2014 7:41 AM  
**To:** Mayfield, Diana  
**Cc:** mailto:debra.nowack@mo.usda.gov ; dnowack@hotmail.com ; mailto:ball1@fidmail.com ; mailto:mattestes71@gmail.com ; Matthew Herring ; mailto:mhaeffner@centurytel.net ; Susie Haeffner ; mailto:Melinda.Barch@mo.usda.gov  
**Subject:** Re: Cost-share Authorizations

I will give authorization for the above.  
 Dennis

Sent from my iPhone

On Oct 22, 2014, at 8:30 AM, Mayfield, Diana <diana.mayfield@swcd.mo.gov> wrote:

Please give authorization to approve the following cost-share applications as discussed at 10/07/14 Board Meeting

William/June Diebal – DSP-3.2 Grazing System Water Distribution (obtains 99% allocation for 10/23/14)  
 38.8 acres x \$85.00 per acre = \$3298.00  
 2200 feet of trenching and pipe  
 2 permanent tanks

Kleinne Himmel LLC – DSP-3.2 Grazing System Water Distribution (funding should be available 10/24/14)  
 175.8 acres x \$85.00 per acre = \$14,943 (variance granted via e-mail – 10/20/14)  
 6400 feet of trenching and pipe  
 6 permanent tanks

We were unable to complete the process for Dennis Segalhorst as no one has completed a grazing school at this time.

*Diana Mayfield*  
 District Specialist II  
 Gasconade County SWCD  
 314 S. Olive Street  
 Owensville, MO 65066  
 573-437-3478 ext 3  
 FAX 573-437-4771

1

**Mayfield, Diana**

**From:** mattestes <mattestes71@gmail.com>  
**Sent:** Wednesday, October 22, 2014 1:31 PM  
**To:** Mayfield, Diana  
**Subject:** RE: Cost-share Authorizations

I give my consent to authorize both of the cost shares on this e-mail.

Sent from the Samsung Galaxy Rugby Pro. an AT&T LTE smartphone

----- Original message -----

**From:** "Mayfield, Diana" <diana.mayfield@swcd.mo.gov>  
**Date:** 10/22/2014 7:30 AM (GMT-06:00)  
**To:** "Debra - Nowack (debra.nowack@mo.usda.gov)" <debra.nowack@mo.usda.gov>; "Dennis Berger 0 (denbobsplace@hotmail.com)" <denbobsplace@hotmail.com>; dnowack@hotmail.com; "Matthew Estes (ball1@fidmail.com)" <ball1@fidmail.com>; "Matthew Estes (mattestes71@gmail.com)" <mattestes71@gmail.com>; Matthew Herring <HerringM@missouri.edu>; "Mike Haeffner (mhaeffner@centurytel.net)" <mhaeffner@centurytel.net>; Susie Haeffner <susha309@hotmail.com>  
**Cc:** "Melinda - Barch (Melinda.Barch@mo.usda.gov)" <Melinda.Barch@mo.usda.gov>  
**Subject:** Cost-share Authorizations

Please give authorization to approve the following cost-share applications as discussed at 10/07/14 Board Meeting

William/June Diebal – DSP-3.2 Grazing System Water Distribution (obtains 99% allocation for 10/23/14)  
 38.8 acres x \$85.00 per acre = \$3298.00

2200 feet of trenching and pipe  
 2 permanent tanks

Kleinne Himmel LLC – DSP-3.2 Grazing System Water Distribution (funding should be available 10/24/14)  
 175.8 acres x \$85.00 per acre = \$14,943 (variance granted via e-mail – 10/20/14)

6400 feet of trenching and pipe  
 6 permanent tanks

1

**Mayfield, Diana**

**From:** Bobbie Berger <denbobsplace@hotmail.com>  
**Sent:** Wednesday, October 22, 2014 7:42 AM  
**To:** Mayfield, Diana  
**Cc:** Debra - Nowack (debra.nowack@mo.usda.gov); dnowack@hotmail.com; Matthew Estes (ball1@fidmail.com); Matthew Estes (mattestes71@gmail.com); Matthew Herring; Mike Haeffner (mhaeffner@centurytel.net); Susie Haeffner; Melinda - Barch (Melinda.Barch@mo.usda.gov)  
**Subject:** Re: Cost-share Authorizations

I will give authorization for the above.  
 Dennis

Sent from my iPhone

On Oct 22, 2014, at 8:30 AM, Mayfield, Diana <diana.mayfield@swcd.mo.gov> wrote:

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We were unable to complete the process for Dennis Segalhorst as no one has completed a grazing school at this time.

*Diana Mayfield*  
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 FAX 573-437-4771

1

**Mayfield, Diana**

**From:** Herring, Matthew <HerringM@missouri.edu>  
**Sent:** Wednesday, October 22, 2014 7:41 AM  
**To:** Mayfield, Diana  
**Cc:** Debra - Nowack (debra.nowack@mo.usda.gov); Dennis Berger 0 (denbobsplace@hotmail.com); dnowack@hotmail.com; Matthew Estes (ball1@fidmail.com); Matthew Estes (mattestes71@gmail.com); Mike Haeffner (mhaeffner@centurytel.net); Susie Haeffner; Melinda - Barch (Melinda.Barch@mo.usda.gov)  
**Subject:** Re: Cost-share Authorizations

I give my approval.

Matt Herring

Sent from my iPhone

On Oct 22, 2014, at 7:30 AM, "Mayfield, Diana" <diana.mayfield@swcd.mo.gov> wrote:

Please give authorization to approve the following cost-share applications as discussed at 10/07/14 Board Meeting

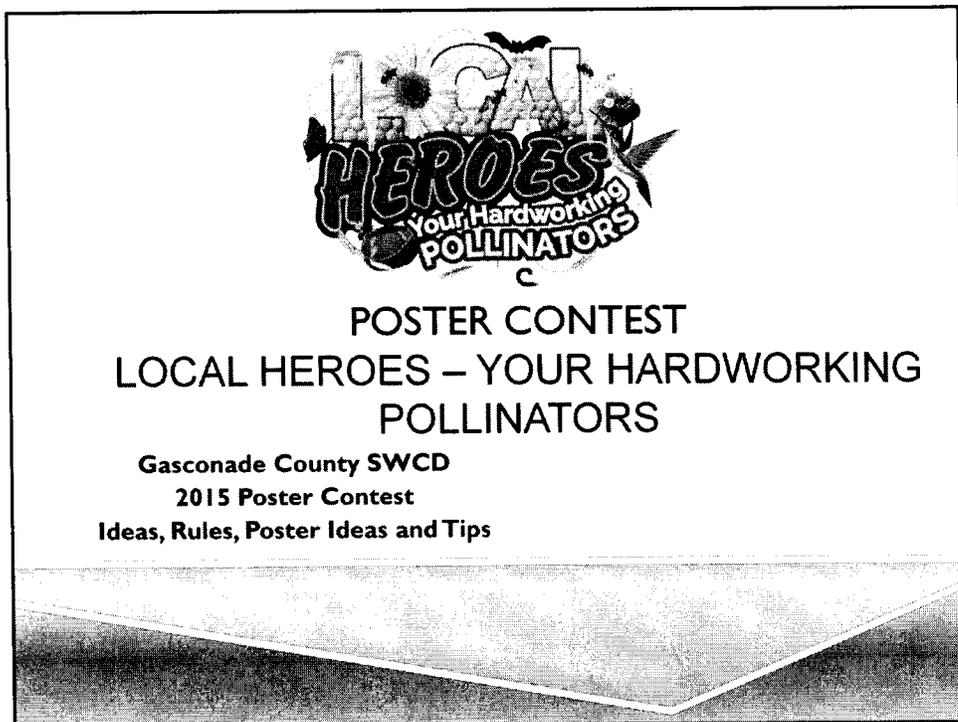
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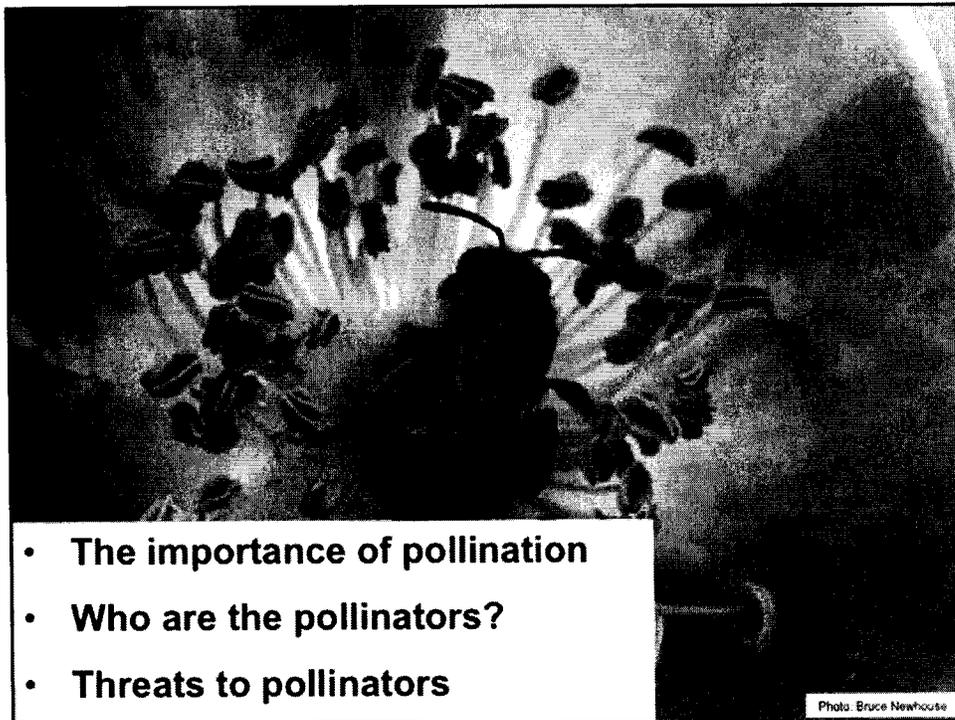
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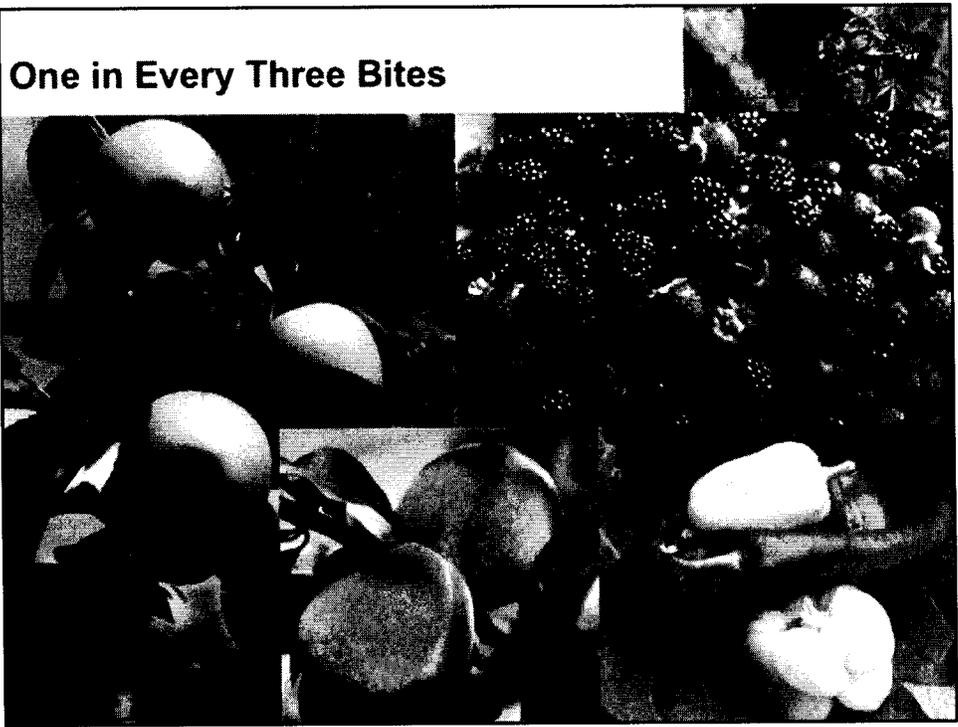
1



**Poster Contest**  
**Local Heroes – Your Hardworking Pollinators**  
**Gasconade County Soil & Water Conservation District**



Overview of this module: the importance of pollination, who are the pollinators, and how are they threatened?



