BOARD OF SUPERVISORS

Brown County

305 E. WALNUT STREET
P. O. BOX 23600
GREEN BAY, WISCONSIN 54305-3600
PHONE (920) 448-4015 FAX (920) 448-6221

LAND CONSERVATION SUBCOMMITTEE

LAND CONSERVATION SUBCOMMITTEE
Monday, April 28, 2014
5:00 p.m.
Duck Creek Public Works Department
2198 Glendale Avenue - Howard

NOTICE IS HEREBY GIVEN THAT THE COMMITTEE MAY TAKE ACTION ON ANY ITEMS LISTED ON THE AGENDA

****NOTE TIME AND LOCATION****

I. Call Meeting to Order.
II. Approve/Modify Agenda.
III. Election of Chair.
IV. Election of Vice Chair.
V. Set date and time for regular meetings.
VI. Approve/Modify Minutes of March 24, 2014.
VII. Set/Schedule alternative date for real estate/health department tour- May 26 is Memorial Day.

1. Land and Water Conservation Department Budget Status Financial Report for February, 2014.
2. Department Annual Accomplishment Report.
3. Director's Report.
4. Such Other Matters as Authorized by Law.
5. Adjourn.

Notice is hereby given that action by the Committee may be taken on any of the items which are described or listed in this agenda. Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.

Annual Town Advisory Meeting to Follow PD&T

PROCEEDINGS OF THE BROWN COUNTY
LAND CONSERVATION SUBCOMMITTEE

Pursuant to Section 18.94 Wis. Stats., a regular meeting of the **Brown County Land Conservation Subcommittee** was held on Monday, March 24, 2014 in Room 161, UW Extension, 1150 Bellevue Street, Green Bay, WI

Present: Chairman Dantinne, Supervisor Bernie Erickson, Supervisor Tom Sieber, Supervisor Dave Kaster, Norb VanDeHei
Excused: Supervisor Landwehr
Also Present: Jim Jolly and other interested parties

I. **Call Meeting to Order**
The meeting was called to order by Chairman Dantinne at 6:00 p.m.

II. **Approve/Modify Agenda.**

Motion made by N. Vande Hei, seconded by Supervisor Kaster to approve. Vote taken. MOTION CARRIED UNANIMOUSLY.

III. **Approve/modify minutes of Land Conversation Subcommittee of February 24, 2014.**

Motion made by Supervisor Kaster, seconded by Supervisor Sieber to approve. Vote taken. MOTION CARRIED UNANIMOUSLY.

Comments from the Public

Land Conservation

1. **Budget Status Financial Report for January, 2013 (unaudited).**

Motion made by Supervisor Sieber, seconded by Supervisor Erickson to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY.

2. **Resolution to Approve the Agreement between the Great Lakes Commission and Brown County, as well as the NEW Water Standard Working Agreement with Brown County, pursuant to the Lower Fox Watershed Demonstration Project approved by the USDA as part of the Great Lakes Restoration Initiative.**

Jolly informed that when they got into the farm demonstration network it was a new initiative in the budget last year and it required the Great Lakes Commission to contract with a liaison, the liaison was Brown County Land Conservation. This resolution set up the legal structure to spend the $1M grant over the next five years. So this was the foundational piece that set it up and then there were subsidiary pieces such as the contract with NEW Water and contracts they had to sign with the landowners who participate, etc. Jolly had been writing agreements and working with the landowners to get things squared away. This was the first part.

Jolly wanted to make special mention of Deputy Corporation Counsel Kristen Hooker, she did a bang up job helping them out. She worked hard and was very thorough. She went to the great lakes commission and got contracts and provisions that would help them out a lot.

The new water contract was part of this. He believed they negotiated the most favorable contract they could have. He appreciated their wiliness to contribute to this project and make this a success. The $71,250 that they were giving them went towards the required match for this overall project. Brown County was kicking in the 25% of the one position staff salary and that is all Brown County will ever pay for this project. NRCS was paying 75%. They needed other monies to come in to satisfy the $250,000 match and this just about got them there, Great Lakes was supplying the rest.

