



AGENDA

Dakota County Soil and Water Conservation District Board Meeting

Thursday, December 19, 2024 - 4:00 p.m.

Meeting Room 1 – Dakota County Extension and Conservation Center

4100 220th Street Farmington, MN 55024

1. Call to Order
2. Pledge of Allegiance
3. Audience
Anyone wishing to address the Board regarding an item that is not on the agenda may come forward at this time. Comments are limited to five minutes.
4. Approval of Agenda (Additions/Corrections/Deletions)

CONSENT AGENDA

To be adopted under one motion unless a request is made to move an item to Regular Agenda for discussion.

5. Approval of November 14, 2024 Meeting Minutes
6. Approval of December 19, 2024 Accounts Payable
7. Acceptance of November Finance Report
8. Authorization to Execute Joint Powers Agreement with the Lower Mississippi River Watershed Management Organization for 2025 Services
9. Authorization to Execute Joint Powers Agreement with the North Cannon River Watershed Management Organization for 2025 Services
10. Adopt 2025 Dakota County Merit Compensation Policy and Plan
11. Approve Planting Date Extension for Nick Becker Under Two Contracts

REGULAR AGENDA

12. Authorization to Provide Partial Payment to Steve Groves for Establishment of a Harvestable Cover (3-year) Action
13. Authorization to Provide Partial Payment to Peine Farms LLP for Establishment of a Cover Crop (3-year) Action
14. Authorization to Provide Partial Payment to Andrew Mulvihill for Implementing Soil Health Practices (3-year) Action
15. Authorization to Provide Partial Payment to Andrew Endres for Implementing Soil Health Practices (3-year) Action
16. Authorization to Provide Partial Payment to Ches Canyon Road LLC for Implementing Soil Health Practices (3-year) Action
17. Authorization to Provide Partial Payment to River Shore Properties LLC for Implementing Soil Health Practices (3-year) Action
18. Authorization to Provide Partial Payment to Endres Family Farms LLP for Implementing Soil Health Practices (3-year) Action

19. Authorization to Provide Partial Payment to Endres Farm Partnership under Three Contracts for Implementing Soil Health Practices (3-year) Action
20. Authorization to Provide Partial Payment to David Legvold under Two Contracts for Implementing Soil Health Practices (3-year) Action
21. Authorization to Provide Partial Payment to Randy Volkert for Establishment of Soil Health Practices (1-year) Action
22. Authorization to Provide Final Payment to Randy Volkert under Two Contracts for Establishment of Cover Crops (1-year) Action
23. Authorization to Provide Final Payment to Dave Stein for Establishment of a Cover Crop (1-year) Action
24. Authorization to Provide Final Payment to DST LLP under Two Contracts for Establishment of a Cover Crop (1-year) Action
25. Authorization to Provide Final Payment to Kevin Bauer for Establishment of a Cover Crop (1-year) Action
26. Authorization to Provide Final Payment to Pat Maher under Two Contracts for Establishment of Cover Crop (1-year) Action
27. Authorization to Provide Final Payment to Anna Brenna for Installation of Native Prairie with Pollinator Habitat Action
28. Authorization to Provide Final Payment to Bruce and Karolyn Riley for Installation of Native Prairie with Pollinator Habitat Action
29. Authorization to Provide Final Payment to Hoff Trust for Installation of Water and Sediment Control Basins Action
30. Authorization to Provide Final Payment to City of Mendota Heights for Installation of Bioretention Basins Action
31. Authorization to Execute Contract with Joel Barsness for Installation of Native Prairie with Pollinator Habitat Action
32. Authorization to Execute a 5-Year Joint Powers Agreement with the Vermillion River Watershed Joint Powers Organization for 2025-2029 Services Action
33. Adoption of 2025 Budget Action
34. Establish Board Meeting Schedule for 2025 Action
35. Announcements and Reports
 - Natural Resources Conservation Service
 - Dakota County
 - Cannon River Watershed Joint Powers Board
 - Vermillion River Watershed Joint Powers Organization
 - Metropolitan Conservation Districts Joint Powers Board
 - Minnesota Association of Soil and Water Conservation Districts
 - District Managers Report
 - Board of Supervisor Announcements
36. Upcoming Events
 - January 9, 2025 Dakota County Soil and Water Conservation District Board Meeting
Extension and Conservation Center, 4100 220th Street West, Farmington – 9:00 a.m.
37. Closed Executive Session to Conduct 6-Month Performance Review of District Manager
38. Adjourn



MEETING MINUTES

BOARD OF SUPERVISORS MEETING

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Thursday, November 14, 2024

9:00 a.m.

4100 220th Street W, Suite 102
Farmington, Minnesota

Board Members Present:

Kevin Chamberlain, Chair
Laura Zanmiller, Vice Chair
Bruce Johnson, Secretary and Information Officer
Brian Raney

SWCD Staff Present:

Ashley Gallagher
Pam LaValle
Curt Coudron
Alex Scurto

Others Present:

Brad Becker, Dakota County
Matt Lundberg, NRCS

1. Call to Order and Roll Call

Chair Chamberlain called the meeting to order at 9:00 a.m. A quorum was present.

2. Pledge of Allegiance

Chair Chamberlain led the Board of Supervisors in the Pledge of Allegiance.

3. Audience

Chair Chamberlain asked if there was anyone in the audience that wished to address the Board on an item that is not on the agenda. Nobody came forward.

4. Approval of Agenda

24.104 Motion by Zanmiller, second by Johnson to approve the agenda. All members voting in favor. Motion carried.

CONSENT AGENDA

5. Approval of October 10, 2024 Meeting Minutes

The October 10, 2024 meeting minutes were presented.

6. Approval of November 14, 2024 Accounts Payable

The November 2024 accounts payable were presented.

7. Acceptance of the October 2024 Finance Report.

The October Finance Report was presented.

8. Authorization to Cancel Contract with Andy Winter for Harvestable Cover.

Andy Winter has a 3-year contract (P23-IPP-19) for harvestable cover on 20 acres in Greenvale Township, Cannon River Watershed. The property has been sold and Mr. Winter is no longer operating the land and thus unable to maintain harvestable cover in years 2 & 3. The outstanding balance on the contract is \$1,400; staff is recommending cancelling the contract so that funds can be reallocated.

24.105 Motion by Zanmiller, second by Johnson to approve the consent agenda items. All members voting in favor. Motion carried.

REGULAR AGENDA

9. Authorization to Provide Partial Payment to James Gergen for Soil Health Practices.

James Gergen has implemented soil health practices on 130-acres in Vermillion Township, Vermillion River Watershed and has been certified by staff. The project was approved for funding at the May 9, 2024 Board meeting with an incentive payment not to exceed \$5,850.

24.106 Motion by Johnson, second by Raney to provide partial payment to James Gergen (24-IPP-15) for implementing soil health practices. Project funds are available through the Dakota County Capital Improvement Program (CIP). Members voting in favor: Chamberlain, Johnson, Raney, and Zanmiller. Motion carried.

10. Authorization to Provide Partial Payment to Prairie Farm Partnership for Implementing Soil Health Practices.

Prairie Farm Partnership has implemented soil health practices on 160-acres in Marshan Township, Vermillion River Watershed and has been certified by staff. The project was approved for funding at the May 9, 2024 Board meeting with an incentive payment not to exceed \$7,200.

24.107 Motion by Zanmiller, second by Johnson to provide partial payment to Prairie Farm Partnership (24-IPP-55) for implementing soil health practices. Project funds are available through our annual agreement with the Vermillion River Watershed Joint Powers Organization and the Dakota County Capital Improvement Program (CIP). Members voting in favor: Johnson, Raney, Zanmiller, and Chamberlain. Motion carried.

11. Authorization to Provide Partial Payment to Greg Fox for Establishing a Harvestable Cover (3-years).

Greg Fox has completed the first year of the three-year contract to establish a harvestable cover on 20-acres in Rosemount, Vermillion River Watershed and has been certified by staff. The project was approved for funding at the August 8, 2024 Board meeting with an incentive payment not to exceed \$2,100.

24.108 Motion by Zanmiller, second by Johnson to provide partial payment to Greg Fox (24-IPP-58) for establishing a harvestable cover. Project funds are available through our annual agreement with the Vermillion River Watershed Joint Powers Organization and the Dakota County Capital Improvement Program (CIP). Members voting in favor: Johnson, Raney, Zanmiller, and Chamberlain. Motion carried.

12. Authorization to Provide Final Payment to Jerry Kimmes for Establishing Cover Crop (1-year).

Jerry Kimmes has completed the one-year contract to establish cover crop on a 103-acre field in Marshan Township, Vermillion River Watershed and has been certified by staff. The project was approved for funding at the May 9, 2024 Board meeting with an incentive payment not to exceed \$3,605.

24.109 Motion by Johnson, second by Raney to provide final payment to Jerry Kimmes (24-IPP-31) for establishing cover crop. Project funds are available through our agreement with Vermillion River Watershed Joint Powers Organization. Members voting in favor: Raney, Zanmiller, Chamberlain, and Johnson. Motion carried.

13. Authorization to Provide Final Payment to Russel Mamer for Establishing Cover Crop (1-year).

Russel Mamer has completed the one-year contract to establish cover crop on a 76-acre field in Nininger Township, Vermillion River Watershed and has been certified by staff. The project was approved for funding at the September 12, 2024 Board meeting with an incentive payment not to exceed \$2,660.

24.110 Motion by Raney, second by Johnson to provide final payment to Russel Mamer (24-IPP-64) for establishing cover crop. Project funds are available through our FY24 Conservation Contracts Program with the Minnesota Board of Water and Soil Resources (BWSR). Members voting in favor: Zanmiller, Chamberlain, Johnson, and Raney. Motion carried.

14. Authorization to Execute Contract with Sharing Our Roots for Native Prairie with Pollinator Habitat.

Sharing Our Roots is proposing to install a 3.4-acre native prairie with pollinator habitat in Greenvale Township, Cannon River Watershed. Project funds are available through the Dakota County Capital Improvement Program (CIP).

24.111 Motion by Johnson, second by Zanmiller to execute contract with Sharing Our Roots (24-IPP-66) not to exceed \$6,035 for installation of native prairie and pollinator habitat. Members voting in favor: Chamberlain, Johnson, Raney, and Zanmiller. Motion carried.

15. Authorization to Execute Joint Powers Agreement with Eagan-Inver Grove Heights Watershed Management Organization for 2025 Services.

Staff has drafted and presented a 2025 work plan and budget to the Eagan-Inver Grove Heights Watershed Management Organization (E-IGHWMO). The work plan and budget include administration tasks, education and outreach, and support for the installation of projects under the Landscaping for Clean Water Program. The 2025 workplan and budget includes a total amount not to exceed \$44,800 which is a \$2,975 decrease from current year. The decrease is primarily due to the completion of match requirements under a Minnesota Board of Water and Soil Resources Watershed Based Implementation grant. A workshop for the Lawns Reimagined program has been added.

24.112 Motion by Raney, second by Zanmiller to execute joint powers agreement with the Eagan-Inver Grove Heights Management Organization for 2025 services. All members voting in favor. Motion carried.

16. Adopt 2025 Medical and Dental Benefits

Premiums for medical and dental insurance plans are shared by participating employees and the SWCD as the employer. HealthPartners is our current medical and dental insurance provider. The Finance Committee met on October 31 and reviewed renewal information for medical and dental benefits. It was the Committee’s recommendation to have HealthPartners provide medical and dental coverage. Medical premiums in 2025 will increase approximately 15%. Dental premiums in 2025 will remain the same.

The Finance Committee recommended increasing the employee monthly medical costs to offset the 2025 insurance increase. It was recommended that the current two medical plan options and one dental plan option be made available in 2025 to employees:

- HealthPartners \$25-90% Platinum plan option (Medical)
- HealthPartners \$2,400-100% HSA plan option (Medical)
- HealthPartners (Dental)

It is further recommended that the following health and dental benefits be provided for 2025:

<u>Health Insurance</u>	<u>Monthly Employee Cost</u>	<u>HSA Plan Employee Credit</u>
Single	\$64	\$1,600
Single Plus One	\$317	\$2,800
Family	\$595	\$2,800

<u>Dental Insurance</u>	<u>Monthly Employee Cost</u>
Single	\$20
Family	\$40

24.113 Motion by Zanmiller, second by Johnson to adopt the 2025 Medical and Dental Benefits. Members voting in favor: Johnson, Raney, Zanmiller, and Chamberlain. Motion carried.

17. Authorization to Request Comprehensive Plan Extension from Board of Water and Soil Resources

The current Comprehensive Plan expires in 2025 and staff is recommending a request for an 18-month extension to allow for clear guidance from BWSR to meet all future requirements. Guidance from BWSR indicates that the extension request process could change in December and therefore recommended to make the request before the process changes.

24.114 Motion by Raney, second by Johnson to request Comprehensive Plan extension from Board of Water and Soil Resources. All members voting in favor. Motion carried.

18. Announcements and Reports

Natural Resources Conservation Service

The Natural Resources Conservation Service report was provided by Matt Lundberg. Lundberg provided a program/grant update.

Dakota County

The Dakota County report was provided by Brad Becker. Becker provided an update on the Braun Wetland Bank project.

Vermillion River Watershed Joint Powers Organization

No report provided.

Cannon River Watershed Joint Powers Board

The Canon River Watershed Joint Powers Board report was provided by Supervisor Chamberlain. Chamberlain reported the budget was approved at the last meeting and provided a summary of the soil health event presentation.

Metropolitan Conservation Districts Joint Power Board

No report provided. The next meeting is scheduled November 20, 2024.

Minnesota Association of Soil and Water Conservation Districts

The MASWCD report was provided by Supervisor Zanmiller. Zanmiller reported on the Area 4 meeting on November 7th. John Rheinberger was named Director and John Schoenecker Co-Director for 2025. Zanmiller summarized the bylaw change discussion regarding the MASWCD President having the ability to serve more than one consecutive term.

District Managers Report

Gallagher requested to schedule a meeting with the personnel committee for early December.

Board of Supervisors Announcements

No report provided.

Minnesota Board of Water and Soil Resources

No report provided.

19. Upcoming Events

The upcoming events were reviewed.

20. Adjourn

24.115 Motion by Zanmiller, second by Johnson to adjourn. Motion carried.

The meeting was adjourned at 10:10 a.m.

Respectfully submitted,

Bruce Johnson
Secretary

**Dakota County SWCD
Balance Sheet
November 2024**

7. November Finance Report

ASSETS:

Checking , Savings, CD	\$ 1,518,465.16	
Total Cash:		\$1,518,465.16

Accounts Receivable:

Black Dog WMO	Q3 2024 Services	\$	9,022.50
BWSR	WBIF FY21 Cannon River	\$	19,871.86
Dakota County	Q3 2024 Services	\$	139,495.24
Eagan-Inver Grove Heights WMO	Q3 2024 Services	\$	9,490.39
MDA	Q3 2024 Services	\$	700.00
Total Accounts Receivable:			\$ 178,579.99

Prepaid Items		\$ 158.33
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TOTAL ASSETS:		\$ 1,697,203.48
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LIABILITIES AND EQUITY:

Current Liabilities

Payroll Liabilities		\$ -
Sales Tax Payable		\$ 3.78
		\$ 3.78

Unearned Revenue:

Buffer Law Funds 2025		\$ 20,000.00
Conservation Contracts 2024		\$ 22,018.00
Conservation Contracts 2025		\$ 24,843.00
Conservation Delivery 2024		\$ 17,153.67
Conservation Delivery 2025		\$ 21,240.00
IVC Streambank Stabilization		\$ 282,462.50
Soil Health Partnership		\$ 72,602.00
Soil Health Delivery		\$ 30,000.00
DC Drinking Water PP 2022		\$ 50,080.02
WBIF 2021 Cannon River		\$ (898.00)
WBIF 2022 Cannon River		\$ 66,279.93
WBIF 2021 Miss River East		\$ (282.00)
WBIF 2023 Vermillion River		\$ 7,514.24
WBF 2022 Black Dog		\$ 17,715.77
WBF 2022 Eagan-IGH		\$ 22,747.50
DC Natural Resources Block Grant		\$ 73,918.50
DC Operating Allocation		\$ 31,775.24
WOMP Deferred		\$ (12,338.16)
Total Unearned Revenue		\$ 746,832.21
Total Liabilities:		\$ 746,835.99

Fund Balance Beginning of Year		\$ 1,014,081.02
YTD Net Income/loss		\$ (63,713.53)
Fund Balance End of Current Period		\$ 950,367.49

TOTAL LIABILITIES AND EQUITY:		\$ 1,697,203.48
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**Dakota County SWCD
Income and Expense Summary
November 2024**

	Current Month	Year to Date
Income		
County Revenues	\$31,775.16	\$659,186.81
State Revenues	\$2,589.82	\$369,456.80
Local Revenues	\$0.00	\$334,094.96
Interest Earnings	\$9,088.67	\$42,760.32
Charges for Services	\$4,500.00	\$17,700.00
Tree Program Revenues	\$0.00	\$38,344.99
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Total Income	\$47,953.65	\$1,461,543.88
 Expense		
County Expenses	\$8,592.35	\$73,444.90
State Expenses	\$2,730.18	\$88,080.56
Local Expenses	\$7,596.04	\$75,324.72
Operating Expenses	\$1,642.64	\$49,784.80
Payroll/Personnel Expenses	\$107,029.94	\$1,211,814.90
Project Expenses	\$160.98	\$2,081.94
Tree Program Expenses	\$0.00	\$24,725.59
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Total Expense	\$127,752.13	\$1,525,257.41
 Net Income	 <u>-\$79,798.48</u>	 <u>-\$63,713.53</u>

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Joe Barten

PURPOSE/ACTION REQUESTED:

Authorize execution of a Joint Powers Agreement with the Lower Mississippi River Watershed Management Organization for 2025 services.

SUMMARY:

Staff has drafted and presented a 2025 work plan and budget to the Lower Mississippi River Watershed Management Organization (LMRWMO). The work plan and budget include administration tasks, education and outreach, water monitoring, project management, and support for the installation of projects under the Landscaping for Clean Water Program.

The 2025 work plan and budget include a total amount not to exceed \$105,020 which is a \$15,280 increase from the current year. The change reflects the SWCD Boards adopted hourly fee increase for 2025, slight increases in administration hours, and \$10,000 in matching funds of staff time towards the Interstate Valley Creek stormwater management and streambank stabilization project.

The LMRWMO Board approved the draft 2025 work plan and budget at their October 9, 2024 meeting.

EXPLANATION OF FISCAL/FTE IMPACT:

Services to the LMRWMO will be added to the budget and staff work plan for 2025.

Supporting Documents:

2025 SWCD Work Plan and Budget with LMRWMO

Previous Board Action:

None

**2025 Dakota County SWCD Work Plan and Budget for the
Lower Mississippi River Watershed Management Organization**

TASK	CALCULATION			SUBTOTAL
Administration	Hours	Rate	Fees	
Admin, Planning, Correspondence, Grant Coord.	358	\$100.00	\$200.00	\$36,000.00
<ul style="list-style-type: none"> • Develop and distribute Board packet materials for up to 12 meetings including, minutes, meeting space, relevant agenda items, and support information. • Prepare annual reports, newsletter, plans, financial reports, Board lists, meeting information, and any other information requested by the State. • Maintain all LMRWMO documents as required. • Coordinate audit, financial tracking, member dues. • Prepare annual budget from approved plan and LMRWMO Board priorities. • Participate in State grant funding process, ie. WBIF. • All other duties as necessary. • Coordinate and correspond with state agencies, regional organizations, and Member Cities, regarding watershed management or WMO topics. • Submit grant proposals to seek funding, coordinate with grant recipients, execute grant agreements. 			Fee for paper, printing, and postage	
Administration Total				\$36,000.00

Education and Outreach	Hours	Rate	Fees	
Website Hosting and Maintenance	20	\$100.00	\$1,000.00	\$3,000.00
<ul style="list-style-type: none"> • Host and maintain a website, as required by BWSR, with meeting information, plans, reports, grants and other information. 			Fee is for web hosting	
Landscaping for Clean Water (LCW)			\$10,000.00	\$10,000.00
<ul style="list-style-type: none"> • Provide access to the Landscaping for Clean Water Introduction Class Materials, Design Course Materials and Maintenance Workshop for both In person and Virtual Class Options <i>(Includes online registration, partner coordination, presentation creation and updates, creation of education and outreach materials, participant tracking, one-on-one design assistance.)</i> 			Introduction Class = \$2,000 Design Course = \$4,000 Maint. Workshop = \$2,000 Shoreline Class = \$2,000	
E-Newsletter Creation	32	\$100.00	\$0.00	\$3,200.00
<ul style="list-style-type: none"> • Maintain email list, email generation web tools, produce biannual (2x per year) e-newsletter 				
Water Stewards Program	25	\$100.00	\$0.00	\$2,500.00
<ul style="list-style-type: none"> • Coordinate with Freshwater Society and past Stewards on volunteer opportunities, hold existing steward meetings. (assumes not funding new Stewards in 2025) 				

**2025 Dakota County SWCD Work Plan and Budget for the
Lower Mississippi River Watershed Management Organization**

Storm Drain Stenciling Program	45	\$100.00	\$0.00	\$4,500.00
<ul style="list-style-type: none"> • Implement the storm drain stenciling program with volunteers and City contacts. 				
General Education Items	20	\$100.00	\$0.00	\$2,000.00
<ul style="list-style-type: none"> • Participate in Metro Watershed Partners organizational meetings and programs. • Respond to public education requests for information, provide educational materials to Member Cities for use in social media and meeting MS4 requirements. • Coordinate and provide tabling materials for LMRWMO volunteers. 				
Education and Outreach Total				\$25,200.00

Technical Assistance	Hours	Rate	Fees	
Water Monitoring & Data Management	92	\$100.00	\$5,020.00	\$14,220.00
<ul style="list-style-type: none"> • Coordinate with Met Council on sampling program, volunteer recruitment and training, sample pickup and dropoff, and sample analysis. • Manage data transfer from volunteers and process data for reporting and lake factsheets. • Prepare annual monitoring reports and provide monitoring data to State agencies or Cities. • Perform up to 2 monitoring events as necessary for CAMP volunteers. • Perform 2 choride sampling events at Thompson Lake, (Dakota County funds other 2 events). 			Fee is for samples to be analyzed at Met Council lab for all monitoring.	
Plan Implementation & Project Management	60	\$100.00	\$0.00	\$6,000.00
<ul style="list-style-type: none"> • Provide technical and project management assistance to implement projects identified in Watershed Plan. • Coordinate with stakeholders, develop projects or grant applications. • Hold annual TAC meetings with stakeholders. • Review and comment on wetand issues, EIS's, or EAWs. 				
Interstate Valley Creek Stormwater Grant			\$10,000.00	\$10,000.00
<ul style="list-style-type: none"> • Provide technical assistance for Interstate Valley Creek Streambank Stabilization and Stormwater BMP grant (BWSR Grant ID: C24-0045). Note: To be billed at BWSR approved billable rate. 			Approximately 105 hours	
Landscaping for Clean Water			\$9,600.00	\$9,600.00
<ul style="list-style-type: none"> • Provide technical assistance to homeowners including project layout, mid-point checks, and final inspections for raingardens, native plantings and shoreline stabilizations. 			\$600 times 16 projects	
Technical Assistance Total				\$39,820.00

**2025 Dakota County SWCD Work Plan and Budget for the
Lower Mississippi River Watershed Management Organization**

Cost Share	Fees	
Landscaping for Clean Water	\$4,000.00	\$4,000.00
<ul style="list-style-type: none"> • Provide cost share to landowners for projects including raingardens, native plantings and shoreline stabilization projects consistent with SWCD cost share policies. 	\$250 times 16 projects	
	Cost Share Total	\$4,000.00

Total Agreement Not-to Exceed	\$105,020.00
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Note: Additional items may be required of the SWCD during the workplan timeframe and individual budget amounts may change as the year progresses. If proposed changes are to exceed the total agreed amount, this work plan can be amended as jointly approved by the LMRWMO and SWCD.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Joe Barten

PURPOSE/ACTION REQUESTED:

Authorize execution of a Joint Powers Agreement with the North Cannon River Watershed Management Organization for 2025 services.