We can thank pollinators for one in three mouthfuls of food and drink – everything from coffee and chocolate to most fruits and many vegetables in our diet. Pollination is also critical for many of the animal products we consume, including dairy products, beef, pork and poultry. These animals consume insect-pollinated legumes such as alfalfa and clover at some time during their growth. When we start to think about what we ate yesterday for breakfast, lunch, and dinner, we start to understand the importance of pollinators in our own diets.

## The Food We Eat

Pollinators provide an ecosystem service that enables plants to produce fruits and seeds.

- 35% of crop production, worldwide
- Over \$18 to \$27 billion value of crops in U.S. (\$217 billion worldwide)

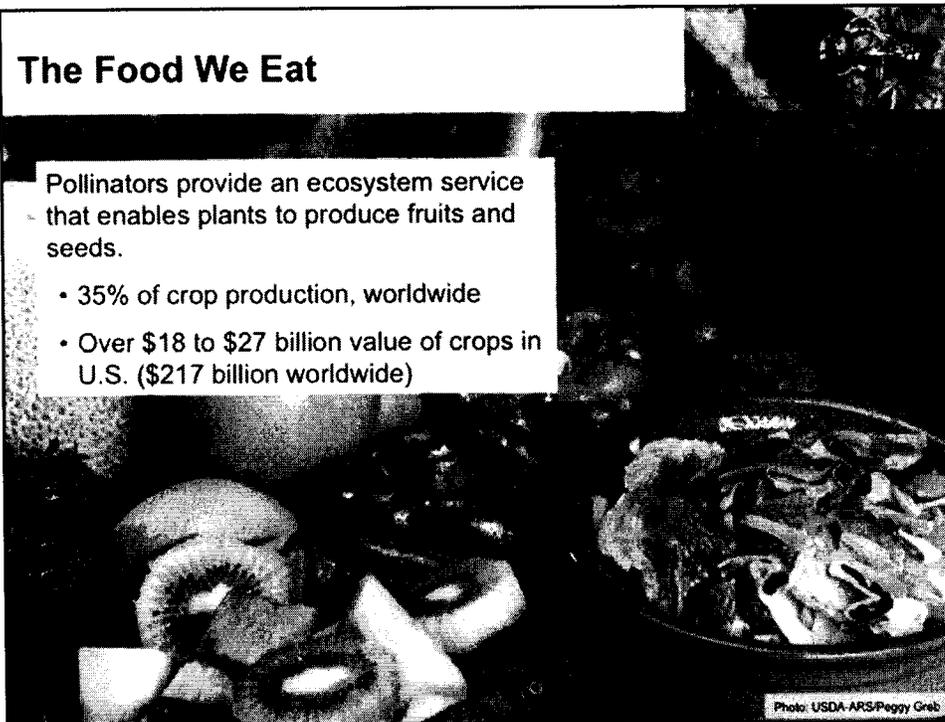


Photo: USDA-ARS/Peggy Greb

Pollinators are important for agricultural production. Pollinators were responsible for \$20 billion in agricultural production in the U.S. in 2000 ([http://plants.usda.gov/pollinators/Native\\_Pollinators.pdf](http://plants.usda.gov/pollinators/Native_Pollinators.pdf)).

## Native Plants Need Pollinators

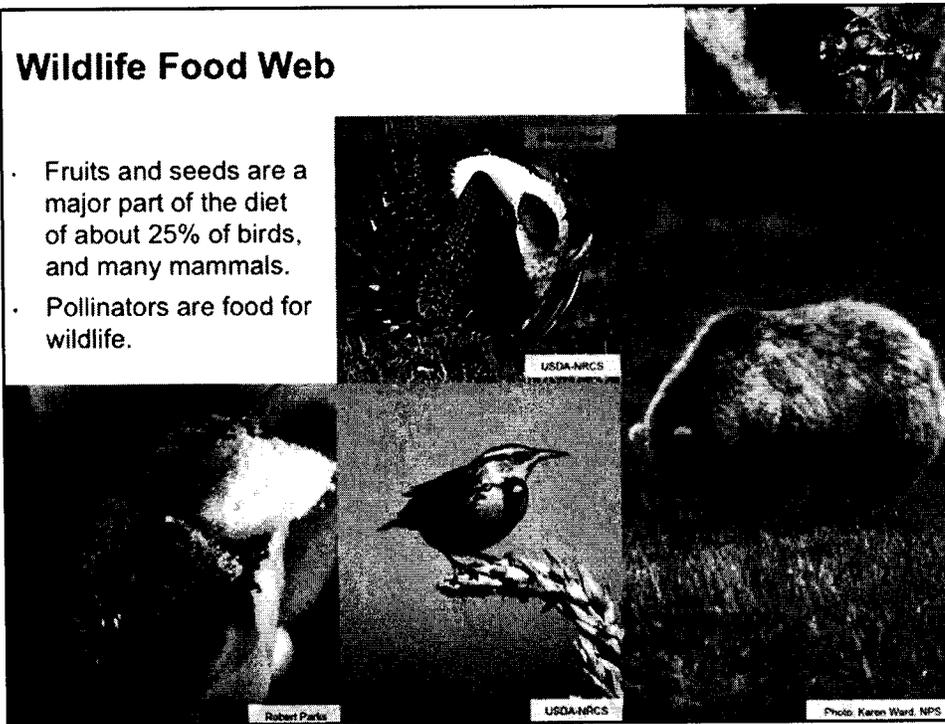


Some plants, like this Virginia bluebell, can benefit from the pollination services of several different pollinators.

“Virginia bluebell flowers are pollinated by long-tongued bees primarily, including honeybees, bumblebees, Anthophorid bees, Mason bees, large Leaf-Cutting bees, and Miner bees; these insects seek nectar and collect pollen. Other visitors of the flowers include hummingbirds, bee flies, butterflies, skippers, and Sphinx moths, including hummingbird moths. This group of visitors seek nectar from the flowers. Small flower flies may also visit the flowers, however they feed on the pollen and are not effective pollinators.”

## Wildlife Food Web

- Fruits and seeds are a major part of the diet of about 25% of birds, and many mammals.
- Pollinators are food for wildlife.



This slide illustrates that pollinators are not only essential for plant reproduction, but their pollination work provides food for many other birds and mammals. Pollinators also make up a portion of the diet of a variety of other animals.

“Pollinated plants produce fruit and seeds which are a major part of the diet of approximately 25 percent of bird species, as well as many mammals.”  
([http://plants.usda.gov/pollinators/Native\\_Pollinators.pdf](http://plants.usda.gov/pollinators/Native_Pollinators.pdf))

Pollinators are important in a grizzly bear’s diet. This is due, in part, to the richness of their diet, which in Yellowstone consists mostly of white bark pine nuts, as well as roots, tubers, grasses, various rodents, emerging army cutworm moths and scavenged carcasses. (<http://lisa-a-bessasparis.suite101.com/a-bears-mountainside-treat-a30851>)

Photos: sage grouse, andrena (mining) digger bee, meadowlark, grizzly bear

## A Symbiotic Relationship



Pollination is a symbiotic relationship. Both the plant and the pollinator benefit from the arrangement. The plant gains the service of the pollinator to move pollen from one flower to another flower of the same species. The flower provides a food source to the visiting pollinator as nectar or pollen.

Nectar is composed mainly of sugars (glucose, fructose and sucrose), proteins, salts and acids. This provides the sole food source for many insect visitors, particularly butterflies. Pollen is rich in protein, providing essential nutrition for larval bees and other insects. Some flowers also provide shelter, a gathering place to find mates, or floral oils for pollinators.

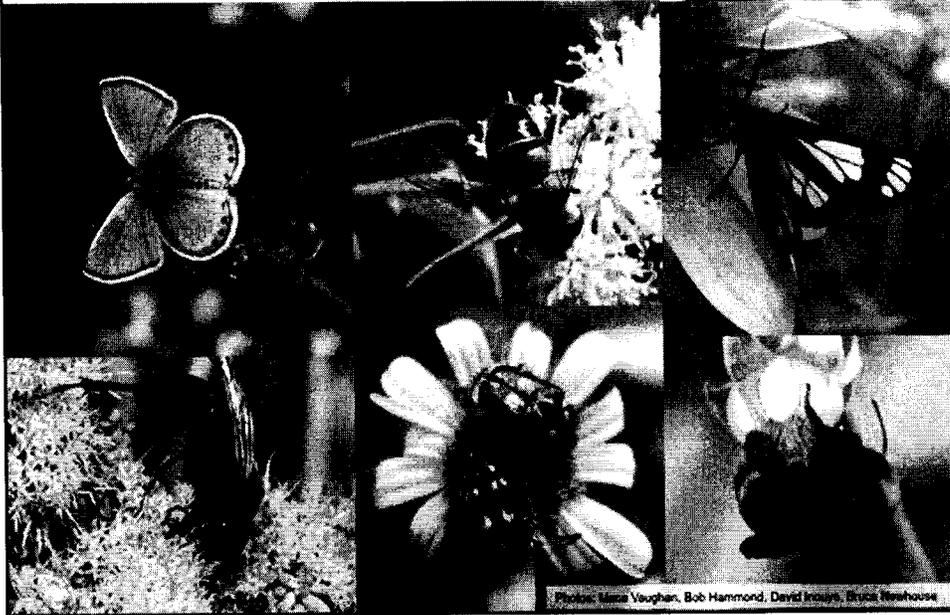
Image: bumble bee on viburnum shrub.



Many animals serve important roles as pollinators. In some habitats, bats and other small mammals, birds, reptiles and even larger mammals serve as pollinators.

Hummingbird, fritillary butterfly, chipmunk and honey bees all serve as pollinators.

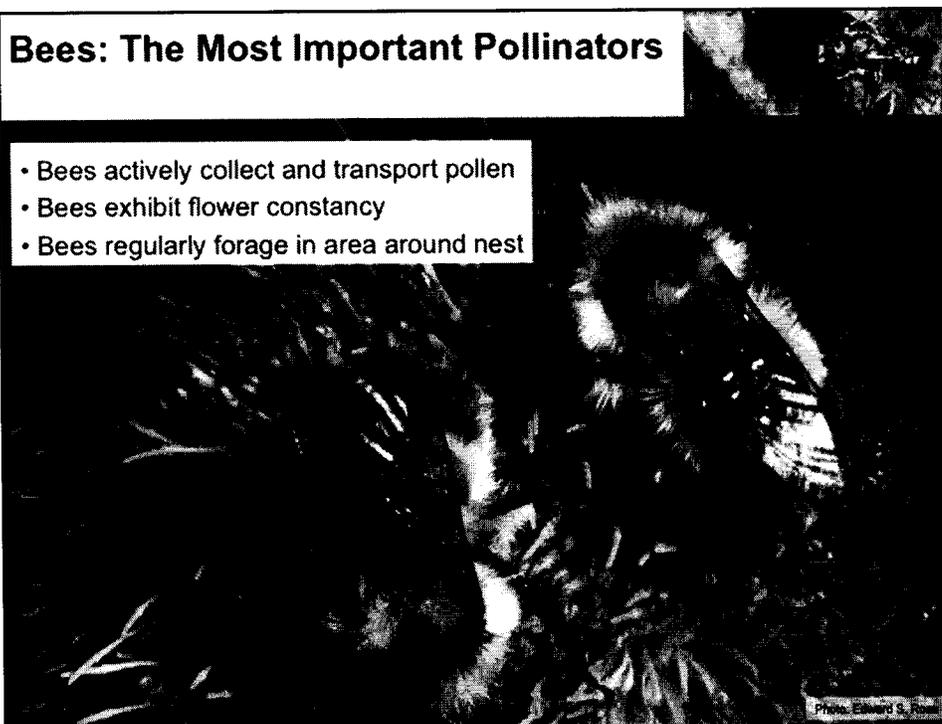
## Main Group of Pollinators: Insects



The insect world has many diverse groups of pollinators, including butterflies, flies, moths, wasps, beetles, and bees. Flowers and insects have co-evolved to facilitate pollination. Flowers have evolved colors, scents, shapes and patterns to attract insect pollinators. Many insects have evolved hairs and special pollen-collecting areas to allow for the transport of pollen, and a plant-dependent diet. Without insect pollinators, many plant species in natural habitats would become extinct.