Dantinne stated that in reading this, they had done a lot of good work with different factors and getting together to do something positive and it wasn't costing the county anything.

Jolly informed that they had a meeting a couple weeks ago, they had the four farmers, their consultants, and representatives from NRCS and the Great Lakes Commission and they all walked away from the meeting thinking it was going to work well. Everyone was excited, there were ideas coming from everyone. Responding to Erickson, Jolly added that it was the four main farms with the potential for satellite farms for other farmers that wanted to get involved. They were not going to be under contract for the full five years.

Correction: Jolly informed that when they send in a quarterly reimbursement, Great Lakes Commission had 65 days to process that payment and get it to Brown County. There was a discrepancy with the agreement under "GLC agrees to" should state "sixty-five (65)" not forty-five.

- Consistent with Section IX of this Agreement, disburse the quarterly reimbursement amount related to each submitted invoice form received from Grantee within forty-five (65) calendar days of GLC's approval thereof;

Motion made by Supervisor Sieber, seconded by N. Vande Hei to approve with the change. Vote taken. MOTION CARRIED UNANIMOUSLY.

3. **Resolution re: Reclassification of positions in the Land and Water Conservation Department AGRONOMIST TECHNICIAN & ENGINEERING TECHNICIAN.**

Jolly reiterated discussions brought forward since January. Land and Water Conservation department had found it difficult to recruit fully qualified candidates for their Agronomist Technician and Engineering Technician vacancies. There were some entry level candidates available. If they went with a journeyman, it would save approximately $4,000 however, it would put them behind because he would have to redistribute the entire workload in the department, reassign their other two Engineering Techs to train someone. The day that this resolution was finalized they received an application that met the qualifications. They were interviewing the person next week. This was not the way it would be with the agronomy position, they just can't find anyone. The only people that were applying were the people coming right out of school graduating in May. They need this resolution to happen but he would like it to happen from the standpoint that if he could get the qualified candidates, he had to have that. If he can't, he had to be able to resort to the terms in the resolution. Otherwise, it was just a lot of work for their department.

Dantinne felt that people coming out of college, they needed the job and had to get the experience somewhere. If that person came in at a pay cut knowing that after on the job experience, that was fine with Dantinne as long as they stayed with the county. Miller interjected that the only way they could set that up was if they paid for part of their school, which was considered a payback. Jolly stated that he wished he could do something like that in this case but they needed someone who could hit the ground running. The internal efficiencies that they had been working hard to gain, they lose in this deal. It was not the best option but it would get someone on board.

Motion made by Supervisor Erickson, seconded by Supervisor Sieber to approve the resolution as presented with the option to hire a qualified person. Motion withdrawn.

Miller informed that this was time specific. Jolly stated that if he hired a qualified person before the County Board acted on this, he could go ahead and do that. Erickson believed that even if it got passed, if a qualified person applied and they hadn't hired yet, they could go back to the original $50,000. Miller stated that he agreed with Erickson but he was not sure and he would have to look at the ordinances. Dantinne questioned what would happen if they didn't approve the resolution and left the position there and approved the hiring of a journeyman if they needed one. Miller responded that they were paying less than what was on the Table of Organization now. Further discussion ensued regarding to possible hiring scenarios which resulted in the following motion:

Motion made by Supervisor Kaster, seconded by Supervisor Erickson to approve the resolution with the stipulation to hire an Agronomist Technician at $50,486 or Agronomist Technician Journeyman at $46,237 (hiring one or the other, whichever came first, not both) and an Engineering Technician at $50,486 or Engineering Technician Journeyman at $46,237, (hiring one or the other, whichever came first, but not both). Vote taken. MOTION CARRIED UNANIMOUSLY

4. **Director's Report.**

No report, no action needed.

Other

5. **Such other matters as authorized by law.**

a. April Meeting to be held at the Duck Creek Public Works Department (2198 Glendale Avenue, Howard) prior to the Annual Town Advisory Meeting - Land Con 5pm, PD&T to follow at approx. 5:15pm.