SUMMARY:

Staff has drafted and presented a 2025 work plan and budget to the North Cannon River Watershed Management Organization (NCRWMO). The work plan and budget include administration tasks, education and outreach, water monitoring, technical assistance, and support for the installation of projects under the Landscaping for Clean Water Program.

The 2025 work plan and budget include a total amount not to exceed \$39,733 which is a slight increase reflecting the SWCD Boards adopted hourly fee increase for 2025.

The NCRWMO Board approved the draft 2025 work plan and budget at their November 20, 2024 meeting.

EXPLANATION OF FISCAL/FTE IMPACT:

Services to the NCRWMO will be added to the budget and staff work plan for 2025.

Supporting Documents:

2025 SWCD Work Plan and Budget with NCRWMO

Previous Board Action:

None

2025 Work Plan and Budget
North Cannon River Watershed Management Organization

Task	Calculation			Sub-total
	Hours	Rate	Fees	
Administration				
Financial Reports and Budget Performance	10	\$100.00	\$0.00	\$1,000.00
Calculate and report for each meeting fund balances on CDs, savings, and checking accounts and update budget performance report, assist Auditor with audit as needed.				
Board Meeting Preparation - Based on 4 Meetings	60	\$100.00	\$100.00	\$6,100.00
1) Assemble Board packet 2) Meeting space coordination 3) Maintain Board Member list 4) Distribute packet, agenda, minutes		Fee is for paper and postage		
Annual Reports and Plans	25	\$100.00	\$0.00	\$2,500.00
Meet BWSR requirements by developing and submitting reports.				
Annual Budget and Dues	15	\$100.00	\$0.00	\$1,500.00
Prepare annual budget. Calculate dues based on tax capacity. Invoice members for payment.				
General Correspondence	40	\$100.00	\$0.00	\$4,000.00
Coordinate with local, regional and state entities.				
Administration Total				\$15,100.00

Education and Outreach	Hours	Rate	Fees	Sub-total
Website Hosting and Maintenance	20	\$100.00	\$1,000.00	\$3,000.00
Host and maintain a website, as required by BWSR, with meeting information, plans, reports, grants and other information.		Fee is for web hosting		
Advocacy and Outreach	25	\$100.00	\$0.00	\$2,500.00
Implement the advocacy, education and outreach strategies within the Watershed Management Plan.				
Landscaping for Clean Water			\$2,000.00	\$2,000.00
Provide access to the Landscaping for Clean Water: Introduction Class Materials, Design Course Materials and Maintenance Workshop <i>Includes online registration, partner coordination, presentation creation and updates, creation of education and outreach materials, participant tracking, one-on-one design assistance. Classes and courses are a combination of in-person and virtual.</i>			Introduction Class= \$2,000 Desing Course= \$4,000 Maintenance Workshop= \$2,000	
Education and Outreach Total				\$7,500.00

2025 Work Plan and Budget
North Cannon River Watershed Management Organization

Technical Assistance	Hours	Rate	Fees
Water Monitoring	95	\$100.00	\$1,083.00
Staff time for routine and event sampling. Lab analysis for bacteria, nutrients and solids. Data analysis, compliation and reporting to MPCA. Create report and present findings to NCRWMO Board.	Fee is for 12 samples (7 routine and 5 events) at \$90.25 each		\$10,583.00
Landscaping for Clean Water			\$1,800.00
Technical assitance to homeowners including layout, mid-point and final inspections for raingardens, native plantings and shoreline stabilizations.	\$600 times 3 projects		\$1,800.00
Conservation Projects			\$1,000.00
Technical and administrative assistance to execute landowner contracts, provide construction oversight and certify completion of the project.			\$1,000.00
Technical Assistance Total			\$13,383.00

Cost Share	Fees	
Landscaping for Clean Water		\$750.00
Provide cost share to landowners for projects including raingardens, native plantings and shoreline stabilization projects consistent with SWCD cost share policies.	\$250 times 3 projects	
		\$750.00
Conservation Projects		\$3,000.00
Provide cost share to landowners for implementing conservation projects through existing SWCD cost share programs.		
Cost Share Total		\$3,750.00

Total Agreement Not-to Exceed	\$39,733.00
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Note: Additional items may be required of the SWCD during the workplan timeframe and individual budget amounts may change as work progresses. If proposed changes are to exceed the total agreed amount, this work plan will then be amended and re-executed by the NCRWMO and SWCD.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Consent Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Ashley Gallagher

PURPOSE/ACTION REQUESTED:

Adopt 2025 Merit Compensation Policy and Plan, and a one-time 2% base wage adjustment

SUMMARY:

The 2025 Merit Compensation Policy and Plan, as well as a one-time 2% base wage adjustment, were both approved by the Dakota County Board of Commissioner’s at their December 3, 2024 meeting. The 2025 Merit Compensation Policy and Plan (Plan) is based on the need to provide compensation for employees to reflect market competitiveness within projected budget limitations. The one-time adjustment was recommended by Human Resources staff because lump sum payments were used during the pandemic, which restricted employee advancement through salary ranges. The 2% increase would be effective January 2025 and will reconcile the impact of the pandemic.

The SWCD utilizes the Dakota County’s Merit Compensation Policy and Plan and performance review structure but takes independent action to approve salary increases as indicated under the Merit Matrix table (Page 9 of Plan).

The 2025 salary ranges (Page 10 of Plan) reflect a 4.25% cost of living increase to the minimum and maximum salaries for each position grade. The 2025 Merit Matrix table (Page 9) provides a 0.0 to 8.25 percent increase based on employee performance.

Staff assessed the impacts of the Merit Matrix table and the 2% base increase on payroll expenses for 2025. It is projected that payroll would still be within the draft 2025 budget.

The Personnel Committee reviewed the 2025 Merit Compensation Policy and Plan and the one-time 2% base wage increase and recommends adoption.

EXPLANATION OF FISCAL/FTE IMPACT:

The Merit Compensation Plan has been included into the draft 2025 budget.

Supporting Documents: Dakota County 2025 Merit Compensation Plan	Previous Board Action: None
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DAKOTA COUNTY

2025

**Merit Compensation
Policy & Plan**

DAKOTA COUNTY MERIT COMPENSATION POLICY & PLAN

I. INTRODUCTION

The Dakota County philosophy regarding compensation systems and wage and salary administration flows from a belief that all employees are to be provided competitive rewards for achievement. Embodied in this statement are the concepts of output or results-based merit pay in the context of market driven compensation structures. Contained within this broad statement are the County's compensation goals, including 1) attraction and retention of personnel, 2) rewards for excellence, 3) facilitation of compensation equity, 4) equitable distribution of limited County compensation resources, 5) achievement of pay/performance and contribution relationships, 6) possibility of salary differentiation from the highest to the lowest level of performance and contribution, and 7) clear communication of these objectives to all affected employees. The elements of Dakota County's compensation program have been structured to support and advance these objectives.

II. ADMINISTRATIVE GUIDELINES

A. Participation

The provisions of this Plan apply to all Dakota County employees unless specifically addressed in a collective bargaining agreement. All Dakota County employees who are not represented by a collective bargaining unit, or are not participants in the Unclassified Employees' Compensation Plan, will participate in the Dakota County Merit Compensation Plan. New employees will participate immediately upon employment.

B. Plan Update

The Human Resources Director will annually review all aspects of the Plan, including salary ranges and grade structure, salary increase matrixes, and administrative guidelines. Any recommended changes due to internal organization modifications, external market factors, strategic programmatic and administrative considerations, or other relevant issues will be proposed to the County Board in a timely fashion.

III. COMPENSATION PROGRAM ELEMENTS

A. Policy

It is the policy of Dakota County to provide its employees equitable compensation and financial incentives, to the extent permitted by law, to promote attainment of the highest levels of performance and organizational contribution. The County recognizes that compensation policies are a key factor in the County's ability to attract, retain and motivate well-qualified individuals to participate in the achievement of its objectives. Therefore, the Dakota County Merit Compensation Plan is based on the principles of internal and external pay equity and is designed to relate to the extent possible, an individual's salary to performance and contribution to organization results.

B. Salary Structure

The County salary structure (Attachment II) consists of 18 salary grades with a corresponding salary range for each grade. Salary ranges are formulated around a midpoint, and a salary range spread is calculated. Salary ranges are segmented into four quartiles. The structure is midpoint-driven which means the market rate for County positions is approximately the midpoint of the salary ranges. Market rate is defined as what comparison jurisdictions are actually paying employees in comparable positions. Movement beyond the market rate is dependent upon high performance ratings and tenure in position.

Salary ranges are analyzed and may be adjusted each year based on a number of factors including relative changes in the labor market, inflationary measures, budgetary impact as well as fluctuation in the prevalence of certain job skills in the marketplace.

C. Performance Reviews

Supervisors shall conduct one informal interim performance review to occur mid-review cycle and one formal performance review to occur at the conclusion of the employee's performance review cycle. The annual formal performance review is used to assess the employee's contribution to organization results, to assess the employee's career growth and development and in years when a compensation increase is available, to determine the employee's eligibility for a merit increase. Performance reviews are assessed based on the performance objectives and competencies approved by Human Resources for the job classification.

The interim review is intended to ensure employees understand how they are performing against established objectives and competencies and provide the opportunity to discuss mutual expectations and make any necessary mid-year corrections. The interim review identifies strengths and areas for improvement. Interim reviews are documented in dated summary memorandum(s) and maintained by the department.

The formal performance review is conducted within 15 days of employees' annual performance review dates. Prior to the conclusion of the evaluation period, employees are expected to complete a self-assessment and to transmit the self-assessment to the appraising supervisor for use in completing their performance review.

Completed performance review documents are signed by the supervisor, the employee and the next higher level of management. The employee's signature indicates that the appraisal has been discussed with the supervisor, but does not necessarily indicate agreement with document content. Employees shall be provided adequate time to review and provide summary comments to the final review document. If an employee refuses to sign the document, it is so noted and the review is processed. Completed performance review documents are retained by Human Resources consistent with the County retention schedule and related policies.

At the discretion of management, a supervisor's salary increase may be delayed until all scheduled performance reviews are completed. The performance review process combines an assessment of objective success measures and position competencies.

Exceptional Performance - is reserved for rare achievements. Employees who receive this level of performance have performed at a level that is well beyond the performance of their top performing peers in a given year. These employees have developed, implemented, or created processes or work results that surpassed all others and brought great value to the County.

Greatly Exceeds Performance Standards - is reserved for a limited number of employees who, in a given year, demonstrate extraordinary performance. This rating may result from especially noteworthy accomplishments and/or exceptional performance during the review period that exemplifies organizational excellence.

Exceeds Performance Standards - is to recognize a pro-active performer. Results of assigned responsibilities consistently meet and frequently exceed baseline expectations. Routinely evaluates priorities and maximizes opportunities for improvement and collaboration; is pro-active and effective in performing for group success, integrating change, learning and sharing information, understanding and sustaining organizational values and objectives; serves as an example of professionalism and excellence.

Meets Performance Standards Performance - is to recognize a reliable, responsive performer. Results of assigned responsibilities meet baseline expectations, regularly or with minimal training or coaching. Takes the steps needed to accomplish tasks, can integrate change as proscribed, complies with group needs while performing individual tasks, and can learn and apply specified information when necessary. Demonstrates conduct appropriate for the workplace and acts consistently within organizational values and objectives.

Below Performance Standards - does not achieve baseline performance expectations due to insufficient skill or effort. Results of some or all assigned responsibilities fail to meet baseline expectations. Frequently requires assistance, coaching or regular oversight to complete basic/routine job responsibilities. May be inconsistent in the demonstrated ability to adapt to change and apply new information to assigned tasks or roles and their performance may slow or damage group productivity, functioning or credibility.

Employees who receive a Below Standards rating will receive formal performance reviews at six-month intervals until documented performance warrants a Fully Meets Standards rating. If after the six-month review the employee receives a Meets Standards or above rating, a six-month merit increase is processed and the next review date is adjusted back to the annual or common review date. Employees who receive multiple or consecutive Below Standards ratings will be subject to disciplinary proceedings, up to and including discharge.

D. Individual Development Plans

As part of the County's formal performance review process, supervisors and employees are encouraged to jointly complete an Individual Development Plan (IDP). Formal discussions of job and career objectives, position enrichment and development may also be included. Development or career objectives should be tied to departmental and County-wide goals.

Completion of an IDP is required if the employee is planning to request tuition reimbursement or if a supervisor has determined that the employee is to complete one.

E. Salary Increase Matrix

The County Merit Matrix is based on the principle that salary range position and performance as reflected in organizational contribution bear a direct relationship and that gravitation toward the market rate (Q2) should occur.

For purposes of the salary increase matrix, salary range position is identified by compa-ratio. This figure represents participants' actual compensation expressed as a percentage of Q2 of the assigned salary range (i.e. compa-ratio of 100.0 = actual compensation at Q2 of the salary range).

The structure of the annual merit matrix (Attachment I) reflects percentage increases based on two dimensions: range position (Quartile 1, 2, 3 & 4) and performance rating. When a merit increase is available, a high performer in a low segment of the salary range may receive a greater base salary increase than an equivalent performer in an upper portion of the salary range. Note that employees whose performance is rated as Below Standards, are in no case eligible for an increase to base salary or a lump sum payment. In no instance will an employee's base salary be increased above the range maximum.

Administering an effective performance-based, market system requires a commitment to truly differentiate performance. There is no expectation that every employee will reach the salary range maximum. Appropriate ratings differentiation is expected. Those employees who perform at higher levels receive greater rewards.

F. Extra Meritorious Award

The Extra Meritorious Award provides up to a 2% lump sum payment of the employee's salary for recognition of special achievements outside the normal expectations of a non-union employee's position. Employees are eligible for an Extra Meritorious Award once per calendar year. Extra Meritorious Awards are approved or disapproved by the County Manager after review and consultation with Human Resources.

G. Promotion

A promotion is defined as the selection of an internal candidate through the competitive recruitment process into a position at a higher salary grade.

At the time of a promotion decision, the affected employee receives a performance review of the time worked in the current position since the most recent performance appraisal. Upon promotion, employees are eligible for an increase to their actual base salary. Internal equity and the employee's appropriate placement within the salary range will be the basis when implementing a promotional salary action. All promotional salary actions require approval by Human Resources.

Employees promoted into a supervisory position will typically not earn less than 90% of the highest paid subordinate employee in the work unit unless unique circumstances exist. All promotional salary increases will be approved by Human Resources and reviewed with the Department Director prior to a promotional job offer being extended.

H. Demotion

a. Involuntary

An involuntary demotion is defined as a reassignment from one position to another, which has a lower salary range or classification as a result of a performance-based consequence or other disciplinary procedure. The employee's salary review date will be adjusted to the effective date of the action. The employee's salary is subject to adjustment on a case by case basis as approved by Human Resources.

b. Voluntary

A voluntary demotion is defined as the selection of an internal candidate through the competitive process into a position at a lower salary range or classification. The employee's salary review date will be adjusted to the effective date of the action. The employee's salary reduction will generally be no greater than 10% of their base pay per pay grade reduced Adjustments will be based on internal equity considerations and approved by Human Resources.

c. Reorganization

If a demotion is the result of reorganization or unforeseen organization or structure changes and if the affected employee's salary is above the new salary range maximum, the salary is frozen until such time as the salary is within the new salary range.

I. Job Evaluation

Through the County's job evaluation and classification policy, the County ensures that appropriate relationships between classifications and jobs are established and maintained over time through application of a periodic job description review process and reorganization studies when appropriate.

J. Reclassification

A reclassification is defined as movement to another salary grade or classification as a result of approved changes in job duties significantly modifying the position responsibilities. When a position is reclassified to a higher salary grade, employees are eligible for an increase of up to 5% of their actual base salary or placement at the new salary range minimum, whichever is greatest.

Through the periodic job description review process, the County ensures job descriptions are reviewed and updated regularly as changes to services, processes and related job duties occur. When a department plans a substantive structural or work process change they are urged to contact Human Resources to determine if a reorganization review is needed to ensure classification consistency is maintained and the proposed changes are cost neutral.

Positions may be reclassified with no change in salary grade, upward (higher classification/salary grade); or downward (lower classification/salary grade). If the affected employee's current salary is below the new salary range minimum, the salary is increased to the range minimum. Reclassification downward generally results in no immediate change to the employees' salary. If the employee's salary is above the salary range maximum for the new classification, the salary is frozen until such time as the salary is within the new salary range. When the employee's salary is within the new salary range and in years when a merit opportunity is available, the employee will be eligible on the normal performance review date

for a merit increase based upon documented performance rating. Reclassification of a job class does not change the employee's review date or seniority date.

K. Within-Grade Advancement

A series of two positions may be established within the same pay-grade. Both positions in the series will have a position description with the more advanced position indicating the necessary mastery or additional responsibility required for the position. When an employee advances from one position to the next in the series, they are eligible for an up to 3 percent increase of their actual base salary.

L. Working Out of Grade

Out-of-grade pay may be requested whenever an employee is designated by their supervisor to perform all of the duties and responsibilities of a position in a higher salary grade for a period of 10 consecutive work-days or more. Human Resources reviews the proposed out-of-grade request prior to an appointment and approvals shall be limited to a period not to exceed six-months, however extensions may be requested. Generally, working out-of-grade is the result of a long-term leave of absence or temporarily vacant position. In such a case and for the duration of the out-of-grade assignment, the employee is eligible for a payment of up to 5% of their actual base salary, or placement at the higher salary range minimum, whichever is greater. The out-of-grade payment will be retroactive to the first day the employee worked in the higher classification and may be paid as an adjustment to the hourly rate or paid in a lump-sum at the conclusion of the out-of-grade assignment. Employees being considered for an out-of-grade assignment must meet the minimum qualifications of the position in the higher classification.

Whenever an employee is directed to temporarily perform most, but not all, of the duties and responsibilities of a position in a higher salary grade as defined above for a period of 10 consecutive work days or more, the employee is eligible for a partial out-of-grade payment of up to 3% of their actual base salary to be paid in a lump-sum as indicated in paragraph one of this section.

If an employee's review date occurs during the time they are working in an out-of-grade assignment, a salary adjustment consistent with the Merit Compensation Plan is computed based upon the employee's regular position salary rate minus the out-of-grade differential, , as defined in this policy or applicable labor contract. The out-of-grade rate is then added to the employee's new base salary. When the employee returns to their regular position, they are compensated at their regular rate and they no longer receive the temporary payment received for the out-of-grade assignment.

If the employee is promoted to the out-of-grade position, the time since the employee's last performance review is "closed out" by conducting a performance review for the period in question. The employee then serves a six month probation period. The salary of the promoted employee shall be no less than the rate of pay while serving in the out-of-grade assignment.

If a classified employee is temporarily appointed to an unclassified position, these guidelines may be adjusted to fit the circumstances, subject to review by Human Resources.

M. On-Call Compensation

While employees are outside normal work hours but are designated to be on-call they shall be compensated for on-call status at the rate of two dollars (\$2.00) per hour for each hour they are designated on-call.

To utilize this provision, a department shall design an on-call plan for approval by Human Resources (ref. Policy 3200). Salary adjustments must be made in the context of the approved plan.

N. Call-Back Pay

An employee called back to work outside of the employee's regular shift shall receive a minimum of two (2) hours pay for such callback. Exempt employees are compensated at the straight time rate and non-exempt employees are compensated at the rate of one and one-half times the normal pay rate. This provision shall not apply to an extension of shift or early report to a regularly scheduled shift.

O. Wage and Salary Guidelines

- *Full Merit Concept*

All employee base and any lump sum salary actions are provided based solely on the County's Merit Matrix and related guidelines; all base and any lump sum salary actions occur on employees' established annual merit review dates.

- *Merit Matrix*

The Merit Matrix guidelines provide percentage base and lump-sum increases for each level of performance. The merit increase is a percentage calculated on the Q2 rate of the employee's applicable salary range if the salary is below the Q2 rate and calculated on the employee's base salary if above the Q2 rate.