Photos, left to right top row: Karner blue butterfly; syrphid fly; tiger moth (*Gnophaela*);

Bottom row: wasp (a solitary species is pictured), beetles, bumble bee



Bees are the most important pollinators for three reasons:

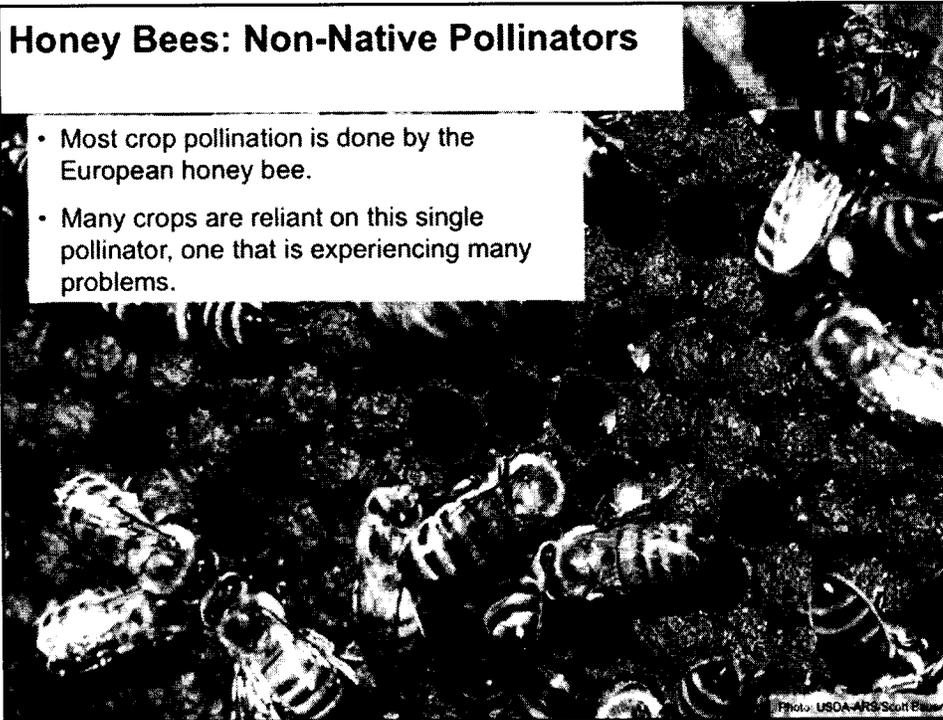
1. They actively collect and transport pollen. Many bees will collect pollen and make a pollen ball (also called bee bread) with the pollen and sometimes nectar. For each pollen ball they make the females will lay one egg on top of it – this provision will be the nourishment the larvae will eat until they pupate and become adults themselves.

2. Exhibit flower constancy. Flower constancy is when a bee forages for pollen, travelling from flower to flower of the same species. This ensures pollination of the flower. For instance, on one foraging trip a bee will fly from apple blossom to apple blossom to apple blossom. They will NOT go from apple blossom to dandelion to clover to apple blossom. The next foraging trip the same bee may go from clover to clover to clover – thus being selective for the same species of flowers on each foraging trip.

3. Regularly forage in area around the nest. This is great news for most farmers and gardeners. If nesting sites are provided to encourage native bees, or managed colonies of honey bees are kept near crops that need pollination services, bees will forage nearby and help to ensure that crop flowers are pollinated.

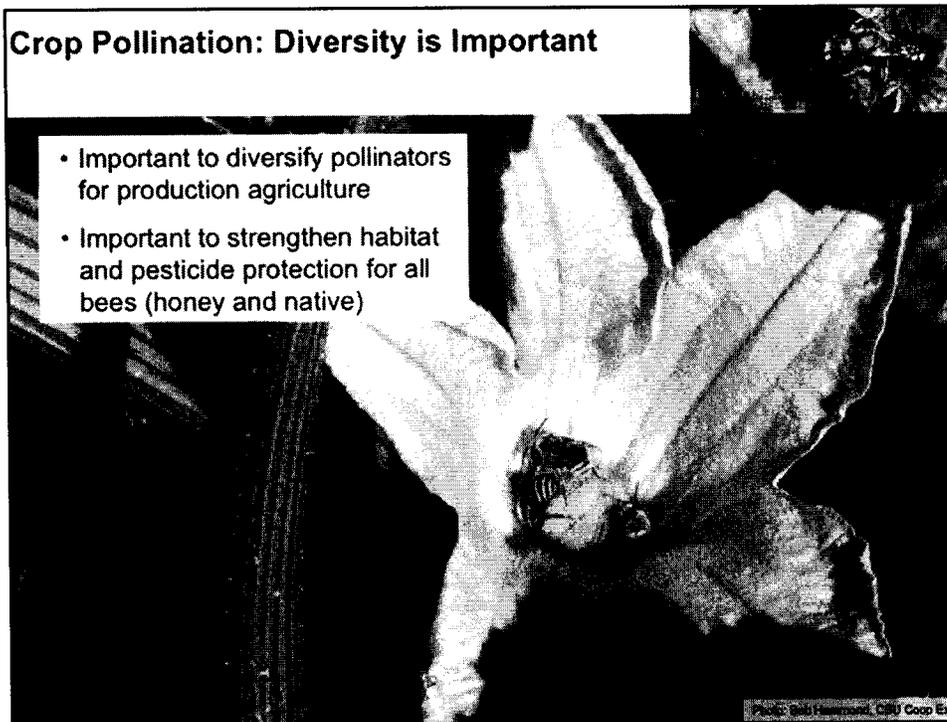
## Honey Bees: Non-Native Pollinators

- Most crop pollination is done by the European honey bee.
- Many crops are reliant on this single pollinator, one that is experiencing many problems.



Honey bees are an essential, non-native pollinator insect. They live in colonies that can contain tens of thousands of individual bees.

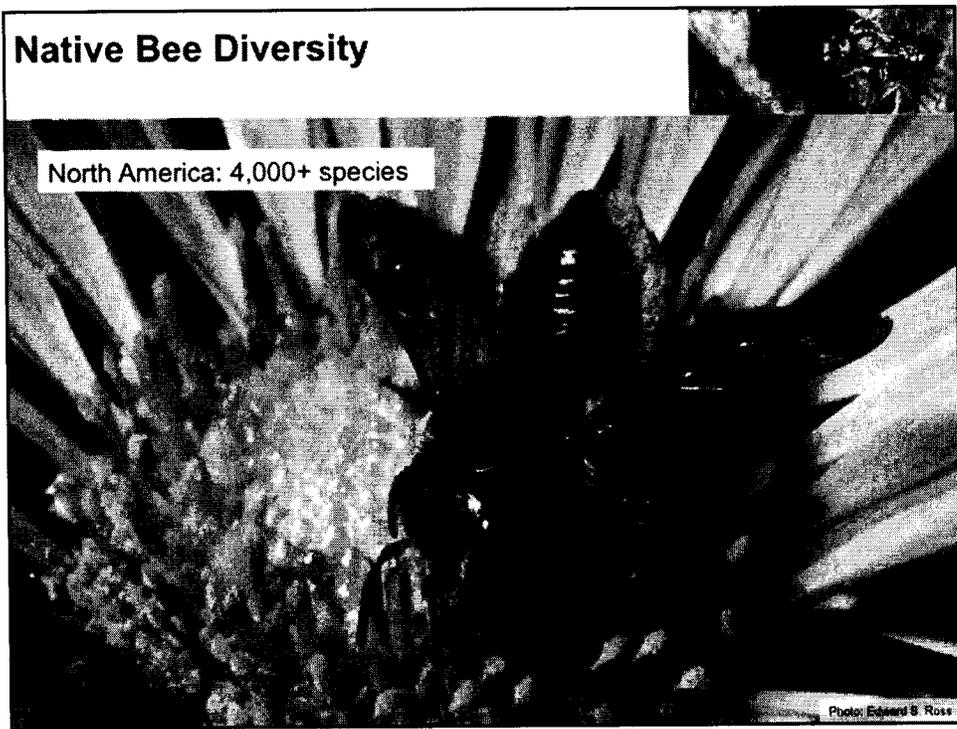
Honey bees can tell time, distinguish flower shape and color, and communicate with their sisters – abilities that have evolved as a means of increasing honey bees' efficiency as flower foragers. Managed hives of the European honey bee can take credit for most crop pollination, but there is trouble in relying on a single pollinator. Honey bees face many problems, including mites, diseases, pesticides and habitat loss.



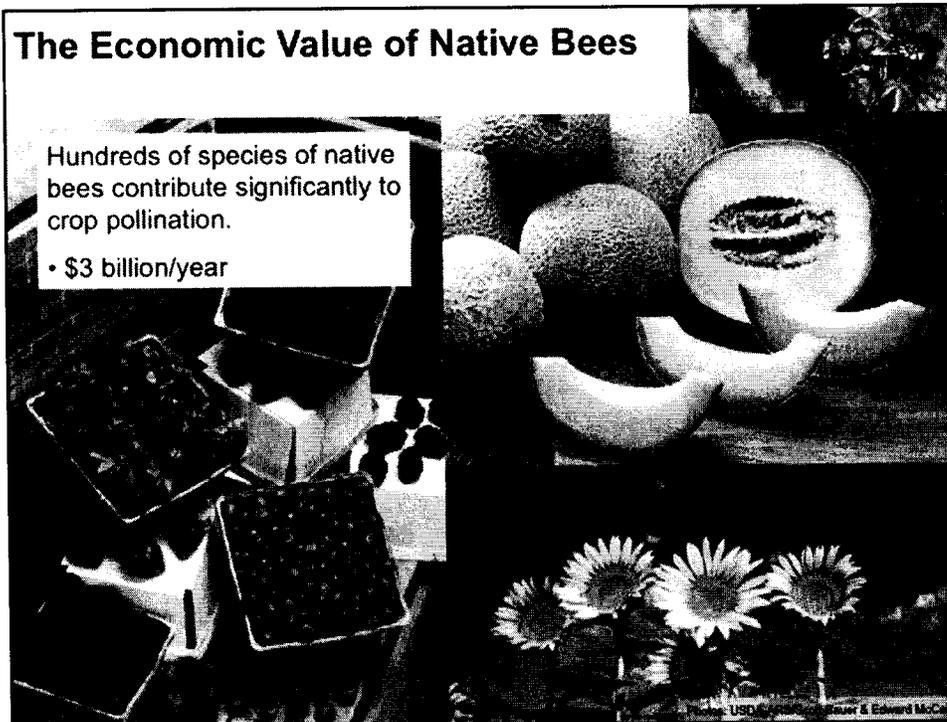
From a crop security perspective it is essential to diversify the ecological service of pollination  
([http://plants.usda.gov/pollinators/Agroforestry\\_Sustaining\\_Native\\_Bee\\_Habitat\\_for\\_Crop\\_Pollination.pdf](http://plants.usda.gov/pollinators/Agroforestry_Sustaining_Native_Bee_Habitat_for_Crop_Pollination.pdf)).

Our best available alternative to honey bees are the wild native bees.

Photo of squash blossom full of male squash bees (*Peponapis* sp).