Motion made by Supervisor Erickson, seconded by Supervisor Sieber to approve. Vote taken. MOTION CARRIED UNANIMOUSLY

6. **Adjourn.**

Motion made by N. Vande Hei, seconded by Supervisor Sieber to adjourn at 6:27 p.m. Vote taken. MOTION CARRIED UNANIMOUSLY.

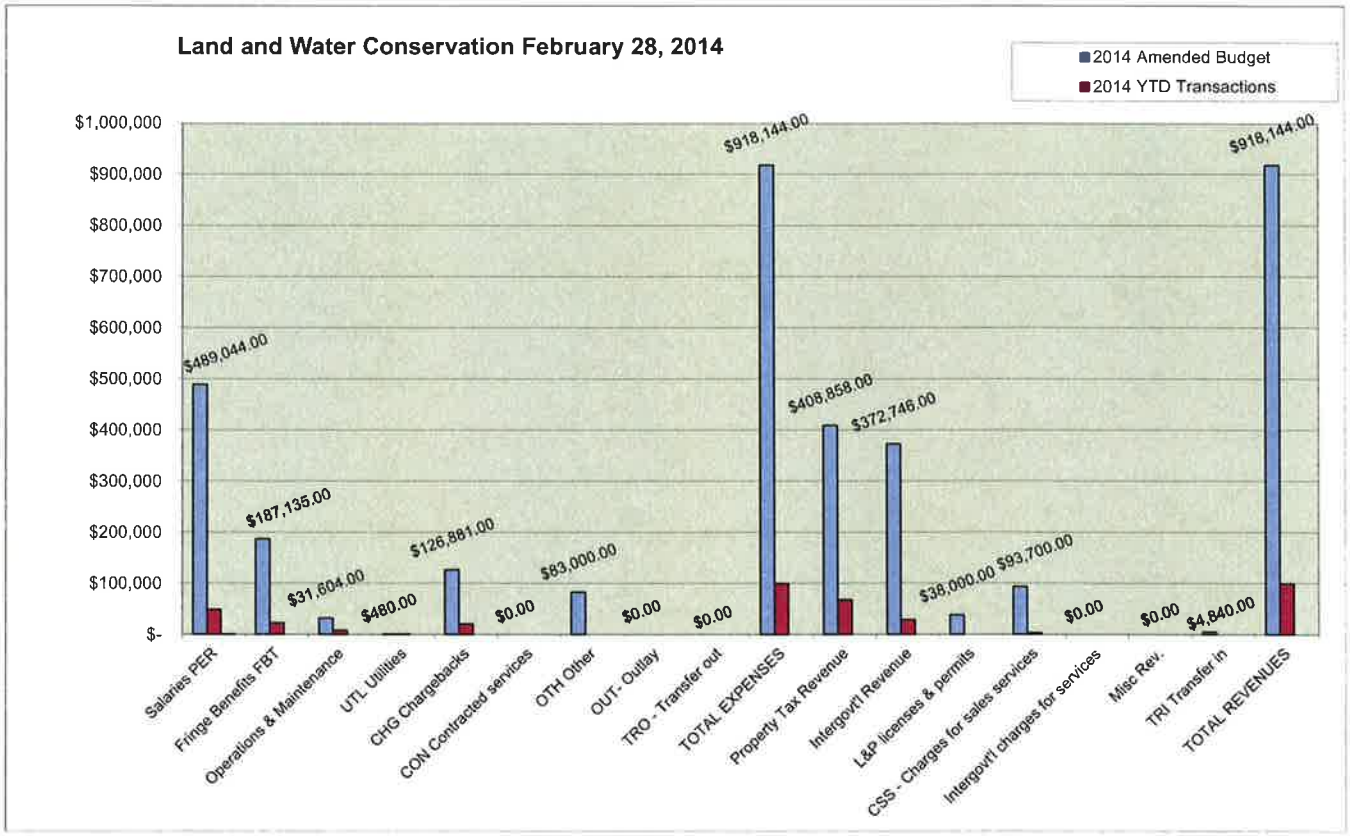
Respectfully submitted,

Alicia A. Loehlein
Recording Secretary

Brown County Land & Water Conservation
Budget Status Report (unaudited)
February 28, 2014