For employees below the range maximum and whose base adjustment would result in an increase above the salary range maximum, the salary increase is available only to the range maximum rate. There are no base or lump sum increases beyond the range maximum.

- *Performance Review Date*

The performance review date has historically been the date on which the employee was last hired, promoted or demoted to a new job classification. Departments are strongly encouraged to move employees to common review dates in order to more equitably evaluate performance across work units. In the year of movement to a common review date an employee's merit increase is prorated from the date of the most recent merit increase. Employees' review dates are adjusted or in the event of approved unpaid leaves of absence of 90 days or more. Where departmental common review dates exist, merit increases will be prorated for unpaid leaves of absence of 90 days or more.

- *Effective Dates of Increases*

Any available pay increases will be effective the first day of the pay period in which the performance review date falls. This effective date will not affect the employee's performance review date.

- *Six-Month Probationary Performance Reviews*

Six-month probationary performance reviews are conducted to determine if the employee has met all the performance requirements of the position. In years when a merit opportunity is available and based on the plan year merit guidelines within which they fall, 50% of the merit increase is provided upon successful completion of the initial probationary period. At the conclusion of the first 12 months of work in the job, a second six-month performance review is conducted and depending on available merit guidelines, 50% of the eligible merit increase is provided upon successful performance.

- *Salaries Below the Range Minimum*

At the beginning of a calendar year, employees compensated at rates less than the minimum of the new salary ranges, will be adjusted to the new range minimum.

- *Increases to Top of Range*

Increases to Top of Range No employee's salary may exceed the range maximum. In years with an available merit increase opportunity, a base increase may be given up to the maximum. If a full merit increase would result in a salary above the range maximum, the increase will be limited to the salary range maximum. The remainder shall be paid in a lump sum payment, which does not increase the employee's base compensation for the following salary review period.

P. Approval Process

All performance review and salary increase materials and documentation require two levels of approval signatures. Consistent with County policy, individual Divisions/ Departments may require additional approvals. After appropriate Division/Department approval, all review materials are forwarded to Human Resources in advance of the payroll deadline, for final approval and processing.

Q. Market Adjustment

When a market analysis for a specific job class indicates the assigned salary range mid-point deviates, positively or negatively, from the market by more than 10%, the job class may be placed at an established salary grade that most closely corresponds to the applicable market rate. The job class is administered in the context of the adjusted grade. All market adjustments will be re-evaluated on a regular basis.

R. Plan Exceptions

The County Manager may approve exceptions to the Plan. These will generally involve internal and labor market equity considerations or unusual circumstances and will occur only upon the recommendation of the Human Resources Director.

S. Policy Implications

The provisions of this Plan supersede any applicable Dakota County Human Resources Policies and Procedures.

DAKOTA COUNTY NON-UNION MERIT COMPENSATION PLAN

2025 Merit Matrix

The Merit Matrix guidelines provide maximum recommended percentage increases for each level of performance and for each of the four salary quartiles. All below Q2 salary actions are a percentage of the Q2 rate. All above Q2 salary actions are a percentage of the employee's base salary.

Salary Range	PERFORMANCE RATING					
	<i>Exceptional Performance</i>		Greatly Exceeds Standards	Exceeds Standards	Meets Standards	Below Standards
Q4	8.25% base		8.25% base	7.25% base	6.25% base	0%
Q3	8.25% base		8.25% base	7.25% base	6.25% base	0%
Q2	8.25% base		8.25% base	7.25% base	6.25% base	0%
Q1	8.25% base		8.25% base	7.25% base	6.25% base	0%

2025 DAKOTA COUNTY PAY EQUITY COMPENSATION STRUCTURE

Grade	Minimum	Q-1	Midpoint	Q-3	Maximum
100	\$28,481	\$32,041	\$35,601	\$40,052	\$44,502
101	\$31,899	\$35,887	\$39,874	\$44,859	\$49,843
102	\$35,727	\$40,193	\$44,659	\$50,242	\$55,824
103	\$40,014	\$45,016	\$50,018	\$56,271	\$62,523
104	\$44,816	\$50,418	\$56,020	\$63,023	\$70,025
105	\$50,194	\$56,468	\$62,742	\$70,585	\$78,428
106	\$56,217	\$63,244	\$70,271	\$79,055	\$87,839
107	\$62,963	\$70,834	\$78,704	\$88,542	\$98,380
108	\$70,518	\$79,333	\$88,148	\$99,167	\$110,185
109	\$78,981	\$88,854	\$98,726	\$111,067	\$123,408
110	\$88,458	\$99,516	\$110,573	\$124,395	\$138,216
111	\$99,074	\$111,458	\$123,842	\$139,323	\$154,803
112	\$110,962	\$124,833	\$138,703	\$156,041	\$173,379
113	\$124,278	\$139,813	\$155,347	\$174,766	\$194,184
114	\$139,191	\$156,590	\$173,989	\$195,738	\$217,486
115	\$155,894	\$175,381	\$194,868	\$219,227	\$243,585
116	\$174,602	\$196,427	\$218,252	\$245,534	\$272,815
117	\$195,554	\$219,998	\$244,442	\$274,998	\$305,553

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Consent Agenda

Request for Board Action

Voice Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Approve planting date extension to Nick Becker for planting cover crops on two fields in 2024.

SUMMARY:

Nick Becker has planted cover crops for the second year of his three-year contracts on two fields totaling 70 acres. The fields are located in Marshan Township in the Vermillion River Watershed.

Planting cover crops was completed this year on October 23rd. Because the planting was completed after the October 15th planting deadline established in Cost Share Policy effective at the time of contract approval, Board approval is requested for a planting date extension.

The cover crops have had good establishment this fall, are meeting their intended purpose, and meet NRCS practice standards. Staff is recommending approval of the planting date extension. If approved, staff will process payments to Nick Becker for establishing cover crops in 2024.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our FY22 CWF Drinking Water Protection Phase 2 grant and the Dakota County Capital Improvement Program (CIP).

Supporting Documents: None

Previous Board Actions:

Contracts 23-IPP-28 and 23-IPP-29

Motion 23.064 on 8/10/23
Authorization to Execute Contracts

Motion 23.099 on 11/16/23
Authorization for Partial Payment

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize partial payment of \$875 to Steven Groves for establishing a harvestable cover.

SUMMARY:

Steven Groves has completed the first-year seeding under his three-year contract to maintain harvestable cover on 25 acres in Greenvale Township, Cannon River Watershed.

The project was approved for funding at the August 8, 2024 Board meeting with an incentive payment not to exceed \$2,625. The payment is equal to \$35 per acre for 25 acres over a period of three years or \$875 each year the harvestable cover is certified.

An alfalfa and orchard grass mix was seeded in 2024. Project seeding has been certified by staff. Payment for the first year will be made upon certification of the installation and District Board approval. Payments for additional years will be approved by the District Manager after harvestable cover has been verified by District staff and provided there are no changes to the contract or practice installed.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds to install the project are available through the Dakota County Capital Improvement Program (CIP).

Supporting Documents:

24-IPP-60 Groves, Steven Harvestable Cover Factsheet

Previous Board Action:

Motion 24.080 on 8/8/24

Authorization to Execute Contract



STEVEN GROVES HARVESTABLE COVER



PRACTICE:

- Harvestable Cover

BENEFITS:

- 1 ton of sediment per year prevented from traveling downstream
- 2 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County

WATERSHED:

- Cannon River

RECEIVING WATERS:

- Mud Creek

INSTALLATION:

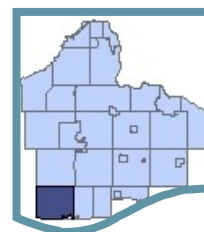
- Fall 2024

PROJECT: An alfalfa and orchard grass mix was planted on 25 acres. The perennial crop will remain in the field for the three year contract. The harvestable crop will provide erosion control, reduce weed pressure, and prevent nutrient leaching.

FUNDING: Incentive Amount: \$2,625
(25 acres x \$35 per acre x 3 years)



LOCATION:
Greenvale
Township





A perennial hay planting consisting of alfalfa and orchard grass was planted following teff hay harvest in late august.



The alfalfa and orchard grass mix had approximately 4 inches of growth 2 months after planting.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize partial payment of \$5,500 to Peine Farms LLP for implementing soil health practices.

SUMMARY:

Peine Farms LLP has completed the first year of a three-year contract to implement soil health practices on a 110-acre field. The field is located in Douglas Township, Cannon River Watershed.

The project was approved for funding at the May 9, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-13, \$16,500

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crops	110	3	\$45	\$14,850
Split Rate Nitrogen Application	110	3	\$5	\$1,650

The first year split rate nitrogen application (\$550) and establishment of a winter cereal rye cover crop (\$4,950) were completed in September 2024.

The project has been certified by staff. Under adopted policy, payment for the first year will be made upon certification of the installation and District Board approval. Payments for additional years will be approved by the District Manager after cover crop seeding has been completed for that year and certified by District staff provided there are no changes to the contract or practice installed.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our FY23 Cannon River Watershed Based Implementation Funding grant with the Minnesota Board of Water and Soil Resources (BWSR) and the Dakota County Capital Improvement Program (CIP). Local funds will be used for practices that do not meet BWSR requirements for practice type or start date.

Supporting Documents:

24-IPP-13 Peine Farms LLP SH Factsheet

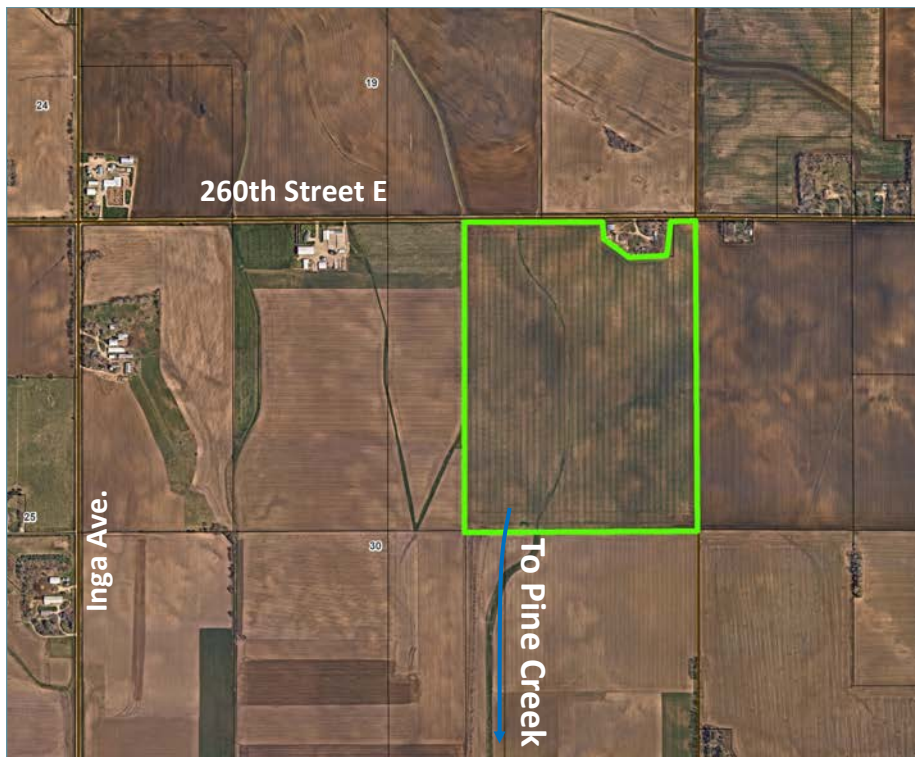
Previous Board Action:

Motion 24.043 on 5/9/24

Authorization to Execute Contract



PEINE FARMS LLP SOIL HEALTH PRACTICES



PRACTICES:

- Cover Crops
- Nitrogen Management

BENEFITS:

- 65 tons of sediment per year prevented from traveling downstream
- 93 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County
- Minnesota Board of Water and Soil Resources

WATERSHED:

- Cannon River

RECEIVING WATERS:

- Pine Creek

INSTALLATION:

- 2024, 2025, and 2026

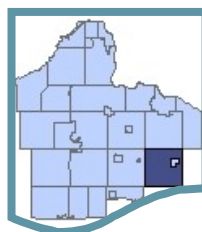
PROJECT: Winter cereal rye cover crops and split application of nitrogen will be implemented for 3-years on 110 acres of field corn harvested for earlage. These practices will build soil health and reduce nutrient leaching.

FUNDING: Incentive Amount: \$16,500



Clean Water Fund:
*Protecting and restoring
Minnesota's waters for
generations to come.*

LOCATION:
Douglas
Township





Winter cereal rye was broadcast after corn earlage harvest in early October. A split rate nitrogen application was used throughout the growing season.



The cover crop had approximately 4 inches of growth one month after planting.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize partial payment of \$12,155 to Andrew Mulvihill for implementing soil health practices.

SUMMARY:

Andrew (Andy) Mulvihill has completed the first year of a three-year contract to implement soil health practices on a 153-acre field. The field is located in Castle Rock Township, Cannon River Watershed.

The project was approved for funding at the May 9, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-06, \$36,465

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crops	153	3	\$45	\$20,655
No-Till	153	3	\$20	\$9,180
Planting Green	153	2	\$10	\$3,060
Split Rate Nitrogen Application	153	2	\$5	\$1,530
Irrigation Water Management	136	3	\$5	\$2,040

The first year no-till planting (\$3,060), planting green (\$1,530), irrigation management (\$680), and establishment of a winter cereal rye cover crop (\$6,885) were completed in 2024.

The project has been certified by staff. Under adopted policy, payment for the first year will be made upon certification of the installation and District Board approval. Payments for additional years will be approved by the District Manager after cover crop seeding has been completed for that year and certified by District staff provided there are no changes to the contract or practice installed.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our FY23 Cannon River Watershed Based Implementation Funding grant with the Minnesota Board of Water and Soil Resources (BWSR) and the Dakota County Capital Improvement Program (CIP). Local funds will be used for practices that do not meet BWSR requirements for practice type or start date.

Supporting Documents:

24-IPP-06 Mulvihill, Andy SH Factsheet

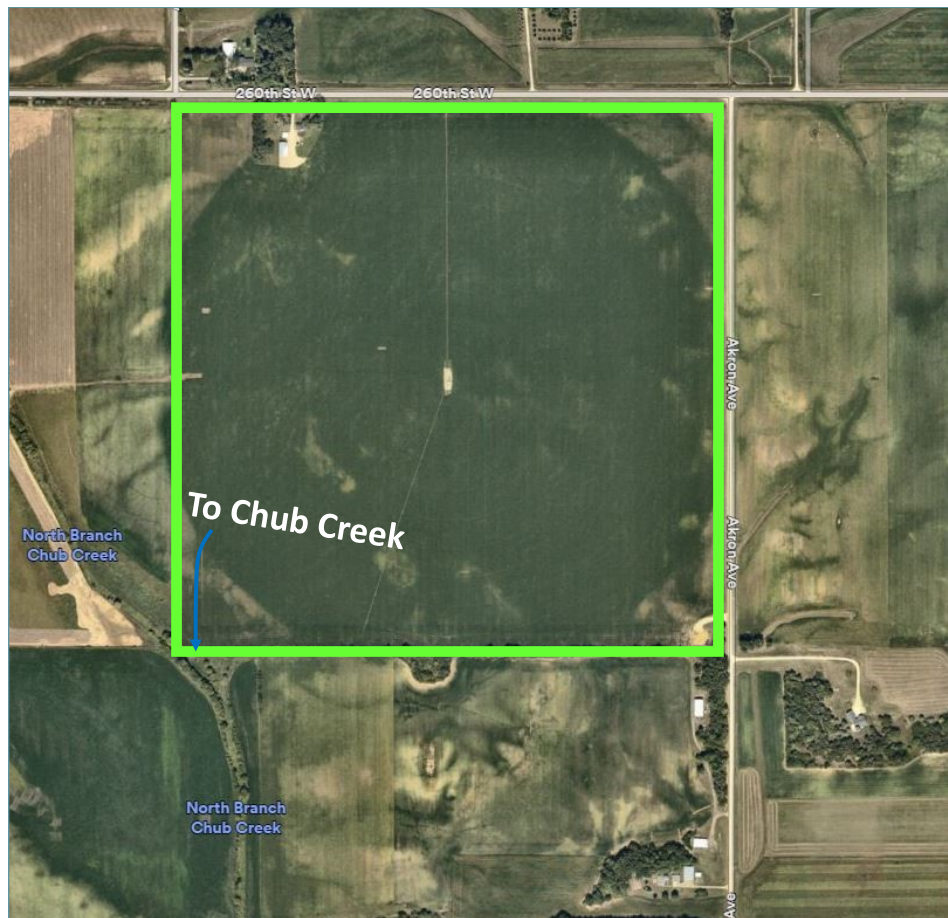
Previous Board Action:

Motion 24.042 on 5/9/24

Authorization to Execute Contract



ANDY MULVIHILL SOIL HEALTH PRACTICES



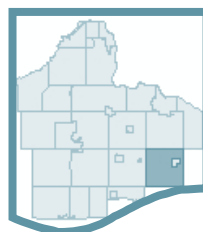
PROJECT: A cereal rye cover crop is being planted on 153 acres following harvest for 3 consecutive years. Planting green will be done during 2 years, irrigation management and no-till for 3 years, and split rate nitrogen application for 2 years.

FUNDING: Incentive Amount: **\$36,465**



Clean Water Fund:
Protecting and restoring
Minnesota's waters for
generations to come.

LOCATION:
Castle Rock
Township



PRACTICES:

- Cover Crops
- Planting Green
- No-till
- Irrigation Management
- Nitrogen Management

BENEFITS:

- 308 tons of sediment per year prevented from traveling downstream
- 298 lbs. of phosphorous per year prevented from traveling downstream
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County
- Minnesota Board of Water and Soil Resources

WATERSHED:

- Cannon River

RECEIVING WATERS:

- Chub Creek

INSTALLATION:

- 2024, 2025, and 2026

ANDY MULVIHILL

SOIL HEALTH PRACTICES



Soybeans were seeded into an existing cover crop of winter cereal rye in the spring of 2024.



Strip-Till was used for soybean seeding



Irrigation water management tool from the University of Minnesota was used to aid irrigation plans throughout the growing season.



136 acres of the 153 total acreage were irrigated.



Winter cereal rye was planted following soybean harvest in early October.



Approximately 6 inches of growth was visible one month after planting.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize partial payment of \$12,285 to Andrew Endres for implementing soil health practices.

SUMMARY:

Andrew Endres has completed the first year of a three-year contract to implement soil health practices on a 157-acre field. The field is located in Vermillion Township, Vermillion River Watershed.

The project was approved for funding at the May 9, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-41, \$29,790

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crops	157	2	\$45	\$14,130
No-till	157	3	\$20	\$9,420
Planting Green	157	2	\$10	\$3,140
Split Rate Nitrogen Application	157	1	\$5	\$785
Nitrogen Inhibitors	157	1	\$5	\$785
Irrigation Management	102	3	\$5	\$1,530

The first year no-till planting (\$3,140), planting green (\$1,570), irrigation management (\$510), and establishment of a winter cereal rye cover crop (\$7,065) were completed in 2024.

The project has been certified by staff. Under adopted policy, payment for the first year will be made upon certification of the installation and District Board approval. Payments for additional years will be approved by the District Manager after cover crop seeding has been completed for that year and certified by District staff provided there are no changes to the contract or practice installed.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our FY23 Vermillion River Watershed Based Implementation Funding grant with the Minnesota Board of Water and Soil Resources (BWSR) and the Dakota County Capital Improvement Program (CIP). Local funds will be used for practices that do not meet BWSR requirements for practice type or start date.

Supporting Documents:

24-IPP-41 Andrew Endres SH Factsheet

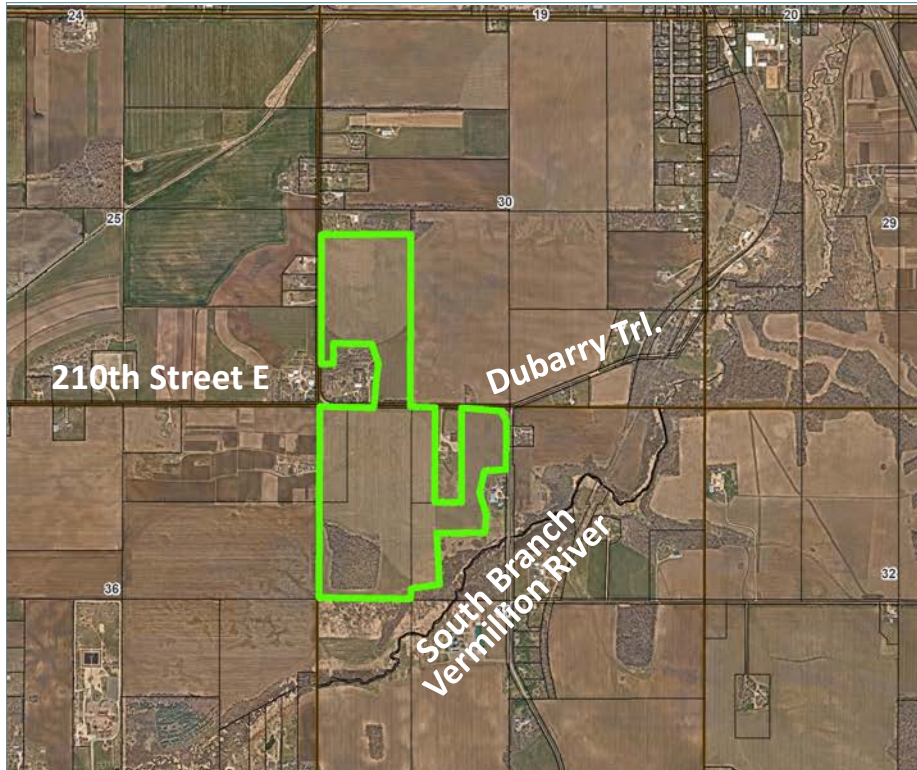
Previous Board Action:

Motion 24.049 on 5/9/24

Authorization to Execute Contract



ANDREW ENDRES SOIL HEALTH PRACTICES



PRACTICES:

- Cover Crops
- Planting Green
- No-till
- Nitrogen Management
- Irrigation Management

BENEFITS:

- 39 tons of sediment per year prevented from traveling downstream
- 55 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County
- Minnesota Board of Water and Soil Resources

WATERSHED:

- Vermillion River

RECEIVING WATERS:

- South Branch Vermillion River

INSTALLATION:

- 2024, 2025, and 2026

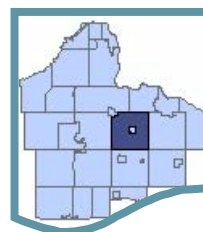
PROJECT: Soil health practices will be implemented on a 157-acre field over three years including cover crops, planting green, split nitrogen application, nitrogen inhibitors, no-till planting, and irrigation management. These practices will build soil health and reduce nutrient leaching.

