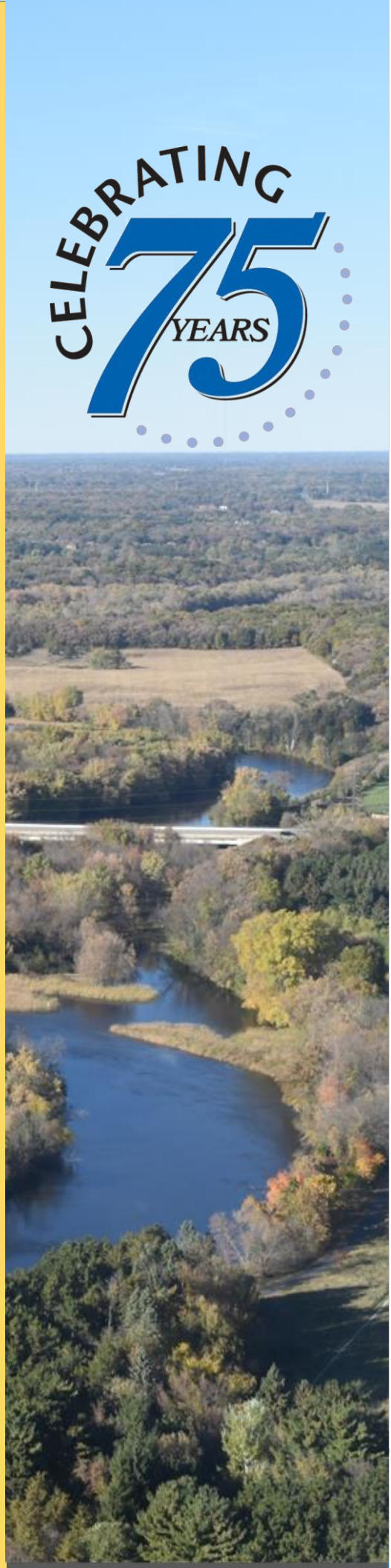
# 2021

## Anoka Conservation District

# Implementation Plan

**The Anoka Conservation District will take measureable steps to conserve and enhance the quantity and quality of surface water, groundwater, soil, and ecological resources.**

## Our Keystone Endeavors Are:

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# An Invitation from the Chair

We welcome you, our community members and partners, to look at the Anoka Conservation District (ACD) Annual Plan for 2021. This is our work plan and template for action to begin implementing our recently adopted 10-year Comprehensive Natural Resource Stewardship Plan. We have a new direction for our work. In considering how our individual projects are really interdependent and interconnected strands of a larger web, we will be working in a holistic way. Following this vision, we have assigned values to 283 possible actions, and each will be a part of a digital matrix. Using the matrix will help us steer our efforts for the most improvement to the resource, and the best value for dollars spent.

For example, we can now account for the many benefits a small pollinator garden brings to Anoka County residents. We know the pollinator garden provides habitat for bees, butterflies and other animals. Now we will also be able to consider the other values: soil improvement from the deep roots of native plants; infiltration of rain water and snow melt into the ground; transformation of anthropogenic chemicals; sequestration of carbon; capture of storm water to stop erosion, flooding and the pollution of receiving waters, etc. You can see where this is going. In each pollinator garden installed, or other action we take, we benefit in many ways to varying degrees. When added up countywide over many years, we can make real improvements to our resources

Our manager, Chris Lord says it best, "Early in the process we realized you can't just manage water without also managing the living landscape and the plants and animals on it. You can't do that without also managing soils. If you really want to do good even with water, you can't ignore the rest. Everything is interconnected and interdependent." These words of wisdom come from the thirty years of service Chris has devoted to ACD. All of us at ACD, board members and staff are excited to be working together on this new plan. If you are inspired to take on a project of your own, such as a pollinator garden, we welcome you to become a part of the action.

In this challenging year of COVID-19, we are all ready to help with your questions and conservation projects, following all safety procedures. We are also celebrating our 75th year of work as a Soil and Water Conservation District. Watch for information on how you can join our celebration later this year

Mary Jo Truchon,

Chair, Board of Supervisors

"A goal without a plan is just a wish."

Antoine de Saint Exupéry

# About Anoka Conservation District

Established in October 1946, 2021 marks 75 years of operation for Anoka Conservation District (ACD). During this time, ACD has developed programs and applied technology to address natural resource issues. Originally, the main responsibility of ACD, as a soil and water conservation district, was to control soil erosion caused by runoff and wind in agricultural settings. Changing land uses have expanded those responsibilities to encompass a broad spectrum of conservation and natural resource practices. The District strives to provide a well-rounded suite of conservation services to meet the needs of Anoka County residents and achieve holistic natural resource stewardship goals.

## MISSION STATEMENT

Holistically conserve and enhance Anoka County's natural resources for the benefit of current and future generations through partnerships and innovation.

## VISION STATEMENT

Strong partnerships. Innovative solutions. Healthy environments.

## GUIDING PRINCIPLES AND STRATEGIES

- Focus on long-term resource sustainability.
- Make informed and ethical decisions.
- Promote cost-effective and efficient resource stewardship.
- Collaborate with both public and private sectors to:
    - avoid duplication;
    - maximize efficiencies;
    - capitalize on common interests; and
    - manage natural resources at efficient and effective geographic scales.
- Utilize technology to achieve efficiency and enhance work products.
- Keep natural resource issues visible in Anoka County.
- Retain highly qualified, knowledgeable staff.
- Seize opportunity and adapt to changing needs.
- Develop diverse programs, partners, and funding sources.
- Engage the citizenry through outreach to encourage natural resource stewardship.
- Consider the economic, social and environmental costs and benefits of our actions.

## SOIL AND WATER CONSERVATION DISTRICT AUTHORITY

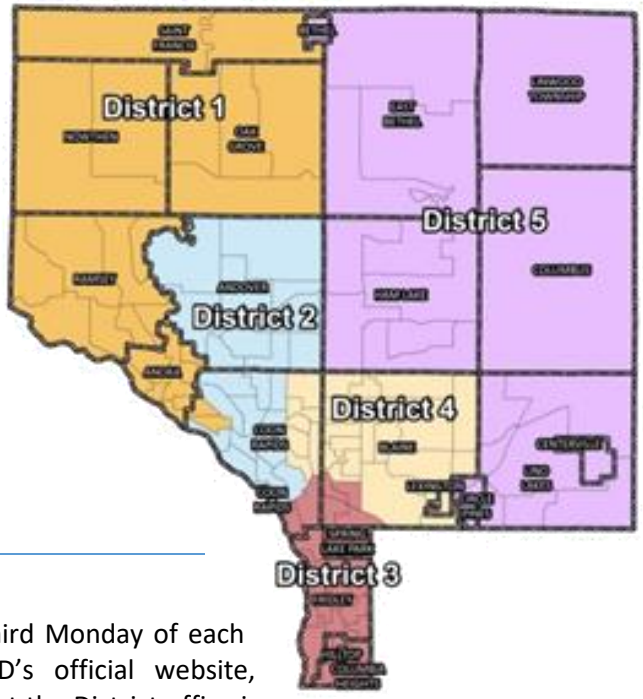
In order to carry out its mission, ACD has several powers granted in MN Stat. 103C. The following excerpts paraphrase those authorities. SWCDs may do the following:

- resource surveys;
- soil and water conservation measures with landowner consent;
- provide conservation equipment and supplies;
- construct, install, improve, maintain, and operate conservation structures;
- comprehensive and annual planning;
- acquire land for conservation projects; and
- work in cooperation with the local, state, and federal government on conservation projects.

## DISTRICT SUPERVISORS

ACD has a board of five supervisors with a variety of expertise elected to staggered four-year terms representing population-based districts. The Board of Supervisors determines ACD's priority goals and objectives and charges staff with developing the programs and services necessary to address those priorities. Supervisors receive a small stipend for attending ACD related functions.

| Dist. | Supervisor | Start | End |
|---|---|---|---|
| 1 | Colleen Werdien | Jan 2021 | Dec 2024 |
| 2 | Jim Lindahl | Jan 2019 | Dec 2022 |
| 3 | Glenda Meixell | Jan 2019 | Dec 2022 |
| 4 | Mary Jo Truchon | Jan 2021 | Dec 2024 |
| 5 | Sharon LeMay | Jan 2021 | Dec 2024 |




## BOARD MEETINGS

Regular ACD Board meetings are generally held on the third Monday of each month. A yearly meeting schedule is posted on ACD's official website, AnokaSWCD.org. Board and committee meetings are held at the District office in Ham Lake unless otherwise noted.

## COMMITTEE/ENTITY PARTICIPATION

ACD Supervisors serve on committees to analyze detailed information on issues requiring extensive review prior to full board action. Some committees are internal and others function on a metro or statewide level. Supervisors choose to participate in committee meetings to offer personal expertise in the area of discussion or to gain more knowledge of the subject matter. Each Supervisor is encouraged to serve on at least two committees.

### INTERNAL COMMITTEES:

Personnel
Operations
Finance

### REGIONAL AND STATE ASSOCIATIONS:

Metro Conservation Districts
MN Association of Soil and Water Conservation Districts (Area IV)

### CITIZEN'S ADVISORY COMMITTEE (CAC):

Coon Creek Watershed District (CCWD) CAC
Rice Creek Watershed District (RCWD) CAC

### WATERSHED MANAGEMENT ORGANIZATION (WMO) LIAISON:

Sunrise River WMO (SRWMO)
Upper Rum River WMO (URRWMO)
Lower Rum River WMO (LRRWMO)
Mississippi River WMO (MWMO)

### ONE-WATERSHED, ONE-PLAN (1W1P):

Lower St. Croix Policy Committee
Rum River Policy Committee

## DISTRICT STAFF

ACD employs ten to fifteen people with approximately 11.24 full time equivalents (FTEs). ACD has 2922 staff workdays to address goals and objectives. Planned objectives should require 2990 workdays to complete. As such, current and proposed staff is 68 workdays short of anticipated need. Programs and services are continually prioritized, often favoring those that are self-funded, to maintain fiscal and programmatic stability.

| ACD | Position |
|---|---|
| Chris Lord | District Manager (1 FTE) |
| Kathy Berkness | Office Administrator (1 FTE) |
| Jamie Schurbon | Watershed Projects Manager (1 FTE) |
| Mitch Haustein | Stormwater and Shoreland Specialist (1 FTE) |
| Becky Wozney | Wetland Specialist (1 FTE) |
| Jared Wagner | Water Resource Specialist (1 FTE) |
| Carrie Taylor | Restoration Ecologist (1 FTE) |
| Kris Larson | Water Resource Technician (1 FTE) |
| Mollie Annen | Natural Resource Conservationist (.8 FTE) |
| Emily Johnson | Outreach and Engagement Coord. (1 FTE) |
| To Be Determined | Assist. District Technician (.8 FTE) |
| Eco. Resto. Crews | Assist. District Technicians (.5 FTE) |
| Rain Guardian Assembly | Assist. District Technician (.1 FTE) |

| NRCS | Position (Elk River field office) |
|---|---|
| Chris Hogge | District Conservationist |

"Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it is the only thing that ever has."