	2014 Amended Budget	2014 YTD Transactions
Salaries PER	$489,044.00	$48,654.17
Fringe Benefits FBT	$187,135.00	$22,331.41
Operations & Maintenance	$31,604.00	$8,159.28
UTL Utilities	$480.00	$83.92
CHG Chargebacks	$126,881.00	$20,824.61
CON Contracted services	$0.00	$0.00
OTH Other	$83,000.00	$0.00
OUT- Outlay	$0.00	$0.00
TRO - Transfer out	$0.00	$0.00
TOTAL EXPENSES	**$918,144.00**	**$100,053.39**
Property Tax Revenue	$408,858.00	$68,143.00
Intergovt'l Revenue	$372,746.00	$28,450.08
L&P licenses & permits	$38,000.00	$0.00
CSS - Charges for sales services	$93,700.00	$2,898.58
Intergovt'l charges for services	$0.00	$0.00
Misc Rev.	$0.00	$0.00
TRI Transfer in	$4,840.00	$0.00
TOTAL REVENUES	**$918,144.00**	**$99,491.66**

	2013 Amended Budget	2013 YTD Transactions
Salaries PER	$429,939.00	$59,978.59
Fringe Benefits FBT	$160,860.00	$21,550.45
Operations & Maintenance	$33,711.00	$5,799.80
UTL Utilities	$2,000.00	$0.00
CHG Chargebacks	$126,262.00	$19,814.73
CON Contracted services	$0.00	$0.00
OTH Other	$90,357.00	$990.00
OUT- Outlay	$29,163.00	$0.00
TRO - Transfer out	$0.00	$0.00
TOTAL EXPENSES	**$872,292.00**	**$108,133.57**
Property Tax Revenue	$392,030.00	$65,338.34
Intergovt'l Revenue	$246,520.00	$27,108.16
L&P licenses & permits	$47,000.00	$1,200.00
CSS - Charges for sales services	$96,000.00	$2,490.73
Intergovt'l charges for services	$75,000.00	$0.00
Misc Rev.	$0.00	$250.00
TRI Transfer in	$15,742.00	$0.00
TOTAL REVENUES	**$872,292.00**	**$96,387.23**



Brown County Land & Water Conservation Department

2013 Annual Accomplishment Report

Working Lands Initiative

As of 2010, Brown County was given new responsibilities to monitor compliance with the soil and water conservation standards of this State program including farm inspections at least once every 4 years. A Department of Revenue policy regarding confidentiality prevents us from fully knowing every landowner in the county who is actually participating in the program. Department records indicate 459 landowners claiming tax credits on 62,875 acres while official DOR records show 526 participating landowners claiming credits on 71,394. The program provides $546,000 in property tax relief annually to county landowners according to the Wisconsin Department of Revenue.

In 2013 staff accomplished:

- 120 farms inspected
- 70 farms needed schedules of compliance and signed contracts with NRCS/LWCD to implement conservation provisions

Accomplishment discussion:

- Our overall goal was to inspect 130 farms and create 100 schedules of compliance. The department fell short of those goals due to several factors including: lack of staff time, inadequately formed cooperative relationship with Federal partners, inadequate overall strategy for conservation plan development and implementation.

- In 2013, the Department addressed each of these inadequacies by formalizing working agreements with NRCS (Federal partner), creating a strategic implementation strategy, securing grants to add an additional staff for implementation, and streamlining the conservation plan process. For 2014, the department will also initiate a team oriented management structure to improve overall communication and increase efficiencies.

- For 2014, the Brown County Board approved a contribution agreement with USDA-NRCS totaling over $200,000 to implement conservation practices in the GLRI project area. The agreement funds a staff position for 2 years (minimum) at 75%.

Department Policy:

The department continues to take the position that every landowner who participates in the program will remain eligible to receive tax credits until: 1) their farm inspection has been completed, 2) conservation plan is created indicating compliance is required, 3) the landowner refuses to cooperate and comply with the conservation requirements of the program.