FUNDING: Incentive Amount: \$29,790



*Clean Water Fund:
Protecting and restoring
Minnesota's waters for
generations to come.*

LOCATION:
Vermillion
Township





Soybeans were planted into an existing cover crop using a no-till drill during the spring of 2024.



The soybeans were planted into existing winter cereal rye. Irrigation water management was also utilized on this field.



Winter cereal rye was planted in mid October after soybean harvest. The cover crop had approximately 2 inches of growth one month after planting.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize partial payment of \$2,610 to CHES Canyon Road LLC for implementing soil health practices.

SUMMARY:

Ches Canyon Road LLC (Thomas Endres) has completed the first year of a three-year contract to implement soil health practices on a 76-acre field. The field is located in Nininger Township, Vermillion River Watershed.

The project was approved for funding at the May 9, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-42, \$15,430

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crops	76	2	\$45	\$6,840
No-till	76	3	\$20	\$4,560
Planting Green	76	2	\$10	\$1,520
Split Rate Nitrogen Application	76	2	\$5	\$760
Nitrogen Inhibitors	76	2	\$5	\$760
Irrigation Management	66	3	\$5	\$990

The first year no-till planting (\$1,520), nitrogen inhibitors (\$380), split rate nitrogen application (\$380), and irrigation management (\$330) were completed in 2024.

The project has been certified by staff. Under adopted policy, payment for the first year will be made upon certification of the installation and District Board approval. Payments for additional years will be approved by the District Manager after cover crop seeding has been completed for that year and certified by District staff provided there are no changes to the contract or practice installed.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our FY23 Vermillion River Watershed Based Implementation Funding grant with the Minnesota Board of Water and Soil Resources (BWSR) and the Dakota County Capital Improvement Program (CIP). Local funds will be used for practices that do not meet BWSR requirements for practice type or start date.

Supporting Documents:

24-IPP-42 Ches Canyon Road LLC SH Factsheet

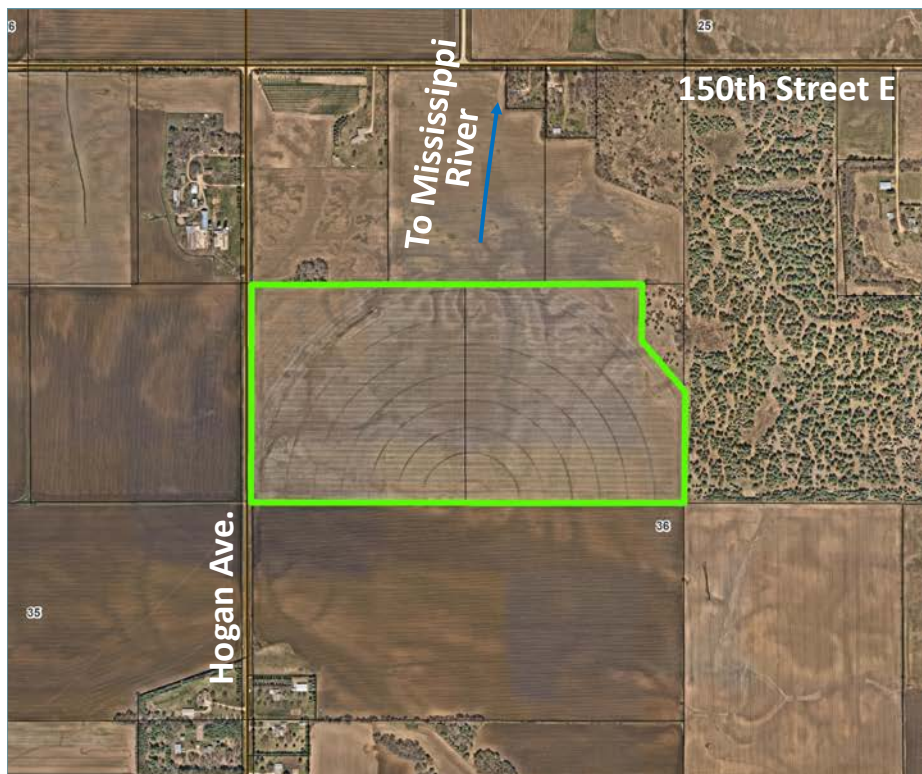
Previous Board Action:

Motion 24.050 on 5/9/24

Authorization to Execute Contract



CHES CANYON ROAD LLC SOIL HEALTH PRACTICES



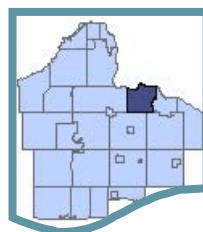
PROJECT: Soil health practices will be implemented on a 76-acre field over three years including cover crops, planting green, split nitrogen application, nitrogen inhibitors, no-till planting, and irrigation management. These practices will build soil health and reduce nutrient leaching.

FUNDING: Incentive Amount: **\$15,430**



*Clean Water Fund:
Protecting and restoring
Minnesota's waters for
generations to come.*

LOCATION:
Nininger
Township



PRACTICES:

- Cover Crops
- Planting Green
- No-till
- Nitrogen Management
- Irrigation Management

BENEFITS:

- 22 tons of sediment per year prevented from traveling downstream
- 42 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County
- Minnesota Board of Water and Soil Resources

WATERSHED:

- Vermillion River

RECEIVING WATERS:

- Mississippi River

INSTALLATION:

- 2024, 2025, and 2026

CHES CANYON ROAD LLC

SOIL HEALTH PRACTICES



Corn was planted using a no-till drill in mid-April. Irrigation water management was also utilized on this field.



Nitrogen inhibitors, a split rate nitrogen application, and irrigation management were used throughout the growing season.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize partial payment of \$2,760 to River Shore Properties LLC for implementing soil health practices.

SUMMARY:

River Shore Properties LLC (Thomas Endres) has completed the first year of a three-year contract to implement soil health practices on a 69-acre field. The field is located in Nininger Township, Vermillion River Watershed.

The project was approved for funding at the May 9, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-43, \$10,695

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crops	69	1	\$45	\$3,105
No-till	69	3	\$20	\$4,140
Planting Green	69	3	\$10	\$2,070
Split Rate Nitrogen Application	69	2	\$5	\$690
Nitrogen Inhibitors	69	2	\$5	\$690

The first year no-till planting (\$1,380), planting green (\$690) nitrogen inhibitors (\$345), and split rate nitrogen application (\$345) were completed in 2024.

The project has been certified by staff. Under adopted policy, payment for the first year will be made upon certification of the installation and District Board approval. Payments for additional years will be approved by the District Manager after cover crop seeding has been completed for that year and certified by District staff provided there are no changes to the contract or practice installed.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our FY23 Vermillion River Watershed Based Implementation Funding grant with the Minnesota Board of Water and Soil Resources (BWSR) and the Dakota County Capital Improvement Program (CIP). Local funds will be used for practices that do not meet BWSR requirements for practice type or start date.

Supporting Documents:

24-IPP-43 River Shore Properties LLC SH Factsheet

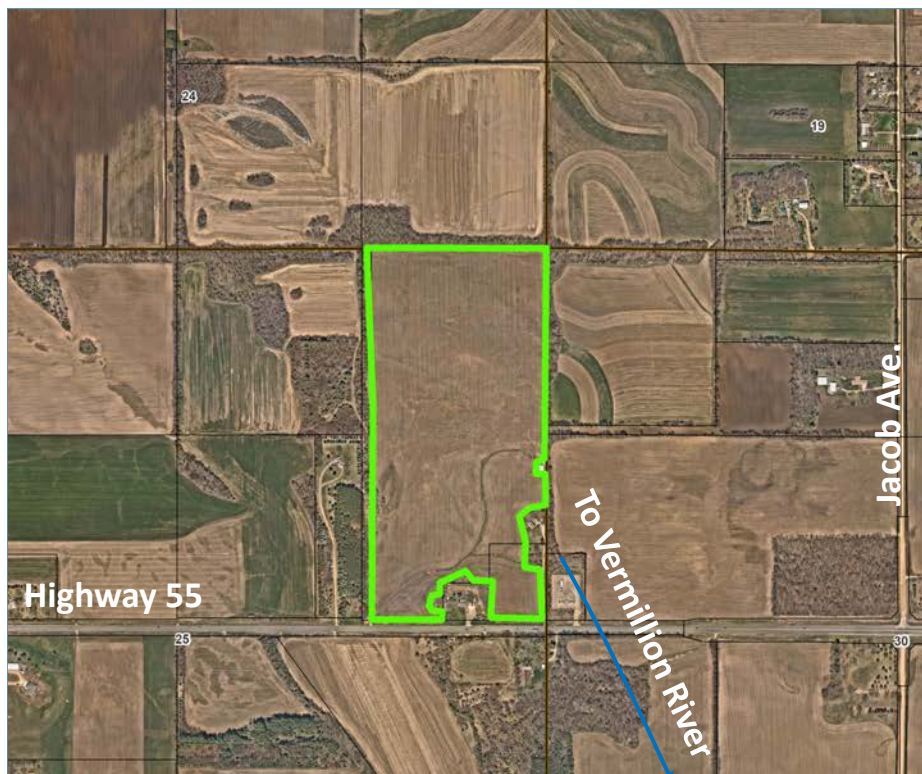
Previous Board Action:

Motion 24.051 on 5/9/24

Authorization to Execute Contract



RIVER SHORE PROPERTIES LLC SOIL HEALTH PRACTICES



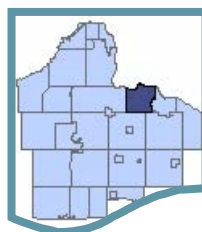
PROJECT: Soil health practices will be implemented on a 69-acre field over three years including cover crops, planting green, split nitrogen application, nitrogen inhibitors, and no-till planting. These practices will build soil health and reduce nutrient leaching.

FUNDING: Incentive Amount: \$10,695



LOCATION:

Nininger
Township



PRACTICES:

- Cover Crops
- Planting Green
- No-till
- Nitrogen Management

BENEFITS:

- 27 tons of sediment per year prevented from traveling downstream
- 12 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County

WATERSHED:

- Vermillion River

RECEIVING WATERS:

- Mississippi River

INSTALLATION:

- 2024, 2025, and 2026

RIVER SHORE PROPERTIES LLC

SOIL HEALTH PRACTICES



Corn was planted using a no-till drill into standing winter cereal rye.



Nitrogen inhibitors and a split rate nitrogen application were used throughout the growing season.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize partial payment of \$11,200 to Endres Family Farms LLP for implementing soil health practices.

SUMMARY:

Endres Family Farms LLP has completed the first year of a three-year contract to implement soil health practices on a 140-acre field. The field is located in Vermillion Township, Vermillion River Watershed.

The project was approved for funding at the May 9, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-45, \$27,300

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crops	140	2	\$45	\$12,600
No-till	140	3	\$20	\$8,400
Planting Green	140	2	\$10	\$2,800
Split Rate Nitrogen Application	140	1	\$5	\$700
Nitrogen Inhibitors	140	1	\$5	\$700
Irrigation Management	140	3	\$5	\$2,100

The first year no-till planting (\$2,800), planting green (\$1,400), irrigation management (\$700), and establishment of a cover crop (\$6,300) were completed in 2024.

The project has been certified by staff. Under adopted policy, payment for the first year will be made upon certification of the installation and District Board approval. Payments for additional years will be approved by the District Manager after cover crop seeding has been completed for that year and certified by District staff provided there are no changes to the contract or practice installed.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our FY23 Vermillion River Watershed Based Implementation Funding grant with the Minnesota Board of Water and Soil Resources (BWSR) and the Dakota County Capital Improvement Program (CIP). Local funds will be used for practices that do not meet BWSR requirements for practice type or start date.

Supporting Documents:

24-IPP-45 Endres Family Farms LLP SH Factsheet

Previous Board Action:

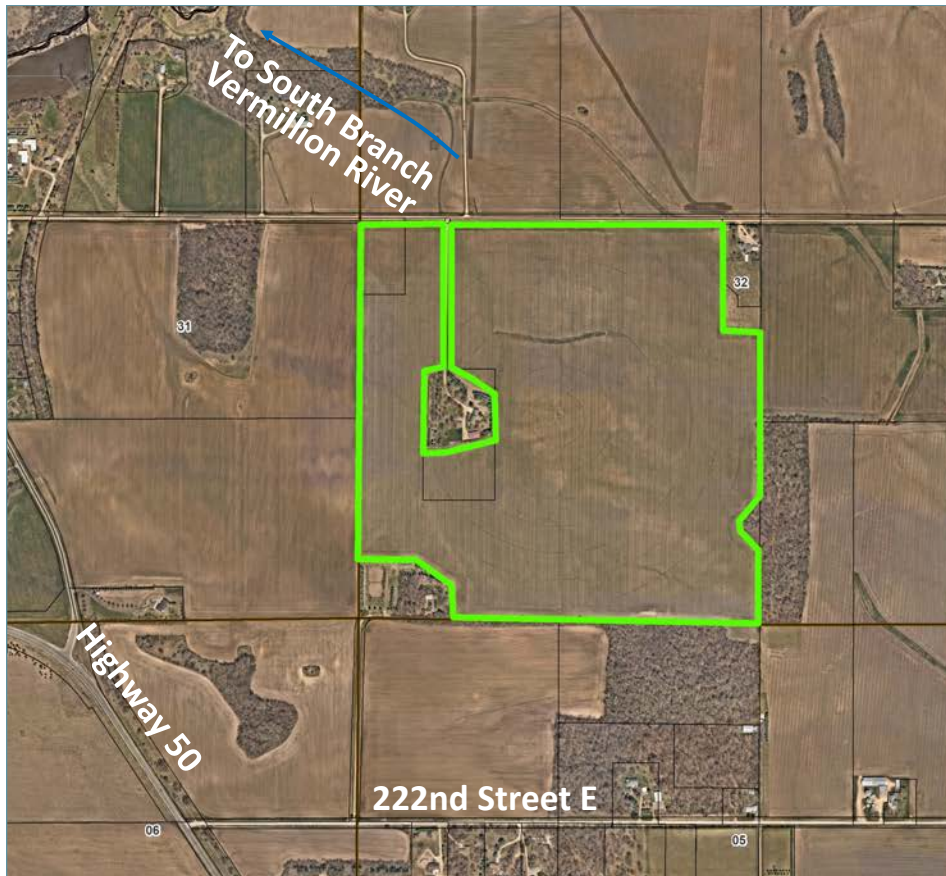
Motion 24.051 on 5/9/24

Authorization to Execute Contract



ENDRES FAMILY FARMS LLP

SOIL HEALTH PRACTICES



PRACTICE:

- Cover Crops
- Planting Green
- No-till
- Nitrogen Management
- Irrigation Management

BENEFITS:

- 48 tons of sediment per year prevented from traveling downstream
- 82 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and

PARTNERS:

- Dakota County
- Minnesota Board of Water and Soil Resources

WATERSHED:

- Vermillion River

RECEIVING WATERS:

- South Branch Vermillion River

INSTALLATION:

- Fall 2024 and Spring 2025

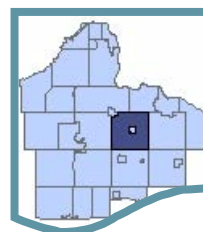
PROJECT: Soil health practices will be implemented on a 140-acre field over three years including cover crops, planting green, split nitrogen application, nitrogen inhibitors, no-till planting, and irrigation management. These practices will build soil health and reduce nutrient leaching.

FUNDING: Incentive Amount: **\$27,300**



Clean Water Fund:
Protecting and restoring
Minnesota's waters for
generations to come.

LOCATION:
Vermillion
Township



ENDRES FAMILY FARMS LLP

SOIL HEALTH PRACTICES



Soybeans were planted with a no-till drill at the start of May.



The soybeans were planted into a living stand of winter cereal rye.



Winter cereal rye cover crop was planted in mid October after soybean harvest. The cover crop had approximately 4 inches of growth one month after planting.



Irrigation water management was also used throughout the growing season.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize partial payments of \$5,040, \$9,040 and \$7,565 to Endres Farm Partnership for implementing soil health practices.

SUMMARY:

Endres Farm Partnership has completed the first year of their three-year contracts to implement soil health practices on 144-acre, 113-acre, and 95-acre fields. Two fields are located in Hampton Township and one field is located in Vermillion Township, all in the Vermillion River Watershed.

The projects were approved for funding at the May 9, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-46, \$21,600

Practice	# of acres	# of years	\$ per acre	Total
Cover Crops	144	1	\$45	\$6,480
No-till	144	3	\$20	\$8,640
Planting Green	144	1	\$10	\$1,440
Split Rate Nitrogen Application	144	2	\$5	\$1,440
Nitrogen Inhibitors	144	2	\$5	\$1,440
Irrigation Management	144	3	\$5	\$2,160

Contract 24-IPP-50, \$22,035

Practice	# of acres	# of years	\$ per acre	Total
Cover Crops	113	2	\$45	\$10,170
No-till	113	3	\$20	\$6,780
Planting Green	113	2	\$10	\$2,260
Split Rate Nitrogen Application	113	1	\$5	\$565
Nitrogen Inhibitors	113	1	\$5	\$565
Irrigation Management	113	3	\$5	\$1,695

Contract 24-IPP-51, \$18,420

Practice	# of acres	# of years	\$ per acre	Total
Cover Crops	95	2	\$45	\$8,550
No-till	95	3	\$20	\$5,700
Planting Green	95	2	\$10	\$1,900
Split Rate Nitrogen Application	95	1	\$5	\$475
Nitrogen Inhibitors	95	1	\$5	\$475
Irrigation Management	88	3	\$5	\$1,320

No-till planting (\$2,880), nitrogen inhibitors (\$720), split rate nitrogen application (\$720), and irrigation water management (\$720) have been completed on the 144-acre field. No-till planting (\$2,260), planting green (\$1,130), irrigation water management (\$565), and establishment of a cover crop (\$5,085) have been completed on the 113-acre field. No-till planting (\$1,900), planting green (\$950), irrigation water management (\$440), and establishment of a cover crop (\$4,275) have been completed on the 95-acre field.

The projects have been certified by staff. Under adopted policy, payment for the first year will be made upon certification of the installation and District Board approval. Payments for additional years will be approved by the District Manager after cover crop seeding has been completed for that year and certified by District staff provided there are no changes to the contract or practice installed.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our FY22 Drinking Water Protection Project and FY23 Vermillion River Watershed Based Implementation Funding grants with the Minnesota Board of Water and Soil Resources (BWSR) and the Dakota County Capital Improvement Program (CIP). Local funds will be used for practices that do not meet BWSR requirements for practice type or start date.

Supporting Documents:

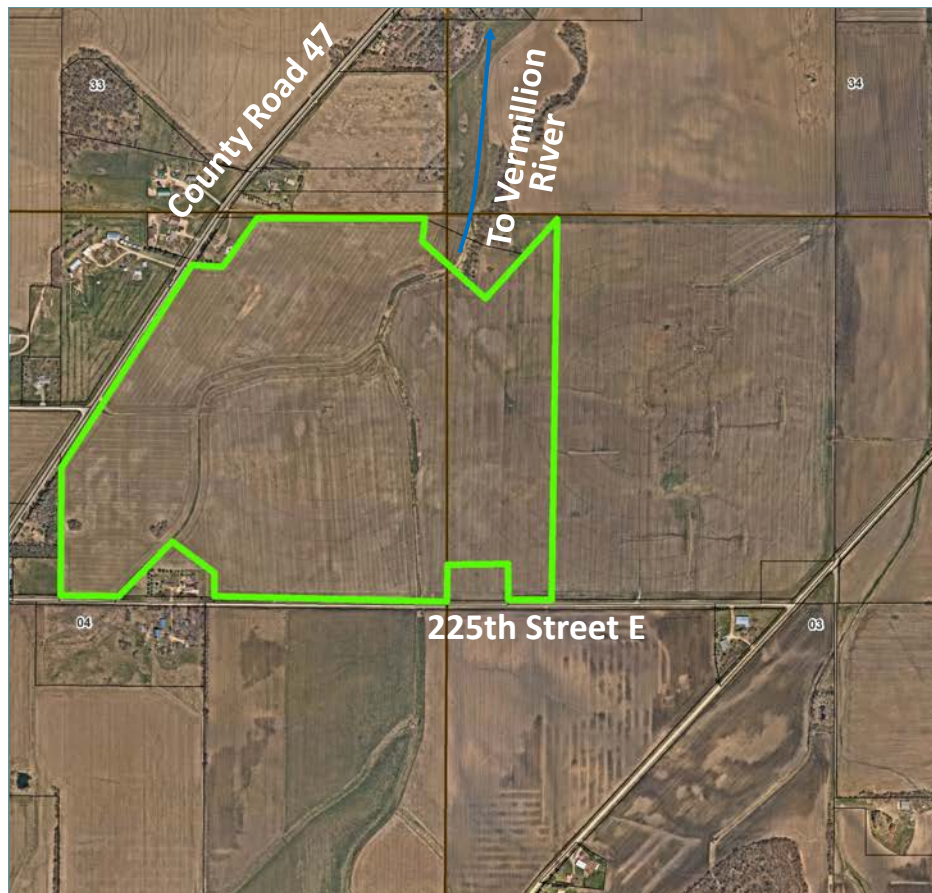
24-IPP-46 Endres Farm Partnership SH Factsheet
24-IPP-50 Endres Farm Partnership SH Factsheet
24-IPP-51 Endres Farm Partnership SH Factsheet

Previous Board Action:

Motion 24.053 on 5/9/24
Authorization to Execute
Contracts



ENDRES FARM PARTNERSHIP SOIL HEALTH PRACTICES



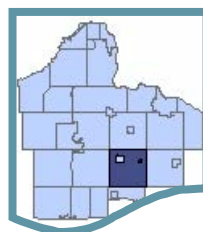
PROJECT: Soil health practices will be implemented on a 144-acre field including cover crops, planting green, split nitrogen application, nitrogen inhibitors, no-till planting, and irrigation management. These practices will build soil health and reduce nutrient leaching.