Margaret Mead

# About this Plan

## COMPREHENSIVE AND ANNUAL PLANS

Every ten years, ACD engages stakeholders in developing natural resource goals and objectives and incorporates them into our comprehensive plan. The most recent comprehensive plan was completed in January of 2021. The annual plan picks up where the comprehensive plan left off and is the written directive for pursuing ACD's goals with available staff, funding, expertise, and technology, and is based on the best available science. ACD's annual plans are essentially an extension of ACD's 2021-2030 Comprehensive Natural Resources Stewardship Plan. To minimize redundancy with ACD's comprehensive plan, we rely on the reader to be familiar with the comprehensive plan and reference it throughout this document.

*To minimize redundancy with ACD's comprehensive plan, we rely on the reader to be familiar with the comprehensive plan and reference it throughout this document.*

ACD's 2021-2030 Comprehensive Natural Resources Stewardship Plan identifies four foundational natural resources; Surface Water, Groundwater, Ecological Resources, and Soils. Our human resources are included in a Community section. During the comprehensive planning process, ACD developed a tool to approximate the relative effectiveness of actions to achieve our many ranked natural resource goals. This process calculates a return on investments (ROI), which is referred to throughout this plan. While already a very useful tool, it is a work in progress with frequent updates anticipated.

Throughout the year, ACD staff and supervisors reassess workload and finances, and take advantage of funding opportunities and partnerships as they arise that are consistent with ACD's goals and objectives. Deviations from this plan are reflected in periodic updates to ACD's budget, which itemizes the revenues, expenses, and staffing projections in detail. As such, the most recently approved budget should be looked to as the most comprehensive and up-to-date reflection of ACD's plan of work.

ACD will continue the successful programs and services developed in prior years and initiate efforts to address emerging issues and take advantage of opportunities. Some anticipated 2021 initiatives include:

- Review literature on urban and suburban soil health's potential to play a role in water resource stewardship.
- Collaborate with USDA NRCS to better serve our agricultural producers.
- Engage underserved communities in discussions to ensure our policies and operations are well suited to address natural resource challenges in all areas of Anoka County.
- Elevate ecological resource data, analysis and implementation to be equivalent with what is required for water resources.
- Employ holistic ecological resource stewardship to ensure all resources; soil, water and biota are treated as an interconnected and interdependent system.
- Engage in regional and statewide collaborations to address issues that can best be addressed at large geographic scales.

## PLAN DEVELOPMENT PROCESS

To address watershed-based implementation funding expectations, ACD staff reviewed available scientific analyses and partner plans and developed a listing of priority resources, and corresponding programs and projects. The initial list was reviewed and discussed at a regular ACD Board meeting in January 2020. Based on the approved list, ACD staff developed a draft project list. The draft project list was emailed to those identified in the plan as potential partners (excluding landowners); including watershed districts, watershed management organizations, cities, county departments, lake associations, lake improvement districts, state agencies, and select non-profits

and sporting organizations. These same partners were engaged during the comprehensive planning process. Their input was integrated throughout. Communication with partners throughout the year is essential to adapt to changing resource, staff, and financial circumstances.

# Prioritization

## NATURAL RESOURCE STEWARDSHIP PRINCIPLES

In order to achieve the greatest good with limited labor, expertise, financial, and technological resources, ACD employs the following stewardship principles.

- Work to improve systems, not just features (e.g. watersheds, catchments).
- Identify and prioritize the benefits received from natural resources to facilitate implementation that achieves multiple benefits.
- Prioritize programs and services based on return on investment (ROI) to secure multiple benefits instead of prioritizing individual resource features (e.g. lakes, streams).

## PRIORITY NATURAL RESOURCE BENEFITS

Rank order listing of foundational resources (bold) and benefits (bulleted) with overall benefit rank in parentheses.

### SURFACE WATER

- Groundwater recharge (1)
- Biogeochemical function (5) e.g. pollutant treatment in ponds
- Hydrologic function (5) e.g. flood mitigation and storage/conveyance
- Flora and fauna (9) intrinsic value
- Recreation – non-consumptive (12) e.g. swimming and boating
- Drinking water (15)

### ECOLOGICAL RESOURCES

- Flora and fauna - intrinsic value (4)
- Recreation – consumptive (5) e.g. hunting and fishing
- Biogeochemical function (8) e.g. nutrient cycling and carbon storage
- Recreation – non-consumptive (9) e.g. birding and hiking

### GROUNDWATER

- Drinking water (2)
- Lake, stream, and wetland baseflow (2)
- Sanitation (12) e.g. bathing and laundry

### SOILS

- Biogeochemical function (9) e.g. nutrient cycling and pollutant remediation
- Flora and fauna – intrinsic value (14)
- Food/fuel/fiber production (15)

## PROGRAM AND SERVICE PRIORITIES

While program and service offerings are influenced greatly by ROI to maximize benefits, several other considerations must be taken into account.

- Data and insight - monitoring, inventory and analysis to improve understanding of resource issues
- Mandates – implementation actions required by state statute or rule
- Prerequisites – earlier actions in a sequence necessary to pursue the ultimate action

- Contracts for services – mutually beneficial actions fully funded by implementation partners
- Project readiness and support – alignment of implementation assets including funding, staffing, and partnerships

ACD's 2021-2030 Comprehensive Natural Resources Stewardship Plan identified the following services (Table 1) and programs (Table 2) based on ROI.

*Table 1: Mechanism ROI by resource*

| *Service* | Surface Water | Ecological (Biota) | Groundwater | Soils and Landforms | Grand Total |
|---|---|---|---|---|---|
| *Maintain* | 6.39% | 14.89% | 1.82% | 0.09% | 23.19% |
| *Manage* | 9.23% | 8.34% | 3.34% | 0.16% | 21.08% |
| *Fund* | 2.43% | 8.18% | 4.15% | 0.10% | 14.87% |
| *Consult* | 4.35% | 4.61% | 1.57% | 0.10% | 10.62% |
| *Protect* | 2.21% | 3.01% | 1.23% | 0.03% | 6.48% |
| *Evaluate* | 1.80% | 3.24% | 0.32% | 0.05% | 5.41% |
| *Inspect* | 2.54% | 2.06% | 0.65% | 0.06% | 5.31% |
| *Analyze* | 1.97% | 1.47% | 0.79% | 0.23% | 4.47% |
| *Regulate* | 1.76% | 0.35% | 0.85% | 0.03% | 3.00% |
| *Guide* | 1.00% | 0.65% | 0.23% | 0.02% | 1.90% |
| *Inventory* | 0.56% | 0.41% | 0.14% | 0.08% | 1.19% |
| *Engage* | 0.23% | 0.40% | 0.17% | 0.05% | 0.84% |
| *Monitor* | 0.45% | 0.06% | 0.28% | 0.00% | 0.78% |
| *Strategize* | 0.23% | 0.43% | 0.09% | 0.01% | 0.76% |
| *Advocate* | 0.02% | 0.02% | 0.03% | 0.00% | 0.07% |
| *Supply* | 0.00% | 0.02% | 0.00% | 0.00% | 0.02% |

**Advocate**: work with policy makers to remove regulatory obstacles or to adopt and implement improved standards
**Analyze**: characterize conditions and trends in resource quality, quantity and distribution based on foundational data
**Consult**: provide site-specific project assessment, survey, guidance and design
**Engage**: provide information, interaction and/or participation opportunity to encourage the implementation of proven approaches
**Evaluate**: ascertain the effectiveness of previously installed BMPs through field observation, monitoring and analysis
**Fund**: provide funding to cover all or a portion of the cost of implementing projects and practices
**Guide**: guide landowners with natural resource regulatory violations to achieve compliance
**Inspect**: review properties to verify compliance with natural resource regulations
**Inventory**: collect and compile geospatial data on natural resource quality, quantity and distribution
**Maintain**: attend to the annual upkeep of BMPs to ensure they continue to provide designed benefits for their planned useful life
**Manage**: manage all aspects of project installation oversight on behalf of landowners
**Monitor**: collect and compile physical, chemical and biological data on natural resource quality, quantity and distribution
**Protect**: secure development rights to properties through fee title, conservation easement, or other means

**Regulate**: assist with the preparation of revised ordinances to improve natural resource stewardship
**Strategize**: conduct planning to develop strategies for achieving goals
**Supply**: provide access to conservation equipment and materials

*Table 2: Programs to achieve goals based on % of total ROI – vetted to 95% of potential ROI*

| Program | Biodiversity - sustain and restore | Biodiversity for consumptive recreation - sustain and restore | Biodiversity for recreation - sustain and restore | Biota biogeochemical functions - sustain and restore | Groundwater quality for consumption - sustain and restore | Groundwater quantity for consumption - sustain and restore | Groundwater quantity for sanitation uses - sustain and restore | Groundwater quantity for surface water baseflow - sustain and restore | Hydrologic function (groundwater recharge) - sustain and restore | Runoff storage and conveyance - sustain and restore | Soil biodiversity - sustain and restore | Soil biogeochemical functions - sustain and restore | Soil productivity - sustain and restore | Surface water biogeochemical functions - sustain and restore | Surface water quality for consumption - sustain and restore | Surface water quality for recreation - sustain and restore | Grand Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| *Land protection* | 8.26 | 4.93 | 4.15 | 1.51 | 0.03 | 2.58 | 1.21 | 2.61 | 7.32 | 4.51 | 0.19 | 0.02 | 0.01 | 0.06 | 0.00 | 0.04 | 37.44 |
| *Stormwater BMPs* | 1.13 | 0.16 | | 0.15 | 0.60 | 0.67 | 0.32 | 0.69 | 1.83 | 0.76 | | 0.10 | | 2.44 | | 1.82 | 10.68 |
| *Ecological restoration* | 2.20 | 1.27 | 0.94 | 0.91 | 0.00 | 0.00 | 0.00 | 0.39 | 0.68 | 0.43 | 0.08 | 0.05 | 0.00 | 0.32 | 0.00 | 0.00 | 7.27 |
| *Regulatory assistance* | 1.77 | 0.57 | 0.50 | 0.74 | 0.08 | 0.37 | 0.17 | | 0.63 | 0.71 | 0.04 | 0.12 | 0.03 | 0.29 | | 0.79 | 6.81 |
| *Shore and bank BMPs* | 1.58 | 0.18 | 0.00 | 0.16 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.05 | 0.00 | 2.29 | 0.00 | 1.43 | 5.69 |
| *Surface water monitoring* | 0.93 | 0.19 | | 0.27 | | | | | 0.91 | 0.59 | | | | 0.94 | | 0.83 | 4.66 |
| *Aquatic invasive species control* | 1.66 | 0.53 | 0.46 | 0.65 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.46 | 0.00 | 0.30 | 4.06 |
| *Ecological enhancement* | 1.34 | 0.63 | 0.89 | 0.34 | | 0.02 | 0.01 | 0.02 | | | 0.01 | 0.01 | | | | | 3.29 |
| *Groundwater conservation* | 0.69 | 0.30 | 0.22 | 0.27 | 0.02 | 0.58 | 0.27 | 0.58 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.02 | 0.00 | 0.12 | 3.06 |
| *Development standards* | 0.06 | 0.02 | 0.01 | 0.01 | 0.03 | 0.08 | 0.04 | 0.09 | 0.24 | 0.84 | 0.01 | 0.01 | | 0.74 | | 0.51 | 2.69 |
| *Hydrologic enhancement* | 0.29 | 0.21 | 0.16 | 0.21 | 0.00 | 0.00 | 0.00 | 0.01 | 0.67 | 0.61 | 0.00 | 0.00 | 0.00 | 0.31 | 0.00 | 0.00 | 2.48 |
| *Agricultural BMPs* | 0.42 | 0.17 | 0.10 | 0.23 | 0.21 | 0.04 | 0.02 | 0.04 | | | 0.07 | 0.12 | 0.06 | 0.20 | 0.03 | 0.13 | 1.86 |
| *Terrestrial invasive species control* | 0.66 | 0.37 | 0.33 | 0.46 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 | 0.02 | 0.00 | 0.00 | 0.00 | 1.84 |
| *Targeted pollutant management* | 0.23 | 0.10 | 0.05 | 0.14 | 0.30 | | | | | | 0.02 | 0.03 | 0.02 | 0.35 | 0.04 | 0.29 | 1.57 |
| *Groundwater monitoring* | 0.00 | 0.00 | 0.00 | 0.00 | 0.62 | 0.37 | 0.17 | 0.37 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 1.52 |
| *Drinking water protection* | 0.18 | 0.07 | 0.02 | 0.07 | 0.50 | 0.06 | 0.03 | 0.05 | | | | | | 0.20 | | 0.29 | 1.47 |