West Shore Pike Habitat Project

Since 2007 Brown County LWCD has been engaged in the West Shore Northern Pike Habitat Restoration Project. Its goal is to establish riparian buffers and restore wetlands along intermittent and perennial streams in the Village of Suamico and the Town of Pittsfield that have high potential for spawning and rearing areas for northern pike, the major predator species in the Bay of Green Bay. The project focuses on eligible landowners in the watershed who will agree to install wetlands on their property. This project will be utilized in the delisting of beneficial use impairments to the Lower Fox River and the Bay of Green Bay Area of Concern for fish and wildlife populations. The economic impact of each harvestable size fish is estimated at $143.40.

West Shore project accomplishments:

- 1.27 miles of buffers
- 3.15 acres of spawning marsh
- 6 contracts for wetland restorations in 2013
- The monitoring program collected over 30,000 young of the year from 32 monitoring sites.

Accomplishment discussion:

- Overall goals in 2013 were to implement 2 miles of buffers and install 6-8 acres of spawning marshes. Although department staff had contracts signed and designs ready to install practices which exceeded these goals, there were significant delays in obtaining WDNR permits. There were also engineering and funding delays. A significant project at the Barkhausen Waterfowl Preserve was delayed due to permit and funding issues. However, Phase 1 of the project was completed, which included the necessary water control structures, in preparation for Phase 2. In 2014 the full scale habitat construction project will be completed. The Green Bay Packers organization donated $75,000 toward this effort. Other modifications including water control structures were installed on 3 private landowner sites.

- Although future funding levels still remain uncertain, projects planned for installation in 2014 should easily exceed annual goals. The department remains cooperative with DNR and is working with new DNR staff to regain some of the previous permit efficiencies lost over the last year due to staff changes within that agency.

Baird Creek Project

In 2010 Brown County received a GLRI grant from EPA to install riparian buffers in the Baird Creek watershed and worked in cooperation with the Baird Creek Preservation Foundation (BCPF). The grant was originally for a two-year term but was extended through 2013. This project:

- Originally targeted 7 miles of stream in Sections 4, 5, and 8 in the Town of Humboldt, then expanded to include Sections 9 and 10, Town of Humboldt, and Sections 15 and 16, Town of Eaton.
- Installed nearly 7.5 miles of 35 foot buffers.

Accomplishment discussion:

- The 2013 goal of installing 5 miles of stream buffer was significantly exceeded. The partnership with the Baird Creek Preservation Foundation (BCPF) led to a duplicate project where BCPF contracted with a landowner to install another 12.8 acres of stream buffer corridor near the Green Bay city limits. Project success also facilitated the acquisition of 34 acres of land by the Foundation in the watershed for restoration purposes.

- Also in 2013, the Land & Water Conservation Department worked closely with Eagle Scout candidate Hunter Remington on a tree planting project within the Baird Creek project area. Larry Lemmens, a landowner who previously installed 150 foot riparian buffers on his land through our Baird Creek buffer project, volunteered his property for the plantings. Brown County donated 500 trees (250 white pine and 250 white spruce) to the cause and Hunter was able to earn his Eagle Scout badge.

Animal Waste Management Ordinance

Brown County adopted the Animal Waste Management Ordinance in 1986 and since over 300 permits have been issued. The purpose of this ordinance is to regulate the location, construction, installation, alteration, design, and use of animal waste storage facilities and animal feedlots to protect the groundwater and surface water resources of Brown County.

Agronomy accomplishments:

- reviewed 124,000 acres of nutrient management plans, which included 8832 new acres
- responded to 19 manure spreading complaints
- developed and approved 76 winter spreading plans

Engineering accomplishments:

- Assisted with surveying, design, and installation of over 45 conservation practices.
- Inspected all 38 operations over 500 animal units. Inspection reports were developed and those operations out of compliance were given options to bring them back into compliance with state standards and prohibitions.
- Continued to assist and provide support to state and federal agencies in regards to engineering, complaints, and ordinance issues.