FUNDING: Incentive Amount: \$21,600



*Clean Water Fund:
Protecting and restoring
Minnesota's waters for
generations to come.*

LOCATION:
Hampton
Township



PRACTICES:

- Cover Crops
- Planting Green
- No-till
- Nitrogen Management
- Irrigation Management

BENEFITS:

- 109 tons of sediment per year prevented from traveling downstream
- 161 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County
- Minnesota Board of Water and Soil Resources

WATERSHED:

- Vermillion River

RECEIVING WATERS:

- Vermillion River

INSTALLATION:

- 2024, 2025, and 2026

ENDRES FARM PARTNERSHIP

SOIL HEALTH PRACTICES



Soybeans were planted using a no-till drill in mid April.



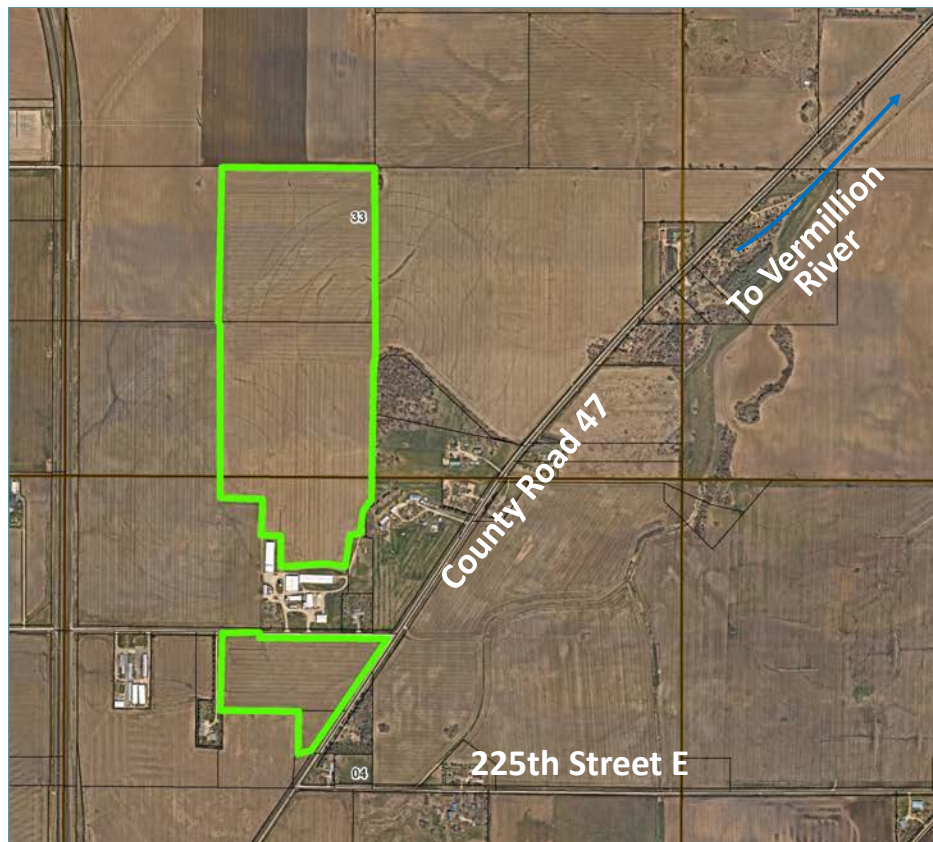
Irrigation water management was used throughout the growing season.



Nitrogen inhibitors and a split rate nitrogen application were used.



ENDRES FARM PARTNERSHIP SOIL HEALTH PRACTICES



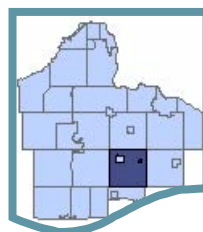
PROJECT: Soil health practices will be implemented on a 113-acre field including cover crops, planting green, split nitrogen application, nitrogen inhibitors, no-till planting, and irrigation management. These practices will build soil health and reduce nutrient leaching.

FUNDING: Incentive Amount: \$22,035



*Clean Water Fund:
Protecting and restoring
Minnesota's waters for
generations to come.*

LOCATION:
Hampton
Township



PRACTICES:

- Cover Crops
- Planting Green
- No-till
- Nitrogen Management
- Irrigation Management

BENEFITS:

- 31 tons of sediment per year prevented from traveling downstream
- 56 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County
- Minnesota Board of Water and Soil Resources

WATERSHED:

- Vermillion River

RECEIVING WATERS:

- Vermillion River

INSTALLATION:

- 2024, 2025, and 2026

ENDRES FARM PARTNERSHIP

SOIL HEALTH PRACTICES



Soybeans were planted into standing winter cereal rye in mid April.



Irrigation water management was utilized throughout the growing season.



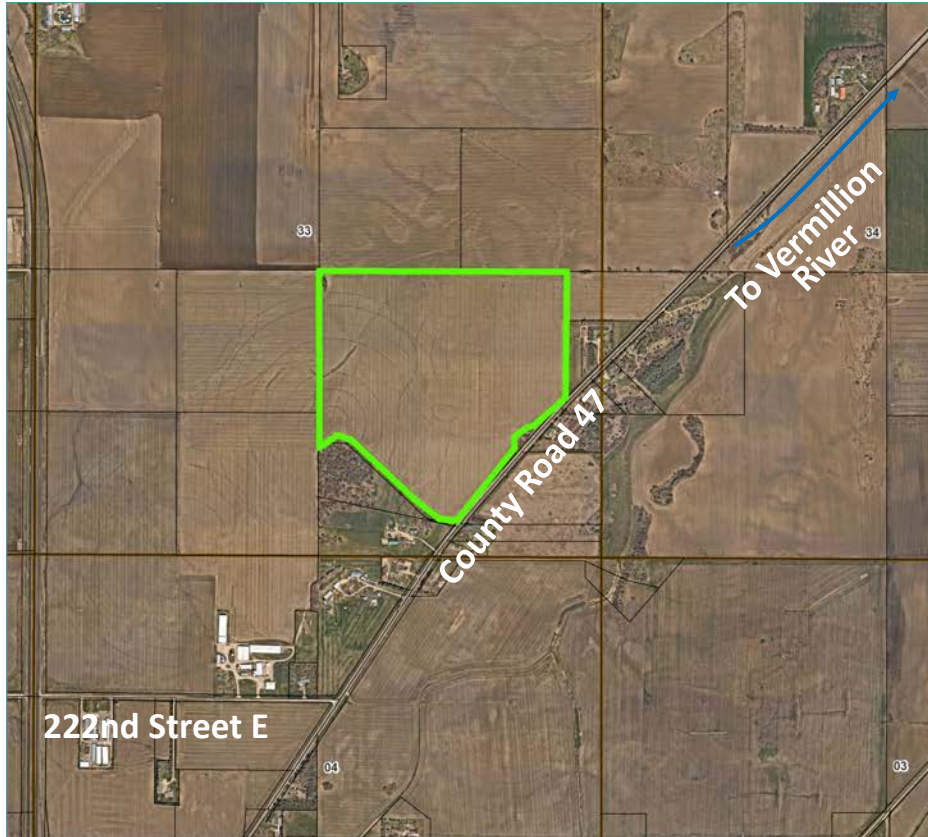
Soybeans were planted using no-till drill.



Winter cereal rye was planted in early October. The cover crop had approximately 4 inches of growth 1 month after planting.



ENDRES FARM PARTNERSHIP SOIL HEALTH PRACTICES

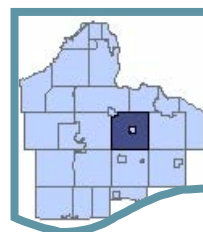


PROJECT: Soil health practices will be implemented on a 95-acre field including cover crops, planting green, split nitrogen application, nitrogen inhibitors, no-till planting, and irrigation management. These practices will build soil health and reduce nutrient leaching.

FUNDING: Incentive Amount: \$18,420



LOCATION:
Vermillion
Township



PRACTICES:

- Cover Crops
- Planting Green
- No-till
- Nitrogen Management
- Irrigation Management

BENEFITS:

- 27 tons of sediment per year prevented from traveling downstream
- 48 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County

WATERSHED:

- Vermillion River

RECEIVING WATERS:

- Vermillion River

INSTALLATION:

- 2024, 2025, and 2026

ENDRES FARM PARTNERSHIP

SOIL HEALTH PRACTICES



Soybeans were planted using a no-till drill into standing cover crop during the spring of 2024.



Irrigation water management was utilized throughout the growing season.



A winter cereal rye cover crop was planted following soybean harvest in mid October. Approximately 3 inches of growth was visible 4 weeks after planting.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize partial payments of \$4,875 and \$4,350 to Dave Legvold for implementing soil health practices.

SUMMARY:

Dave Legvold has completed the first year of his three-year contracts to implement soil health practices on a 65-acre and a 58-acre field. The fields are located in Waterford and Castle Rock Townships, Cannon River Watershed.

The projects were approved for funding at the May 9, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-30, \$14,950

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crops	65	3	\$45	\$8,775
Strip-till	65	3	\$20	\$3,900
Planting Green	65	3	\$10	\$1,950
Split Rate Nitrogen Application	65	1	\$5	\$325

Contract 24-IPP-33, \$13,340

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crops	58	3	\$45	\$7,830
Strip-till	58	3	\$20	\$3,480
Planting Green	58	3	\$10	\$1,740
Split Rate Nitrogen Application	58	1	\$5	\$290

No-till (\$1,300 and \$1,160), planting green (\$650 and \$580) and establishment of a winter cereal rye cover crop (\$2,925 and \$2,610) have been completed on each field in 2024.

The projects have been certified by staff. Under adopted policy, payment for the first year will be made upon certification of the installation and District Board approval. Payments for additional years will be approved by the District Manager after cover crop seeding has been completed for that year and certified by District staff provided there are no changes to the contract or practice installed.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our FY23 Cannon River Watershed Based Implementation Funding grant with the Minnesota Board of Water and Soil Resources (BWSR) and the Dakota County Capital Improvement Program (CIP). Local funds will be used for practices that do not meet BWSR requirements for practice type or start date.

Supporting Documents:

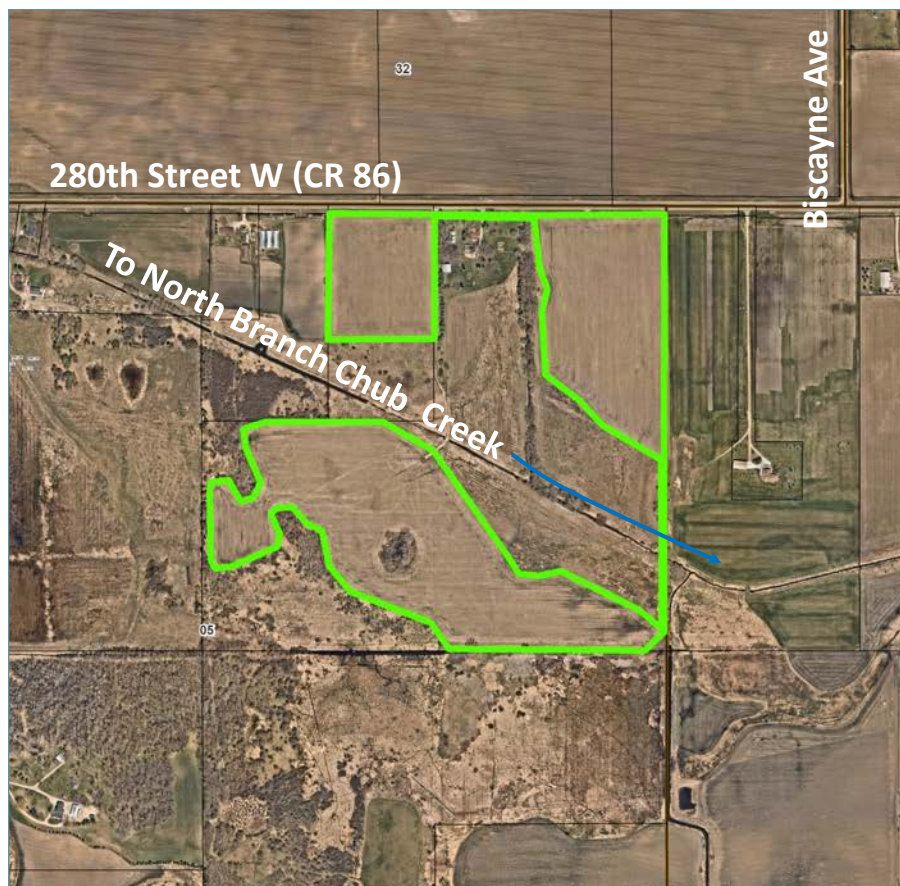
- 24-IPP-30 Dave Legvold SH Factsheet
- 24-IPP-33 Dave Legvold SH Factsheet

Previous Board Action:

- Motion 24.048 on 5/9/24
- Authorization to Execute Contracts



DAVE LEGVOLD SOIL HEALTH PRACTICES



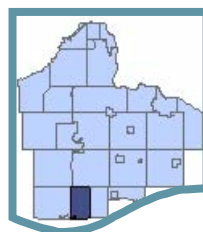
PROJECT: Winter cereal rye cover crops, planting green into cover crops, split application of nitrogen, and strip-till planting will be implemented over 3-years on 65 acres. These practices will build soil health and reduce nutrient leaching.

FUNDING: Incentive Amount: \$14,950



*Clean Water Fund:
Protecting and restoring
Minnesota's waters for
generations to come.*

LOCATION:
Waterford
Township



PRACTICES:

- Cover Crops
- Planting Green
- Nitrogen Management
- Strip-till

BENEFITS:

- 4 tons of sediment per year prevented from traveling downstream
- 8 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County
- Minnesota Board of Water and Soil Resources

WATERSHED:

- Cannon River

RECEIVING WATERS:

- North Branch Chub Creek

INSTALLATION:

- 2024, 2025, and 2026



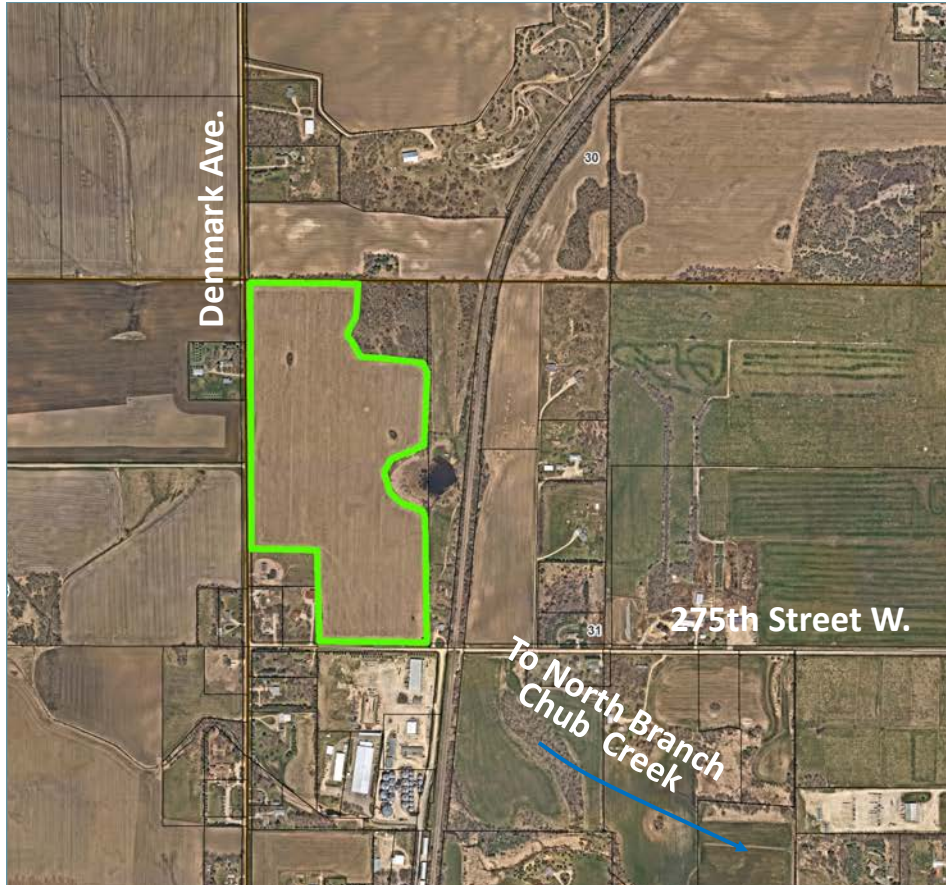
Soybeans were no-till planted during the spring of 2024.



Winter cereal rye was planted following soybean harvest in early October. The cover crop had approximately 4 inches of growth 6 weeks after planting.



DAVE LEGVOLD SOIL HEALTH PRACTICES



PRACTICES:

- Cover Crops
- Planting Green
- Nitrogen Management
- Strip-till

BENEFITS:

- 9 tons of sediment per year prevented from traveling downstream
- 17 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County
- Minnesota Board of Water and Soil Resources

WATERSHED:

- Cannon River

RECEIVING WATERS:

- North Branch Chub Creek

INSTALLATION:

- 2024, 2025, and 2026

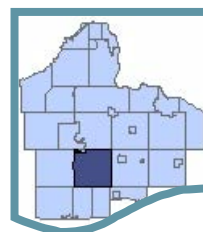
PROJECT: Winter cereal rye cover crops, planting green into cover crops, split application of nitrogen, and strip-till planting will be implemented over 3-years on 58 acres. These practices will build soil health and reduce nutrient leaching.

FUNDING: Incentive Amount: \$13,340



*Clean Water Fund:
Protecting and restoring
Minnesota's waters for
generations to come.*

LOCATION:
Castle Rock
Township





Soybeans were no-till planted during the spring of 2024.



Winter cereal rye was planted following soybean harvest in early October. The cover crop had approximately 3 inches of growth 6 weeks after planting.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize partial payment of \$1,050 to Randy Volkert for implementing soil health practices.

SUMMARY:

Randy Volkert has completed the implementation of soil health practices on a 21-acre field. The field is located in Sciota Township, Cannon River Watershed.

The project was approved for funding at the September 12, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-63, \$1,050

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crop	21	1	\$35	\$735
Nitrogen Inhibitors	21	1	\$5	\$105
Split Rate Nitrogen	21	1	\$5	\$105
Irrigation Water Management	21	1	\$5	\$105

The establishment of an oat cover crop was completed in September 2024 and has been certified by staff. Nitrogen inhibitors, split rate nitrogen, and irrigation water management will be completed in 2025 with payment approved by the District Manager after verification by District staff.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our FY24 Conservation Contracts Program with the Minnesota Board of Water and Soil Resources (formerly State Cost Share Program) and the Dakota County Capital Improvement Program (CIP). Local funds will be used for practices that do not meet BWSR requirements for practice type or start date.

Supporting Documents:

24-IPP-63 Volkert, Randy CC Factsheet

Previous Board Action:

Motion 24.087 on 9/12/24

Authorization to Execute Contract



RANDY VOLKERT SOIL HEALTH PRACTICES

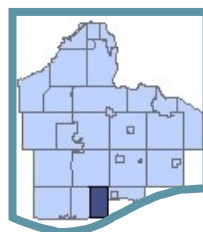


PROJECT: An oat cover crop was planted following soybean harvest on 21 acres. Irrigation water management and nitrogen best management practices will also be implemented on this field. These practices will build soil health and reduce nutrient leaching.

FUNDING: Incentive Amount: \$1,050



LOCATION:
Sciota
Township



PRACTICES:

- Cover Crop
- Irrigation Water Management
- Nitrogen Practices

BENEFITS:

- 1 ton of sediment per year prevented from traveling downstream
- 1 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County
- Minnesota Board of Water and Soil Resources

WATERSHED:

- Cannon River

RECEIVING WATERS:

- Chub Creek

INSTALLATION:

- Fall 2024, Spring 2025



An oat cover crop was planted following soybean harvest in late September. The cover crop had approximately 3 inches of growth several weeks after planting.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize final payments of \$5,145 and \$2,730 to Randy Volkert for the establishment of a cover crop.

SUMMARY:

Randy Volkert has established cover crops on two fields totaling 225 acres. One field is located in Vermillion Township, Vermillion River Watershed and the second field is located in Sciota Township, Cannon River Watershed.

The projects were approved for funding at the May 9, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-27, \$5,145

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crop	147	1	\$35	\$5,145

Contract 24-IPP-28, \$2,730

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crop	78	1	\$35	\$2,730

Cover crops have been established on each field after sweet corn harvest. Project completion has been certified by staff.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our agreement with the Vermillion River Watershed Joint Powers Organization and the Dakota County Capital Improvement Program (CIP).