# Targeting

Targeting is a process of identifying actions that will result in the greatest improvement to priority resources for the least investment of staff and financial resources. Targeting is founded in rigorous scientific analysis. For ACD, this analysis comes in the form of Subwatershed Retrofit Analyses (SRAs), shoreland condition inventory and analysis, annual water resources almanacs, and feasibility studies. Analyses such as these provide a ranked list of potential projects, their likely benefit to a priority resource, and estimated installation costs. All analyses are accessible through the AnokaSWCD.org projects tab.

## PROGRAMS, PROJECTS, AND ACTIONS

The logo for the Clean Water, Land, and Legacy Amendment is displayed adjacent to programs, projects, and actions that are funded in part with Legacy funds. The revenue tables in the budget section of the report provide a more detailed accounting of how projects are funded, including the many local partners that contribute financially to these conservation efforts.

## GENERAL OPERATIONS

One of the largest funding challenges for ACD is covering expenses associated with general operations. Grant funds typically restrict the amount and type of administrative and operational expenses that can be reimbursed or considered as match. General services funds received from the state are insufficient to cover otherwise ineligible operational expenses. Combined, the following operations categories account for approximately $360,000 of ACD's staff time and expenses.

GENERAL ADMINISTRATION – This category accounts for that portion of each employee's time that is dedicated to general district business. For technical staff, this is limited to general correspondence, time tracking, and reporting. For administrative and managerial staff this encompasses the following:

- District administration - Negotiate and manage contracts, leases, and agreements; maintain adequate insurance, and develop and implement policies to minimize risk exposure; facilitate Board communications and meetings; update and administer supervisor and operations handbooks; maintain office supplies; coordinate computer technology services; enact policies and procedures to ensure compliance with the MN Government Data Practices Act and Public Open Meeting Law; payroll and employee benefits administration; payment of sales, property, and payroll taxes.
- Human resource management – Attend to employee recruitment, evaluation, discipline, supervision, workload management, and professional development; update and administer a personnel handbook; develop and administer a classification and compensation plan.
- Financial administration - Prepare and maintain budgets; complete timely bill payment and invoicing; collect accounts receivable; deposit receipts; track financial activities; prepare monthly financial reports for the Board and annual financial reports to the state; reconcile accounts, administer payroll and benefits; coordinate annual financial audits.
- Planning and reporting – Prepare annual reports of activities; complete pay equity reports every two years; update workload plans and budgets regularly.
- Clerical – Process mail; maintain files per records retention schedule; prepare and post official notifications and records of meetings.

PROGRAM DEVELOPMENT – Program development activities include efforts that increase program visibility, build mutually beneficial partnerships with other entities, and secure new grants to fund projects and programs that address the objectives identified by the Board of Supervisors.

STAFF DEVELOPMENT – The Board of Supervisors is committed to retaining highly qualified staff by providing

competitive wages, offering professional development opportunities, and providing updated software and technology. ACD is also committed to sharing expertise via staff cross training to ensure program continuity during staff turnover particularly with highly technical proficiencies such as GIS, water quality modeling software, CAD software, and survey equipment.

LEGISLATIVE OUTREACH – Engaging with, or encouraging others to engage with, State Legislators to support funding or policies that benefit ACD individually, or SWCD's collectively, falls under this category. This is limited but must be tracked to ensure compliance with state statute.

PUBLIC RELATIONS – Efforts to inform and engage the public, partners, and civic leaders on the activities of ACD fall under this category. This is distinguished from outreach and engagement efforts, which are centered on natural resources management as opposed to ACD programs, services and operations.

PAID LEAVE - Regular full-time and part-time staff earn up to twelve paid holidays as well as eighteen to thirty-four days of flexible time off per year. Use of comprehensive time earned and extended medical benefits leave occurs to a lesser extent.

LANDLORD - In 2011 ACD purchased its office headquarters, which has six rentable suites, one of which is occupied by ACD staff. All direct expenses and staff time associated with ACD's role as landlord is tracked separately from conservation oriented activities. Rental revenues are sufficient to cover all expenses.

## MONITORING

In order to focus limited financial and technical resources it is important to monitor resource quality, quantity, and biology regularly. ACD's extensive water quality and hydrology monitoring program, coupled with inventories and diagnostic studies, ensures that efforts are focused where they will provide the most benefit.

ROUTINE & DIAGNOSTIC MONITORING - Site selection is completed in the early months of each year in collaboration with funding partners. The adjacent table shows the number of each type of monitoring site in 2021.

| Resource | Quality | Quantity | Biota |
|---|---|---|---|
| • Lakes | 7 | 25 | |
| • Streams | 19 | 12 | 3 |
| • Wetlands | | 20 | |
| • Groundwater | | 24 | |
| • Precipitation | | 13 | |

## INVENTORY

Inventories provide geospatial resource information essential to the development of successful conservation projects. ACD is equipped to complete a variety of inventory projects, having many years of aerial photos, GPS equipment, GIS software and the expertise to use them.

AQUATIC INVASIVE SPECIES (AIS) – ACD provides inventory services to map AIS on Lake George and as the foundation of an early detection program for the Coon Creek Watershed District.

SHORELINE PHOTO INVENTORY – Staff will conduct a photo inventory of Ham, Crooked and East Twin lake shorelines using a 360-degree camera. The photos will be uploaded to Google, where they can be viewed by the public similar to StreetView. The inventory will aid staff when fielding calls from lakeshore property owners.

BUFFER LAW COMPLIANCE – 2020 high-resolution aerial photos will be used to complete a countywide review of ditch buffers to update compliance maps.

WETLAND FLORISTIC QUALITY – Complete vegetation plot assays in conjunction with wetland hydrology monitoring sites to determine the temporal relationship between fluctuations in hydrophytic vegetation and measured hydrology at the wetland boundary.

SOIL CONDITION – Initiate soil condition monitoring. There are currently no local data on soil health or condition.

## ANALYSES

ACD staff conduct natural resource analyses at varying scales to diagnose the reason for problems and identify stewardship opportunities. Most of these efforts are done under contract with local and state funding partners to achieve mutual goals.

WATER RESOURCES ALMANAC – Each year ACD staff complete a water resources almanac to summarize the year's monitoring data and provide rudimentary analysis of resource condition and trends.

CENTERVILLE LAKE SRA – Centerville Lake in SE Anoka County has declining water quality due to nutrients. ACD will complete an SRA to identify and rank shoreland and watershed opportunities to reduce nutrient loading to the lake.

WEST FORD BROOK SRA – West Ford Brook is a large rural subwatershed with a chain of natural environment lakes. This area is a top priority for analysis in the Upper Rum Rive WMO watershed management plan. ACD will complete an SRA to identify and rank watershed opportunities to reduce sediment and nutrient loading to the chain of lakes.

MISSISSIPPI RIVER DIRECT DRAINAGE SRA – There are several small catchments along the Mississippi River that discharge stormwater directly into the river without treatment. ACD will work with interested cities, WDs and WMOs to complete SRAs for these areas.

LOWER RICE CREEK SRA – RCWD has contracted with ACD to complete an urban SRA for the lower stretch of Rice Creek to the confluence with the Mississippi River.

MISSISSIPPI RIVER EROSION ANALYSIS – A photo inventory of the Mississippi River below the Coon Rapids Dam was completed in 2018. An analysis of erosion severity will be completed in 2021 to identify eroding sites, determine severity, quantify sediment loading to the river, estimate the cost of repair, and rank sites based on cost-benefit.

SHORELINE EROSION ANALYSIS – Staff will complete analyses of shoreline condition for three lakes with new photo inventories: Ham, Crooked and East Twin. Analyses determine erosion severity, estimate pollutant loading, estimate cost of repair, and rank sites based on cost-benefit.

## PLANNING

COLLABORATIONS AND PLANNING – ACD staff participate in several multi-entity collaborations to facilitate natural resources management efforts at an optimal scale for success dependent on the resource. This ranges from multi-county conservation network collaborations to statewide policy committees. Current initiatives include:

- Metro Conservation Network
- Metro Conservation Districts
- Anoka Sand Plain Partnership
- MASWCD Legislative Committee
- Anoka County Water Resource Outreach Collaborative
- Watershed Partners

1W1P RUM RIVER – The counties and SWCDs throughout the Rum River watershed have secured funding from BWSR to complete a 1W1P. While ACD's participation is not mandatory, ACD staff and supervisors are active participants.

ACD COMPREHENSIVE STEWARDSHIP PLAN – ACD's comprehensive plan for 2021-2030 was completed in January 2021. The process began in 2018 and an amendment is anticipated in June of 2021 after obtaining additional feedback from implementing partners.

ACD Annual Implementation Plan – ACD completes annual implementation plans as an extension of the comprehensive plan. The annual plan provides detail on the projects that are to be implemented in the coming year.

## LAND PROTECTION

Preservation of parcels that are of particular importance for wildlife habitat or support rare species is a high priority. Efforts to preserve land should be limited to parcels that fall within the identified wildlife corridor network to make the best use of limited funds. Whether land is in public or private ownership, the best way to achieve permanent land protection is by using conservation easements held by multiple parties dedicated to natural resource conservation and management. The greatest obstacles to land protection are local governments that favor land development. Land protection emerged as an important long-term strategy during comprehensive planning. ACD will engage local government units in an attempt to remove barriers to land protection.

Conservation Easement Maintenance and Inspection – ACD holds several conservation easements either solely or in conjunction with the Minnesota Land Trust (MLT) and owns one property with an MLT conservation easement.

Land Protection Outreach – Under contract with MLT, ACD may promote land protection funding sources to owners of high priority parcels and assist owners with coordination efforts.