Accomplishment discussion:

- Approximately 77% of the agricultural land which is actively being farmed in Brown County currently has a nutrient management. These plans help landowners manage the rates and distribution of manure and other nutrients on their farms. In an attempt to increase awareness for the need for annual submittal of these plans, the Department sent reminder post cards to every farm in the county notifying them of this requirement.

- Prior to 2013, there was not a clear process established for consistency in handling complaints. As a result, the Department will focus on the development of a process plan/flow chart in an attempt to increase efficiency and communication. Also in 2013, the department sent reminder post cards to all farmers known to spread manure throughout the winter that winter spreading permits are mandatory and are designed to not only protect groundwater supplies and prevent runoff to surface waters, but decrease the liability of the landowner who is performing spreading operations.

- In 2013, the department entered into a collaborative relationship with our federal partner (NRCS) signing contribution agreements in excess of $200,000. Implementation efforts for conservation are now shared and biweekly planning meetings are held to jointly make planning, design and implementation decisions. This will cause a significant increase in the level of conservation practices installed on Agricultural land in 2014.

Annual Tree Program

Brown County Land & Water Conservation continues to promote the re-establishment of woodlots on marginal cropland and other natural areas of the county with native tree species. In 2013 over 15,000 seedlings were sold and distributed throughout Brown County and beyond.

Additionally, staff worked with a local Eagle Scout candidate in planting 500 trees in the Baird Creek watershed.

Accomplishment discussion:

In 2013, the department decided to end our partnership with the Brown County Conservation Alliance in order to maximize revenue and increase efficiencies.

Wildlife Damage Program

The Wildlife Damage Abatement and Claims Program provide damage prevention assistance and partial compensation to farmers when wild deer, bear, geese and turkeys damage their agricultural crops.

In 2013, the Brown County Wildlife Damage Abatement and Claims Program:

- Enrolled 20 participants which resulted in 2 cost share agreements for abatement materials, 6 deer shooting permits, 2 turkey shooting permits, one goose shooting permit, and 9 damage claims. Total eligible claims amount was $44,854.
- Staff assisted hunters, farmers, gardeners, homeowners, municipalities and other counties with requests for information and assistance with wildlife damage and nuisance issues.

Accomplishment discussion:

- Enrollment in the program is on an annual basis and therefore participation can fluctuate from year to year depending on factors such as crop type, weather, wildlife populations, field location, etc.

- In 2013, there was an increase in the number of calls from farmers in Brown County with crop damage concerns from sandhill cranes. Damage done by cranes is not covered under the program and farmers were referred to USDA-Wildlife Services for technical assistance. The State of Wisconsin is gathering information regarding the extent of sandhill crane damage to agricultural crops and Brown County forwarded these concerns.

Other Accomplishments

- LEAN
  The Land and Water Conservation Department conducted a Value Stream Mapping event to eliminate waste and increase efficiencies for the department's SWRM grant with DATCP. The process increased efficiencies within the grant by 13% while eliminating 27% waste and increased value added to the customer by 2%.

- Department Reorganization
  In early 2013 the LWCD began the process of reorganizing the department with the goal of developing a framework for the department that saved money, increased state staffing revenues and increased field staff by eliminating a top-heavy management structure all while creating a succession strategy. The process was completed during the 2014 budget process with a savings of $83,939.

- Contribution Agreements
  The LWCD signed a 5-year contribution agreement with the Great Lakes Commission to establish a Farm Demonstration Network in Brown and Outagamie Counties. The project is a $1M effort to find innovative and viable practices to combat the phosphorous issue plaguing northeast Wisconsin. This agreement funds a staff person at 75%.

- TMDL
  Brown County has provided major input to the Ag Implementation Plan for the Lower Fox River Basin. Once adopted, the implementation plan will make Brown County eligible to receive Federal 319 implementation funds to work with Ag producers in the County.

- Other engineering staff accomplishments
  - assisted with the design and installation of 6 west shore pike projects
  - conducted reviews and provided assistance to Brown County Zoning on permits with the Non-metallic Mining Ordinance