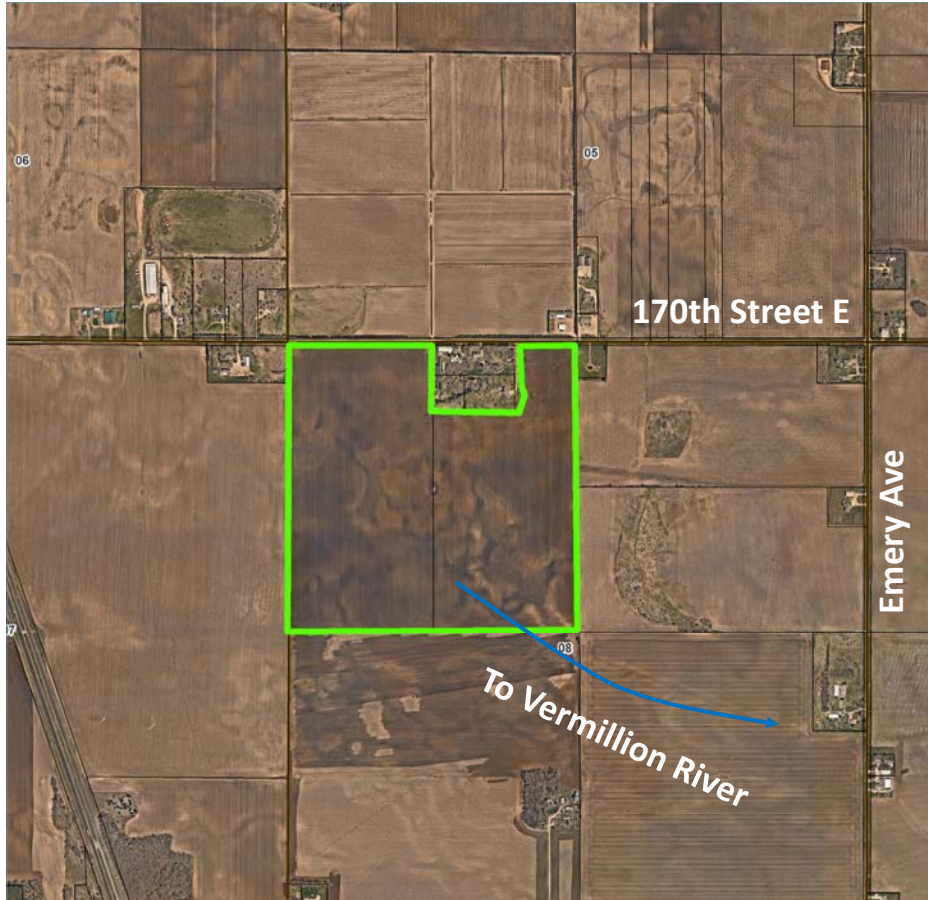
Supporting Documents:

- 24-IPP-27 Volkert, Randy CC Factsheet
- 24-IPP-28 Volkert, Randy CC Factsheet

Previous Board Action:

- Motion 24.039 on 5/9/24
- Authorization to Execute
- Contracts 24-IPP-27 and 24-IPP-28

RANDY VOLKERT COVER CROP

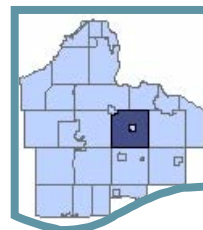


PROJECT: A winter cereal rye cover crop was planted on 147 acres following sweetcorn harvest. The cover crop will provide erosion control, reduce weed pressure, and prevent nutrient leaching.

FUNDING: Incentive Amount: **\$5,145**
(147 acres x \$35 per acre x 1 year)



LOCATION:
Vermillion
Township



PRACTICE:

- Cover Crop

BENEFITS:

- 14 tons of sediment per year prevented from traveling downstream
- 25 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Vermillion River Watershed Joint Powers Organization
- Dakota County

WATERSHED:

- Vermillion River

RECEIVING WATERS:

- Vermillion River

INSTALLATION:

- Fall 2024

RANDY VOLKERT

COVER CROP



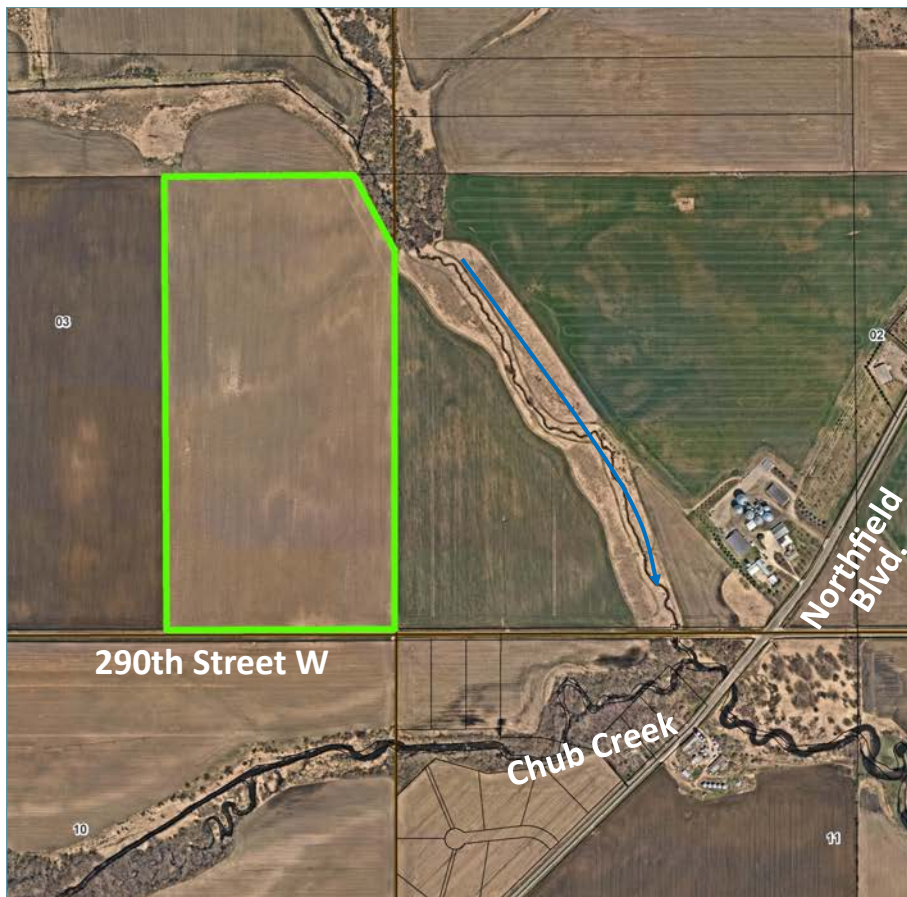
An oat cover crop was planted after sweet corn harvest in late September.



The cover crop had approximately 6 inches of growth several weeks after planting.



RANDY VOLKERT COVER CROP



PRACTICE:

- Cover Crop

BENEFITS:

- 7 tons of sediment per year prevented from traveling downstream
- 13 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County

WATERSHED:

- Cannon River

RECEIVING WATERS:

- Chub Creek

INSTALLATION:

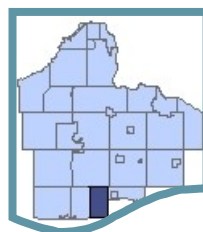
- Fall 2024

PROJECT: A cover crop was planted on 78 acres following sweetcorn harvest. The cover crop will provide erosion control, reduce weed pressure, and prevent nutrient leaching.

FUNDING: Incentive Amount: \$2,730
(78 acres x \$35 per acre x 1 year)

LOCATION:

Sciota
Township





An oat cover crop was planted following sweet corn harvest in mid September.



The cover crop had approximately 6 inches of growth 2 months after planting.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize final payment of \$1,505 to Dave Stein for establishing a cover crop.

SUMMARY:

Dave Stein has completed the establishment of a cover crop on a 43-acre field. The field is located in Douglas Township, Cannon River Watershed.

The project was approved for funding at the May 9, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-61, \$1,505

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crop	43	1	\$35	\$1,505

An oat cover crop has been established after sweet corn harvest. Project completion has been certified by staff.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through the Dakota County Capital Improvement Program (CIP).

Supporting Documents:

24-IPP-61 Stein, Dave CC Factsheet

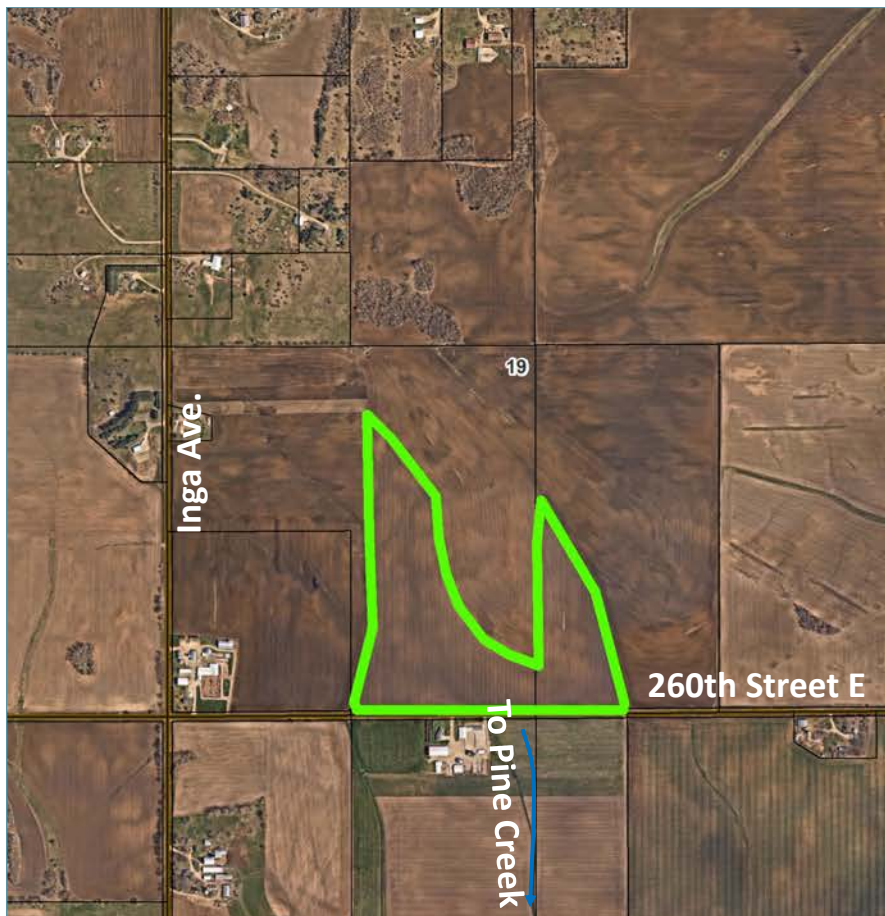
Previous Board Action:

Motion 24.041 on 5/9/24

Authorization to Execute Contract



DAVE STEIN COVER CROP



PRACTICE:

- Cover Crop

BENEFITS:

- 2 tons of sediment per year prevented from traveling downstream
- 5 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County

WATERSHED:

- Cannon River

RECEIVING WATERS:

- Pine Creek

INSTALLATION:

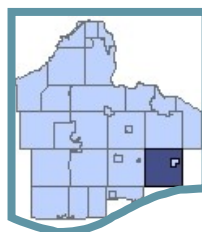
- Fall 2024

PROJECT: A winter cereal rye cover crop was be planted on 43 acres following sweet corn harvest. The cover crop will provide erosion control, reduce weed pressure, and prevent nutrient leaching.

FUNDING: Incentive Amount: \$1,505
(43 acres x \$35 per acre x 1 year)



LOCATION:
Douglas Township





An oat cover crop was planted following sweetcorn harvest in late August.



The cover crop had approximately 18 inches of growth several weeks after planting.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize final payments of \$2,205 and \$3,150 to DST LLP for establishing a cover crop.

SUMMARY:

DST LLP (Scott Weber) has completed the establishment of a cover crop on two fields totaling 153 acres. The fields are located in Douglas Township, Cannon River Watershed.

The projects were approved for funding at the May 9, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-56, \$2,205

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crop	63	1	\$35	\$2,205

Contract 24-IPP-57, \$3,150

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crop	90	1	\$35	\$3,150

A winter cereal rye cover crop has been established on each field after soybean harvest. Project completion has been certified by staff.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our agreement with the North Cannon River Watershed Management Organization and the Dakota County Capital Improvement Program (CIP).

Supporting Documents:

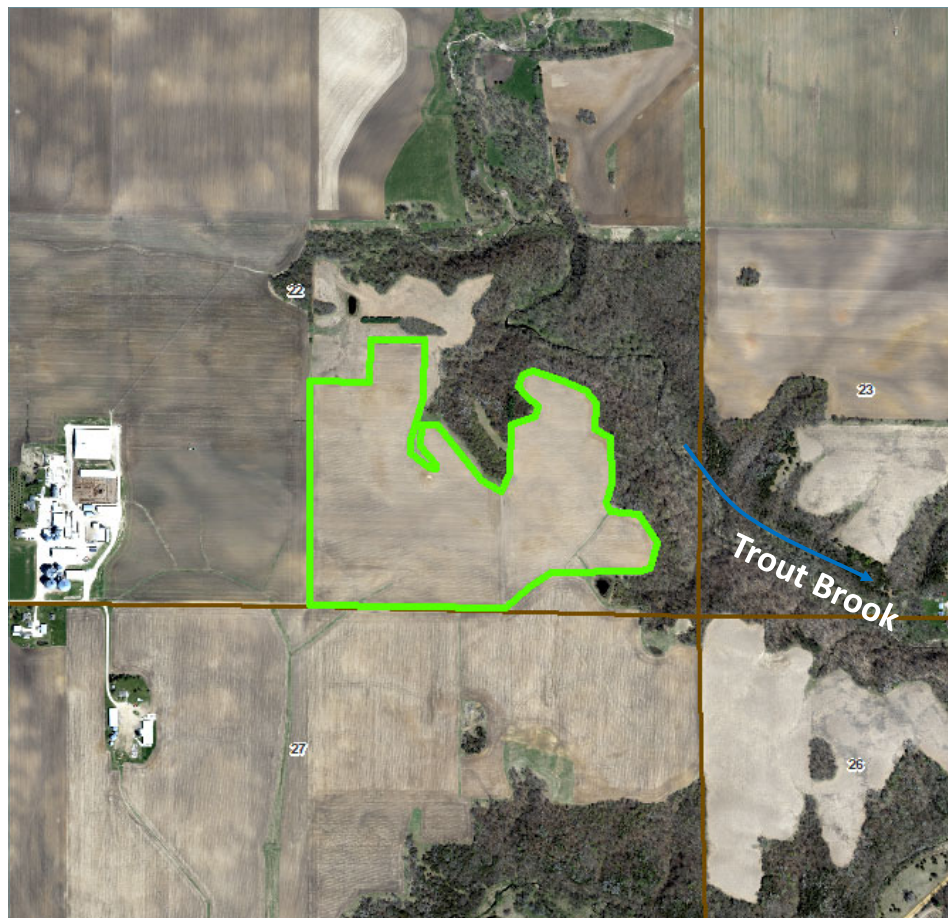
- 24-IPP-56 DST LLC CC Factsheet
- 24-IPP-57 DST LLP CC Factsheet

Previous Board Action:

Motion 24.039 on 5/9/24
Authorization to Execute
Contracts



DST LLP COVER CROP

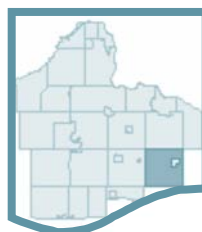


PROJECT: A winter cereal rye cover crop was planted on 63 acres following soybean harvest. The cover crop will provide erosion control, reduce weed pressure, and prevent nutrient leaching.

FUNDING: Incentive Amount: \$2,205
(63 acres x \$35 per acre x 1 year)



LOCATION:
Douglas Township



PRACTICE:

- Cover Crop

BENEFITS:

- 3 tons of sediment per year prevented from traveling downstream
- 6 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- North Cannon River Watershed Management Organization
- Dakota County

WATERSHED:

- Cannon River

RECEIVING WATERS:

- Trout Brook

INSTALLATION:

- Fall 2024

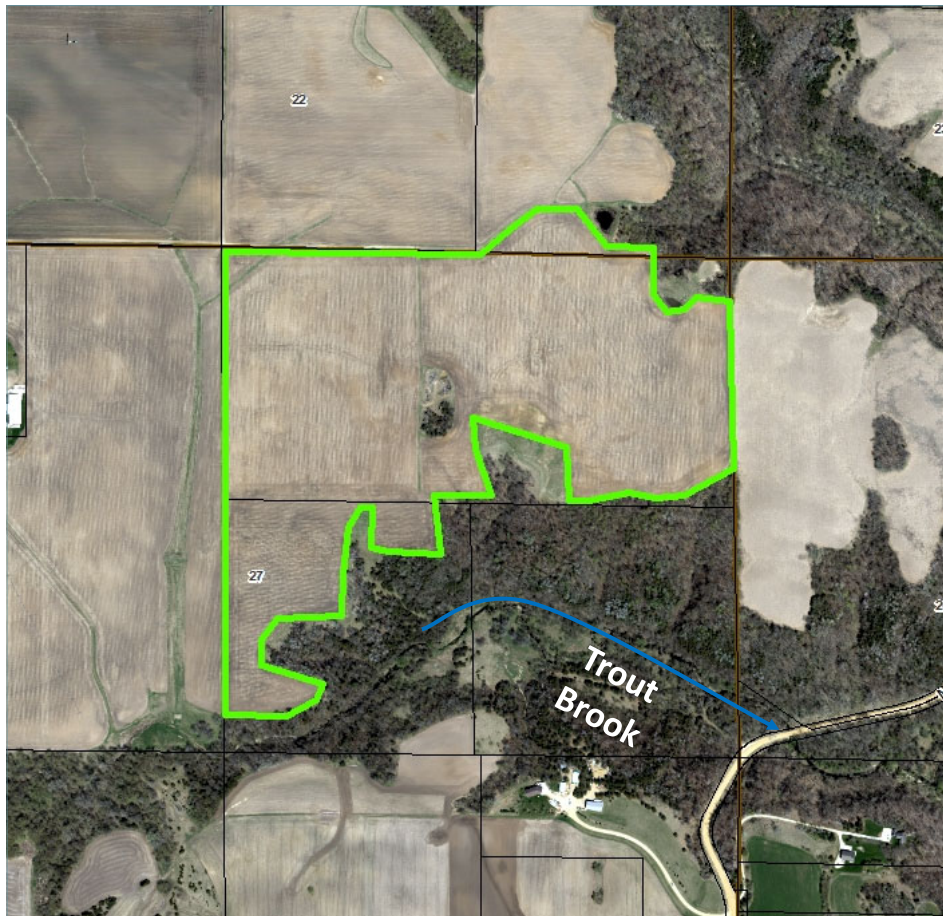


A cover crop of winter cereal rye was seeded in October following soybean harvest..



The cover crop had about 3 inches of growth 3 weeks after seeding.

DST LLP COVER CROP

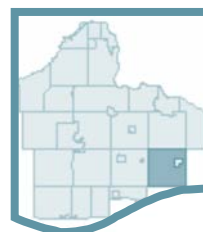


PROJECT: A winter cereal rye cover crop was planted on 90 acres following soybean harvest. The cover crop will provide erosion control, reduce weed pressure, and prevent nutrient leaching.

FUNDING: Incentive Amount: **\$3,150**
(90 acres x \$35 per acre x 1 year)



LOCATION:
Douglas
Township



PRACTICE:

- Cover Crop

BENEFITS:

- 71 tons of sediment per year prevented from traveling downstream
- 80 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- North Cannon River Watershed Management Organization
- Dakota County

WATERSHED:

- Cannon River

RECEIVING WATERS:

- Trout Brook

INSTALLATION:

- Fall 2024

DST LLP

COVER CROP



A cover crop of winter cereal rye was seeded in mid October following soybean harvest.



The cover crop had approximately 2 inches of growth 3 weeks after seeding.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize final payment of \$5,600 to Kevin Bauer for establishing a cover crop.

SUMMARY:

Kevin Bauer has completed the establishment of a cover crop on a 160-acre field. The field is located in Marshan Township, Vermillion River Watershed.

The project was approved for funding at the May 9, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-59, \$5,600

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crop	160	1	\$35	\$5,600

A winter cereal rye cover crop has been established after snap bean harvest. Project completion has been certified by staff.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our agreement with the Vermillion River Watershed Joint Powers Organization.

Supporting Documents:

24-IPP-59 Bauer, Kevin CC Factsheet

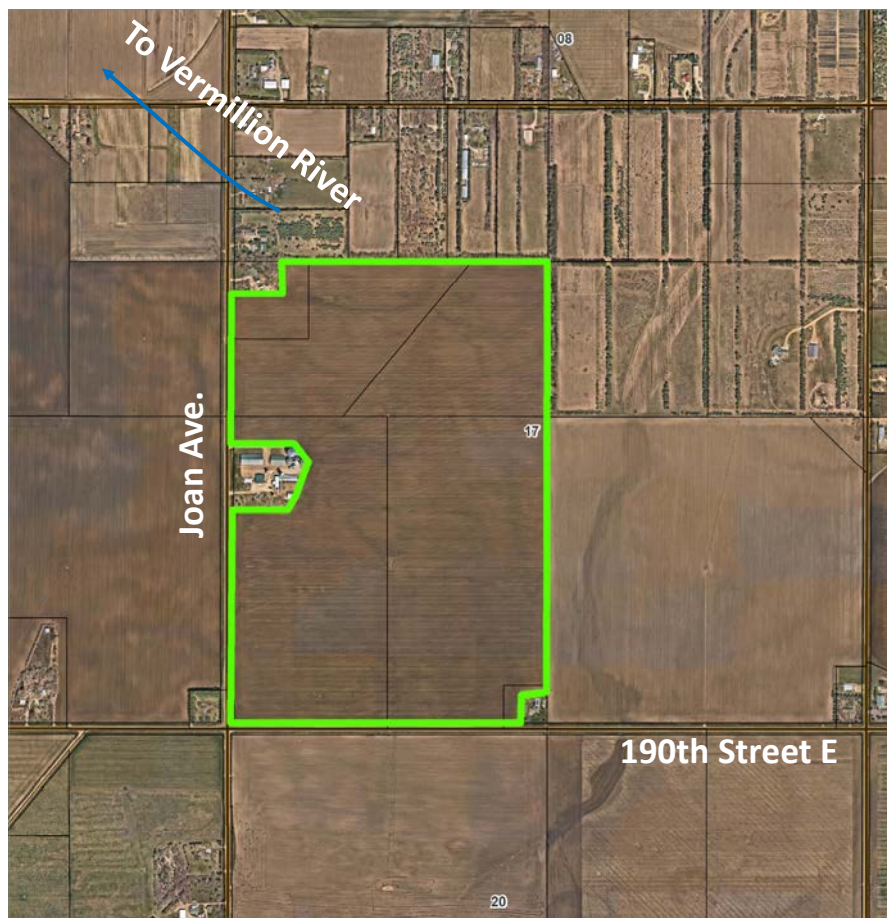
Previous Board Action:

Motion 24.040 on 5/9/24

Authorization to Execute Contract



KEVIN BAUER COVER CROP

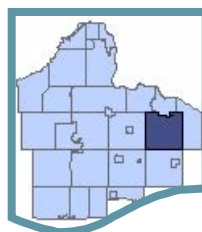


PROJECT: A winter cereal rye cover crop was planted on 160 acres following snapbean harvest. The cover crop will provide erosion control, reduce weed pressure, and prevent nutrient leaching.