## TECHNICAL ASSISTANCE

While monitoring, inventory, analysis, and planning are important, they achieve nothing unless they result in changes in practices on the ground to improve natural resource quality, quantity, and distribution. ACD provides technical assistance to facilitate conservation practice implementation.

Conservation Project Services -

Project implementation services provided:

- Project promotion
- Site consultations
- Planning and design
- Bidding and contract management
- Installation oversight
- Grant fund acquisition and grant management
- Post-construction monitoring

Project types most often considered include:

- Curb-cut rain gardens
- Lakeshore and riparian buffer plantings
- Lakeshore restoration
- Lakeshore and streambank stabilization
- Stormwater pond modification
- Ecosystem restoration
- Backyard habitat enhancement
- Invasive species control (aquatic and terrestrial)

Design/plan services provided include:

- Property level conservation plans and BMP designs
- Water appropriation conservation plans per MN DNR water appropriation permit requirements
- Conservation easement management plans per easement requirements

RCWD Landowner Assistance (design and cost share) – RCWD contracts with ACD to address landowner inquiries for conservation technical assistance. If site conditions warrant, ACD staff will prepare a project design and assist with project funding applications.

TRAINING PROVIDED TO OTHERS – ACD staff provide training to others, including internal staff cross-training as well as professional training. In 2021, shoreland stabilization training will be provided utilizing Technical Service Area training funds.

PROJECT PROFILES – For each project installation in which ACD is an active partner, we prepare a project profile. Project profiles include images of the project site before and after, benefits received, expenses incurred, and partners with corresponding cash and in-kind contributions to the project. All project profiles are available online at AnokaSWCD.org through the project-mapping feature.

WMO ON-CALL – Several WMOs contract ACD to provide on-call services. Doing so provides the public with expert service without the WMOs having employees.

BMP INSPECTION AND MAINTENANCE – ACD staff will continue to conduct site inspections and contact landowners where conservation practices were previously installed with ACD assistance but are beyond their contract life to encourage continued practice maintenance and function. Inspections will be followed up with guidance on maintenance needs. With proper maintenance, projects should remain functional in the landscape much longer than their designed life span, thereby providing more benefits to the public for their original investments.

BMP EVALUATION – BMP benefits are often estimates based on models. Evaluation seeks to verify local BMP efficacy by gathering and analyzing relevant data. In 2021 analysis will be completed for several riparian buffers.

WETLAND CONSULTATION – For a modest fee, ACD staff will provide landowners with wetland consultation services to determine wetland boundary locations, determine the applicability of exemptions, aid with project concept adjustments to facilitate future permitting, and assist them in navigating the regulatory process.

WETLAND RESTORATION AND BANKING – Restoration of wetland hydrology and ecology is not only good for water quality, habitat and flood control, but may also be 'banked' for credit. The WCA requires mitigation for wetlands drained or filled in excess of exemptions by restoring wetland of equal value or purchasing credits from those who have previously completed wetland restoration projects. ACD staff provides technical assistance with the design, review, and monitoring of wetland restoration projects. The US Fish and Wildlife Service is a partner capable of providing design assistance and modest cash grants toward wetland restorations that are not to be used for banking credit or part of a compensatory wetland mitigation plan.

HABITAT IMPROVEMENT – Technical guidance is provided to landowners on all aspects of habitat improvement. While all landowners are eligible for technical assistance regardless of the size of the site and specific species or ecosystem, limited staff resources are focused in areas that are identified as wildlife corridors.

## ECOLOGICAL STEWARDSHIP

A substantial portion of the funding for ecological management activities in Anoka County comes from the Outdoor Heritage Fund (OHF) via collaborative grant applications from the Anoka Sandplain Partnership. This partnership is led by Great River Greening.

### INVASIVE SPECIES TREATMENT

BUCKTHORN TREATMENT – Buckthorn is a highly invasive woody plant. Common Buckthorn invades upland areas, while Glossy Buckthorn takes over wetland fringes. Both species displace native plants and the wildlife that depends on them. ACD has been actively combating buckthorn in those portions of the county where it is just becoming established.

- Cedar Creek Ecosystem Science Reserve (CCESR) – As a first phase in a long-term strategy to restore fragments of degraded habitat in the otherwise pristine CCESR, buckthorn infestations will be treated throughout the 5,600-acre property.
- Bonnell WMA – The Bonnell WMA is mostly ecologically pristine with pockets of common and glossy buckthorn, which will be treated on 28 of the 80 acres in the WMA.

COOPERATIVE WEED MANAGEMENT AREA (CWMA) – Anoka CWMA Partnership activities include strategic planning and coordination, invasive species outreach, monitoring, mapping, and a cost share program to control invasive species and revegetate with natives on public and private lands. This effort is supplemented with additional project cost share funds from the MN Dept. of Agriculture.

PHRAGMITES TREATMENT – ACD secured funds to lead a metro-wide effort to map and treat isolated infestations of the invasive wetland grass, *Phragmites australis subsp. australis*.

## ECOLOGICAL RESTORATION

BLAINE PRESERVE SNA – ACD secured OHF funding to enhance 53 acres of wet prairie/rich fen that supports MN Threatened/Endangered/Special Concern species. Enhancement activities will continue in 2021 and include reed canary grass, buckthorn, and aspen treatment.

BURMAN WMA – ACD secured OHF and NWTF funding to enhance 89 acres of the 204-acre Robert and Marilyn Burman WMA. Enhancement activities will continue in 2021 to enhance 58 acres of oak savanna, 16 acers of prairie, and 15 acres of wetland.

MIKKELSON WMA PRAIRIE – ACD secured OHF and NWTF funding to restore 13 acres of prairie within the Mikkelson WMA. While most of the WMA is in pristine ecological condition, the restoration site is an old farm field dominated by non-native and invasive species.

CEDAR CREEK CONSERVATION AREA WETLAND – Hydrologic and vegetative restoration of a wetland in the Anoka County owned, Cedar Creek Conservation Area will be designed in 2021 for installation in 2022.

## MINNESOTA RARE PLANT SALVAGE

ACD secured funds through OHF to work in partnership with the Minnesota Landscape Arboretum and Critical Connections Ecological Services to develop and implement a pilot program for salvaging rare species from permitted development sites where the plants would otherwise be destroyed. Ecologically appropriate and permanently protected recipient sites will be identified. Protocols for salvage, transplantation, species-specific management, and monitoring will be developed. The only two permits ever to be issued to allow rare plant salvage in MN were issued to ACD in 2019 and 2020 to salvage over 12,000 lance-leaf violets. Salvage of approximately 30,000 plants is anticipated through this program.

## ECOLOGICAL ENHANCEMENT

LAWNS TO LEGUMES – ACD and partners secured funds from BWSR to implement demonstration neighborhoods along a narrow riparian corridor that spans from Fridley along the Mississippi River upstream to the Anoka Nature Preserve on the Rum River. The program offers funds to establish scattered pollinator friendly plantings on private property within the corridor designed to allow pollinators to leap frog between plantings to traverse the densely populated corridor.

RIPARIAN POLLINATOR HABITAT – Outside of the designated Lawns to Legumes corridor, pollinator plantings on public and private properties will be cost shared using other funding sources.

## SURFACE WATER STEWARDSHIP

CARP MANAGEMENT (SUNRISE CHAIN OF LAKES) – Following installation of rough fish barriers on the Martin-Typo chain of lakes, and carp management feasibility analyses on Martin, Typo and Linwood Lakes, a carp trapping and removal program was initiated. Carp removal will continue on all three lakes through 2021 with significant improvements to lake clarity anticipated.

MISSISSIPPI RIVERBANK STABILIZATION (ANOKA) – The LRRWMO dedicated its portion of WBF toward a large riverbank stabilization project on the Mississippi River in the City of Anoka, which proved insufficient for the scale of the project. ACD then prepared a CWF grant application on behalf of the city, which was awarded. ACD has been contracted to manage the project in conjunction with a local engineering firm and lead grant administration. Design is nearly complete and 2021 installation is anticipated.

MISSISSIPPI RIVERBANK STABILIZATION – The second of two separate CWF grants is being wrapped up with corrections to a stabilization site that incurred ice damage in unprecedented conditions. If allowed, remaining funds will be allocated to a project near the confluence of the Rum and Mississippi rivers.

RUM RIVER REVETMENTS – CPL Funds have been secured to assist riparian owners on the Rum River with stabilization of mild to moderate bank erosion. Cedar tree revetments will be used on at least 5,100 linear feet to satisfy the grant over the next two to three years.

RUM RIVER BIOENGINEERING – With matching funds from Anoka County, ACD secured just under $1M in OHF funds to treat riverbanks with moderate erosion that can be addressed with habitat friendly bioengineering techniques. Six to eight projects are anticipated over the coming two to three years.

RUM RIVER ARMAMENT - With matching funds from Anoka County, BWSR awarded CWF of $440K to help address riverbanks with severe erosion that require fortification with structural means to be stabilized. While these projects provide fewer wildlife benefits, they provide superior water quality improvements because of the erosion severity stabilized. Three projects are anticipated over the coming two years.

LAKE GEORGE SHORELAND STABILIZATION – Rum River Metro Watershed Based Implementation Funding (WBIF) has been allocated to stabilize actively eroding lakeshore on Lake George. Eight to ten projects are anticipated over the coming two years.

COON AND MARTIN LAKE RETROFITS – The Sunrise River WMO allocated a large portion of their WBIF to install retrofits identified in the SRAs for Coon and Martin Lakes. Having completed the top ranked projects under budget, remaining funds are being reallocated to shoreland stabilization projects throughout the watershed. ACD will conduct outreach, prepare designs, and oversee installation of several projects.

LOWER SPRINGBROOK RETROFITS – Following concurrence with CCWD staff, ACD allocated $53K in WBIF to install TSS removal BMPs in the lower reach of Springbrook. Several projects are underway throughout the watershed to reduce TSS loading.

TARGETED SHORELINE STEWARDSHIP – District Capacity funds have been allocated to supplement WBIF funding to reach out to shoreland landowners on priority lakes and provide technical and financial assistance to install water quality improvement projects.

## GROUNDWATER STEWARDSHIP


SUBSURFACE SEWAGE TREATMENT SYSTEM UPGRADES – ACD secured funds through the MPCA to assist landowners that meet income eligibility limits with the upgrade of failing septic systems. Priority is given to systems that are likely to be polluting public water bodies.


WELL SEALING COST SHARE – ACD was awarded funds to cost-share the targeted sealing of unused wells. Owners of properties identified as likely of having an unused well that are within a Drinking Water Supply Management Area or Well Head Protection Zone will be contacted directly with notice of the cost-share opportunity. Funds are available to cost-share the sealing of approximately 125 of the 2,500 suspected unused and unsealed wells.

## ADMINISTRATIVE ASSISTANCE

WMO GRANT SEARCH AND APPLICATION – Several WMO's contract with ACD to identify and pursue grant opportunities on their behalf to secure funds for implementation of priority projects and programs.

GRANT ADMINISTRATION – ACD has become proficient with administration of various federal, state, and regional grants. Many project partners have neither the resources nor inclination to dedicate staff to tend the logistics of grant administration. As a contribution to project implementation, ACD often assumes this role.

ACD WEBSITE – Much of ACD's website, AnokaSWCD.org, is dedicated to posting and reporting compliance matters. The site includes staff and supervisor contact information; board meeting agendas, packets, and minutes; fee schedules; the handbook; financial reports; the comprehensive plan, annual plans; annual reports, and project information.

WMO REPORTING – Water management entities are required to submit annual reports of activities and finances to BWSR. ACD prepares annual reports on behalf of three of the four WMOs for a fee.

WEBSITE HOSTING – ACD designed and manages websites for the Upper Rum, Lower Rum, and Sunrise River WMOs. Routine management includes posting information on meetings and activities.

## REGULATORY GUIDANCE

WCA ENFORCEMENT – Potential violations of the WCA are processed by ACD staff, who are charged with determining if there is a violation, the extent of the violation, and the nature of remediation required to resolve the matter.

WCA ADMINISTRATIVE ASSISTANCE – ACD assists LGUs with administration of the WCA to varying degrees. LGUs throughout Anoka County differ greatly in terms of the staffing levels and expertise dedicated to implementing the WCA. As such, some LGUs take greater advantage of ACD's assistance than others.

BUFFER LAW IMPLEMENTATION – ACD provides several services related to the buffer law; 1) compliance reviews using remote sensing or site inspections, 2) consultation on buffer establishment, 3) development and authorization of alternative practices, and 4) facilitation of project cost-share and implementation. Due to ACD staff efforts to work with all formerly non-compliant property owners, Anoka County is currently 100% compliant with the buffer law.

OUTREACH TO LOCAL GOVERNMENT UNITS – ACD will initiate conversations with LGU officials and staff regarding the potential for ACD to assist with the update or development of ordinances to improve natural resource outcomes during the development process. Promotion of minimum impact design standards (MIDS) is the most likely form this effort will take. This is critical because LGUs routinely make important decisions about land use and land management that can have lasting effects on natural resources. It is in the mutual interest of ACD and LGUs to implement approaches that accommodate growth, minimize capital investment, and efficiently deliver

public services, while maintaining the quality and quantity of water and other natural resources. ACD can also assist LGUs to consider natural resources during the decision making process by providing updated monitoring and inventory data, and by addressing inquiries about the often complex physical, chemical, and biological natural resource interactions that may influence LGU decisions.

## FINANCIAL ASSISTANCE

PROJECT COST-SHARE – Financial assistance in the form of project cost-share grants is sometimes available along with our technical services to encourage projects that will have public benefits of water quality improvement, flood reduction, or wildlife habitat enhancement. There are several potential sources of funding, and ACD works with landowners to coordinate the application process. ACD encourages performance-based cost-share, which is an approach wherein funding sources contribute to a project based on the benefits derived from the project. Other factors may also be considered such as landowner actions that may have exacerbated the problem and any other properties that could benefit from the solution.

ENGINEERING/TECHNICAL ASSISTANCE – Funding is available through the MCD Non-Point Engineering Assistance Program (NPEAP) and the Enhanced Technical Assistance (ETA) program to build internal capacity within SWCDs and fund contracts with consulting engineers for the design of conservation practices. Requests must be made through ACD for projects in Anoka County.

LOCAL WATER PLANNING (LWP) – ACD applies for and manages LWP implementation funds through the BWSR Natural Resources Block Grant (NRBG). These funds help offset the cost of assisting WMOs with implementation of their water plans. Anoka County receives approximately $8,000 to be shared among the water management entities.

SUBSURFACE SEWAGE TREATMENT SYSTEM ADMINISTRATION – ACD applies for and distributes funds through the NRBG to reimburse LGUs a portion of the cost of implementing SSTS related programs.

WCA ADMINISTRATION FUNDING – ACD applies for and distributes funds through the NRBG to reimburse LGUs a portion of the cost of implementing the WCA. Approximately $63,000 is available annually for Anoka County LGUs, which covers approximately 25% of reported expenses.

## PRODUCTS & EQUIPMENT

TREE SALES – ACD sells approximately 25,000 tree and shrub seedlings to 300 landowners annually. Seedlings are sold in bundles of 10 and 25, as our focus remains habitat improvement, not individual landscaping trees. The tree sale is an opportunity to provide one-on-one consultations with landowners about habitat improvement. We also sell native grass and wildflower seed.

RAIN GUARDIAN PRETREATMENT CHAMBER – ACD staff designed and patented the Rain Guardian pretreatment chamber for curb-cut rain gardens to greatly reduce maintenance time and effort. The RainGuardian.biz website provides promotional, technical, installation, and maintenance materials along with ordering instructions. Distributorships are in place for 37 states. We will continue to actively promote sales of the Foxhole as well as provide greater support to our distributor network. Rain Guardian revenues support other conservation efforts in Anoka County.

MISCELLANEOUS CONSERVATION MATERIALS – Many materials needed for conservation projects are not readily available, or are only available in bulk quantities. This can discourage landowners from moving forward with a project. To facilitate project installation ACD has several items on hand and provides them at cost, including herbicide, erosion control fabric, biodegradable stakes, duckbill anchors, galvanized steel cable, and horseshoe clamps.

EQUIPMENT RENTAL – ACD has invested in several pieces of equipment that help landowners implement conservation practices. The equipment is available for rent and is used to install ACD-coordinated conservation practices. Available equipment:

- Truax 3' native seed drop seeder
- 25-gallon herbicide tank and boom sprayer
- 52" pull behind brush mower
- Backpack herbicide sprayers

Safety equipment and training is included with rental.

## INFORMATION & OUTREACH

ANOKA COUNTY WATER RESOURCE OUTREACH COLLABORATIVE (ACWROC) – ACD coordinates the ACWROC, which works collaboratively to promote and host activities of common interest, create audience appropriate outreach materials, provide information to target audiences, and create opportunities for the public to engage in activities that improve natural resources quality or quantity. Some WBIF areas have allocated funds to support the coordination role.

E-NEWSLETTER – ACD publishes a quarterly e-newsletter that provides updates on projects and services, grant awards, staffing, scheduled events and activities, general natural resources stewardship information, and Board activities as a means to better reach out to public officials and others who subscribe.

WMO EDUCATION/NEWSLETTERS – ACD provides content to WMOs to incorporate into their member city newsletters related to the implementation of their water plans. Some WMOs also contract with ACD to provide project-specific education work products such as displays, signs, and brochures.

VIDEO DEVELOPMENT – Videos can be used to highlight ACD projects, inform other professionals on the elements of project design and construction, inform the public on natural resource issues, and engage the public. All ACD videos are available on the AnokaSWCD YouTube page. The following video projects are planned in the coming few years.

- Animated video series on rivers and how to be a good river steward
- Animated video on watersheds
- Animated video on stormwater
- Animated video on stormwater pond function and landowner expectations
- Animated video on wetland restoration
- Animated video series on agricultural BMPs and stewardship
- Animated video series on forest resource stewardship
- Animated video on soil health
- Drone captured project installation video footage

VIDEO COMPANION MATERIALS – ACD will elevate the animated video series to be a more engaging informational tool through the development of companion materials such as information scavenger hunts, pre and post viewing knowledge surveys, interactive quizzes, and action pledges.

WEBSITE – While ACD's AnokaSWCD.org website serves an important administrative function, it also provides useful information on natural resources stewardship. It presents ACD's programs and services, provides project information, and serves as an archive for myriad natural resource management reports and analyses such as the Water Resources Almanac and Stormwater Retrofit Analyses. The website provides the public with direct access to ACD's series of brochures, displays, and videos.

WEBSITE BLOG – ACD publishes a blog to provide a more comprehensive narrative of priority topics than can be accomplished in a newsletter, Facebook post, or typical webpage. The blog is updated with monthly project updates and timely natural resource stewardship guidance.

WEBSITE DATA ACCESS TOOL – ACD staff collect and analyze water quality, quantity, and biology data. Providing our partners and the public with timely access to the data as it is being collected is a high priority. Developing the means to do so in a manner that provides a user friendly interface, is easy to maintain, facilitates data management and reporting, is cost-effective, and avoids redundancy is challenging. We anticipate completion of this interface early in 2021.

WORKSHOPS AND PRESENTATIONS – ACD periodically collaborates with cities and watershed districts to provide information on a variety of natural resource topics. Presentations are tailored to the audience and range from 'how-to' workshops for landowners to implement projects at home, to highly technical presentations to other professionals in the natural resources management field. While in-person workshops are on hold due to COVID-19, online workshops have become second nature for many professionals and landowners.

NEWSPAPER ARTICLES – ACD periodically submits articles to local newspapers for promotion of programs and services and public education on topics related to natural resource stewardship.

BROCHURES & DISPLAYS – ACD has developed a series of brochures and tabletop displays promoting conservation in the community. They are available for use by partners in Anoka County. In 2021, ACD will work to develop a multi-purpose booth and display materials that can be used by ACD staff and our partners at local events.

PUBLIC OFFICIALS OUTREACH – As projects are being developed and installed/implemented, ACD staff will provide updates to county commissioners, state legislators, city officials and ACD supervisors via direct email, e-newsletter, Facebook links, and blog links.

DAY AT THE CAPITOL – In most years, ACD supervisors and staff spend time visiting with legislators regarding natural resource issues in Anoka County. During the legislative session in particular, ACD will often organize a 'Day at the Capitol' whereby we meet with as many of our 17 elected representatives as possible to promote ACD's highest priority issues. The structure of this process will be modified in light of COVID-19, but the commitment to engage state legislators remains.

# Measure Outcomes

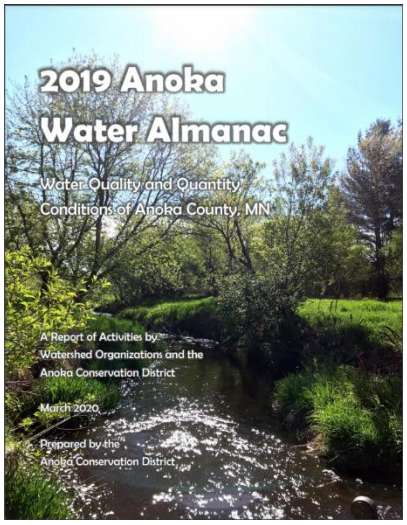
Measuring outcomes can be done by using models, through monitoring the physical, chemical, and/or biological characteristics of the target resources, or by measuring work deliverables. Each has pros and cons, and is appropriate in different circumstances.

## USING MODELS

ACD uses several models to estimate benefits when applying for grants and to report deliverables as project grants are being closed out. WinSLAMM is used for urban stormwater projects, RUSLE2 is used for rural BMPs, the Wisconsin-NRCS direct volume method is used for riparian soil loss calculations, and the BWSR Pollution Reduction Estimator is used when robust models are not available. Model accuracy is compromised not only by the number and complexity of variables entered into it, but also by the fact that natural resource quality is constantly being impacted by factors unaccounted for in models, such as climatic variability, land cover changes, and land use management practices. For these reasons, it is optimal to monitor the condition of the target resource.

## MONITOR TARGET RESOURCES

ACD maintains a rigorous routine monitoring program of target natural resources. Long-term routine monitoring provides a baseline, trends, and pace of progress. As goals are reached for a particular resource, management efforts are shifted to maintenance mode. Detailed monitoring data and analysis are presented annually in a Water Resources Almanac prepared by ACD staff and available at AnokaSWCD.org. Almanacs are organized by watershed and are several hundred pages in length.




## MEASURING WORK THROUGHPUT

Another alternative is to measure effort and work deliverables. For each of the four resource categories as well as community and general operations, two to six metrics of success in terms of effort and outcomes from the Action Wheel in Figure 1 will be reported each year. The designated 'grade' for each action can be represented visually by varied ball sizes as shown in Figure 2 or equivalent. We are hopeful that by including intrinsic natural resource value throughout the plan and addressing community resources as a separate topic, the action wheel incorporates general quality of life outcomes to capture frequently overlooked benefits of natural resource stewardship.


*Figure 1: ACD action wheel*

*Figure 2: Progress scale*

# Allocation of Implementation Assets

Implementation assets include support (political, agency, public), capacity (financial, expertise, technology, staff time), awareness (locally relevant science, planning, natural resource literacy), and jurisdiction (geographic, regulatory). While sufficient funding may overcome many of these, it cannot address them all; that requires fostering relationships, building trust, and collaboration. Finite assets must be judiciously allocated to implement activities in a way that optimizes outcomes. Because ACD does not have access to robust or stable funding, collaborating to cobble together implementation assets is not only optimal, but also necessary. This section focuses on capacity allocations.

## STAFF TIME AND EXPERTISE

ACD employs ten to fifteen people with approximately 11.24 full time equivalents (FTEs). ACD has 2922 staff workdays to address goals and objectives. Planned objectives should require 2990 workdays to complete. As such, current and proposed staff is 68 workdays short of anticipated need. Programs and services are continually prioritized, often favoring those that are self-funded, to maintain fiscal and programmatic stability. One challenge for 2021 is that workload leans more heavily toward specialist level tasks. As a result, we are in need of 0.63 more specialists than we have, and have 0.49 more technician than we need. This presents technicians with the opportunity to take on higher-level tasks and gain valuable experience, but this also comes with a steeper learning curve and the need for more training and time to adapt.

*Table 3: 2021 staff needs*

| ***Program or Service*** | **Mgr** | **Admin** | **Engage** | **Tech** | **Spec** | **Principal** | **Seasonal** | **Total** |
|---|---|---|---|---|---|---|---|---|
| *General Operations* | 0.37 | 0.62 | 0.14 | 0.12 | 0.46 | 0.34 | 0.07 | 2.12 |
| *Paid Leave* | 0.14 | 0.18 | 0.10 | 0.13 | 0.56 | 0.33 | 0.04 | 1.48 |
| *Landlord* | 0.02 | 0.01 | 0.01 | 0.02 | 0.03 | 0.03 | 0.02 | 0.14 |
| *Outreach and Engagement* | 0.02 | 0.00 | 0.70 | 0.02 | 0.03 | 0.02 | 0.00 | 0.79 |
| *Monitoring* | 0.01 | 0.00 | 0.00 | 0.32 | 0.02 | 0.01 | 0.26 | 0.62 |
| *Inventory* | 0.01 | 0.00 | 0.00 | 0.09 | 0.07 | 0.01 | 0.01 | 0.19 |
| *Analysis* | 0.00 | 0.00 | 0.00 | 0.16 | 0.18 | 0.37 | 0.00 | 0.71 |
| *Planning* | 0.16 | 0.00 | 0.05 | 0.00 | 0.04 | 0.13 | 0.00 | 0.38 |
| *Land Protection* | 0.00 | 0.00 | 0.00 | 0.00 | 0.04 | 0.00 | 0.00 | 0.04 |
| *Surface Water Stewardship* | 0.17 | 0.01 | 0.00 | 0.42 | 0.97 | 0.72 | 0.11 | 2.40 |
| *Groundwater Stewardship* | 0.02 | 0.00 | 0.02 | 0.08 | 0.02 | 0.00 | 0.00 | 0.14 |
| *Ecological Resource Stewardship* | 0.01 | 0.00 | 0.00 | 0.01 | 0.70 | 0.01 | 0.75 | 1.48 |
| *Soils Stewardship* | 0.01 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.01 |
| *Regulatory Assistance* | 0.01 | 0.01 | 0.00 | 0.09 | 0.37 | 0.01 | 0.01 | 0.50 |
| *Administrative Assistance* | 0.03 | 0.01 | 0.00 | 0.00 | 0.00 | 0.05 | 0.05 | 0.14 |
| *Financial Assistance* | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 |
| *Products & Equipment* | 0.04 | 0.12 | 0.01 | 0.05 | 0.14 | 0.13 | 0.13 | 0.62 |
| *Over or Under Unallocated* | -0.02 | 0.04 | -0.03 | 0.49 | -0.63 | -0.16 | 0.05 | -0.26 |
| *Total* | 1.00 | 1.00 | 1.00 | 2.00 | 3.00 | 2.00 | 1.50 | 11.50 |

## FUNDING

Table 4 summarizes revenues and expenditures and indicates the amount of pass-through funding. Revenues and expenditures are identical for pass-through funding and so pass-through funds are not included in either revenues or expenditures. Detail is provided in Table 5 through Table 7.

*Table 4: Funding summary*

| | |
|---|---|
| **Revenue Summary** | |
| Charges for Services | 11,305 |
| Interest | 3,000 |
| Intergovernmental - County | 265,392 |
| Intergovernmental - Local | 215,060 |
| Intergovernmental - Regional | 41,444 |
| Intergovernmental - State | 817,662 |
| Product Sales | 562,700 |
| Rents | 100,279 |
| **Total** | **2,016,842** |
| | |
| **Pass-Through Summary** | **686,447** |
| | |
| **Expenditure Summary** | |
| Capital Expenses | 0 |
| Materials/Supplies | 174,910 |
| Office Overhead | 89,274 |
| Personnel | 983,023 |
| Contracts - Tech/Engineering | 218,224 |
| Contracts - Admin | 7,500 |
| Contracts - Project Development | 20,000 |
| Office Headquarters | 60,275 |
| Rain Guardian | 329,719 |
| **Total** | **1,882,926** |

*Table 5: Pass-through detail*

| ***Pass-Through Detail*** | **Charge for Service** | **County** | **Local** | **State** | **Grand Total** |
|---|---|---|---|---|---|
| *Rum River Stabilization* | | | | 300,000 | **300,000** |
| *BMP Construction* | | | | 11,107 | **11,107** |
| *Revetments - CPL* | | 40,000 | | | **40,000** |
| *Weed Management* | 500 | | 1,000 | | **1,500** |
| *Mississippi Stabilization 2* | 17,500 | | | 78,100 | **95,600** |
| *SSTS-Fix up grants* | | | | 21,447 | **21,447** |
| *Coon & Martin Lake Retrofits* | | | | 48,693 | **48,693** |
| *Streambank & Shoreland Stabilization* | | | | 97,100 | **97,100** |
| *Stormwater Retrofits* | | | 5,000 | 66,000 | **71,000** |
| ***Grand Total*** | **18,000** | **40,000** | **6,000** | **622,447** | **686,447** |

*Table 6: Revenue detail*

| Revenue Detail | Charge for Service | Interest | County | Local | Regional | State | Product Sales | Rents | Grand Total |
|---|---|---|---|---|---|---|---|---|---|
| *1W1P St. Croix* | | | | 662 | | | | | **662** |
| *Ag. Conservation Planning* | | | | 1,120 | | | | | **1,120** |
| *Annual Report* | | | | 3,105 | | | | | **3,105** |
| *Aquatic Invasive Species* | | | | 1,300 | | | | | **1,300** |
| *Auditor Report* | | | | 672 | | | | | **672** |
| *Biomonitoring* | | | 1,900 | 3,600 | | | | | **5,500** |
| *BMP Consultation* | | | 14,000 | 10,000 | 20,000 | | | | **44,000** |
| *Brochures/Displays/Videos* | | | | 551 | | | | | **551** |
| *Buckthorn - CCESR* | | | | | | 51,294 | | | **51,294** |
| *Buffers* | | | 10,000 | | | 18,300 | | | **28,300** |
| *Carp Management* | 4,250 | | | 11,110 | | 77,470 | | | **92,830** |
| *Coon & Martin Lake Retrofits* | | | | 2,488 | | 11,000 | | | **13,488** |
| *Ditch 20* | | | | 320 | | | | | **320** |
| *Easements* | 300 | | | | | | | | **300** |
| *Erosion Inventory* | | | | | | 3,500 | | | **3,500** |
| *General Operations* | | 3,000 | 148,992 | | | 143,565 | | | **295,557** |
| *Grant Administration* | | | | 4,000 | | | | | **4,000** |
| *Grant Preparation* | | | | 4,817 | | | | | **4,817** |
| *K-12 Material* | | | | 5,000 | | 15,000 | | | **20,000** |
| *Lake Levels* | | | | 7,500 | | | | | **7,500** |
| *Lake Secchi* | | | | 912 | | | | | **912** |
| *Lake Water Quality* | | | 2,500 | 15,120 | | | | | **17,620** |
| *Lakeshore outreach* | | | | | | 1,750 | | | **1,750** |
| *Land Protection Strategies* | | | | | | 8,000 | | | **8,000** |
| *Local Water Plan Implementation* | | | | | | 8,094 | | | **8,094** |
| *Mississippi River Park* | | | | 11,200 | | | | | **11,200** |
| *Mississippi Stabilization 2* | | | | | 8,000 | 2,750 | | | **10,750** |
| *Newsletter* | | | | 3,810 | | | | | **3,810** |
| *Obwells* | | | | | | 2,400 | | | **2,400** |
| *Office Headquarters* | | | | | | | | 100,279 | **100,279** |
| *On-Call* | | | | 16,043 | | | | | **16,043** |
| *Outreach Coordinator* | | | | 6,450 | | 13,600 | | | **20,050** |
| *Pollinator Habitat* | | | | | | 4,050 | | | **4,050** |
| *Rain Guardian* | | | | | | | 529,700 | | **529,700** |
| *Restoration - Blaine SNA* | | | | | | 12,000 | | | **12,000** |

| Revenue Detail | Charge for Service | Interest | County | Local | Regional | State | Product Sales | Rents | Grand Total |
|---|---|---|---|---|---|---|---|---|---|
| *Restoration - Burman WMA* | 3,120 | | | | | 29,400 | | | **32,520** |
| *Revetments - CPL* | | | 20,000 | 10,000 | | | | | **30,000** |
| *Rum River Stabilization* | | | 50,000 | | | 80,000 | | | **130,000** |
| *Shoreland Admin* | | | | | | 2,615 | | | **2,615** |
| *SRA Generic* | | | | 5,600 | | 65,493 | | | **71,093** |
| *SRA Lower Rice* | | | | 11,635 | 4,944 | | | | **16,579** |
| *SRA Mississippi* | | | | | 8,500 | | | | **8,500** |
| *SSTS* | | | | | | 18,600 | | | **18,600** |
| *SSTS-Fix up grants* | | | | | | 4,000 | | | **4,000** |
| *Stormwater Retrofits* | | | | | | 21,300 | | | **21,300** |
| *Strategic Planning* | | | 18,000 | | | | | | **18,000** |
| *Stream Flow - Rating Curve* | | | | 10,000 | | | | | **10,000** |
| *Stream Hydrology* | | | | 8,800 | | | | | **8,800** |
| *Stream Water Quality* | | | | 31,800 | | | | | **31,800** |
| *Streambank & Shoreland Stabilization* | 2,235 | | | 4,400 | | 9,600 | | | **16,235** |
| *Tour* | | | | 1,590 | | | | | **1,590** |
| *Training* | | | | | | 3,500 | | | **3,500** |
| *Tree Sales* | | | | | | | 33,000 | | **33,000** |
| *Videos* | | | | 7,500 | | 22,500 | | | **30,000** |
| *WCA Admin* | 1,000 | | | | | 63,191 | | | **64,191** |
| *Website* | | | | 2,255 | | | | | **2,255** |
| *Weed Management* | | | | | | 37,690 | | | **37,690** |
| *Well Sealing* | | | | | | 87,000 | | | **87,000** |
| *Wetland Consultation* | 400 | | | | | | | | **400** |
| *Wetland Hydrology* | | | | 11,700 | | | | | **11,700** |
| ***Grand Total*** | **11,305** | **3,000** | **265,392** | **215,060** | **41,444** | **817,662** | **562,700** | **100,279** | **2,016,842** |

*Table 7: Expense Detail*

| Expense Detail | Capital | Materials/ Supplies | Office Overhead | Personnel | Contracts - Tech/Engineering | Contracts - Admin | Contracts - Project Development | Office Headquarters | Rain Guardian | Grand Total |
|---|---|---|---|---|---|---|---|---|---|---|
| *Biomonitoring* | | 40 | | | | | | | | **40** |
| *General Operations* | | 30,100 | 84,774 | 983,023 | 9,700 | | | | | **1,107,597** |
| *Lake Water Quality* | | 3,360 | | | | | | | | **3,360** |
| *Office Headquarters* | | | | | | | | 60,275 | | **60,275** |
| *Rain Guardian* | | | | | | | | | 329,719 | **329,719** |
| *Rum River Stabilization* | | | | | 50,000 | | | | | **50,000** |
| *Stream Water Quality* | | 6,450 | | | | | | | | **6,450** |
| *Tree Sales* | | 15,000 | | | | | | | | **15,000** |
| *WCA Admin* | | | | | | 7,500 | | | | **7,500** |
| *Website* | | | 2,500 | | | | | | | **2,500** |
| *Buffers* | | 300 | | | | | | | | **300** |
| *Training* | | | 2,000 | | 2,000 | | | | | **4,000** |
| *SSTS* | | 17,000 | | | | | | | | **17,000** |
| *Revetments - CPL* | | 10,000 | | | | | | | | **10,000** |
| *Carp Management* | | 5,200 | | | 83,130 | | | | | **88,330** |
| *Weed Management* | | 2,290 | | | 20,100 | | | | | **22,390** |
| *Tour* | | 600 | | | | | | | | **600** |
| *Mississippi Stabilization 2* | | | | | 1,500 | | | | | **1,500** |
| *Restoration - Burman WMA* | | 3,420 | | | 19,000 | | | | | **22,420** |
| *Restoration - Blaine SNA* | | 1,600 | | | 2,000 | | | | | **3,600** |
| *Buckthorn - CCESR* | | 5,500 | | | 30,794 | | | | | **36,294** |
| *Well Sealing* | | 70,000 | | | | | | | | **70,000** |
| *Pollinator Habitat* | | 4,050 | | | | | | | | **4,050** |
| *K-12 Material* | | | | | | | 5,000 | | | **5,000** |
| *Videos* | | | | | | | 15,000 | | | **15,000** |
| ***Grand Total*** | | **174,910** | **89,274** | **983,023** | **218,224** | **7,500** | **20,000** | **60,275** | **329,719** | **1,882,926** |

## UNMET NEED - GAP ANALYSIS

A gap analysis is a process of identifying needs that are not being met. The following is incorporated throughout this and the comprehensive plan.

- All goals, objectives, strategies and actions were viewed through the lens of what ACD's role could be.
- All comprehensive plan resource sections detail unmet need and missing assets for implementation.
- Monitoring and inventory data that show a decline in resource quality or quantity indicate an unmet need.
- Identified monitoring, inventory, analysis, and planning represent knowledge gaps.
- The lists of collaborations at different scales along with the selection of optimum lead entities are geographic and jurisdictional gap analyses.
- Identified audiences and outreach topics are a public awareness gap analysis.
- The identified adjustments in authorities are jurisdictional, programmatic, and funding gap analyses.

### SURFACE WATER

- Comprehensive and consistent data collection and analysis across jurisdictions occurs rarely.
- Plan coordination and integration among water resource stewardship entities is lacking, due in no small part to the extreme complexity of integration.
- Complex surface water governance hinders understanding of the system and leads to both gaps and redundancies, as well as the perception of duplication, even if not real.

### ECOLOGICAL RESOURCES

- Baseline data for ecological resource type, quality and distribution are very limited.
- Species-specific conservation plans and strategies are not available.
- Objective evaluation of BMP success is infrequent. Without it, the science and practice of ecological resource stewardship is not evolving optimally.
- Training on holistic resource stewardship to ensure we are treating the underlying problem and not just a symptom.

### GROUNDWATER

- Comprehensive groundwater plan – there is no comprehensive plan for groundwater stewardship in Anoka County and no entity with sufficient jurisdiction and will to initiate planning or implementation.
- Available grant funding favors remediation over prevention, which is highly inefficient.
- Groundwater quantity conservation is not a high priority for funding entities.

### SOILS

- Urban soil health research is needed.
- Anoka County-specific soil health data are needed.
- Widespread urban food programs could help address food desert challenges and reduce the strain on conventional agriculture.

## ASSET SHORTFALLS

SWCD funding uncertainty is the single largest shortfall that impacts implementation effectiveness and timing. It hinders all aspects of ACD operations. Securing SWCD statutory funding authority remains by far the most critical adjustment needed to advance the stewardship of natural resources in Minnesota.

### COMMUNITY

- A common asset shortfall among all resource categories is the lack of public literacy on natural resource issues. This is understandable. Natural resources are complex; so much so that they require special purpose units of government to implement stewardship actions. Lack of literacy is not limited to the public; it is more the norm than the exception among state legislators, local elected officials, community leaders, and agency and department staff.
- Funding for general outreach and engagement is very limited.

### ECOLOGICAL RESOURCES

- Long-term stewardship funding to maintain restoration projects with periodic burns and invasive species treatment.
- Lack of objective measures of the value of ecosystem services relegates ecological stewardship to the category of 'nice' instead of 'necessary.'
- Foundational data are missing or outdated, such as MLCCS, which compromises planning and implementation efforts.

### GROUNDWATER

- Additional groundwater expertise would be needed to conceptualize and implement meaningful groundwater stewardship plans.
- Groundwater management authorities are split among state, county and city entities and there is a lack of coordination.

### SOILS

- Soils stewardship as a means to improve urban water quality isn't even a discussion, but should become one.
- Funding is needed to initiate research on the function of urban soil health on other resources.

## ADJUSTMENTS IN AUTHORITIES

ACD will support funding options, legislation, and local ordinances that achieve the following:

- Provide SWCDs with operational and programmatic statutory funding authority.
- Conserve groundwater through mechanisms such as mandated rain/soil moisture sensors on irrigation systems, private well regulation, limits on manicured lawn size, plumbing code updates to allow gray water segregation, reuse and/or infiltration.
- Secure groundwater planning delegated authority and implementation funding.
- Allow reimbursement of full fee schedule rates from state grants for soil and water conservation districts.
- Provide funding for the long-term inspection and maintenance of BMPs.
- Support development of a technical approval authority training and certification program by BWSR that doesn't rely on NRCS provided training and oversight. An online module based system would be ideal to accommodate training needs arising from staff turnover and workload variability over time and would follow employees as they move between jobs.
- Increase reimbursable staff expenses associated with the CPL grant program
- Creation of an ecological planning grant element in the OHF or LCCMR similar to CWF's Accelerated Implementation Grants.

- Acknowledgement of long-term O&M costs as a portion of required match.
- Extend OHF grant terms for ecological restoration/enhancement projects.
- Increase NRBG WCA funding and reduce the match requirement.

## TECHNICAL STAFF TRAINING & CERTIFICATION NEEDS

| Conservation Practice | Staff Member | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | C. Lord | M. Haustein | J. Schurbon | B. Wozney | J. Wagner | C. Taylor | K. Larson | TBD |
| | Ecol. Level Plan or Design Eng. Class I-V | | | | | | | |
| **Ecological Science** | | | | | | | | |
| Alum addition - In lake (563M) | | | D | | D | | | |
| Aquatic Vegetation Management (565M) | | | | | D | | | |
| Bioretention Basin (712M) | D | D | | | D | | | |
| Brush Management (314) | D | | | | | D | | |
| Conservation Cover (327) | | | | | | D | | |
| Conservation Crop Rotation (328) | | | | | | | | |
| Conservation Cover(327M) | D | | | | | D | | |
| Contaminant Source Inventory (300M) | D | D | D | | | | | |
| Cover Crop (340) | | | | | | | | |
| Critical Area Planting (342) | D | D | | | | D | D | |
| Early Successional Hab. Dev./Mgmt. (647) | D | D | | | | D | D | |
| Erosion Control (148M) | D | D | | | | | D | |
| Field Border (386) | | | | | | | | |
| Filter Strip (393) | D | | | | D | | | |
| Fish Management (392M) | | | D | | | | | |
| Forest Stand Improvement(666M) | D | | | | | D | | |
| Groundwater Monitoring (500M) | | | | | D | | D | |
| Infiltration Trench (803M) | D | D | | | | | | |
| Nutrient Management Plan (590, 509M) | | | | | | | | |
| Permeable Surfaces (804M | | D | | | | | | |
| Ravine/Gully Inventory (302M) | D | D | | | | | D | |
| Resto. & Mgmt. Declining Habitats (643) | D | | | | | D | | |
| Riparian Forest Buffer (391) | D | | | | | D | | |
| Riparian Herbaceous Cover (390) | D | | | | | D | D | |
| SSTS Inventory (305M) | | | D | | D | | | |

| Conservation Practice | Staff Member | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | C. Lord | M. Haustein | J. Schurbon | B. Wozney | J. Wagner | C. Taylor | K. Larson | TBD |
| | Ecol. Level Plan or Design Eng. Class I-V | | | | | | | |
| Stream Habitat Imprv. & Mgmt (395) | D | D | D | | D | D | D | |
| Subwatershed Analysis (510M) | D | D | | | D | | | |
| Surface Water Monitoring (501M) | | D | D | | D | | D | |
| Tree/Shrub Establishment (612) | D | | | | | D | D | |
| Upland Wildlife Habitat Mgmt. (645) | D | | | | | D | D | |
| Wetland Wildlife Habitat Mgmt. (644) | D | | | D | | D | D | |
| Windbreak/Shelterbelt Estab. (380) | D | | | | | D | | |
| **Engineering** | | | | | | | | |
| Clearing and Snagging (326) | V | V | | | | | | |
| Grade Stabilization Structure (410) | I | I | | | | | | |
| Multi-stage Ditch (807M) | | | | | | | | |
| Stormwater Runoff Control - Infilt. (570) | I | I | | | | | | |
| Streambank & Shoreline Prot. (580) | II | II | | | | | | |
| Water & Sediment Control Basin (638) | IV | | | | | | | |
| Wetland Restoration (657) | I | I | | I | | I | | |
| **Other Certifications** | | | | | | | | |
| Wetland Delineator | | | | X | | | | |
| Prof. in Erosion & Sediment Control | | X | | | | | | |
| Prof. in Storm Water Quality | | X | | | | | | |

# Looking Ahead: 10-Year Project Priorities

The following table presents an extensive listing of potential project opportunities to address ACD priorities and goals, listed generally in the order of priority based on activity type. The first column indicates initiative priority with a (H)igh, (M)edium, or (L)ow within each grouping of activity types. Projects will be added and dropped from the list each year as they are envisioned and completed respectively. It is important to initiate project development several years before anticipated installation in order to align all of the needed implementation assets. The groundwork for projects being installed in 2021 was laid several years ago. To keep the cycle going, we must work today to lay the groundwork for 2024 projects.

*Table 8: 10-year project priorities and opportunities*

| | Potential Initiative | Potential Grant | Potential Partner | Annual (Total[1]) |
|---|---|---|---|---|
| H<br>H<br>H<br>H<br>H<br>H | Shoreline and Streambank Stabilization<br>• Rum River<br>• Mississippi River<br>• Lake George<br>• Linwood Lake<br>• Coon Lake<br>• Martin Lake | CPL, OHF, WBIF, CWF Projects and Practices, District Capacity | WDs/WMOs, Cities, LIDs, Lake Assoc. Co. Depts., Landowners, SWCDs, NGOs | $500K ($5,000K) |
| H<br>H<br>H<br>H<br>H<br>H<br>M<br>M<br>M<br>H | SRA/WRAPS Project Implementation<br>• City of Anoka<br>• City of Ramsey<br>• City of St. Francis<br>• Lake George<br>• Martin Lake<br>• Coon Lake<br>• CCWD – multiple<br>• RCWD – multiple<br>• MWO – multiple<br>• Rum River WRAPS<br>• Other SRAs listed below, not yet done | WBIF, CWF Projects and Practices, District Capacity, Met Council, Dept. of Health, MPCA Section 319 | WDs/WMOs, Cities, LIDs, Lake Assoc. Co. Depts., Landowners | $100K ($1,000K) |
| H | Alum Treatment<br>• Golden Lake | WBIF, CWF | WD, City, Lake Assoc., | $150K |
| M | SSTS Fix-Up – Riparian Focus | MPCA | Landowner | $40K ($400K) |
| H<br>H<br>H | Carp Management<br>• Linwood Lake<br>• Martin Lake<br>• Typo Lake | WBIF, CWF, CPL | WMO, Twp., Lake Assoc. | $150K |
| M | Targeting Analyses<br>• Linwood Lake SRA | LCCMR, CWF AIG, WBIF, MCD ETA, | WMOs/WDs, Cities, LIDs, Lake Assoc. | $50K ($500K) |

[1] Anticipated 10-year need included to show long-term funding needs. Funds are not necessarily needed every year for 10 years.

| | Potential Initiative | Potential Grant | Potential Partner | Annual (Total[1]) |
|---|---|---|---|---|
| M<br>H<br>H<br>M<br>H<br>H<br>M | • Rice Creek Chain of Lakes SRA,<br>• Lower Rice Creek SRA,<br>• Lower Rum River SRA,<br>• Lower Mississippi River Erosion Analysis<br>• Mississippi Direct Discharge SRA<br>• West Ford Brook SRA<br>• Lakeshore condition | Met Council, District Capacity | | |
| M<br>H<br>M | Feasibility Analysis & Project Design<br>• Sunrise Chain of Lakes Alum treatment<br>• Lake George in-lake analysis<br>• Ag. conservation planning | LCCMR, CWF AIG, WBIF, MCD ETA, Met Council, District Capacity, EQIP | WMOs/WDs, Cities, LIDs, Lake Assoc. | $90K ($270K) |
| M<br><br>M<br>M | Groundwater Projects and Analysis<br>• Campus groundwater conservation planning<br>• Well sealing cost share<br>• Smart irrigation | CWF AIG, LCCMR, Met Council, MDH | Cities, Landowners, HOAs, School Districts | $120K ($1,200K) |
| H<br>H<br>M<br>M<br>M<br>M<br>M<br>M<br>H | Ecological Restoration<br>• Burman WMA<br>• Blaine SNA<br>• Mikkelson WMA Prairie<br>• Bonnell WMA<br>• Carlos Avery WMA<br>• Rum River Central Regional Park<br>• Cedar Creek Conservation Area<br>• Anoka Nature Preserve<br>• Cedar Creek Ecosystem Science Reserve | OHF, CPL, USFWS, NWTF | Co. Depts. Cities, DNR, Sports Orgs., Landowners, NGOs | $300K ($1,500K) |
| M<br>M<br>M<br>H<br>M<br>H<br>H<br>L | Invasive/Noxious Species Treatment<br>• Phragmites<br>• Anoka CWMA<br>• Buckthorn<br>• CCCA<br>• Rum Central<br>• CCESR<br>• Burman WMA<br>• AIS | MDA, OHF, CWMA, MN AIS, | Co. Depts. Cities, Weed Inspectors, WDs/WMOs, DNR, MDA, Sport Orgs, Landowners, NGOs | $120K ($1,200K) |
| H | Rare Plant Salvage Program | LCCMR, OHF | Arboretum, DNR, Co. Depts., NGOs, Cities, WDs | $85K ($510K) |
| M | Pollinator Habitat | Lawns to Legumes – BWSR, CPL, EQIP, CWF | WDs/WMOs, Cities, Landowners, NGOs | $40K ($400K) |

| | Potential Initiative | Potential Grant | Potential Partner | Annual (Total[1]) |
|---|---|---|---|---|
| L | Invasive Species Inventories | MDA, CWMA, MN AIS, | Co. Depts. Cities, Weed Inspectors, NGOs | $25K (75K) |
| H | Social Capacity – Empowering the Public<br>• Create informational materials<br>• Create displays and interactive models<br>• Write articles for local newspapers, newsletters, and blogs<br>• Create videos and other online content<br>• Host workshops/ trainings/ presentations/ tours<br>• Host community engagement events<br>• Promote individual and collective conservation actions<br>• Promote behavior change campaigns<br>• Coordinate with local partners<br>• Partner regionally to support large-scale outreach efforts | WBIF, District Capacity, LCCMR | WDs/WMOs, Cities, Co. Depts., SWCDs, School Districts | $85K ($850K) |
| H<br>H<br>H | Land Protection<br>• Easements - Rum RIM<br>• Easements – MCBS Lands<br>• Cedar Creek Corridor | RIM, OHF, District Capacity | BWSR, MLT, TNC, TPL, NGOs | $1,000K+ |
| M | Wetland Restorations<br>• Riparian Areas | BWSR Banking, District Capacity, DNR CPL, MPCA Section 319, OHF | Landowners, WDs/WMOs, NRCS, USFWS, NGOs | $40K ($200K) |
| M<br>M<br>L<br>H<br>L | Data Collection<br>• Water monitoring<br>• MLCCS<br>• Wetland floristic quality<br>• BMP/project efficacy<br>• Soils | WBIF, District Capacity, LCCMR | WDs/WMOs, Lake Assoc., LIDs | $200K ($2,000K) |

# Cost Share Policy

ACD's program to assist with the cost of installing conservation practices to achieve the goals of the District consists of several funding sources, each with its own set of requirements. These funding sources change from year to year and so detailed procedures and policies are not included in this document. Following are general policies that ACD has adopted to facilitate program administration and improve program outcomes.

ACD reserves full discretion for funding decisions and may deviate from these policies.

## PROJECT SELECTION AND FUNDING

- Projects must benefit Anoka County natural resources.
- The following will be considered when determining grant awards and funding amounts (up to 100%) to ensure the greatest public benefit.
  - Natural resource benefited
  - Amount of benefit
  - Cost-effectiveness relative to similar projects
  - Multiple benefits
  - Cause of the problem
  - Benefactors of the solution
  - In-kind or cash match of non-public funds
- A single application may include multiple project types.
- Cost-benefit analysis will be conducted with consideration of all benefits and costs over the life of the project.
- Public benefits for projects will be measured in terms of the actual benefits to the priority resource.
- When determining project benefits, water quality, water quantity, ecological, and soil health benefits will be considered.
- Grant awards will be based on the lowest cost option that achieves the project objective.
- 100% of project costs may be paid for with public funds provided the project cooperator is not substantially at fault for creation of the problem. A curb-cut rain garden that treats water from much of the neighborhood but very little of the cooperator's property is an example.
- Investment of public funds into a project will be considered in terms of the benefits received by the public.
- ACD will consider all public funds going toward a project when determining if the project is worthwhile on a cost-benefit basis, not just those funds invested by or through ACD.

## APPLICATION AND FUNDING PROCESS

- Projects are reviewed by ACD staff and complete grant applications are considered for funding by ACD's Board of Supervisors at their monthly meeting.
- Grant applications should be submitted to ACD staff at least two weeks prior to regularly scheduled Board meetings.
- The ACD Board may act to obligate funds toward a project without fully encumbering those funds within a contract. This serves to reserve funds for projects while other elements of project planning, design, and coordination can be finalized.
- Case by case, project sponsors/landowners/applicants may be required to provide an escrow in the amount of anticipated design and engineering costs. If the project construction bids come in within 10% of the engineer's estimate and the applicant does not move forward with project installation, the escrow may be used to reimburse ACD for the cost of the design. If the applicant moves forward with construction, these funds shall be applied toward construction costs.
- Grant recipients will not be compensated for their labor. Grant recipient labor may be considered an in-kind contribution.
- The value of in-kind services/equipment/materials provided by landowners/project sponsors will be based on state approved prevailing wage guidance for services, documented market rates for rental equipment, or documented actual cost/value for materials.
- Expenses incurred prior to grant approval are ineligible.
- Grants are reimbursement grants, unless otherwise approved in advance. Grant recipients must submit receipts for eligible expenses to ACD. Reimbursement checks will be issued within six weeks.
- Applicants may apply to other entities for grants. In no case will funding from all sources to the grant recipient exceed eligible project expenses.
- Policies specific to certain funding sources may differ, and supersede those found in this document.

## LOGISTICS AND LIMITATIONS

- Grant recipient must assume operations and maintenance responsibilities for the life of the project.
- Grants will not be awarded for projects required by permit or law.
- Principal or Specialist level staff shall oversee project management.
- The NRCS Field Office Technical Guide or other standard generally accepted by the engineering profession will be used for project design, construction, operations and maintenance.
- Grant agreement non-compliance will be reviewed by the operations committee with a recommendation to the ACD Board. The committee shall seek input from staff of the agencies that provided funding. The primary goal will be to maintain/restore the project benefits. Failing that, minimally, a pro-rata refund of cost share funds will be sought based on the benefits received compared to the anticipated benefits over the planned life of the project.