North America is rich in native bee species – we have over 4000 species and counting.



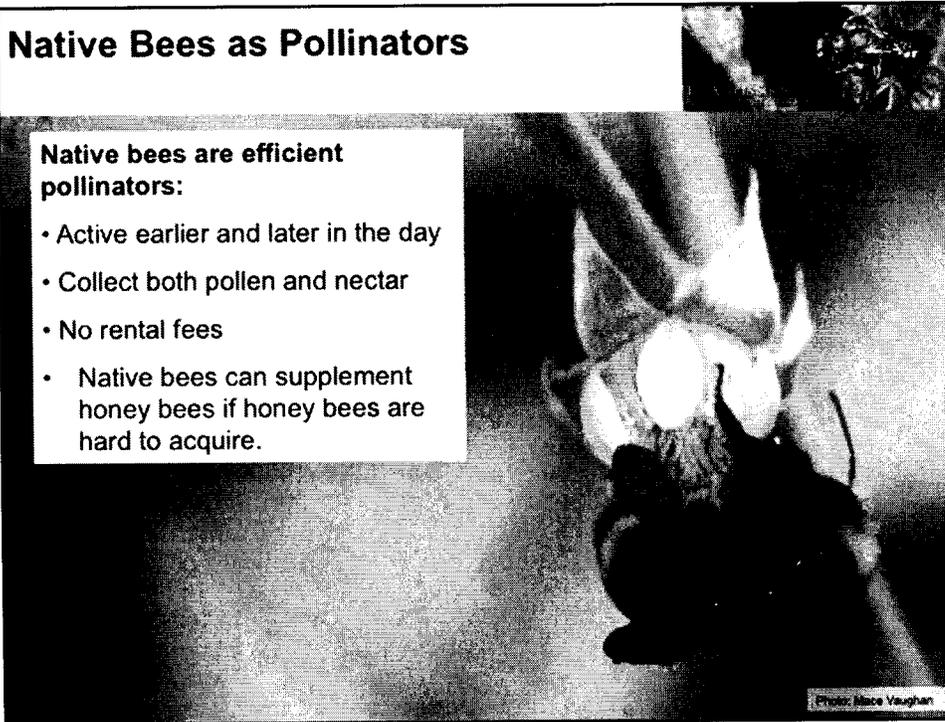
Native bees significantly contribute to the pollination of many of our crops. Native bees are estimated to provide \$3 billion in pollination services per year.

Losey, J. and M. Vaughan. 2006. The Economic Value of Ecological Services Provided by Insects. *Bioscience* 56 (4).

## Native Bees as Pollinators

### Native bees are efficient pollinators:

- Active earlier and later in the day
- Collect both pollen and nectar
- No rental fees
- Native bees can supplement honey bees if honey bees are hard to acquire.



The value of native bees:

Many native bees are robust in size (such as the bumble bee or carpenter bee) and are to warm up more quickly in the early mornings and stay out later during cool evenings. Thus these bees will spend significantly more time per day pollinating plants.

Native bees keep honey bees moving. Honey bees tend to linger on flowers but if they come in contact with a native bee, especially a bee larger than themselves they will fly to another flower.

Most of these native species are solitary bees, unlike the social honey bee.

## Blue Orchard Bee as Pollinator



Photo: Eric Mader

- 250 to 750 females per acre compared to 1 to 2.5 hives of honey bees
- Make contact with anther and stigma on almost every visit
- Active at low light levels and low temperatures
  - 33+ hours foraging in 5 days
  - 15+ hours by honey bees

Native bees can also be managed for crop pollination and in some cases they are significantly more efficient pollinators than honey bees. In the case of the blue orchard bee, this increased efficiency is a result of a foraging strategy that means they contact the reproductive parts of the flower more frequently than do honey bees. They also spend more time foraging, due to a greater tolerance for cool, wet weather, and low light conditions.

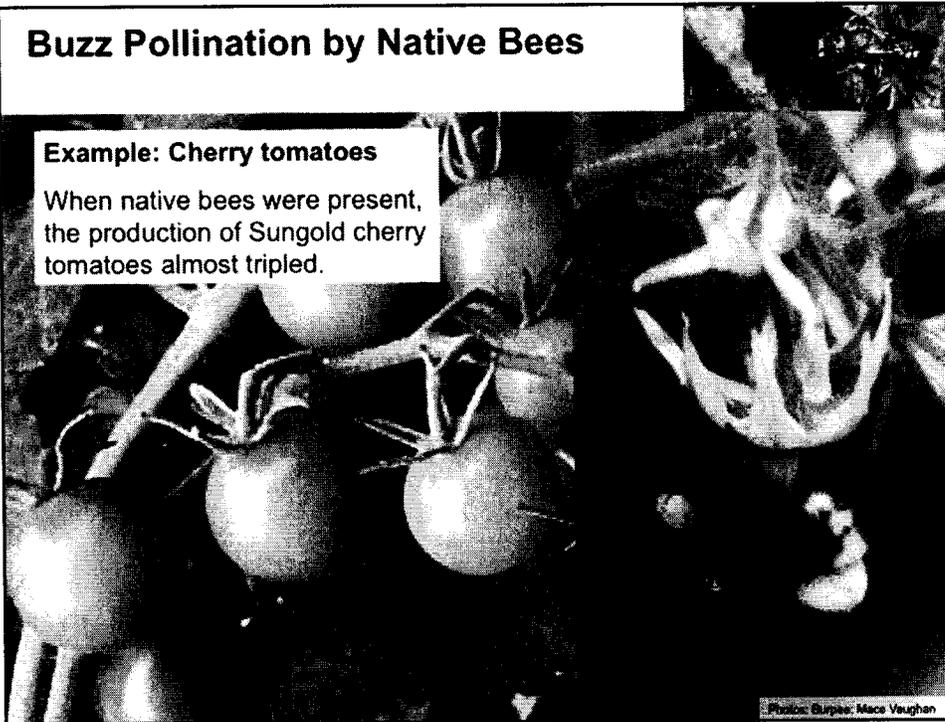
While blue orchard bees are primarily available for purchase in the Western U.S., the Eastern subspecies is less available commercially. The best way to support the eastern subspecies is by installing nesting blocks to encourage the Eastern species to nest in the landscape. Visit the Xerces website for nesting block plan information.

Bosch, J. and W. Kemp. 2001. How to Manage the Blue Orchard Bee as an Orchard Pollinator. Sustainable Agriculture Network. Beltsville, MD. 88 pp. .

## Buzz Pollination by Native Bees

### Example: Cherry tomatoes

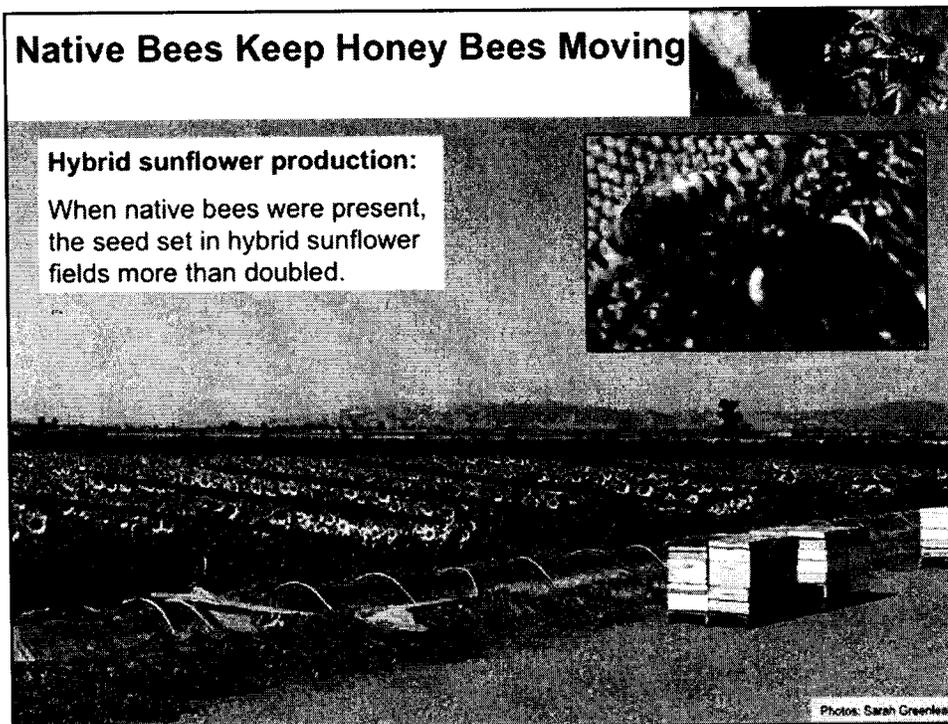
When native bees were present, the production of Sungold cherry tomatoes almost tripled.



Most people don't think of tomatoes needing pollinators, but with the help of native bees, plants produce significantly more fruit. Honey bees don't readily visit these flowers because the flowers don't provide nectar, and the pollen is buried in deep pores inside anthers that need to be shaken (buzz pollinated) to be released.

Bumble bees and several other native species will buzz (vibrate) these flowers. The bee grabs the pollen producing structure of the flower in her jaws and vibrates her wing musculature causing vibrations that dislodge pollen that would have otherwise remained trapped in the flower's anthers. Some plants, including tomatoes, peppers, and cranberries will not open to release the pollen unless a bee provides the vibration that is equivalent to the "C" note. A bumble bee can grab the tomato flower with its legs and vibrate its thoracic muscles (buzzing) to the tone of "C" thus opening up the flower and releasing the pollen.

Greenleaf, S. S., and C. Kremen. 2006. Wild bee species increase tomato production and respond differently to surrounding land use in Northern California. *Biological Conservation* 133:81-87.



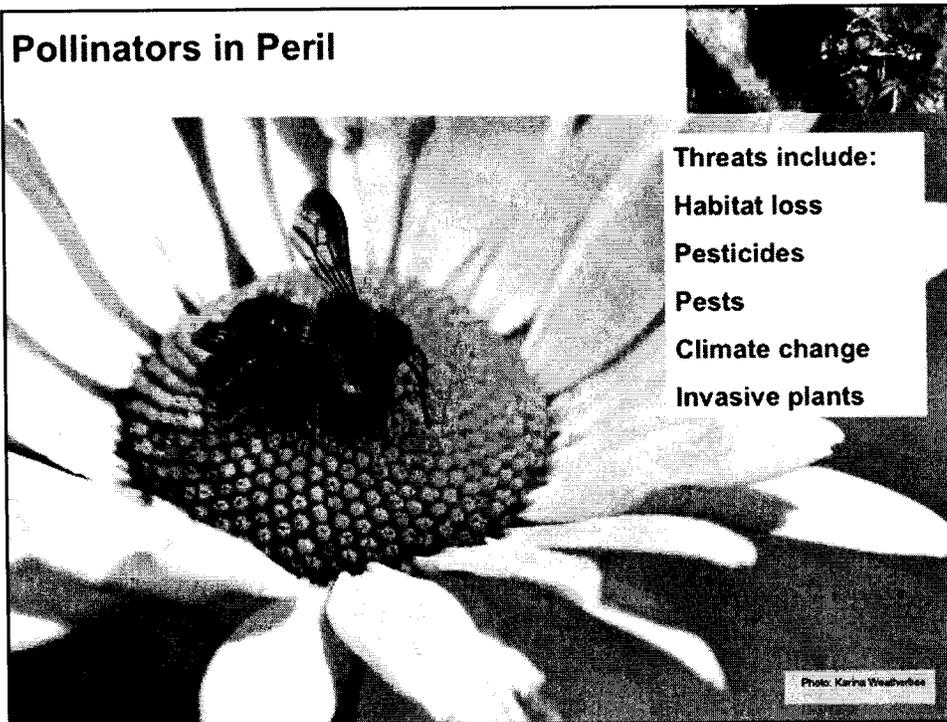
In sunflower hybrid seed production, pollen from a male row of sunflowers must be moved by bees to a female (male -sterile) row.

Individual honey bee workers specialize in foraging for either pollen or nectar. They are less efficient on hybrid crops (like sunflower) where there are separate rows of male and female plants.

Native bees working the sunflowers will bump into honey bees on these crops, causes the honey bees to change course and visit adjacent rows. This increases seed yield. If the native bees were not present, the honey bee would go from one flower to the next down the row of the same sex flower. With native bees present they will actually cross-over to the other sex row – thus being more successful in pollination of the crop.

[http://www.xerces.org/wp-content/uploads/2008/10/factsheet\\_sunflower\\_pollination.pdf](http://www.xerces.org/wp-content/uploads/2008/10/factsheet_sunflower_pollination.pdf)

Greenleaf, S. and C. Kremen. 2006. Wild bees enhance honey bees' pollination of hybrid sunflower. *Proceedings of the National Academy of Sciences*. 103(37):13890–13895.fs



Pollinators face many threats, including the loss of habitat (nesting and foraging habitat), the effects of pesticides, pests (mites and many diseases), effects of climate change, and pressures from invasive plants.



Many of our native bees are also in decline, including several bumble bee species.

Of particular importance are members of the subgenus *Bombus*. This is a closely related group of “sister species” that range across the country. Once they accounted for some of the most common bees in their range, now they are nearly impossible to find, especially in agricultural areas.

It is suspected that a bee pathogen has spread to wild populations from commercial rearing facilities.

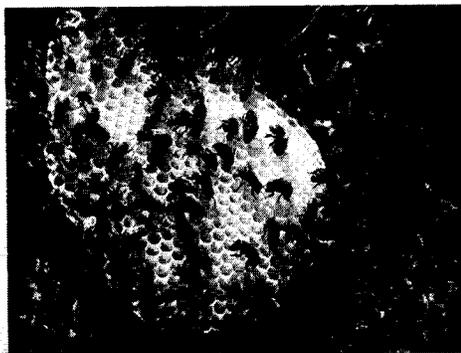
*Bombus occidentalis* is no longer available for commercial purchase since populations crashed. *B. impatiens* is now being shipped across the Rockies, beyond its natural range.

*B. pensylvanicus* is also in decline – (not one of the sister species) and several other Midwest *Bombus* species also in suspected decline.

Design your posters using some of these ideas

- Look around your community for ideas.

**Discuss and share your  
information with others!**



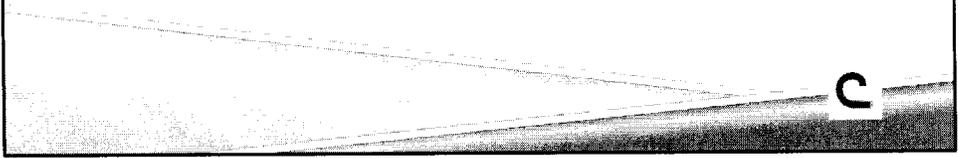
Design your posters using some of these ideas

- Look around your community for ideas.

**Discuss and share your  
information with others!**

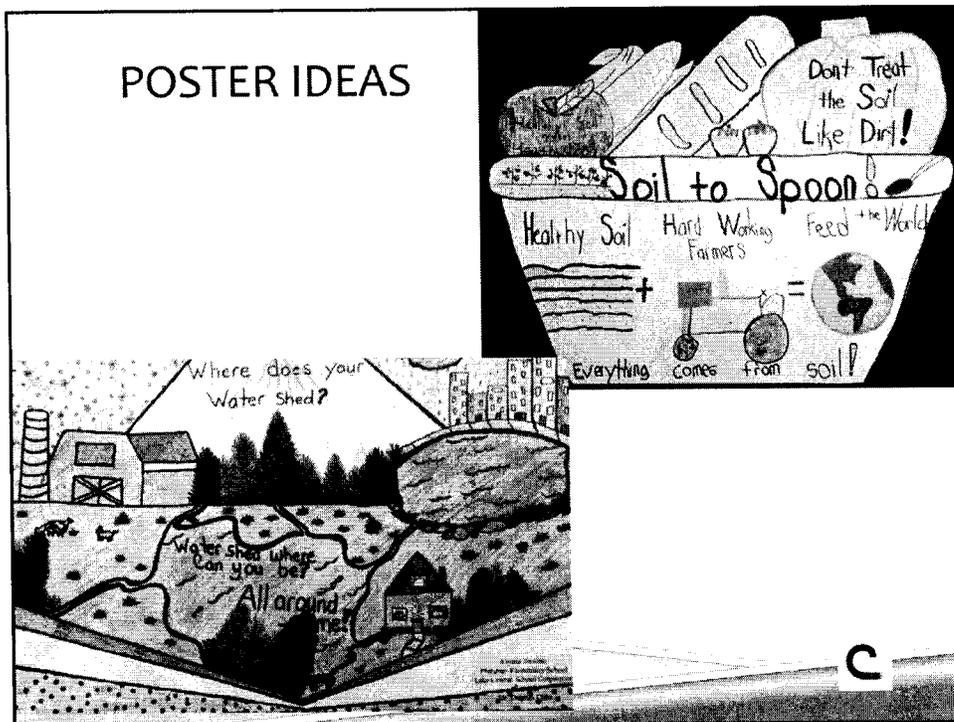
## 2015 CATEGORIES

- ◆ Grades 2-3
- ◆ Grades 4-6
- ◆ Grades 7-8



C

DIG DEEPER: Mysteries in the Soil-POSTER  
CONTEST OVERVIEW

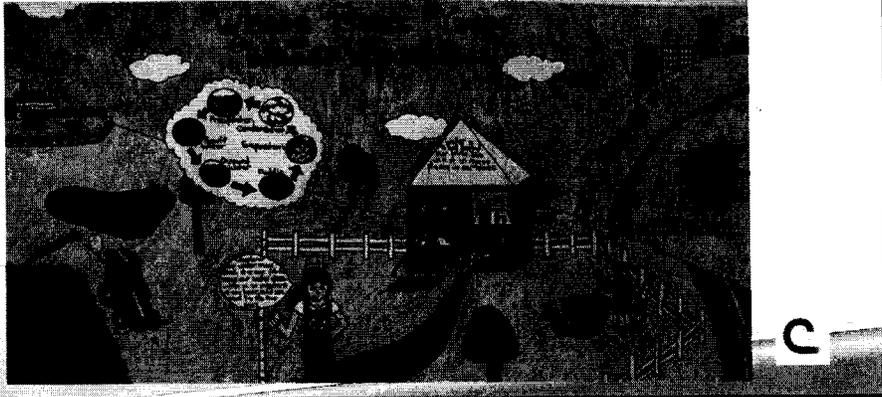


Poster Ideas

These are some past national poster contest winners  
Visit the NACD Poster contest winners page for more ideas  
<http://www.nacdnet.org/education/contests/poster>

## WHAT MAKES A GOOD POSTER?

- ▶ Attracts attention
- ▶ Is simple and clear
- ▶ Uses colors and white space to get and hold attention
- ▶ Letters are large enough to be easily read



What makes a good poster?

Attracts attention

Is simple and clear

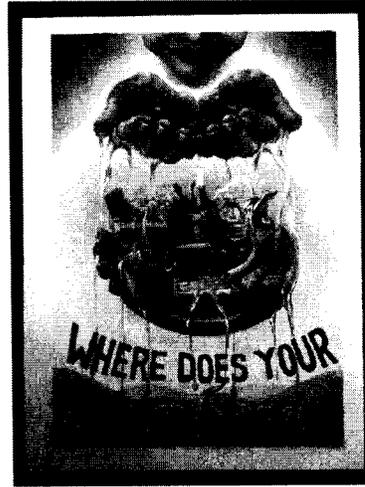
Uses colors and white space to get and hold attention

Letters are large enough to be easily read

## WHEN FORMING IDEAS FOR YOUR POSTER

- ▶ Research the topic of the theme
- ▶ Brainstorm ideas and make a list
- ▶ Use the theme as your title

**Local Heroes**  
**Your Hardworking Pollinators**

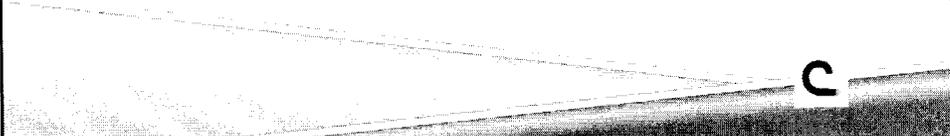


C

Research the topic of the theme  
Brainstorm ideas and make a list  
Think of the theme and use the theme as your title

## TIPS TO REMEMBER

- ♦ Don't use too many words
- ♦ Use a combination of illustrations and words
- ♦ Be as neat as you can
- ♦ Blend colors when using crayons or colored pencils
- ♦ Depending on design leave white space on the poster
- ♦ Make sure the poster is balanced
- ♦ Do NOT put your first or last name or your school name on the front of the poster.



C

## TIPS TO REMEMBER

Choose colors carefully. Note the following general guidelines:

- ▶ - Black tends to be more formal, neat, rich, strong
- ▶ - Blue is cool, melancholy
- ▶ - Purple is considered royal, rich
- ▶ - Yellow tends to be warm, light, or ripe
- ▶ - Green is fresh, young, or growing
- ▶ - White means clean, and neat
- ▶ - Red attracts the eye, is high energy
- ▶ - Orange attracts the eye



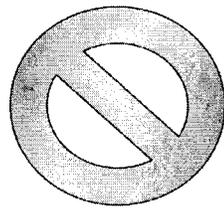
C

## TIPS TO REMEMBER

- ▶ Don't try to include too many ideas or activities on your poster.
- ▶ A single message, clearly illustrated, is more effective



C



## THINGS YOU SHOULD NOT DO

- ▶ Put your first or last name on the front of the poster!
- ▶ Cover poster with lamination or other clear covering  
(Clear covering is OK if chalk type materials)
- ▶ Use staples, tacks, or tape
- ▶ Use fluorescent posters
- ▶ Create a poster that is all words or a poster that is all pictures

C

## STEPS TO FOLLOW WHEN MAKING A POSTER

- ▶ Decide on information to include on the poster
- ▶ Research the theme topic
- ▶ Sketch out your idea
- ▶ Mark guidelines for lettering (lightly)
- ▶ Clean up the poster so it is neat. Erase any guidelines that are showing.



## STEPS TO FOLLOW WHEN MAKING A POSTER

- ▶ Turn poster in on time for judging.
- ▶ Attach poster entry form on the back and be sure it is signed by a parent or guardian.
- ▶ Entry must be contestant's original, hand done creation and may not be traced from photographs or other artists' published works.