FUNDING: Incentive Amount: \$5,600
(160 acres x \$35 per acre x 1 year)



LOCATION:
Marshan Township



PRACTICE:

- Cover Crop

BENEFITS:

- 7 tons of sediment per year prevented from traveling downstream
- 14 lbs. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Vermillion River Watershed Joint Powers Organization
- Dakota County

WATERSHED:

- Vermillion River

RECEIVING WATERS:

- Vermillion River

INSTALLATION:

- Fall 2024

KEVIN BAUER

COVER CROP



Winter cereal rye was planted after snap bean harvest in early October.



The cover crop had approximately 4 inches of growth several weeks after planting.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize final payments of \$945 and \$4,480 to Pat Maher for the establishment of a cover crop.

SUMMARY:

Pat Maher has established cover crops on two fields totaling 155 acres. The fields are located in Marshan Township, Vermillion River Watershed.

The projects were approved for funding at the May 9, 2024 Board meeting with incentive payments as follows:

Contract 24-IPP-23, \$945

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crops	27	1	\$35	\$945

Contract 24-IPP-24, \$4,480

<u>Practice</u>	<u># of acres</u>	<u># of years</u>	<u>\$ per acre</u>	<u>Total</u>
Cover Crops	128	1	\$35	\$4,480

A cover crop of winter cereal rye has been established on each field. Project completion has been certified by staff.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our agreement with the Vermillion River Watershed Joint Powers Organization and the Dakota County Capital Improvement Program (CIP).

Supporting Documents:

- 24-IPP-23 Maher, Pat CC Factsheet
- 24-IPP-24 Maher, Pat CC Factsheet

Previous Board Action:

- Motion 24.046 on 5/9/24
- Authorization to Execute
- Contracts 24-IPP-27 and 24-IPP-28



PAT MAHER COVER CROP



PRACTICE:

- Cover Crop

BENEFITS:

- 1 ton of sediment per year prevented from traveling downstream
- 1 lb. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County
- Vermillion River Watershed Joint Powers Organization

WATERSHED:

- Vermillion River

RECEIVING WATERS:

- Vermillion River

INSTALLATION:

- Fall 2024

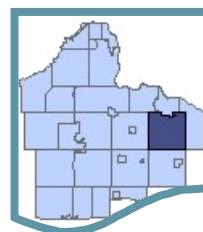
PROJECT: A winter cereal rye cover crop was planted on 27 acres following soybean harvest. The cover crop will provide erosion control, reduce weed pressure, and prevent nutrient leaching.

FUNDING: Incentive Amount: \$945



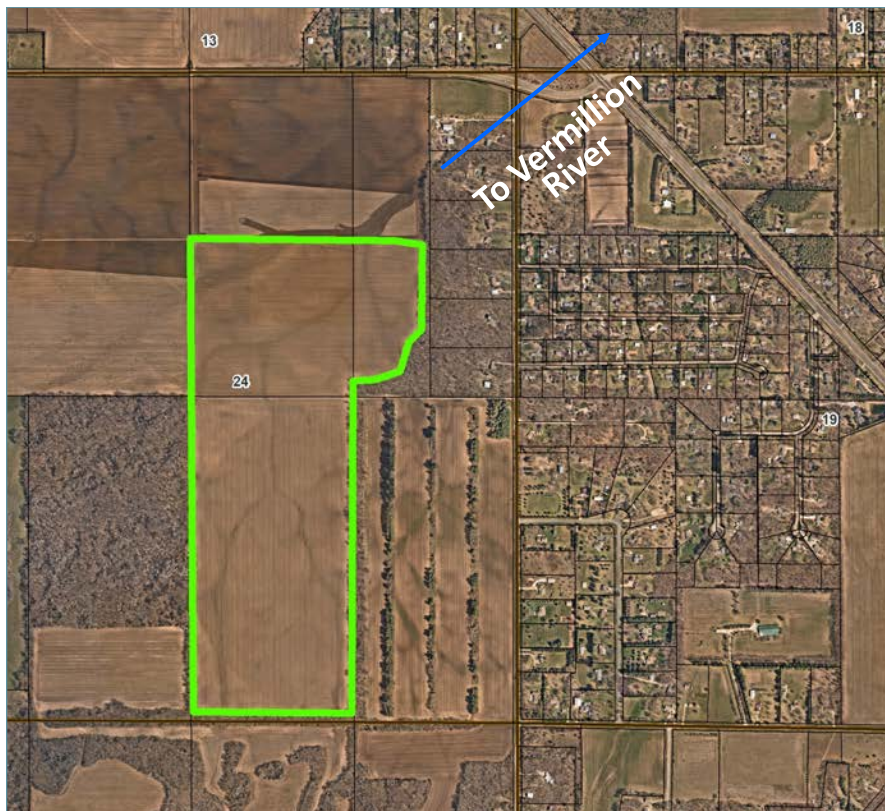
LOCATION:

Marshan
Township





PAT MAHER COVER CROP



PRACTICE:

- Cover Crop

BENEFITS:

- 18 ton of sediment per year prevented from traveling downstream
- 29 lb. of phosphorous per year prevented from traveling downstream
- Reduced leaching of nitrate into groundwater on highly vulnerable and sensitive soils
- Retained nutrients and improved soil health.

PARTNERS:

- Dakota County

WATERSHED:

- Vermillion River

RECEIVING WATERS:

- Vermillion River

INSTALLATION:

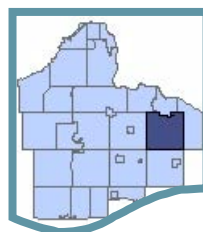
- Fall 2024

PROJECT: A winter cereal rye cover crop was planted on 128 acres following snapbean harvest. The cover crop will provide erosion control, reduce weed pressure, and prevent nutrient leaching.

FUNDING: Incentive Amount: \$4,480

LOCATION:

Marshan
Township





Winter cereal rye was planted after snapbean harvest in late September.



The cover crop had approximately 4 inches of growth several weeks after planting.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize final payment of \$2,000 to Anna Brenna for the installation of a native prairie with pollinator habitat.

SUMMARY:

Anna Brenna has completed the installation of a 0.5-acre native prairie with pollinator habitat in Inver Grove Heights, Vermillion River Watershed. The project was approved for funding at the June 13, 2024 Board meeting at 85% cost share not to exceed \$2,000 and based on a cost estimate of \$2,600.

Project installation has been certified by SWCD staff. Final eligible expenses were \$2,411.19. Staff is recommending final payment of \$2,000 (full not-to-exceed contract amount) to Anna Brenna.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds to install the project are available through the Dakota County Capital Improvement Program (CIP).

Supporting Documents:

24-IPP-34 Brenna, Anna NPR Factsheet

Previous Board Action:

Motion 24.064 on 6/13/24

Authorization to Execute Contract



ANNA BRENNA

NATIVE PRAIRIE RESTORATION



PRACTICE:

- Native Prairie Restoration

BENEFITS:

- 0.4 tons of soil per year prevented from traveling downstream
- Improved wildlife habitat, particularly for pollinators

PARTNERS:

- Dakota County

WATERSHED:

- Vermillion River

RECEIVING WATERS:

- DNR Wetland 19-305

INSTALLATION:

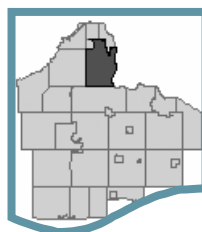
- Fall 2024

PROJECT: 0.5 acres of turfgrass were be restored to native prairie vegetation. The project is adjacent to a 2.8-acre prairie that was restored in 2019. The native prairie will improve infiltration, reduce erosion, and provide wildlife habitat, particularly for pollinators.

FUNDING:	Total Project Cost:	\$2,411
	Cost Share Amount:	\$2,000
	Landowner Amount	\$411

LOCATION:

City of Inver Grove Heights





Existing turfgrass and weeds were treated with herbicide to minimize future weed competition.



The seedbed was prepared and project areas were seeded using a no-till seed drill and hand broadcasting. A straw cover crop was used to provide temporary erosion control while the slower growing perennials establish.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize final payment of \$1,800 to Bruce and Karolyn Riley for the installation of a native prairie with pollinator habitat.

SUMMARY:

Bruce and Karolyn Riley have completed the installation of a 0.6-acre native prairie with pollinator habitat in Egan, Minnesota River Watershed. The project was approved for funding at the October 12, 2023 Board meeting at 85% cost share not to exceed \$1,800 and based on a cost estimate of \$3,200.

Project installation has been certified by SWCD staff. Final eligible expenses were \$3,336.73. Staff is recommending final payment of \$1,800 (full not-to-exceed contract amount) to Bruce and Karolyn Riley.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds to install the project are available through the Dakota County Capital Improvement Program (CIP).

Supporting Documents:

23-IPP-46 Riley, Bruce and Karolyn NPR Factsheet

Previous Board Action:

Motion 23.089 on 10/12/23

Authorization to Execute Contract



BRUCE AND KAROLYN RILEY NATIVE PRAIRIE RESTORATION



PRACTICE:

- Native Prairie Restoration

BENEFITS:

- 0.1 of phosphorus per year prevented from traveling downstream
- Improved wildlife habitat, in particular for pollinators.
- Opportunity for outreach and public education

PARTNERS:

- Dakota County

WATERSHED:

- Minnesota River

RECEIVING WATERS:

- Minnesota River

INSTALLATION:

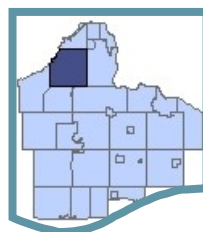
- Fall 2024

PROJECT: 0.6 acres of turfgrass were restored to native prairie. The native prairie will improve infiltration, reduce erosion and provide wildlife habitat, particularly for pollinators.

FUNDING:	Total Project Cost:	\$3,337
	Cost Share Amount:	\$1,800
	Landowner Amount	\$1,537



LOCATION:
Eagan





Much of the project area was mowed turf grass prior to the restoration.



Existing turfgrass and weeds were treated with herbicide.



After removal of turfgrass, the project was seeded with a diverse mixture of native grasses and flowers.



Riley's worked with local elementary school art students to create a large sign for the prairie.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Provide final payment of \$14,620 to Peter and Elizabeth Hoff Trust for the installation of two water and sediment control basins.

SUMMARY:

Peter and Elizabeth Hoff Trust has completed the construction of two water and sediment control basins in Eureka Township, Cannon River Watershed.

The project was approved for funding at the October 10, 2024 Board meeting at 85% cost share not to exceed \$14,620 and based on a cost estimate of \$17,200.

Project installation has been certified by NRCS and SWCD staff. Final eligible expenses were \$17,209.84. Staff is recommending final payment of \$14,620 (full not to exceed contract amount) to Peter and Elizabeth Hoff Trust.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our FY24 Conservation Contracts Program with the Minnesota Board of Water and Soil Resources (formerly State Cost Share Program).

Supporting Documents:

24-IPP-65 Hoff Trust WASCBS Factsheet

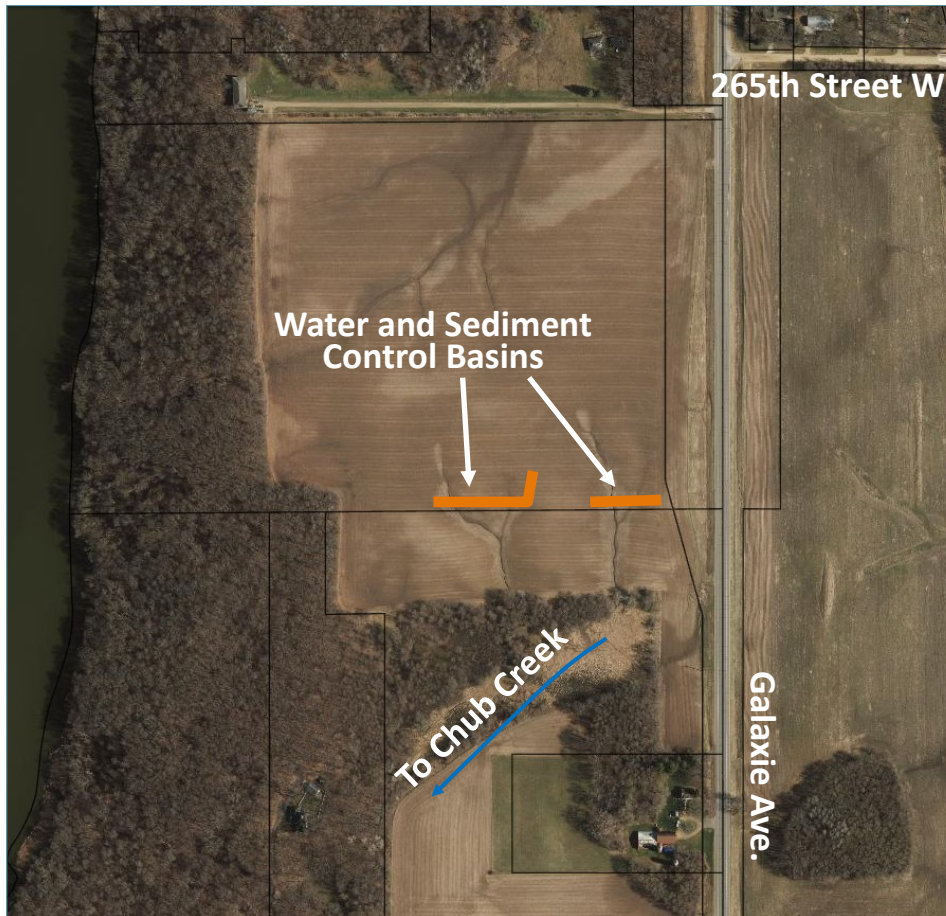
Previous Board Action:

Motion 24.100 on 10/10/24

Authorization to Execute Contract

PETER AND ELIZABETH HOFF TRUST

WATER AND SEDIMENT CONTROL BASINS



PRACTICE:

- Water and Sediment Control Basins

BENEFITS:

- 15 tons of sediment per year prevented from traveling downstream
- 15 bs. of phosphorous per year prevented from traveling downstream

PARTNERS:

- Minnesota Board of Water and Soil Resources
- USDA - Natural Resources Conservation Service

WATERSHED:

- Cannon River

RECEIVING WATERS:

- Chub Creek

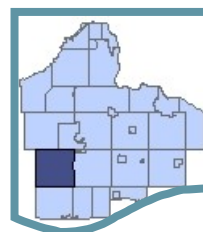
INSTALLATION:

- Fall 2024

PROJECT: Surface water runoff was causing gullies to form in the field. Two new water and sediment control basins were installed to capture runoff, slowly release it through an underground outlet, and reduce future erosion.

FUNDING:	Project Cost:	\$17,210
	Cost Share Amount:	\$14,620
	Landowner Amount	\$2,590

LOCATION:
Eureka Township
Section 27





Gully erosion was occurring in two areas of the field prior to the start of construction.



Underground outlets were installed and embankments were constructed in each area to temporarily hold surface water runoff from the field.



The embankments were seeded with perennial grasses and mulched to reduce erosion until grass is established.



The two basins will reduce future erosion in the field.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Joe Barten

PURPOSE/ACTION REQUESTED:

Authorize final payment of \$31,435.33 to the City of Mendota Heights for the installation of three bioretention basins.

SUMMARY:

The City of Mendota Heights has completed the installation of a three bioretention basins (raingardens) that capture street runoff from the newly reconstructed Victoria Curve near City Hall and the Beth Jacob Congregation Synagogue, within the Minnesota River Watershed.

The project was approved for funding at the September 14, 2023 Board meeting at 85% cost share not to exceed \$32,640 and based on a cost estimate of \$38,400.

Project installation has been certified by SWCD staff. Final eligible expenses were \$36,982.74. Staff is recommending final payment at the not-to-exceed amount of \$31,435.33 to the City of Mendota Heights.

EXPLANATION OF FISCAL/FTE IMPACT:

Funds to install the project are available through our FY23 State Cost Share grant and the Dakota County Capital Improvement Program (CIP).

Supporting Documents:

23-CCP-02 Victoria Curve Bioretention Factsheet

Previous Board Action:

Motion 23.079 on 9/14/2023

Authorization to Execute Contract

CITY OF MENDOTA HEIGHTS

VICTORIA CURVE

BIORETENTION BASINS



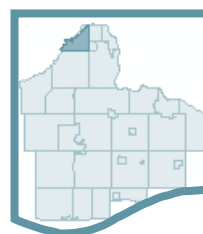
PROJECT: The City of Mendota Heights installed three bioretention basins (raingardens) along Victoria Curve, at City Hall and the Beth Jacob Congregation Synagogue. The basins capture road runoff from the newly reconstructed roadway.

FUNDING:	Final Project Cost:	\$36,983
	Cost Share Amount:	\$31,435
	Landowner Amount	\$5,547



Clean Water Fund:
*Protecting and restoring
Minnesota's waters for
generations to come.*

LOCATION:
Mendota Heights,
MN



PRACTICE:

- Bioretention Basins (Raingardens)

BENEFITS:

- 1.0 tons of sediment per year prevented from traveling downstream
- 2.6 lbs. of phosphorous per year prevented from traveling downstream
- 60,000 cubic feet per year reduction in stormwater runoff from the site

PARTNERS:

- City of Mendota Heights
- Beth Jacob Congregation Synagogue
- Dakota County
- Minnesota Board of Water and Soil Resources

WATERSHED:

- Minnesota River

RECEIVING WATERS:

- Minnesota/Mississippi River

INSTALLATION:

- Fall 2023 - Summer 2024

CITY OF MENDOTA HEIGHTS

VICTORIA CURVE BASINS

DAKOTA COUNTY



SOIL & WATER
CONSERVATION DISTRICT



The existing soils were removed down to well-draining subsoils.



A sand and compost soil mix was added to the basins and the subsoils are "ripped" to promote infiltration.



The sand/compost soil mix was placed and ready for final grading around the basins.



A pre-treatment structure was installed to capture coarse sediment.



Sod was placed immediately around the basins and hydroseed was placed outside the sod for final stabilization.



The finished basins will capture, treat, and infiltrate runoff from the road.

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Curt Coudron

PURPOSE/ACTION REQUESTED:

Authorize execution of a contract with Joel Barsness not to exceed \$2,295 for the installation of native prairie with pollinator habitat.

SUMMARY:

Joel Barsness is proposing to install a 0.9-acre native prairie with pollinator habitat in Castle Rock Township, Cannon River Watershed. The project will improve infiltration, protect water quality, and provide pollinator habitat.

The total eligible costs of the project are estimated at \$2,700. Projects that install native prairie vegetation with pollinator habitat are eligible for cost share up 85% with a limit of \$4,000 per acre. Staff is recommending approval at 85% cost share not to exceed \$2,295.

EXPLANATION OF FISCAL/FTE IMPACT:

Project funds are available through our FY22 Drinking Water Protection Project grant and the Dakota County Capital Improvement Program (CIP).

Supporting Documents:

24-IPP-67 Barsness, Joel NPR Factsheet

Previous Board Action:

None



BARSNESS, JOEL

NATIVE PRAIRIE RESTORATION



PRACTICE:

- Conservation Cover

BENEFITS:

- 0.05 tons of sediment per year prevented from traveling downstream
- 0.11 lbs of phosphorus per year prevented from traveling downstream
- Improved wildlife habitat, particularly for pollinators

PARTNERS:

- Dakota County

WATERSHED:

- Cannon River

RECEIVING WATERS:

- Chub Creek

INSTALLATION:

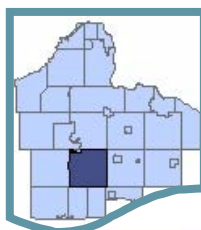
- Spring 2025

PROJECT: 0.9 acres of disturbed field will be restored to native prairie vegetation. The native prairie will improve infiltration, reduce erosion, and provide wildlife habitat, particularly for pollinators.

FUNDING:	Estimated Project Cost:	\$2,700
	Cost Share Amount:	\$2,295
	Landowner Amount	\$405

LOCATION:

Castle Rock
Township



DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Ashley Gallagher

PURPOSE/ACTION REQUESTED:

Authorization to execute a 5-year joint powers agreement with the Vermillion River Watershed Joint Powers Organization for 2025-2029 services.