## STEPS TO FOLLOW WHEN MAKING A POSTER

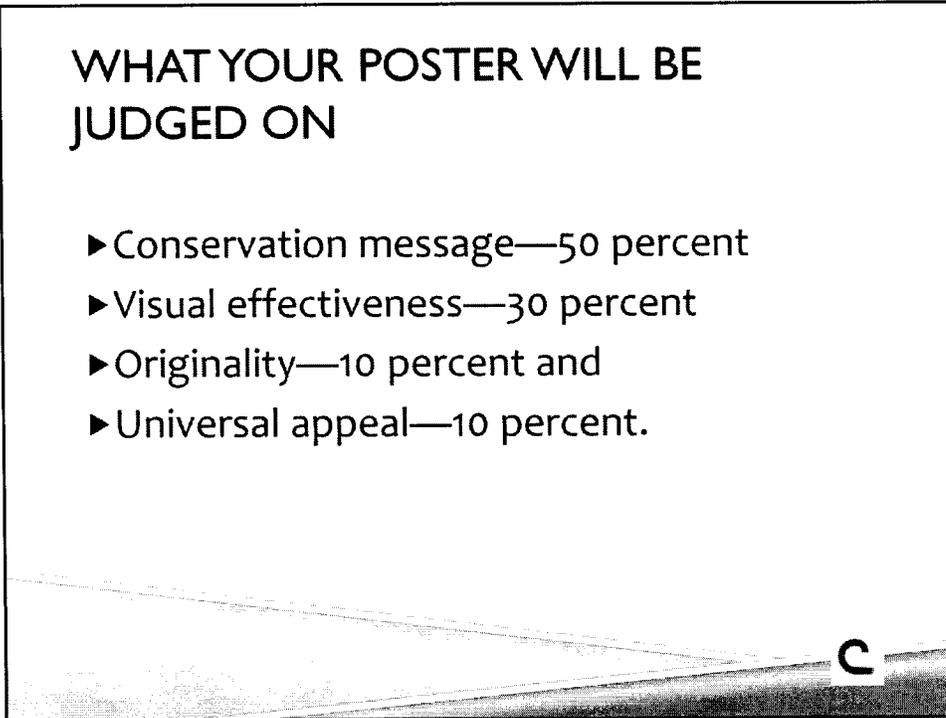


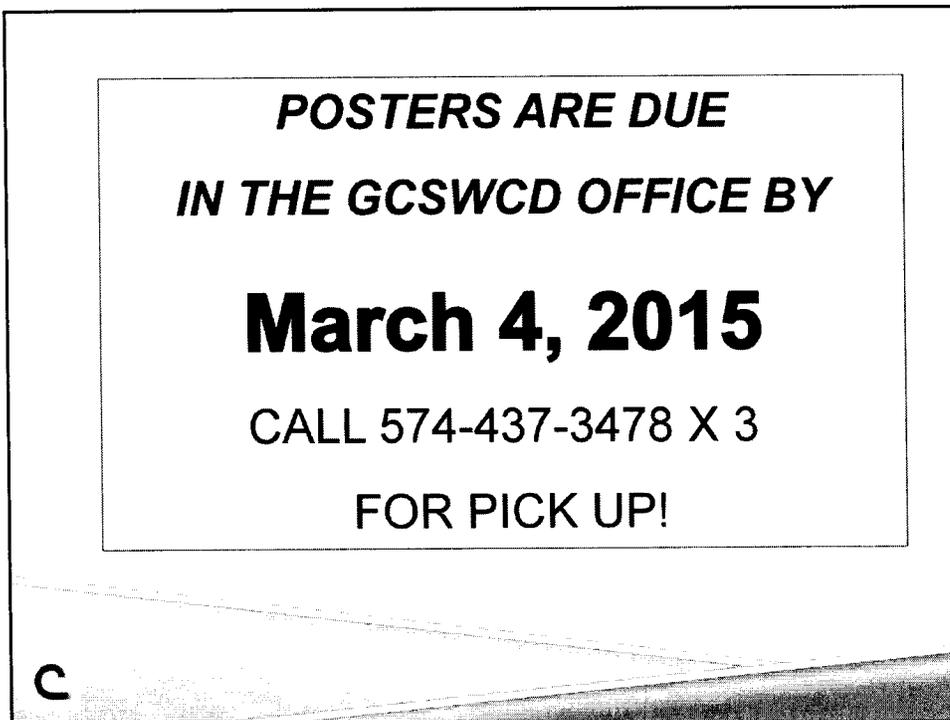
- ▶ Any media may be used to create a flat (paint, crayon, colored pencil, charcoal, paper or other materials).
- ▶ Poster Board is provided by the district.

C

## WHAT YOUR POSTER WILL BE JUDGED ON

- ▶ Conservation message—50 percent
- ▶ Visual effectiveness—30 percent
- ▶ Originality—10 percent and
- ▶ Universal appeal—10 percent.





GASCONADE     COUNTY  
 2015 BUDGET  
 DEPARTMENTAL REVENUES AND EXPENDITURES

To the Budget Officer of     Gasconade     County, Missouri, as required by the County Budget Law, Section 50.540, RSMo.

I, (We)     Gasconade County Soil and Water Conservation District      
 hereby submit the following estimates of anticipated revenue collections and requirements for expenditures for the 2015 budget year beginning January 1, 2015, and ending December 31, 2015, as compared with corresponding figures for the last two completed fiscal years.

I hereby certify that the following is a true and correct estimate of the various revenues to be received and expenditures necessary for the proper conduct of my office (or the above-stated agency for the year beginning January 1, 2013 and ending December 31, 2013, and that said expenditures are authorized by law.

\_\_\_\_\_  
 (Name) \_\_\_\_\_  
 Treasurer, Board of Supervisors  
 (Title of Officer of Agency)

Dated this     4TH     day of     November    , 2014

A. DEPARTMENTAL REVENUES

Source of estimated current income, fees, etc.:	Actual 2013	Actual 2014	Office Estimate 2015	County Commission Estimate 2015
Gasconade County Commission	\$ 2,250.00	\$ 2,250.00	\$ 2,325.00	
State of MO (DNR)				
Personnel	\$ 56,866.00	\$ 58,707.00	\$ 64,576.51	
Administrative	\$ 5,500.00	\$ 5,500.00	\$ 5,500.00	
Info/Ed Grant	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	
Drill Rent	\$ 14,574.26	\$ 12,081.80	\$ 11,500.00	
Other Equipment	\$ 115.00	\$ 120.00	\$ 210.00	
Interest (checking/CD)	\$ 145.05	\$ 94.43	\$ 69.35	
Donations/Advertizing	\$ 768.20	\$ 371.50	\$ 1,775.00	
CD Transfer	\$ -			
Refunds	\$ 42.09	\$ 44.83		
<b>Total Revenues</b>	<b>\$ 81,260.60</b>	<b>\$ 80,169.56</b>	<b>\$ 86,955.86</b>	

GASCONADE COUNTY  
 2015BUDGET  
 DEPARTMENTAL REVENUES AND EXPENDITURES

B. DEPARTMENTAL EXPENDITURES

	Actual 2013	Actual 2014	Office Estimate 2015	County Commission Estimate 2015
Salary Expenditures				
Position:				
District Manager	\$ 29,084.00	\$ 29,720.00	\$ 30,347.20	
Benefits	\$ 3,706.92	\$ 3,561.72	\$ 3,470.68	
District Technician	\$ 22,850.00	\$ 27,700.00	\$ 29,432.00	
Benefits	\$ 3,963.38	\$ 3,644.12	\$ 3,637.37	
<b>Total Salary Expenditures</b>	<b>\$ 59,604.30</b>	<b>\$ 64,625.84</b>	<b>\$ 66,887.25</b>	
Office Expenditures				
Items:				
Supplies	\$ 371.33	\$ 668.14	\$ 400.00	
Office Maintenance	\$ -	\$ -	\$ -	
Postage	\$ 205.20	\$ 268.64	\$ 300.00	
Board Meetings	\$ 49.41	\$ 70.48	\$ 100.00	
Gasc Co Website			\$ 75.00	
<b>Total Office Expenditures</b>	<b>\$ 625.94</b>	<b>\$ 1,007.26</b>	<b>\$ 875.00</b>	
Equipment Expenditures				
Items:				
Flags/Plat Books	\$ 60.00	\$ 30.00	\$ 1,260.00	
Drill Maintenance/Repair	\$ 16,810.72	\$ 3,954.17	\$ 7,000.00	
Equipment Maintenance	\$ 28.36	\$ 491.31	\$ 100.00	
<b>Total Equipment Expenditures</b>	<b>\$ 16,899.08</b>	<b>\$ 4,475.48</b>	<b>\$ 8,360.00</b>	

GASCONADE COUNTY  
 2015 BUDGET  
 DEPARTMENTAL REVENUES AND EXPENDITURES

B. DEPARTMENTAL EXPENDITURES

	Actual 2013	Actual 2014	Office Estimate 2015	County Commission Estimate 2015
Mileage and Training Expenditures				
Items:				
Supervisors	\$ 1,354.70	\$ 1,294.15	\$ 1,500.00	
Total Mileage and Training Expenditures	<u>\$ 1,354.70</u>	<u>\$ 1,294.15</u>	<u>\$ 1,500.00</u>	

Other Expenditures

Items:				
Information/Education	\$ 4,463.69	\$ 4,614.42	\$ 6,300.00	
Election Expense	\$ 459.87	\$ -	\$ 600.00	
MASWCD Dues	\$ 450.00	\$ 450.00	\$ 450.00	
MOPERM/Insurance	\$ 1,076.60	\$ 1,012.45	\$ 1,012.45	
Advertizing/Promotion	\$ 39.20	\$ 121.00	\$ 50.00	
Total Other Expenditures	<u>\$ 6,489.36</u>	<u>\$ 6,197.87</u>	<u>\$ 8,412.45</u>	
Total Expenditures	<u>\$ 84,973.38</u>	<u>\$ 77,600.60</u>	<u>\$ 86,034.70</u>	

# MID-MISSOURI GRAZING CONFERENCE



## Thursday, January 29, 2015

Capital Plaza Hotel - 415 W. McCarty - Jefferson City, MO

### KEYNOTE SPEAKERS

#### Chris Chinn - Agriculture Advocacy: Telling Agriculture's Story

Chris manages the production and financial records for the family's 1,600 sow farrow-to-finish hog operation, and the family feed mill. She and her husband have a small cow-calf herd, and raise corn, soybeans, and alfalfa. She is active in a variety of agriculture related organizations including Farm Bureau and the Missouri Pork Association.

#### Doug Peterson - Rainfall Simulator Demonstration

Doug has served a variety of roles with the Natural Resource Conservation Service throughout Missouri, and is currently the NRCS State Soil Health Conservationist.

### Come see the Trade Show beginning at 8:00 a.m.

8:00 a.m.—Registration and vendor time

9:00 a.m.—Morning break-out sessions begin

12:30 p.m.—Lunch and Keynote Speakers

3:30 p.m.—Adjourn

Breaks and vendor time scheduled throughout the day

- Soil Health
- Producing What Feedlots Want
- Sheep and Goat Parasite Management
- Beef Quality Assurance
- Soil Health Testing and Interpretation
- Beef Heifer Development
- Grazing Native Forages
- Animal Rights Organizations
- Neonatal Care
- Tall Fescue Renovation with Novel Endophyte Varieties
- Missouri Fence Law

**Advanced registration due by Jan. 23, 2015:** \$50.00 individual, \$85 couple or \$25 student

Late/Door Registration: \$85 individual, \$120 couple or \$35 student **Includes:** Meal, Refreshments & Proceedings

Name \_\_\_\_\_

Address \_\_\_\_\_

City/Zip \_\_\_\_\_

Telephone \_\_\_\_\_ e-mail \_\_\_\_\_

Send to: Cole County SWCD, 1911 Boggs Creek Rd, Jefferson City, MO 65101;

Make Checks Payable To: Cole County SWCD

For more information: Ed Gillmore (ed.gillmore@mo.usda.gov) or Peggy Lemons at 573-893-5188 ext. 3



Program  
Sponsors



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NRCS is an equal opportunity provider & employer.

Soil and Water Conservation Districts in Central Missouri

## Mayfield, Diana

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**From:** Barch, Melinda - NRCS, Linn, MO <Melinda.Barch@mo.usda.gov>  
**Sent:** Monday, November 03, 2014 7:06 AM  
**To:** Dennis; Matt Estes; Mike; Nowack, Debra - FSA, Owensville, MO;  
herringm@missouri.edu  
**Cc:** Brinkman, Karen - NRCS, Palmyra, MO; Mayfield, Diana; Schmitz, Braden - NRCS,  
Owensville, MO  
**Subject:** November 4th Board Meeting

Good Morning,

As I indicated at the last two board meetings I will not be available for the November 4th board meeting. I will be attending the Missouri Forage and Grassland Council Conference and the Board meeting after the conference. So there will not be an NRCS staff member at the meeting. At this time Braden's extra hours need to be spent on CSP renewal's to meet our December 15th deadline.

I have provided the NRCS report to Diana along with a letter on the Local Resource Concerns for the EQIP program. If possible please review and if you have any new concerns or the priorities are different let me know.

One other item that is on the agenda is DNR Memo 2015-006, Tech II duties. I am okay with Kory signing cost share contracts on the listed practices. We are working on getting him job approval authority on pipeline designs. So, until he gets that myself or someone with job approval authority will still need to review and sign those designs. Overall I feel he has a good understanding of the practice standards and program requirements.

Questions let me know.

Thanks,

*Melinda L. Barch*  
*District Conservationist*  
*NRCS Osage/Maries/Gasconade Counties*  
*1315 E. Main*  
*Linn, MO. 65051*  
*573-897-3797 ext 3*  
*Melinda.barch@mo.usda.gov*  
*Fax: 855-842-7890*

*An Equal Opportunity Provider and Employer*

## Mayfield, Diana

---

**From:** Struempf, Ken  
**Sent:** Wednesday, October 22, 2014 1:25 PM  
**Subject:** 45th Missouri Governor's Conference on Agriculture  
**Attachments:** Professional Training Opportunity (2).pdf

Friends and Colleagues,

I would like to personally invite you to the 45th Missouri Governor's Conference on Agriculture on December 18 – 20, 2014. Please find attached an invitation for this year's conference. This conference offers great workshops and many networking opportunities to meet agricultural leaders across the state.

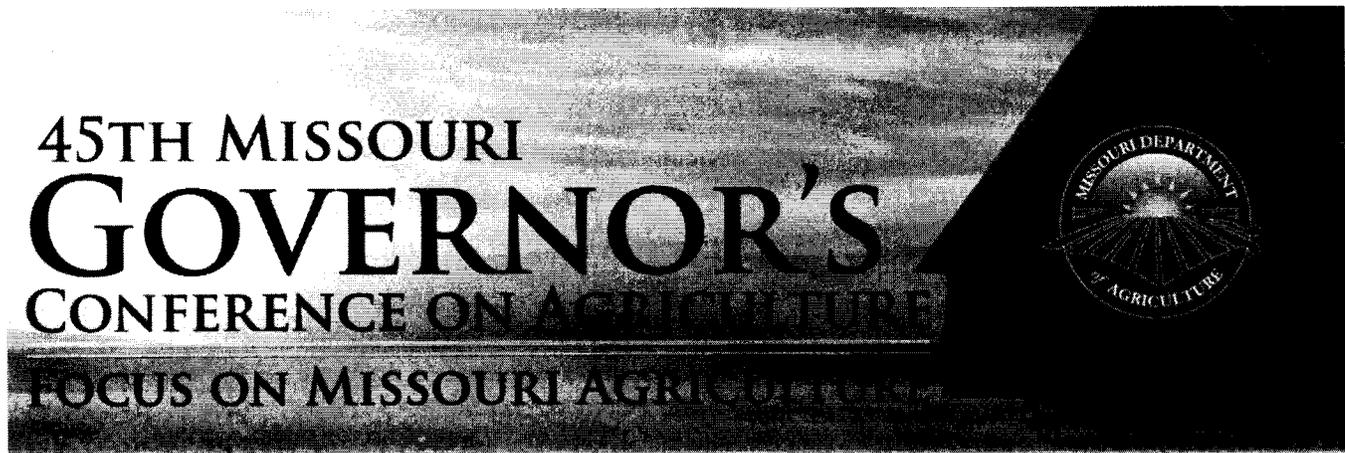
As I have the opportunity to meet with many agriculture leaders across the state and share some of my previous work experiences, it is very apparent that the Soil and Water Districts' work is well respected across the state.

It is an exciting time to be involved in Missouri agriculture!

Thanks for your consideration.

Best regards.

Ken Struempf  
Division Director  
Ag Business Development  
Missouri Department of Agriculture  
Office Phone: 573-522-1796  
Cell Phone: 573-291-5240



## Professional Development Opportunity

The Missouri Governor's Conference on Agriculture is returning to its roots. The 45th conference will once again be held at Tan-Tar-A Resort in Osage Beach on December 18-20, 2014. We hope you will plan to join us and consider providing someone an opportunity to attend Missouri's leading agricultural forum, hosted by Governor Jay Nixon and the Missouri Department of Agriculture.

By providing this professional development opportunity, your district can help keep your board members, staff, and cooperators up to date on the latest trends and provide valuable networking opportunities with industry leaders.

The conference will kick off on Thursday evening, December 18, with the famous Taste of AgriMissouri reception. "Focus on Missouri Agriculture" is the theme this year. Sessions are scheduled to include industry updates and forecasts, opportunities in production practices and technology that can be utilized by Missouri farmers. Additionally, there will be a special session to provide participants with in-depth information on Unmanned Aerial Vehicles, or drones.

Other highlights of the conference include a keynote address entitled "You Can't Dream Too Big" by Orion Samuelson during lunch on Friday, December 19, and a youth session. Orion will follow up his address by hosting a panel discussion with other farm broadcasters. The conference will wrap up on Saturday, December 20, with an awards banquet hosted by Governor Nixon and a special concert performance by the popular country music band Sawyer Brown. More details on the conference can be found at [agriculture.mo.gov/governor\\_conference/](http://agriculture.mo.gov/governor_conference/).

Please consider providing a board member, employee, or cooperator the opportunity to attend this extraordinary conference. This professional development opportunity includes full registration for the entire conference and a hotel room for three nights (December 18-20).

Professional development opportunities are available for \$500 a couple or \$350 for an individual. For more information please contact Ken Struempf at 573-522-1796 or at [Ken.Struempf@mda.mo.gov](mailto:Ken.Struempf@mda.mo.gov). Thanks for your consideration!

George Washington Carver State Office Building  
1616 Missouri Blvd | PO Box 630 | Jefferson City, MO 65102-0630 | [AGRICULTURE.MO.GOV](http://AGRICULTURE.MO.GOV)



October 28, 2014

Dear Board Member,

Each year the Natural Resources Conservation Service, NRCS, is required to review the local resource concerns in each county. In the past I have held meetings, sent our letters, and/or called landowners in the county to see what they feel are the local resource concerns. These resource concerns are then set to questions to be used as part of the application ranking for the Environmental Quality Incentive Program, EQIP, for the county.

It seems that the resource concerns are similar from year to year. What I am looking for from you is what additional resource concerns you feel the county faces in addition to the concerns listed below for Cropland, Pastureland, and Forestland. The below listed concerns are from last year.

**CROPLAND**

1. Soil Health/Cover Crops
2. Soil Erosion
3. Nutrient Management
4. Pest Management
5. Water Quality

**PASTURELAND**

1. Grazing School/Conference
2. Lack of Grazing Management
3. Nutrient Management
4. Soil Erosion
5. Lack of Watering Facilities
6. Livestock Exclusion from Water Sources

**FORESTLAND**

1. Lack of Forest Management Plan
2. Access Control

If you have any additional resource concerns please provide those to me by November 7, 2014. You may contact me at 573-437-3478 Ext 3 or email at [Melinda.barch@mo.usda.gov](mailto:Melinda.barch@mo.usda.gov) with your additional concerns or questions. Thanks for taking time to review these concerns.

Melinda L. Barch  
District Conservationist



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

## DEPARTMENT OF NATURAL RESOURCES

www.dnr.mo.gov

### MEMORANDUM 2015-006

DATE: October 21, 2014

TO: All Soil and Water Conservation Districts

From: Colleen Meredith, Director  
IB  
Soil and Water Conservation Program

Subject: Technician II Duties

The Soil and Water Districts Commission discussed the results of the technician survey at their October 1, 2014 meeting. The Commission appreciates the soil and water conservation districts (SWCD) taking time to complete the survey. The results of the survey revealed that over one quarter of SWCDs are not using their current staff certified as a Technician II, to sign off on state cost-share documents for the 14 practices listed below. The Commission concurred with the expectation that Technician II staff have the responsibility to sign off on the required practices included in the Technician II Certification. Technician II staff that are not currently signing off on practices within their certification, should begin to do so by January 1, 2015.

The practices include:

DSL-1	Permanent Vegetative Cover Establishment
DSL-2	Permanent Vegetative Cover Improvement
DSP-2	Permanent Vegetative Cover Enhancement
DFR-4	Forest Plantation
N472	Woodland Protection through Livestock Exclusion
N386	Field Border
N393	Filter Strip
N391	Riparian Forest Buffer
N380	Windbreak/Shelterbelt Establishment
N725	Sinkhole Treatment
N574	Spring Development
N351	Well Decommissioning
WQ10	Stream Protection
N340	Cover Crop

A reason multiple SWCDs listed in the survey for not allowing their Technician II to sign off on state cost-share was concern about liability. All SWCDs must have liability coverage. The majority of SWCDs use Missouri Public Risk Management (MoPERM) for this coverage.

All SWCDs  
October 21, 2014  
Page Two

~~Whether your SWCD uses MoPERM or another insurance company, please review your policy~~ to ensure your district has appropriate coverage. Liability associated with Technician II certified practices was discussed in Memorandum 2009-019, which can be found on the SWCD intranet page, <http://swcd.mo.gov/internal/memos-fy09.htm>. Please refer to this memorandum for additional guidance.

Another reason listed on the survey was either the Natural Resources Conservation Service (NRCS) or the SWCD board preferred NRCS sign all cost-share documents. Technician II staff have passed the appropriate certification and need to sign cost-share forms associated with the practices listed above for best efficiency of the cost-share program. As you are aware NRCS staff are going through personnel changes and reductions and can assist signing documents associated with the practices listed above, but only if a Technician II is not available. If the board believes that additional training is needed for your Technician II(s) before signing cost-share documents, please discuss this with your local NRCS personnel and respective NRCS Area Conservationist.

For the SWCDs that have not utilized their Technician II for signing cost-share forms in the past, your district coordinator will be available to discuss concerns at a future board meeting. If you have any questions, please contact your district coordinator. Thank you.

CM;jbt

## *Coverage Options for Variable-Hour Employees*

As required by the Patient Protection Affordable Care Act (ACA), employers must offer minimum essential coverage to at least 70% of full time employees in 2015 or pay a penalty (95% for 2016 and thereafter). A full-time employee is defined as one working 30 hours or more per week.

Employee Types are:

Full-Time Employee (FTE)	Variable-Hour Employee (VHE)	Seasonal Employee	Part-Time Employee (PTE)
Employee expected to work at date of hire, or actually working over the Standard Measurement Period (SMP), at least 30 hours per week or 130 hours per month. Must offer coverage within 90 days.	Employee for whom, at hire date, employer cannot reasonable determine if employment will average 30+ hours per week. Employer can measure time before offering coverage (3 to 12 months at the employer's discretion)	Employee hired into a job with a customary annual employment period of 6 months or less (with consistent start/end dates). Employer can measure time before offering coverage.	Employee expected to work less than 30 hours per week. Employer not required to offer coverage, but if offered must comply with 90-day waiting period limitation.

If an employer conditions insurance eligibility on an employee regularly working a specified number of hours per period (or working full time), and it cannot be determined that a newly-hired employee is reasonably expected to regularly work that number of hours per period (or work full time), the employer may take a reasonable period of time to determine whether the employee meets the eligibility condition, which may include a measurement period that is consistent with the timeframe permitted for such determinations. The Office of Administration is using 12 months as its Standard Measurement Period (SMP).

In light of that, MCHCP has defined a new type of active employee – an eligible variable-hour employee.

**An employee of a state department or agency whose employees are otherwise eligible for coverage but is in a position not covered by a retirement system and the employer has notified the Plan administrator that the employee has become benefit eligible due to having worked on average for thirty (30) or more hours per week during the time period measured.**

At the conclusion of the SMP, and the employer has determined that the employee has become benefit eligible, the employer must immediately notify MCHCP of eligibility for coverage. MCHCP must offer the employee coverage during the Stability Period (in this case 12 months to match the SMP).

Please contact MCHCP immediately if you are going to be differentiating between FTEs and VHEs in the eligibility file sent to MCHCP.



# New Health Insurance Marketplace Coverage Options and Your Health Coverage

Form Approved  
OMB No. 1210-0149  
(expires 1-31-2017)

## PART A: General Information

When key parts of the health care law take effect in 2014, there will be a new way to buy health insurance: the Health Insurance Marketplace. To assist you as you evaluate options for you and your family, this notice provides some basic information about the new Marketplace and employment-based health coverage offered by your employer.

### What is the Health Insurance Marketplace?

The Marketplace is designed to help you find health insurance that meets your needs and fits your budget. The Marketplace offers "one-stop shopping" to find and compare private health insurance options. You may also be eligible for a new kind of tax credit that lowers your monthly premium right away. Open enrollment for health insurance coverage through the Marketplace begins in October 2013 for coverage starting as early as January 1, 2014.

### Can I Save Money on my Health Insurance Premiums in the Marketplace?

You may qualify to save money and lower your monthly premium, but only if your employer does not offer coverage, or offers coverage that doesn't meet certain standards. The savings on your premium that you're eligible for depends on your household income.

### Does Employer Health Coverage Affect Eligibility for Premium Savings through the Marketplace?

Yes. If you have an offer of health coverage from your employer that meets certain standards, you will not be eligible for a tax credit through the Marketplace and may wish to enroll in your employer's health plan. However, you may be eligible for a tax credit that lowers your monthly premium, or a reduction in certain cost-sharing if your employer does not offer coverage to you at all or does not offer coverage that meets certain standards. If the cost of a plan from your employer that would cover you (and not any other members of your family) is more than 9.5% of your household income for the year, or if the coverage your employer provides does not meet the "minimum value" standard set by the Affordable Care Act, you may be eligible for a tax credit.<sup>1</sup>

**Note:** If you purchase a health plan through the Marketplace instead of accepting health coverage offered by your employer, then you may lose the employer contribution (if any) to the employer-offered coverage. Also, this employer contribution—as well as your employee contribution to employer-offered coverage—is often excluded from income for Federal and State income tax purposes. Your payments for coverage through the Marketplace are made on an after-tax basis.

### How Can I Get More Information?

For more information about your coverage offered by your employer, please check your summary plan description or contact Missouri Consolidated Health Care Plan at 800-487-0771.

The Marketplace can help you evaluate your coverage options, including your eligibility for coverage through the Marketplace and its cost. Please visit [HealthCare.gov](http://HealthCare.gov) for more information, including an online application for health insurance coverage and contact information for a Health Insurance Marketplace in your area.

<sup>1</sup> An employer-sponsored health plan meets the "minimum value standard" if the plan's share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs.

## PART B: Information About Health Coverage Offered by Your Employer

This section contains information about any health coverage offered by your employer. If you decide to complete an application for coverage in the Marketplace, you will be asked to provide this information. This information is numbered to correspond to the Marketplace application.

3. Employer name		4. Employer Identification Number (EIN)	
5. Employer address		6. Employer phone number	
7. City	8. State	9. ZIP code	
10. Who can we contact about employee health coverage at this job? Missouri Consolidated Health Care Plan			
11. Phone number (if different from above) 800-487-0771		12. Email address N/A	

Here is some basic information about health coverage offered by this employer:

•As your employer, we offer a health plan to:

All employees. Eligible employees are:

Some employees. Eligible employees are:

Employees whose positions are covered by the Missouri State Employees' Retirement System (MOSERS) or another retirement system whose members are grandfathered for coverage under the plan by law or are eligible variable-hour employees of a MOSERS participating department or agency.

•With respect to dependents:

We do offer coverage. Eligible dependents are:

Those dependents meeting criteria found in regulation at 22 CSR 10-2.020 General Membership Provisions. In general, your spouse and children may be covered.

We do not offer coverage.

If checked, this coverage meets the minimum value standard, and the cost of this coverage to you is intended to be affordable, based on employee wages.

\*\* Even if your employer intends your coverage to be affordable, you may still be eligible for a premium discount through the Marketplace. The Marketplace will use your household income, along with other factors, to determine whether you may be eligible for a premium discount. If, for example, your wages vary from week to week (perhaps you are an hourly employee or you work on a commission basis), if you are newly employed mid-year, or if you have other income losses, you may still qualify for a premium discount.

If you decide to shop for coverage in the Marketplace, HealthCare.gov will guide you through the process. Here's the employer information you'll enter when you visit HealthCare.gov to find out if you can get a tax credit to lower your monthly premiums.

The information below corresponds to the Marketplace Employer Coverage Tool. Completing this section is optional for employers, but will help ensure employees understand their coverage choices.

**13. Is the employee currently eligible for coverage offered by this employer, or will the employee be eligible in the next 3 months?**

**Yes** (Continue)

13a. If the employee is not eligible today, including as a result of a waiting or probationary period, when is the employee eligible for coverage? \_\_\_\_\_ (mm/dd/yyyy) (Continue)

**No** (STOP and return this form to employee)

**14. Does the employer offer a health plan that meets the minimum value standard\*?**

Yes (Go to question 15)  No (STOP and return form to employee)

**15. For the lowest-cost plan that meets the minimum value standard\* offered only to the employee** (don't include family plans): If the employer has wellness programs, provide the premium that the employee would pay if he/ she received the maximum discount for any tobacco cessation programs, and didn't receive any other discounts based on wellness programs.

a. How much would the employee have to pay in premiums for this plan? \$ \$25

b. How often?  Weekly  Every 2 weeks  Twice a month  Monthly  Quarterly  Yearly

If the plan year will end soon and you know that the health plans offered will change, go to question 16. If you don't know, STOP and return form to employee.

**16. What change will the employer make for the new plan year? \_\_\_\_\_**

Employer won't offer health coverage

Employer will start offering health coverage to employees or change the premium for the lowest-cost plan available only to the employee that meets the minimum value standard.\* (Premium should reflect the discount for wellness programs. See question 15.)

a. How much would the employee have to pay in premiums for this plan? \$ \_\_\_\_\_

b. How often?  Weekly  Every 2 weeks  Twice a month  Monthly  Quarterly  Yearly

\* An employer-sponsored health plan meets the "minimum value standard" if the plan's share of the total allowed benefit costs covered by the plan is no less than 60 percent of such costs (Section 36B(c)(2)(C)(ii) of the Internal Revenue Code of 1986)

District Manager Report  
Diana Mayfield  
October 2014

October was a busy month for information/education. The river relief project proceeded as planned even with the rain. The children were unable to get on the river so they tour a couple of historic sites in Hermann. The workshops went over fairly well I believe. We were sure to discuss our jobs as well as the volunteer program, which would give them some experience in the field.

We have been pushing through the cost-share in the hopes of receiving the maximum allocations available.

I was sent off the articles for our field events to the newspapers and I created a "picture" powerpoint PDF for our website. I sent out a mass e-mail announcing the posting of the minutes and the field day pictures.

I also created Thank You cards for all of the hosts, vendors, and volunteers for our information/education events. They were "picture" appropriate so it took a little time in processing. (Everyone should have gotten a picture of themselves.....)

I drafted the county commission budget report and revised the 2015 poster contest power point presentation to fit our needs.

Due to my ankle injury in July, I will be having some therapy sessions over the next six weeks. Darn chickens!

# October 2014 Activity Report

Kohlbusch – DSP-3.2/3.3 – Planning Visit

Winter– DSP-3.1/3.2/3.3 – Planning Visit

Spurgen – N472 – Planning Visit

Kinman – N472 – Checkout

Kopp – N472 – Planning Visit

Wow, what a busy month! Now that we have our supplemental money coming in, planning is in full swing. The 13<sup>th</sup> we were closed for the Holiday, the 14<sup>th</sup> and 16<sup>th</sup> we had the River Relief project at Hermann, and the 20<sup>th</sup>-22<sup>nd</sup> Braden and I attended the conservation planning course in Columbia MO. I have been off a few days this month with sick family members and dentist appointments.

Thank you



Kory Hubbard

Gasconade County Technician



Natural Resources Conservation Service  
1315 E Main  
Linn, Missouri 65051

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## October 2014 NRCS Board Report

During the month of October I attended the monthly board meetings for Gasconade, Maries and Osage SWCD.

Megan attended Soil Health training at Bradford Farms.

Kory and Amy helped with the 4<sup>th</sup> Grade Field Day in Gasconade. The second day was rained out so Kory, Amy and I helped with taking things down.

Osage County SWCD and NRCS staff had a planning meeting for upcoming field day events. Follow up meeting will be held December 1<sup>st</sup>.

Performed end of year performance reviews with NRCS staff.

Assisted with set up and actual day of the District and State Grassland Evaluation Contests held in Rolla and Ashland respectively.

River Relief event was held again this year in Hermann. Due to river levels students were not able to go out on the river and collect trash. They were able to participate in the educational stops. NRCS helped with the Enviroscape/Watershed stop and the Wetland stop. Chris McLeland, Wildlife Biologist from the NRCS State Office was able to help out one day of the event. Students from Owensville and Hermann participated in the event.

I held a planning meeting with other NRCS staff and University Extension staff for the 2015 Forage & Beef Conference and the 2015 Regional Grazing Schools.

NRCS staff listened in on a CSP teleconference on the 2015 renewals.

The new FOSA Alignment map is out and Cole County has been added to the Osage/Maries/Gasconade FOSA. Supervisory DC positions will be advertised beginning the middle of November.

Melinda L. Barch  
District Conservationist

REGULAR OPEN MEETING GASCONADE COUNTY SWCD

Posted October 29, 2014, 3:00 p.m.

**AGENDA**

USDA Service Center, 314 S. Olive, Owensville

**Tuesday, November 4, 2014, 6:30 pm**

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

**Unfinished Business**

- Conservation Planning Course Review – Kory Hubbard
- Health Insurance
- Annual Training Conference Registration
- Nominating Committee Revised
  - Area I – Mike Haeffner current Supervisor
    - Dallas Erfling
    - Curtis Koelling
    - Dale Ridder
  - Area IV – Debra Nowack current Supervisor
    - Rena Gerloff
    - Gene Rademacher
    - Doug Meyer (Replaces Henry Meyer)

**New Business**

- Cost-Share –
  - Fund Status
  - Kleine Himmel Variance Approval – e-mail 10/20/14
  - Diebal and Kleine Himmel contract approval – e-mail 10/22/14
  - Policy on Woven Fence
  - Approve Conservation Plans, Cost-share Contracts, Change Orders, and Payments

Name	Cons Plan	Cost-Share Practice	Contract, Change Order or Payment	Application Number
Paul A Mundwiller <sup>1</sup>	C/S	N574	Contract	062-15-0011
William/June Diebal <sup>2</sup>	C/S	DSP-3.2	Contract	062-15-0012
Kleine Himmel LLC <sup>3</sup>	C/S	DSP-3.2	Contract	062-15-0013
Aaron/Hillary Winter (Pre-Approve)	C/S	DSP-3.1	Contract	062-15-0014

<sup>1</sup>Approved by Debra Nowack, 10/10/14

<sup>2</sup>Approved by Debra Nowack, 10/22/14

<sup>3</sup>Approved by Dennis Berger/Matt Estes, 10/27/14

- Annual Plan of Action
  - Poster Contest – Local Heroes, Your Hard Working Pollinators
  - County Commission Budget Request
- 45<sup>th</sup> Governor’s Conference on Agriculture
- NRCS EQIP Resource Concerns
- Holiday Schedules
- Additional New Business
  - Great Plains parts
  - ATV Sprayer
  - Mid-MO Grazing Conference
- DNR Memorandums and Letters
  - Memorandum 2015-006, Technician II Duties
- Mail
  - MCHCP – Coverage Options for Variable-Hour Employees

- NRCS and District Reports
- Calendar of Events –
  - November 5, Envirothon Meeting – Diana will be attending
  - November 11, Veteran’s Day Holiday – Office Closed
  - November 27, Thanksgiving Day Holiday – Office Closed
- Adjourn. Next meeting scheduled for Tuesday, **December 2, 2014**, at the Farm Bureau Meeting Room, 6 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.