SUMMARY:

The SWCD has typically entered into annual agreements with Vermillion River Watershed Joint Powers Organization (VRWJPO). Vermillion staff and Board were supportive of transitioning to a 5-year agreement, similar to the SWCD’s agreement with Dakota County. A longer-term agreement is beneficial to the SWCD because it allows us to enter into multi-year cost-share contracts. The agreement format includes a base fee for each task and an overall not-to-exceed amount. Base fees were developed from a five-year average. Base fees and not-to-exceed amounts are included in Exhibit 1 of the agreement. The work plan tasks remain the same as previous years:

- Evaluation and Policy
- Feasibility/Preliminary Studies
- Capital Improvement Projects
- Public Outreach and Communication
- Inventories and Assessments
- Monitoring and Data Analysis

Total annual base fee is \$146,000 and the annual not-to-exceed amount is \$300,500. This is an increase of \$49,500 from 2024. The increase accounts for work that may be asked of the SWCD for projects such as Mork Wetland Bank Restoration, Lawns Relmangined, or other projects that may arise.

The Vermillion River Watershed Joint Powers Board (VRWJPB) approved the JPA at their December 5 meeting.

EXPLANATION OF FISCAL/FTE IMPACT:

Services to the VRWJPO have been included in the SWCD budget and staff work plan for 2025.

Supporting Documents:

5-Year Joint Powers Agreement with VRWJPO

Previous Board Action:

None

**JOINT POWERS AGREEMENT
BETWEEN THE VERMILLION RIVER WATERSHED JOINT POWERS ORGANIZATION
AND
THE DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT
FOR SERVICES**

WHEREAS, Minn. Stat. § 471.59 authorizes local governmental units to jointly or cooperatively exercise any power common to the contracting parties; and

WHEREAS, the Vermillion River Watershed Joint Powers Organization is a watershed management body consisting of Dakota and Scott Counties (VRWJPO) governed by the Vermillion River Watershed Joint Powers Board (VRWJPB) and is charged with carrying out the duties set forth in Minn. Stat. §§ 103B.211 to 103B.255 and as otherwise provided by law; and

WHEREAS, the Dakota County Soil and Water Conservation District (SWCD) is a governmental and political subdivision of the State of Minnesota, located wholly within the boundaries of Dakota County, with statutory authority to carry out erosion control and other soil and water conservation programs within Dakota County pursuant to Minn. Stats. Ch. 103C and as otherwise provided by law; and

WHEREAS, in its 2025 budget, the VRWJPO included funding for the provision of certain services by the SWCD on behalf of the VRWJPO including water monitoring, outreach and education, policy development, regulatory review, feasibility studies, and capital improvements; and

WHEREAS, the aforementioned services will be of benefit to the Vermillion River Watershed and can be accomplished in a more cost-effective manner by partnering with the SWCD.

NOW, THEREFORE, in consideration of the mutual promises and benefits that the VRWJPO and the SWCD shall derive from this Agreement, the VRWJPO and the SWCD hereby enter into this Agreement for the purposes stated herein.

**SECTION 1
PURPOSE**

The purpose of this Agreement is to define the responsibilities of the parties for services to be provided by the SWCD to the VRWJPO related to water monitoring, outreach and education, policy development, regulatory review, feasibility studies and capital improvements in the Vermillion River Watershed as more fully described in Exhibit 1, attached hereto and incorporated herein by reference. It also provides a mechanism for the SWCD to generate more reliable and stable funding at the local level.

**SECTION 2
PARTIES**

The parties to this Agreement are the Vermillion River Watershed Joint Powers Organization (VRWJPO) acting through its Joint Powers Board (VRWJPB) and the Dakota County Soil and Water Conservation District (SWCD) acting through its Board of Supervisors.

**SECTION 3
TERM**

Notwithstanding the dates of the signatures below, this Agreement shall be effective January 1, 2025, and shall remain in effect until December 31, 2029, or until completion by the parties of their respective obligations under this Agreement, whichever occurs first (the "Term"), unless earlier terminated by law or according to the provisions of this Agreement.

SECTION 4 COOPERATION

The VRWJPO and the SWCD agree to cooperate and use their reasonable efforts to ensure prompt implementation of the various provisions of this Agreement and to, in good faith, undertake resolution of any dispute in any equitable and timely manner.

SECTION 5 SCOPE OF SERVICES AND PAYMENT

- 5.1** Scope of Services. The SWCD shall provide the services generally described in Exhibit 1. Services provided shall be in accordance with the criteria set out in Exhibit 1. Professional services provided under this Agreement will be conducted in a manner consistent with that level of care and skill ordinarily exercised by members of the SWCD's profession currently practicing under similar conditions.
- 5.2** Base fees and Not to Exceed Costs. SWCD shall be compensated for labor, equipment, materials and related costs necessary to implement VRWJPO service areas generally described in Exhibit 1 at the SWCD Board's approved hourly rates and actual costs incurred, up to the "not to exceed" amount for each of the VRWJPO service areas identified in Exhibit 1 (unless otherwise approved in writing by the parties' Liaisons). If this Agreement is not terminated during a given calendar year during the Term, SWCD will receive a guaranteed minimum annual amount of revenue (Base fees) each year during the Term for the VRWJPO service areas whether or not the time, materials, equipment and related costs equal or exceed the Base fee. The Base fee amounts for each VRWJPO service area is identified on Exhibit 1. Subject to paragraph 5.3, the parties' Liaisons may agree in writing to adjust the not to exceed amounts for a given calendar year as long as the annual and total cost amounts identified in paragraph 5.3 remain unchanged.
- 5.3** Total Cost. The total amount to be paid by the VRWJPO for all services provided pursuant to this Agreement shall not exceed Three Hundred Thousand Five Hundred Dollars and No/100 Cents (\$300,500) annually or One Million Five Hundred Two Thousand Five Hundred and No/100 Cents (\$1,502,500) over the five year period.
- 5.4** Time of Payment. The VRWJPO shall make payment to the SWCD within forty-five (45) days of the date on which an itemized invoice is received. If an invoice is incorrect, defective, or otherwise improper, the VRWJPO shall notify the SWCD within ten (10) days of receiving the incorrect invoice. Upon receiving the corrected invoice from the SWCD, the VRWJPO will make payment within forty-five (45) days.
- 5.5** Payment for Unauthorized Claims. The VRWJPO may refuse to pay any claim that is not specifically authorized by this Agreement. Payment of a claim shall not preclude the VRWJPO from questioning the propriety of the claim. The VRWJPO reserves the right to offset any overpayment or disallowance of claim by reducing future payments.
- 5.6** Payment Upon Early Termination. In the event this Agreement is terminated before the expiration of the Term, the VRWJPO shall pay the SWCD for services provided in a satisfactory manner and costs incurred in the calendar year in which the Agreement is terminated either at the approved hourly rates for the hours expended and actual costs incurred as of the date of termination or Base fees for that calendar year pro rated as of the date of termination, whichever is greater. In no case shall such payment exceed the not to exceed amounts for each of the VRWJPO services areas set forth in Exhibit 1 (unless modified pursuant to paragraph 5.2) or the total cost of this Agreement set forth in paragraph 5.3.
- 5.7** Cost Sharing Limitations for Capital Improvement Projects Funding provided for capital improvement projects under this Agreement may only be utilized for projects located within the Vermillion River Watershed and for projects not directly funded by the VRWJPO. For such projects, the SWCD may only consider providing VRWJPO cost share at an amount not to exceed \$75,000.00 per project. Proposers of any project exceeding the aforementioned dollar limit must apply directly to the VRWJPO for cost share funding pursuant to the VRWJPO Capital Improvement Project Cost Share Policy.

SECTION 6 GENERAL PROVISIONS

- 6.1** SWCD Obligations. In addition to the performance of services as described in Exhibit 1, the SWCD agrees to provide to the VRWJPO complete and unedited copies of any reports prepared in relation to the services provided pursuant to this Agreement. In addition, in all publications, press releases, or presentations to the public related to the services provided under this Agreement, the SWCD shall acknowledge funding by the VRWJPO for all or part of the costs of making such information available to the public.
- 6.2** Compliance with Laws/Standards. The SWCD agrees to abide by all federal, state or local laws, statutes, ordinances, rules and regulations now in effect or hereafter adopted pertaining to this Agreement or to the facilities, programs, and staff for which the SWCD is responsible. This includes, but is not limited to all Standard Assurances, which are attached and incorporated as Exhibit 2.
- 6.3** Employee Status. The SWCD, its employees or agents, in implementing the terms of this Agreement are not employees of the VRWJPO. The VRWJPO, its staff or agents, in implementing the terms of this Agreement are not employees of the SWCD.
- 6.4** Liable for Own Acts. Each party to this Agreement shall be liable for the acts of its officers, employees, volunteers or agents and the results thereof to the extent authorized by law and shall not be responsible for the acts of the other party, its officers, employees, volunteers or agents. The provisions of the Municipal Tort Claims Act, Minn. Stats. Ch. 466 and other applicable laws govern liability of the VRWJPO and the SWCD. In the event of any claims or actions filed against either party, nothing in this Agreement shall be construed to allow a claimant to obtain separate judgments or separate liability caps from the individual Parties.
- 6.5** Insurance. At its own expense, the SWCD shall procure and maintain policies of insurance covering the term of this Agreement, as set forth in the Insurance Terms, which are attached and incorporated as Exhibit 3, except the requirement to provide automobile liability insurance is waived so long as the SWCD does not transport volunteers under this Agreement. Such policies of insurance shall apply to the extent of, but not as a limitation upon or in satisfaction of, the indemnity provisions herein. The SWCD shall pay all retentions and deductibles under such policies of insurance.
- 6.6** Records Retention and Audits. The SWCD's bonds, records, documents, papers, accounting procedures and practices, and other records relevant to this Agreement are subject to the examination, duplication, transcription and audit by the VRWJPO, the Legislative Auditor or State Auditor under Minn. Stat. § 16C.05, subd. 5. If services under this Agreement use federal funds these records are also subject to review by the Comptroller General of the United States and his or her approved representative. Following termination of this Agreement, the SWCD must keep these records for six years or longer if any audit-in-progress needs a longer retention time.
- 6.7** Subcontracting. The VRWJPO and the SWCD understand and agree that one or more of the scope of services set forth in Exhibit 1 to this Agreement may be performed through another agent or subcontractor and that the subcontracting party is responsible for the performance of its subcontractors, unless otherwise agreed. The parties agree that neither will enter into any subcontract for the performance of the services contemplated under this Agreement without prior written consent of the other party and subject to such conditions and provisions as are deemed necessary. Notwithstanding the foregoing, the VRWJPO consents to the use of the Scott County Soil & Water Conservation District as a subcontractor for purposes of providing technical assistance with water monitoring tasks and for providing subwatershed BMP inventory assistance. It is the responsibility of each party to ensure its subcontractor(s) has adequate and appropriate insurance coverage.
- 6.8** Timeliness. The VRWJPO and the SWCD agree to perform their respective obligations under this Agreement in a timely manner and keep each other informed about any delays that may occur.

6.9 Default: Force Majeure. Neither party shall be liable to the other party for any loss or damage resulting from a delay or failure to perform due to unforeseeable acts or events outside the defaulting party's reasonable control, providing the defaulting party gives notice to the other party as soon as possible. Acts and events may include acts of God, acts of terrorism, war, fire, flood, epidemic, acts of civil or military authority, and natural disasters.

6.10 Data Privacy and Confidentiality. Data on individuals collected, created, received, kept or shared by the SWCD under this Agreement is subject to the requirements of the Minnesota Government Data Practices Act (Minn. Stats. Ch. 13) and its implementing rules. Further, federal laws on data privacy may also apply. The SWCD must comply with data privacy laws and rules as if the SWCD was the VRWJPO. The Data Practices Act also applies to subcontractors providing services under this Agreement. If public data is available from the VRWJPO, the SWCD may direct the public to the VRWJPO for access to the data.

The VRWJPO may give the SWCD access to, or the SWCD may become aware of, private or confidential information in performing services under this Agreement. Private and confidential information is data that is not public under the Minnesota Data Practices Act (Minn. Stats. Ch. 13). The SWCD may keep the private and confidential information only for use in performing services under this Agreement. The SWCD must impose procedures as are necessary to assure nondisclosure of private and confidential information directly or indirectly to third parties.

6.11 Assignment. Neither party may assign any of its rights under this Agreement without the prior written consent of the other party. Said consent may be subject to conditions.

SECTION 7 AUTHORIZED REPRESENTATIVES AND LIAISONS

7.1 Authorized Representatives. The following named persons are designated the Authorized Representatives of the parties for purposes of this Agreement. These persons have authority to bind the party they represent and to consent to modifications, except that the authorized representative shall have only the authority specifically or generally granted by their respective governing boards. Notice required to be provided pursuant to this Agreement shall be provided to the following named persons and addresses unless otherwise stated in this Agreement, or in a modification of this Agreement:

TO THE VRWJPO: Mike Slavik or successor, Chair
Vermillion River Watershed Joint Powers Organization
4100 220th Street West, Suite 103
Farmington, MN 55024

TO THE SWCD: Kevin Chamberlain or successor, Chair
Dakota County SWCD
440 220th Street West, Suite 102
Farmington, MN 55024

In addition, notification to the VRWJPO or the SWCD regarding termination of this Agreement by the other party shall be provided to the Office of the Dakota County Attorney, Civil Division, 1560 Highway 55, Hastings, Minnesota 55033.

7.2 Liaisons. To assist the parties in the day-to-day performance of this Agreement and to ensure compliance and provide ongoing consultation, a liaison shall be designated by the VRWJPO and the SWCD. The VRWJPO and the SWCD shall keep each other continually informed, in writing, of any change in the designated liaison. At the time of execution of this Agreement, the following persons are the designated liaisons:

VRWJPO Liaison: Travis Thiel, Administrator
Vermillion River Watershed Joint Powers Organization
Telephone: (952) 891-7546

SWCD Liaison: Ashley Gallagher, Manager
Dakota County SWCD
Telephone: (651) 480-7781

SECTION 8 TERMINATION

- 8.1** In General. Either party may terminate this Agreement for cause by giving seven days' written notice or without cause by giving 30 days' written notice, of its intent to terminate, to the other party. Such notice to terminate for cause shall specify the circumstances warranting termination of the Agreement. Cause shall mean a material breach of this Agreement and any supplemental agreements or amendments thereto. Notice of Termination shall be made by certified mail or personal delivery to the authorized representative of the other party. Termination of this Agreement shall not discharge any liability, responsibility or right of any party, which arises from the performance of or failure to adequately perform the terms of this Agreement prior to the effective date of termination.
- 8.2** Termination by VRWJPO for Lack of Funding. Notwithstanding any provision of this Agreement to the contrary, the VRWJPO may immediately terminate this Agreement if it does not obtain funding from the Minnesota Legislature, Minnesota Agencies, or other funding source, or if its funding cannot be continued at a level sufficient to allow payment of the amounts due under this Agreement. Written notice of termination sent by the VRWJPO to the SWCD by facsimile is sufficient notice under this section. The VRWJPO is not obligated to pay for any services that are provided after written notice of termination for lack of funding. The VRWJPO will not be assessed any penalty or damages if the Agreement is terminated due to lack of funding.

SECTION 9 MODIFICATIONS

Any alterations, variations, modifications, or waivers of the provisions of this Agreement shall only be valid when they have been reduced to writing, approved by the parties respective Boards, and signed by the Authorized Representatives of the VRWJPO and the SWCD.

SECTION 10 MINNESOTA LAW TO GOVERN

This Agreement shall be governed by and construed in accordance with the substantive and procedural laws of the State of Minnesota, without giving effect to the principles of conflict of laws. All proceedings related to this Agreement shall be venued in the County of Dakota, State of Minnesota.

SECTION 11 SEVERABILITY

The provisions of this Agreement shall be deemed severable. If any part of this Agreement is rendered void, invalid, or unenforceable, such rendering shall not affect the validity and enforceability of the remainder of this Agreement unless the part or parts that are void, invalid or otherwise unenforceable shall substantially impair the value of the entire Agreement with respect to either party.

SECTION 12 MERGER

- 12.1** Final Agreement. This Agreement is the final expression of the agreement of the parties and the complete and exclusive statement of the terms agreed upon, and shall supersede all prior negotiations, understandings or agreements. There are no representations, warranties, or stipulations, either oral or written, not contained in this Agreement.
- 12.2** Exhibits. Exhibits 1 through 3 are attached hereto and incorporated herein by reference. In the event of a conflict between the terms of this Agreement and the Exhibits, the terms of this Agreement shall govern.

- Exhibit 1 – Work Plan and Budget
- Exhibit 2 – Standard Assurances
- Exhibit 3 – Insurance Terms

**SECTION 13
REPRESENTATION BY THE DAKOTA COUNTY ATTORNEY’S OFFICE**

The Dakota County Attorney (County Attorney) provides legal representation to the VRWJPO pursuant to the joint powers agreement that established the VRWJPO. In addition, the County Attorney is statutorily obligated to be the attorney for the SWCD. Specifically, Minn. Stat. § 103C.321, Subd. 4 provides that the SWCD Board may call upon the County Attorney for necessary legal counsel, advice and services. In the event there is a conflict of interest determined by the County Attorney in representing the interests of both the VRWJPO and the SWCD, the County Attorney will so inform the Authorized Representative of the parties. In the event the County Attorney determines a conflict exists, the conflict of interest procedures of the County Attorney will be followed. The parties hereby waive any conflict of interest for the Dakota County Attorney’s Office to represent both the VRWJPO and the SWCD in preparation and execution of this Agreement.

**SECTION 14
SURVIVORSHIP**

The following provisions of this Agreement survive after the termination date of this Agreement: Section 6.4 (Liable for Own Acts); Section 6.6 (Records Retention and Audits); Section 6.10 (Data Privacy and Confidentiality); Section 10 (Minnesota Law to Govern); Section 11 (Severability) and Section 13 (Representation by the Dakota County Attorney’s Office).

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the date(s) indicated below.

**DAKOTA COUNTY SOIL AND WATER
CONSERVATION DISTRICT**

By _____
Kevin Chamberlain or Successor, Chair
Board of Supervisors
Date of Signature: _____

**VERMILLION RIVER WATERSHED
JOINT POWERS ORGANIZATION**

By _____
Mike Slavik or Successor, Chair
Date of Signature: _____

APPROVED AS TO FORM:

Assistant Dakota County Attorney/Date
KS-
VRW Res. No.

Exhibit 1

2025-2029 Dakota County SWCD Work Plan and Budget
 Vermillion River Watershed Joint Powers Organization

Work Plan Service Areas

Evaluation and Policy

- Incentive program policy assistance for programs to install voluntary conservation practices

Feasibility/Preliminary Studies

- Preliminary design, technical assistance and marketing of voluntary conservation practices

Capital Improvement Projects

- Install water quality projects (pass through funds to others), technical assistance to install water quality projects, implement Landscaping for Clean Water (LCW) and Lawns Reimagined Grant Program, assistance with the development and management of a wetland bank

Public Outreach and Communication

- Coordinate Vermillion River Watch Program, coordinate and conduct Landscaping for Clean Water and Lawns Reimagined Workshops, presentations for Grades 3-12 (up to 3 total)

Inventories and Assessments

- Provide GIS mapping support

Monitoring and Data Analysis

- Staff time for sample collection, equipment installation, maintenance, downloading, longitudinal surveys (temperature, dissolved oxygen, turbidity); data analysis, database management, data reporting, reporting; lab costs for water quality sample analysis and QA/QC samples; equipment and supplies; macroinvertebrate collections and habitat monitoring

Work Plan Budget

Service Area	Annual Cost		5-Year Cost	
	Base fee	Not to exceed	Base fee	Not to exceed
Evaluation and Policy	\$ 500	\$ 3,000	\$ 2,500	\$ 15,000
Feasibility/Preliminary Studies	\$ 15,000	\$ 55,000	\$ 75,000	\$ 275,000
Capital Improvement Projects	\$ 60,000	\$ 110,000	\$ 300,000	\$ 550,000
Public Outreach and Communication	\$ 25,000	\$ 40,000	\$ 125,000	\$ 200,000
Inventories and Assessments	\$ 500	\$ 2,500	\$ 2,500	\$ 12,500
Monitoring and Data Analysis	\$ 45,000	\$ 90,000	\$ 225,000	\$ 450,000
Total	\$ 146,000	\$ 300,500	\$ 730,000	\$ 1,502,500

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Roll Call Vote

Meeting Date: 12/19/2024

Prepared by: Ashley Gallagher

PURPOSE/ACTION REQUESTED:

Adopt 2025 Budget

SUMMARY:

The Finance Committee met on October 31, 2024 to review a draft 2025 budget. The Personnel Committee met on December 10, 2024 to also discuss the draft 2025 budget specific to payroll and staffing. The draft 2025 budget is \$2,729,470 and is balanced between anticipated revenues and expenditures.

REVENUES	2025 Budget
State Revenues	\$ 1,254,743
County Revenues	\$ 904,928
Other Local Revenue	\$ 487,000
Other Revenue	\$ 82,800
Total Revenues:	\$ 2,729,470
EXPENSES	
Operating Expenses	\$ 71,000
Project Expenses	\$ 926,081
Program Expenses	\$ 37,700
Payroll Expenses	\$ 1,694,689
Total Expenses:	\$ 2,729,470

The budget will change during the year and will be adjusted as recommended by the Finance Committee. State grant applications that are pending or those to be submitted are not included in the draft 2025 budget.

EXPLANATION OF FISCAL/FTE IMPACT:

None at this time. Upon adoption of the 2025 budget a staff work plan will be developed for the upcoming calendar year.

Supporting Documents:

None

Previous Board Action:

None

DAKOTA COUNTY SOIL AND WATER CONSERVATION DISTRICT

Regular Agenda

Request for Board Action

Voice Vote

Meeting Date: 12/19/2024

Prepared by: Ashley Gallagher

PURPOSE/ACTION REQUESTED:

Establish Board meeting schedule for 2025.

SUMMARY:

For the past five years our monthly Board meetings have been held at 9:00 a.m. on the 2nd Thursday of the month. For calendar year 2025 the following days would be listed for monthly Board meetings:

January 9	July 10
February 13	August 14
March 13	September 11
April 10	October 9
May 8	November 13
June 12	December 11

All meetings would be subject to change and Special Board meetings may be called. Monthly Board meetings will be held at the Dakota County Extension and Conservation Center.

EXPLANATION OF FISCAL/FTE IMPACT:

None

Supporting Documents:

Previous Board Action: