



2013

SURVEY TO MEMBERSHIP

**NATIONAL ASSOCIATION OF
STATE CONSERVATION AGENCIES**

INTRODUCTION

The NASCA Survey to Membership is conducted every two years and is comprised of questions asked by our members. The 2013 survey results were submitted by 39 states on the topics of organizational structure, funding, staffing, programs, conservation district law, and conservation district operations.

We appreciate the time our members spent researching answers to these questions and we hope you find the results a valuable resource.

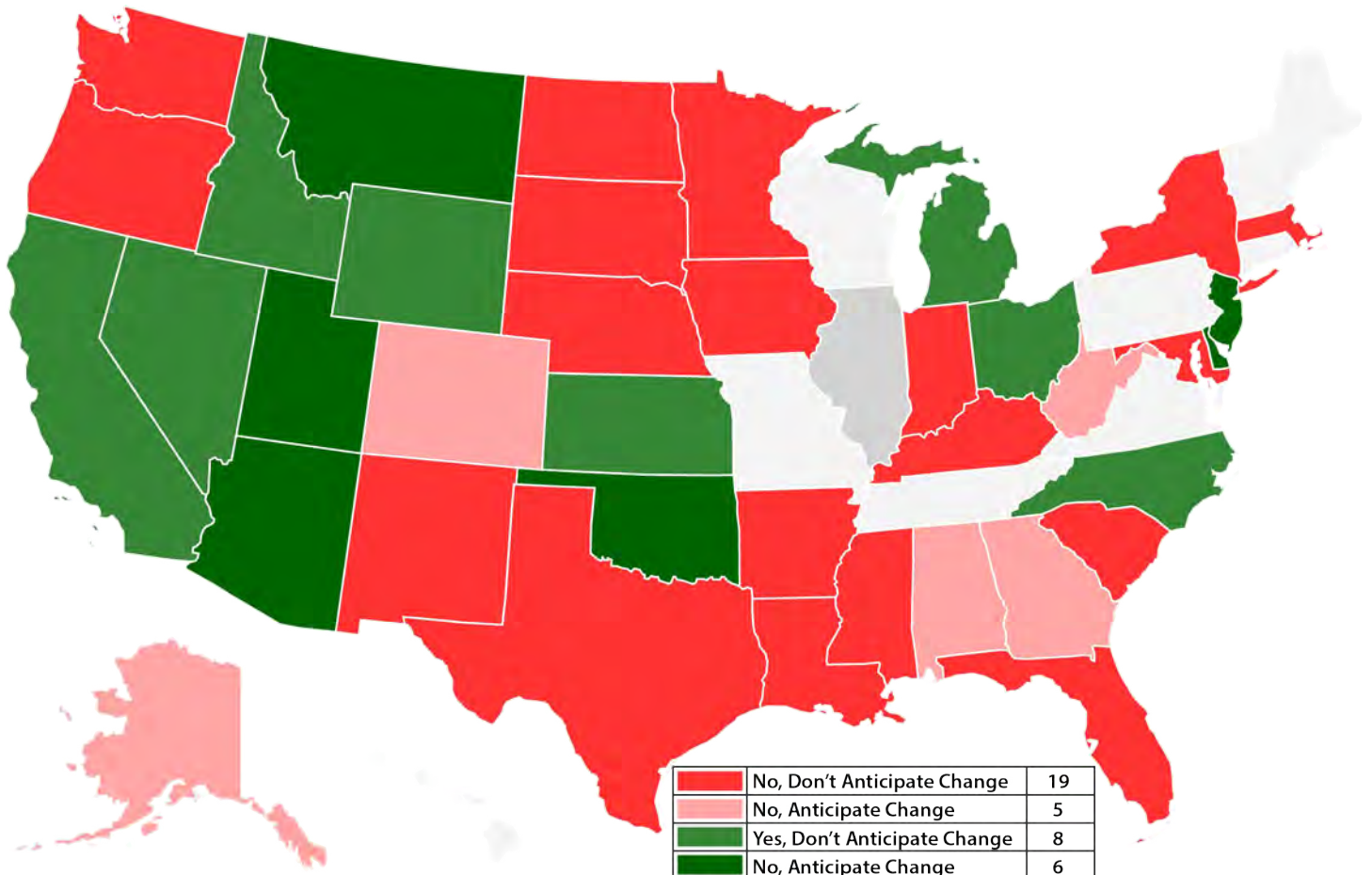
TABLE OF CONTENTS (hyperlinks)

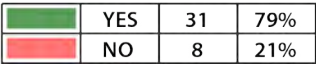
| | Contents |
|---|----------|
| What unit of state government has administrative oversight for conservation districts? | 2 |
| Has your agency structure changed in the last 5 years, do you anticipate changes ? | 3 |
| Does the state provide funding for Conservation Districts | 4 |
| What is the annual budget for the State Conservation Agency? | 6 |
| Does the state provide funding for State Associations | 7 |
| Does the state provide funding for Cost-share administered through conservation districts | 8 |
| Do your conservation district officials receive any compensation for their services in the form of: | 9 |
| How does your state fund dam rehabilitation | 10 |
| How does your state fund operation, maintenance, and repair costs for dams | 11 |
| Do your state agency or conservation districts have a tax levy to fund conservation districts | 12 |
| Links to state conservation district code or statute | 13 |
| Is federal funding available in your state to support conservation districts? | 14 |
| How large is your staff? | 15 |
| Do you have staff that work directly with conservation districts | 16 |
| Who employs technical staff like planners and engineers? | 18 |
| Do your conservation districts implement or support Farm Bill programs | 19 |
| Do you have a structured system to ensure conservation district accountability | 20 |
| Are your conservation district officials: Elected, appointed or both | 22 |
| Does your agency administer the 319 program in your state? | 24 |
| Are your conservation district officials required to be landowners | 25 |
| Are your conservation district officials required to be farmers | 26 |
| Are conservation district officials restricted in participating in State cost-share programs | 27 |
| Does your agency have the authority to remove conservation district officials | 28 |
| Conservation district boundaries are based on: | 30 |
| Do your conservation districts have managers and other employees | 31 |
| Are your conservation districts co-located with NRCS | 32 |
| Has locally-led conservation been compromised in your state in recent years | 34 |
| Does your state have tribal conservation districts | 35 |
| Are conservation district officials in your state required to have district official training | 36 |
| Job Classifications and Pay Range | 37 |

WHAT UNIT OF STATE GOVERNMENT HAS ADMINISTRATIVE OVERSIGHT FOR CONSERVATION DISTRICTS?

| | |
|----------------|--|
| Alabama | State Committee |
| Alaska | DNR |
| Arizona | The State Land Department, via the State Land Commissioner |
| Arkansas | Independent Commission |
| California | Department of Conservation |
| Colorado | Department of Agriculture |
| Delaware | DNR |
| Florida | Department of Agriculture |
| Georgia | Independent Commission |
| Idaho | Independent Commission |
| Illinois | Department of Agriculture |
| Indiana | Department of Agriculture |
| Iowa | Department of Agriculture |
| Kansas | Department of Agriculture |
| Kentucky | DNR |
| Louisiana | Department of Agriculture |
| Maryland | Department of Agriculture |
| Massachusetts | State Committee |
| Michigan | Department of Agriculture |
| Minnesota | Independent State Agency |
| Mississippi | State Committee |
| Montana | DNR |
| Nebraska | DNR to NRD's for certain items |
| Nevada | DNR |
| New Jersey | Department of Agriculture |
| New Mexico | Department of Agriculture |
| New York | State Committee |
| North Carolina | Department of Agriculture |
| North Dakota | State Committee |
| Ohio | DNR |
| Oklahoma | Independent Commission |
| Oregon | Department of Agriculture |
| South Carolina | DNR |
| South Dakota | Department of Agriculture |
| Texas | Independent Commission |
| Utah | Department of Agriculture |
| Washington | Independent Commission |
| West Virginia | Independent commission attached to Department of Agriculture |
| Wyoming | Department of Agriculture |

HAS YOUR AGENCY STRUCTURE CHANGED IN THE LAST 5 YEARS, DO YOU ANTICIPATE CHANGES ?



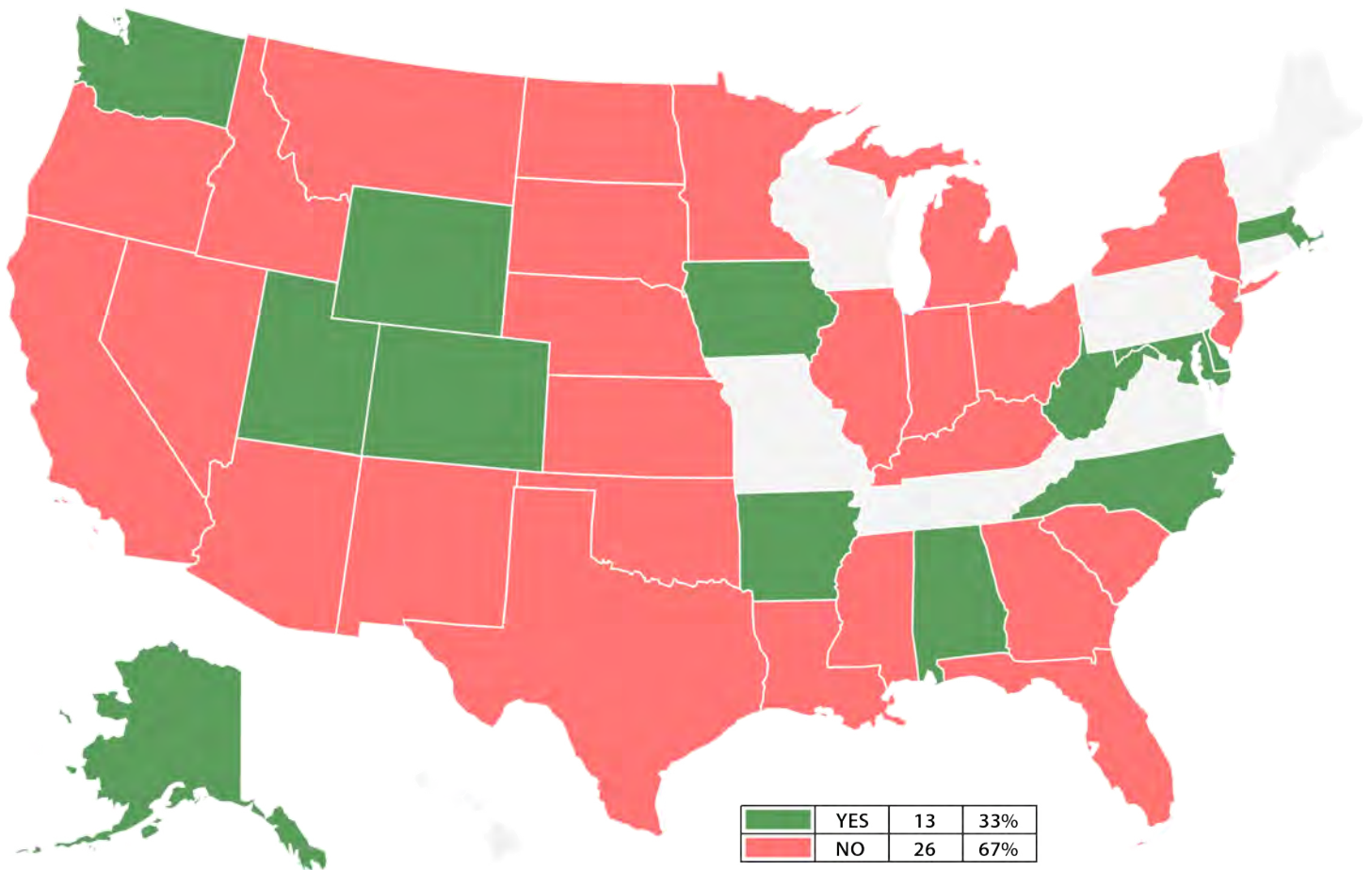


| | What Amount | What Purpose |
|----------------|---|---|
| Alabama | 25,000 each | administrative |
| Alaska | \$2,500 per district | general operations, NACD dues, association dues etc... |
| Arizona | \$13,000.00 per district per year and \$6,000.00 per year per education center | district functions per Arizona statute and environmental education |
| Arkansas | \$2,000,000 | planning |
| Colorado | varies between \$0 - \$50,000 | direct assistance, technicians, matching grants, |
| Delaware | \$1,500,000 | Conservation Cost Share |
| Georgia | \$40,000 | administrative items |
| Idaho | \$1,300,000 | general |
| Illinois | \$7,500,000 | District Operations/Cost-share for conservation practices |
| Indiana | 10K plus competitive grants | Multi |
| Iowa | %500,000 | Commissioner expenses and administrative support |
| Kansas | \$2,300,000 | County matching funds |
| Kentucky | \$975,000 | office space, personnel |
| Louisiana | | \$1.9 million |
| Maryland | \$9,000,000 | staff & operating |
| Minnesota | \$3,116,000 | General Services |
| Montana | \$2-6 million | projects, administration, legal, technical services |
| Nevada | 3,500 each | any |
| New Mexico | \$587,780 | operations/projects |
| New York | \$3,500,000 | State Aid to Districts |
| North Carolina | \$3600 per district | operating costs |
| North Dakota | \$1,100,000 | Technical Assistance |
| Ohio | \$10,200,000 | matching funds for operations |
| Oklahoma | \$7,650,000 | salaries, benefits and operations |
| Oregon | 6.1 million/biennium | Ag Water Quality&Admin. |
| South Carolina | \$690,000 | administrative and other expenses |
| Texas | \$4,000,000 | TA; Director Compensation; Operating |
| Utah | Apprx \$210,000 + plus other grants for planning and implementation of watershed projects which varies according to available funding | Technical Assistance and District operations |
| Washington | \$20,000,000 | multi - grants for resource work |
| West Virginia | \$6,300,000 | District operations/office expenses, per diem and expenses for 114 district supervisors, cost-share and repair for dams, district programs such as stream blockage and emergency watershed and district employees |
| Wyoming | \$17,800 | General operations, water quality monitoring |

WHAT IS THE ANNUAL BUDGET FOR THE STATE CONSERVATION AGENCY?

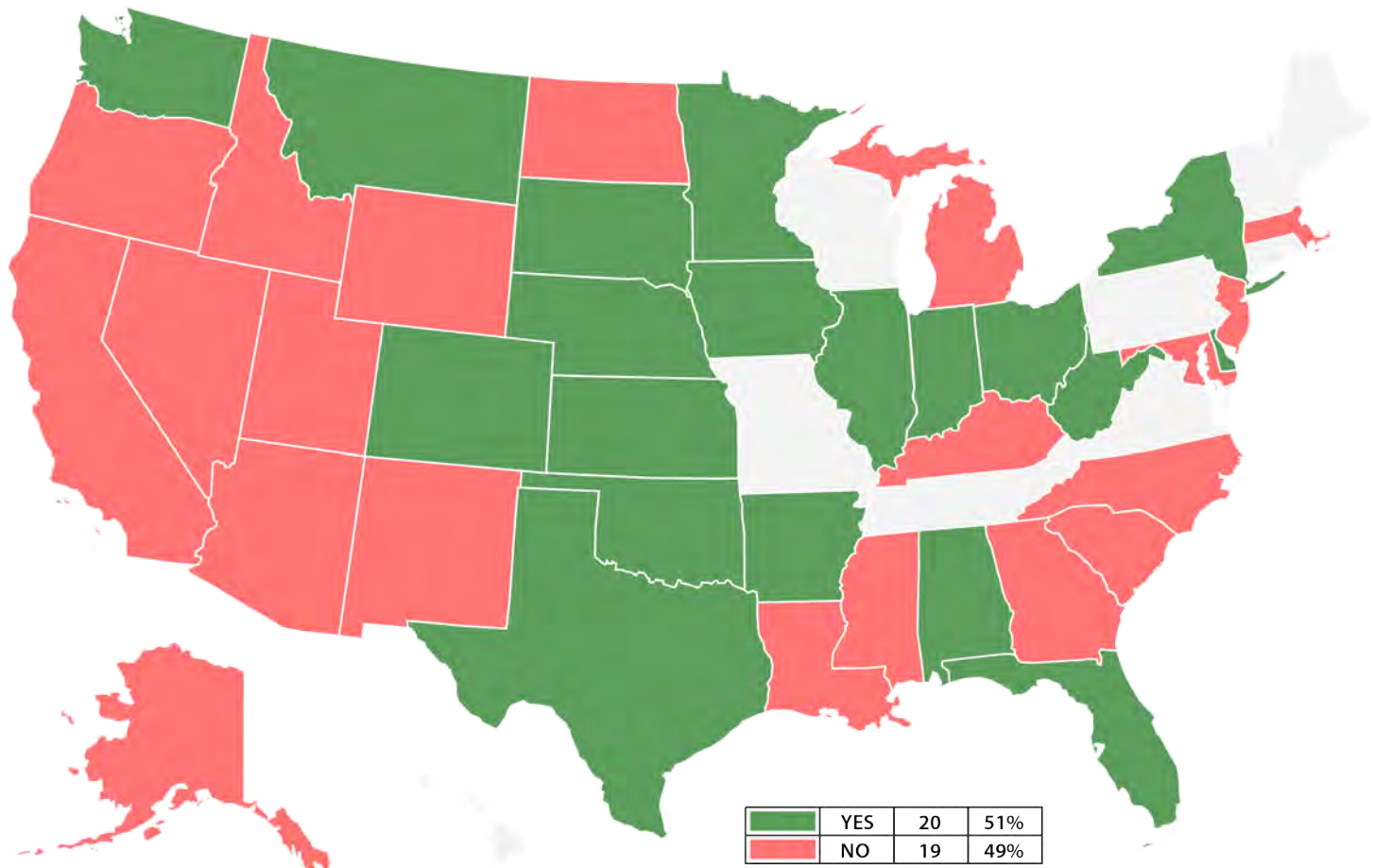
| | |
|----------------|-----------------------------------|
| Alabama | \$6,200,000 |
| Alaska | \$116,300 |
| Arizona | \$12,500,000 |
| Arkansas | |
| California | \$78,000,000 |
| Colorado | \$1,800,000 |
| Delaware | \$3,000,000 |
| Florida | \$1.464 Bil (20 Mil for Division) |
| Georgia | \$4,407,020 |
| Idaho | \$2,700,000 |
| Illinois | \$98,000,000 |
| Indiana | \$4,310,000 |
| Iowa | \$40,000,000 |
| Kansas | \$10,000,000 |
| Kentucky | \$7,300,000 |
| Louisiana | \$4,500,000 |
| Maryland | \$42,000,000 |
| Massachusetts | \$0 |
| Michigan | \$80,183,300 |
| Minnesota | \$51,705,000 |
| Mississippi | \$4,000,000 |
| Montana | \$8,000,000 |
| Nebraska | |
| Nevada | \$300,000 |
| New Jersey | \$0 |
| New Mexico | |
| New York | \$17,000,000 |
| North Carolina | \$11,311,392 |
| North Dakota | \$600,000 |
| Ohio | \$4,500,000 |
| Oklahoma | \$33,000,000 |
| Oregon | |
| South Carolina | \$970,000 |
| South Dakota | \$278,000 |
| Texas | \$26,000,000 |
| Utah | \$1,500,000 |
| Washington | \$2,000,000 |
| West Virginia | \$9,400,000 |
| Wyoming | \$39,000,000 |

DOES THE STATE PROVIDE FUNDING FOR STATE ASSOCIATIONS



| | What Amount | What Purpose |
|----------------|--|---|
| Alabama | \$250,000 | capacity building activities |
| Alaska | varies annually, in FY2014 it was \$1 mill | project development, specific project expenses only |
| Arkansas | \$90,000 | Support of conservation districts and conservation partners |
| Colorado | \$6,000 | newsletter and outreach to districts |
| Delaware | \$60,000 | Staff Assistant |
| Iowa | \$50,000 | state dues |
| Maryland | \$10,000 | information/education |
| Massachusetts | \$300,000 | Conservation Technical Assistance |
| North Carolina | \$35,000 | service contract for training deliverables |
| Utah | \$900,000 | Association staff Support, Area Coordinators, Planners, engineering |
| Washington | \$60,000 | assist Commission in working with districts |
| West Virginia | Minimum of \$4,000 for dues | In addition to dues we cover per diem and travel expenses for association directors, plus other costs associated with association activities. |
| Wyoming | water quality funding | |

DOES THE STATE PROVIDE FUNDING FOR COST-SHARE ADMINISTERED THROUGH CONSERVATION DISTRICTS



| | What Amount | What Purpose |
|---------------|---|--|
| Alabama | 13,500 this year | Cost sharing practices |
| Arkansas | unknown | non point source |
| Colorado | \$600,000 | cost share for technicians and natural resource projects on private lands |
| Delaware | \$1,500,000 | Conservation Cost Share Ag and Urban |
| Florida | \$5,000,000 | BMP implementation for water quality and quantity practices |
| Illinois | \$1,000,000 | To construct conservation practices |
| Indiana | varies / Roughly 500k per year per 92 SWCD's | multi; reduce sediment and nutrient runoff from non point sources |
| Iowa | \$33,000,000 | Conservation practice application and nutrient reduction for water quality |
| Kansas | \$8,000,000 | Natural resource protection |
| Kentucky | \$2,500,000 | Soil erosion control and water quality |
| Minnesota | \$1,560,000 | Cost-Share & Tech Asst. |
| Montana | all funds passed to districts can be used for cost-share purposes | |
| Nebraska | \$4,920,000/\$2,300,000/Revolving Fund | Resource Development Projects,Studies/Well Decommissioning,Water Quality/NSWCP/Land Rights |
| New York | \$13,000,000 | Conservation Planning and BMPs |
| Ohio | \$150,000 | Ag pollution abatement |
| Oklahoma | | |
| South Dakota | \$500,000 | Grants to implement BMPs on private lands |
| Texas | \$4,000,000 | Water Quality and Quantity |
| Washington | \$10,000,000 | grants for resource improvements |
| West Virginia | \$1,100,000 | Agricultural Enhancement and match for OM&R |

DO YOUR CONSERVATION DISTRICT OFFICIALS RECEIVE ANY COMPENSATION FOR THEIR SERVICES IN THE FORM OF:

| | Per Diem | Stipend | Reimbursement for Expenses | Other |
|----------------|----------|---------|-------------------------------|--|
| Alabama | X | | | |
| Alaska | X | | X | |
| Arizona | X | | X | |
| Arkansas | X | | X | |
| California | X | X | | Paid staff and exec directors; board members do not receive compensation |
| Colorado | | | X | Mileage to meetings |
| Delaware | | | X | |
| Florida | | | | Only if they have their own funds |
| Georgia | X | | | |
| Idaho | | | | Unknown |
| Illinois | | | | No |
| Indiana | | | X | |
| Iowa | | | X | |
| Kansas | | | X | |
| Kentucky | X | | | |
| Louisiana | X | | | |
| Maryland | X | | X | |
| Massachusetts | X | | | |
| Michigan | X | | | |
| Minnesota | X | | X | |
| Mississippi | | | X | |
| Montana | X | | X | |
| Nebraska | X | | X | |
| Nevada | | | X | |
| New Jersey | | | | Unknown |
| New Mexico | X | | | |
| New York | | X | X | |
| North Carolina | X | | | mileage and subsistence from state appropriations |
| North Dakota | X | | X | |
| Ohio | | | X | |
| Oklahoma | X | | | |
| Oregon | X | | X | |
| South Carolina | | | X | |
| South Dakota | X | | X | |
| Texas | X | | | Mileage |
| Utah | X | X | | |
| Washington | X | | | |
| West Virginia | X | | X | |
| Wyoming | X | | | |

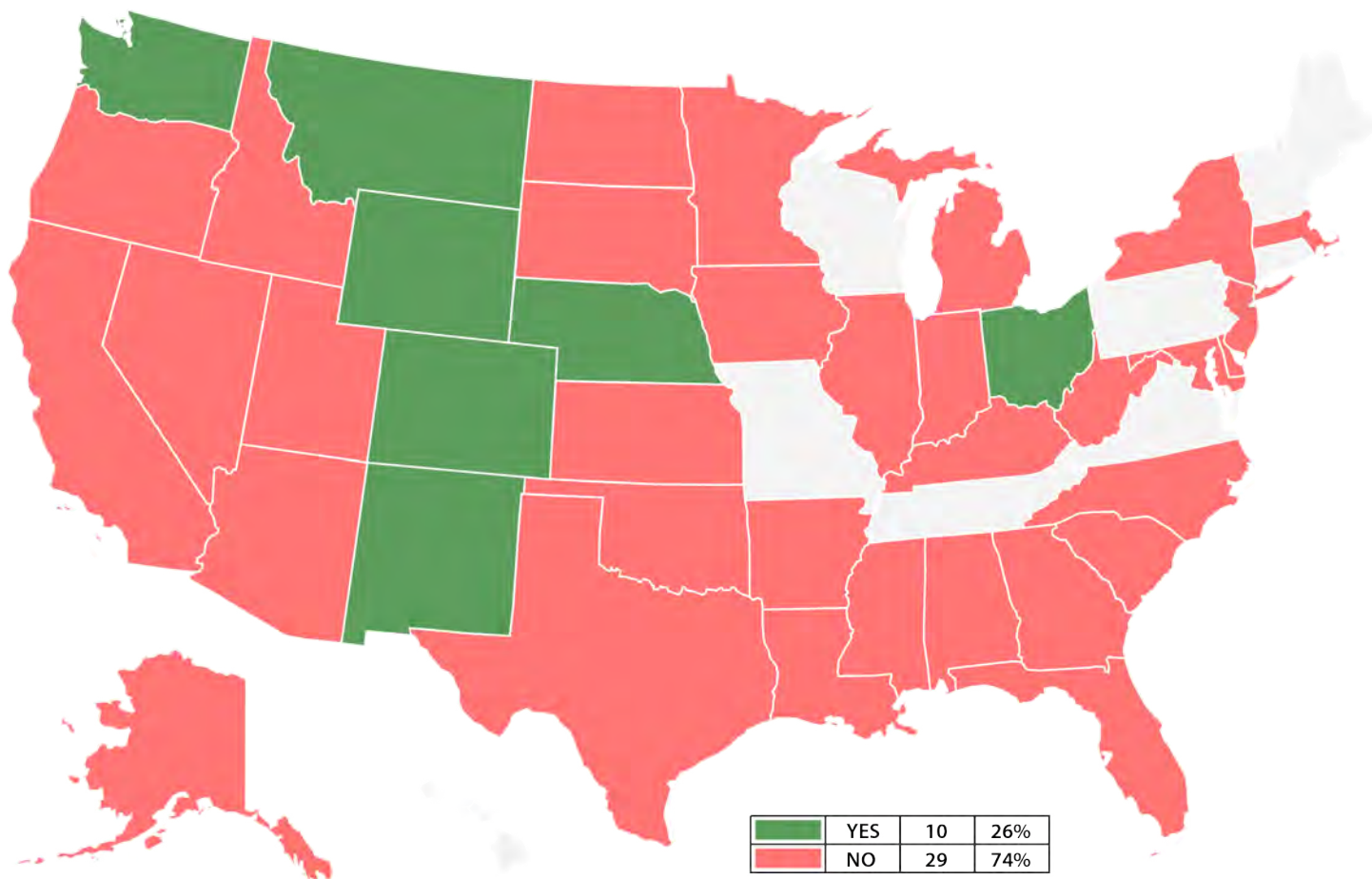
HOW DOES YOUR STATE FUND DAM REHABILITATION

| | |
|----------------|---|
| Alabama | we don't |
| Alaska | Alaska does not have a program for dam rehabilitation. |
| Arizona | NA |
| Arkansas | no |
| California | Department of Water Resources has a dam safety program. I believe the rehab of dams is done through bond funding for state dams. Local and federal dams are maintained and funded through their own unique programs (e.g., Bureau of Reclamation, Corps of Engineers, etc.) |
| Colorado | It doesn't. |
| Delaware | Provides one FTE Dam Safety Engineer |
| Florida | Not applicable, except for Lake Okeechobee Dike renovation which is a federal issue. |
| Georgia | Through state issue Bonds |
| Idaho | n/a |
| Illinois | I believe so. |
| Indiana | Through the DNR |
| Iowa | we provide 15% cost share |
| Kansas | Cost share |
| Kentucky | This is not funded at this time. |
| Louisiana | They have not provided any funds for dam rehab, but they should it would be under capital outlay. |
| Maryland | handled through DNR and Dept Environment; |
| Massachusetts | Direct funding to our state DEP dam safety unit. |
| Michigan | Department of Environmental Quality - General Fund |
| Minnesota | Through the Minnesota Department of Natural Resources, Dam Safety & Flood Damage Reduction programs |
| Mississippi | Through funds generated by the sale of State bonds. |
| Montana | direct appropriations and grants |
| Nebraska | On a case-by-case basis via the local NRD |
| Nevada | don't know |
| New Jersey | Department of Environmental Protection if publicly held |
| New Mexico | Dam rehab. is funded primarily through funding requests during the legislative session. Some conservation districts will request capital outlay during this time for dam repair and maintenance. Some soil and water conservation districts have watershed districts that operate under their supervision that may collect mill levy funds for watershed and dam repair projects. |
| New York | N/A |
| North Carolina | No direct funds for PL566 structures |
| North Dakota | State Water Commission |
| Ohio | NA/ |
| Oklahoma | |
| Oregon | State lottery funds, federal grants |
| South Carolina | do not fund |
| South Dakota | Cost-share grants on repair of privately-owned dams. |
| Texas | N/A |
| Utah | EWP funds through NRCS |
| Washington | not sure |
| West Virginia | We do not have a 100 percent state-funded rehab program. For dams under NRCS review for rehab, we provide necessary state match by seeking supplemental appropriation from Legislature. |
| Wyoming | |

HOW DOES YOUR STATE FUND OPERATION, MAINTENANCE, AND REPAIR COSTS FOR DAMS

| | |
|----------------|---|
| Alabama | we don't |
| Alaska | Alaska does not have a program for dam rehabilitation. |
| Arizona | NA |
| Arkansas | |
| California | See above. Department of Water Resources. |
| Colorado | It doesn't. |
| Delaware | Through annual capital projects appropriations. |
| Florida | The structures in the Herbert Hoover Dike (Lake Okeechobee) are either operated and maintained by the South Florida Water Management District (State entity) or by the Army Corps of Engineers (Federal). |
| Georgia | Combination of state general funds and state issued Bonds |
| Idaho | n/a |
| Illinois | That information would be available through the Illinois Department of Natural Resources. |
| Indiana | Through the DNR |
| Iowa | we provide administrative support |
| Kansas | Cost share on new dams rehab of existing dams, an inundation mapping no assistance for O/M |
| Kentucky | This is funded through local sponsors. |
| Louisiana | They do not. |
| Maryland | depends on size of structure. a number of older hydro-electric dams are being removed as state capital funds are authorized & allocated; small dams are permitted by SCDs or Dept Environment & O&M the responsibility of landowner; one SCD has responsibility for maintaining a few moderate size dams; state provides 65% cost share to repair small ponds (that often include dams) |
| Massachusetts | General budget item and in some cases a line item for a high profile dam. |
| Michigan | Department of Environmental Quality - General Fund |
| Minnesota | Typically the State of MN does not fund routine operation, maintenance and repair of dams unless owned by the State. |
| Mississippi | Through funds generated by the sale of State bonds and by funds appropriated to Drainage Districts. |
| Montana | direct appropriations, revenue received from power generation and grants |
| Nebraska | Structures built by NRD's use property taxes while others use revenue. Bureau/COE use Fed Funding. |
| Nevada | don't know |
| New Jersey | Department of Environmental Protection if publicly held |
| New Mexico | |
| New York | Landowner and/or Municipal Responsibility |
| North Carolina | PL 566 local sponsors secure funding from different sources; primarily local government |
| North Dakota | State Water Commission |
| Ohio | NA/ |
| Oklahoma | |
| Oregon | Federal or local irrigation districts |
| South Carolina | do not fund |
| South Dakota | See above. |
| Texas | State Appropriations |
| Utah | It varies depending on size, use and, ownership, but often through grants |
| Washington | program not through commission |
| West Virginia | State general revenue dollars matched 1-for-1 with local contributions. |
| Wyoming | |

DO YOUR STATE AGENCY OR CONSERVATION DISTRICTS HAVE A TAX LEVY TO FUND CONSERVATION DISTRICTS

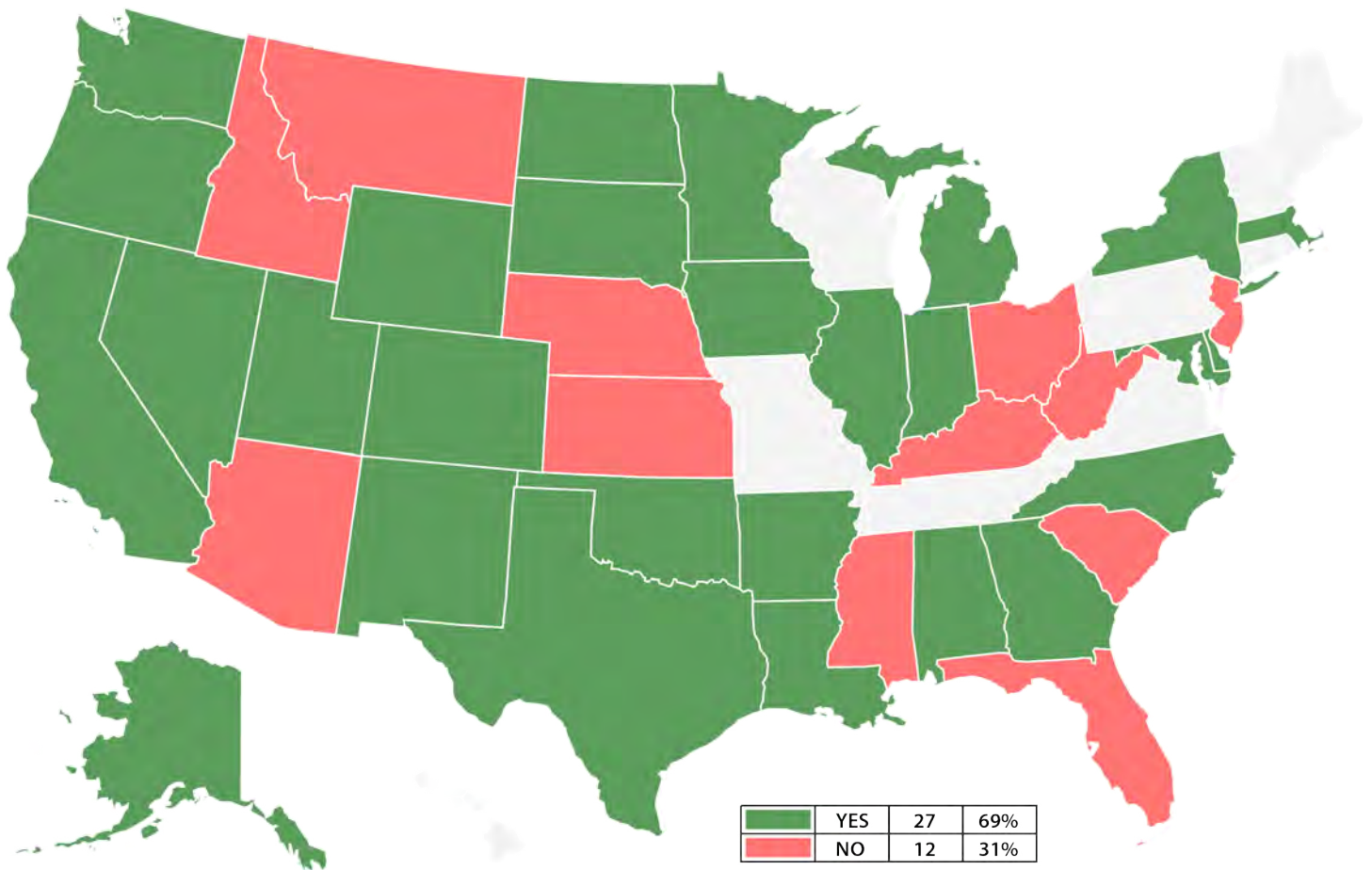


| | |
|--------------|---|
| California | varies by district |
| Colorado | varies |
| Montana | 1.5 mils on real property, 3 mils on special projects |
| Nebraska | varies by district |
| New Mexico | varies per district |
| North Dakota | 0.02 |
| Ohio | each individual SWCD can ask for a rate |
| Oregon | 3-9% |
| Washington | local assessment per district 25 % have. County administration, 5\$per parcel |
| Wyoming | Upto 1 mill |

LINKS TO STATE CONSERVATION DISTRICT CODE OR STATUTE

| | |
|----------------|---|
| Alabama | http://www.legis.state.ak.us/basis/folio.asp Alaska Statutes 41.10 |
| Alaska | http://www.legis.state.ak.us/basis/statutes.asp#41.10 |
| Arizona | http://www.azleg.gov/ArizonaRevisedStatutes.asp?Title=37 Arizona Revised Statutes Title 37, Chapter 20 |
| California | http://www.crcd.org/prcode99.html |
| Colorado | http://www.lexisnexis.com/hottopics/Colorado/ |
| Delaware | http://delcode.delaware.gov/title7/c039/index.shtml |
| Florida | http://www.leg.state.fl.us/Statutes/index.cfm?App_mode=Display_Statute&URL=0500-0599/0582/0582ContentsIndex.html&StatuteYear=2011&Title=-%3E2011-%3EChapter%20582 |
| Georgia | http://www.lexisnexis.com/hottopics/gacode/Default.asp Search OCGA 2-6-20 thru 2-6-52 |
| Idaho | http://legislature.idaho.gov/idstat/Title22/T22CH27.htm |
| Illinois | Ill. Compiled Statutes, chapter 70, par. 405/1 et seq. |
| Indiana | http://iga.in.gov/documents/a2e7c954 (14-32 page 793) |
| Iowa | http://coolice.legis.iowa.gov/Cool-ICE/default.asp?category=billinfo&service=iowaCode&ga=83&input=161A |
| Kansas | http://kansasstatutes.lesterama.org/Chapter_2/Article_19/2-1904.html |
| Kentucky | http://www.lrc.ky.gov/Statutes/chapter.aspx?id=37693 http://www.lrc.ky.gov/Statutes/chapter.aspx?id=38498 |
| Louisiana | www.legis.la.gov/legis/LawSearch LA R.S. .3., Chapter 9. Soil Conservation, Part I. Soil and Water Conservation Districts, Sec. 1201 - 1221. |
| Maryland | http://mda.maryland.gov/resource_conservation/Pages/committees.aspx |
| Massachusetts | https://malegislature.gov/Laws/GeneralLaws/PartI/TitleII/Chapter21/Section20 |
| Michigan | MACD.org |
| Minnesota | https://www.revisor.leg.state.mn.us/statutes/?id=103C |
| Mississippi | http://www.lexisnexis.com/hottopics/mscode/ Title 69, Chapter 27 |
| Montana | http://dnrc.mt.gov/cardd/Publications/2012CDlawbook.pdf |
| Nebraska | http://nebraskalegislature.gov/laws/statutes.php?statute=2-3201 Neb Rev Stat. 2-3201 through 2-32,115 |
| Nevada | http://www.leg.state.nv.us/NRS/NRS-548.html |
| New Jersey | http://www.state.nj.us/agriculture/divisions/anr/pdf/Rules2006.pdf |
| New Mexico | http://www.nmda.nmsu.edu/wp-content/uploads/2012/03/SWCD73_20_25-49.pdf |
| New York | http://public.leginfo.state.ny.us/LAWSSEAF.cgi?QUERYTYPE=LAWS+&QUERYDATA=@LLSWC+&LIST=LAW+&ROWSER=EXPLORER+&TOKEN=17616089+&TARGET=VIEW |
| North Carolina | http://www.ncagr.gov/SWC/commission/documents/Chapter139.pdf |
| North Dakota | http://www.legis.nd.gov/cencode/t04c22.pdf?20131218092844 |
| Ohio | http://codes.ohio.gov/orc/1515 |
| Oklahoma | http://www.ok.gov/conservation/Conservation_Districts/Conservation_District_Act/index.html |
| Oregon | http://www.oregon.gov/ODA/SWCD/Pages/index.aspx |
| South Carolina | http://www.scstatehouse.gov/code/title48.php Chapter 9 |
| South Dakota | http://legis.sd.gov/Statutes/Codified_Laws/DisplayStatute.aspx?Type=Statute&Statute=38-8 |
| Texas | www.texas.gov |
| Utah | http://www.le.state.ut.us/UtahCode/section.jsp?code=4-18 Utah Conservation Commission http://www.le.state.ut.us/UtahCode/section.jsp?code=17D-3 Conservation District Act |
| Washington | http://apps.leg.wa.gov/rcw/default.aspx?cite=89.08 |
| West Virginia | http://www.legis.state.wv.us/WVCODE/ChapterEntire.cfm?chap=19&art=21A |
| Wyoming | http://legisweb.state.wy.us/statutes/statutes.aspx?file=titles/Title22/T22CH29.htm |

IS FEDERAL FUNDING AVAILABLE IN YOUR STATE TO SUPPORT CONSERVATION DISTRICTS?

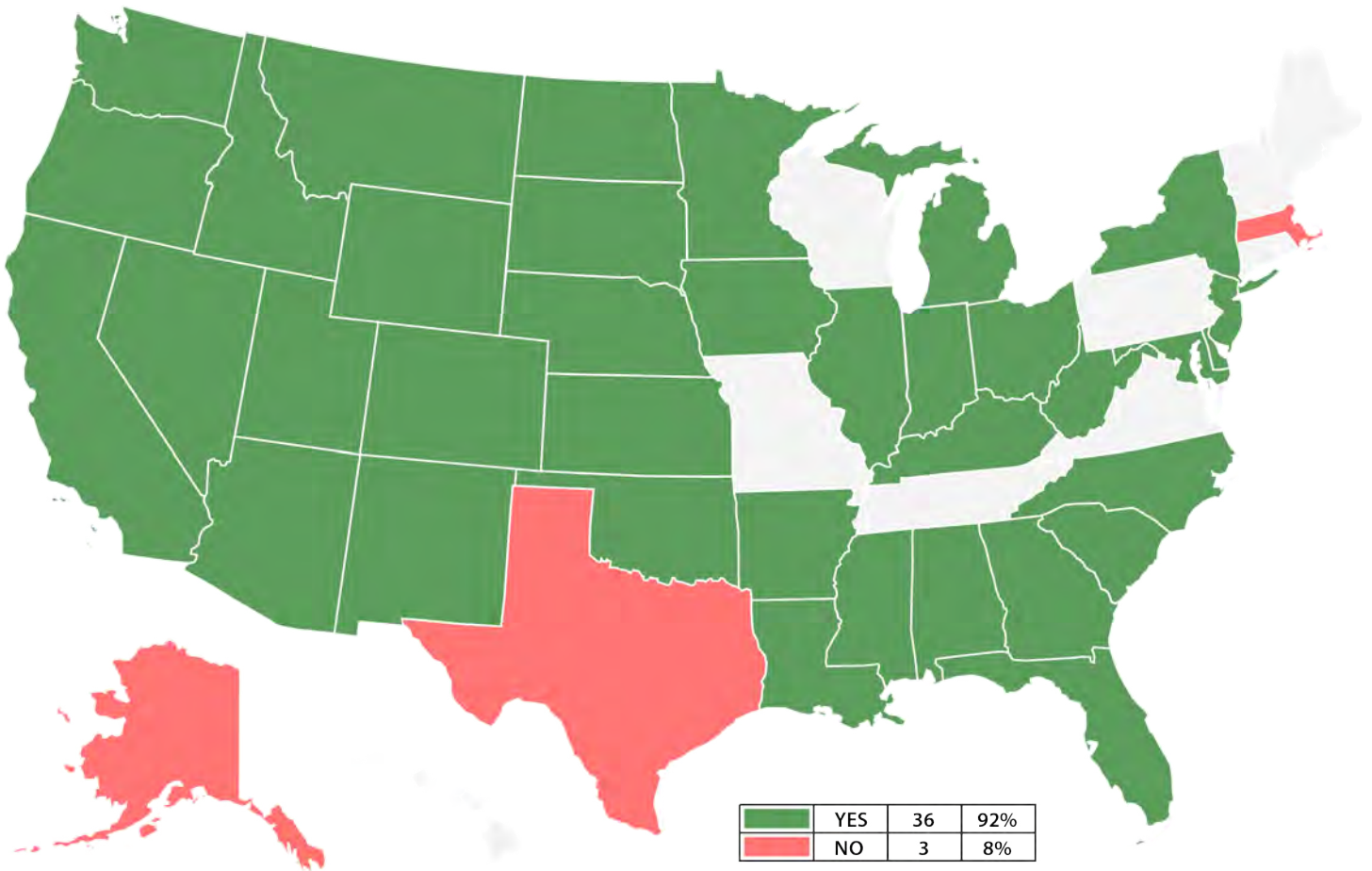


| | Available Through | | |
|---------------|---|----------------|--|
| Alabama | State Agency | Minnesota | State Association |
| Alaska | State Association, Directly to conservation districts | Nevada | Directly to conservation districts |
| Arkansas | State Agency | New Mexico | State Association, NRCS |
| California | Directly to conservation districts | New York | USDA NRCS |
| Colorado | State Agency | North Carolina | state agency through contribution agreement |
| Delaware | State Agency, Directly to conservation districts | North Dakota | Directly to conservation districts |
| Georgia | State Association, Directly to conservation districts | Oklahoma | State Agency, Directly to conservation districts |
| Illinois | USDA NRCS | Oregon | Directly to conservation districts |
| Indiana | State Association | South Dakota | State Association, NRCS Contribution Agreements |
| Iowa | Directly to conservation districts | Texas | RFP through State board |
| Louisiana | State Agency | Utah | NRCS - Contribution agreements |
| Maryland | State Agency, State Association | Washington | State Agency, Directly to conservation districts |
| Massachusetts | State Association | Wyoming | State Association |
| Michigan | State Agency, State Association, Directly to conservation districts | | |

HOW LARGE IS YOUR STAFF?

| | |
|----------------|--|
| Alabama | 7 |
| Alaska | 1 |
| Arizona | 1 |
| Arkansas | 11 |
| California | 471 PYs |
| Colorado | 8 |
| Delaware | 2 FTE's for Conservation Districts |
| Florida | 36 |
| Georgia | 38 |
| Idaho | 17 FTPs |
| Illinois | 11 |
| Indiana | 35 |
| Iowa | 200 |
| Kansas | 9 |
| Kentucky | 19 |
| Louisiana | 14 |
| Maryland | 40 |
| Massachusetts | 1 Full time for state commission |
| Michigan | 25 |
| Minnesota | 95 |
| Mississippi | 14 |
| Montana | 27 |
| Nebraska | 1 Full/3 Part time |
| Nevada | 3 |
| New Jersey | 5 |
| New Mexico | 12 people |
| New York | 13.5 FTEs |
| North Carolina | 42 |
| North Dakota | 1.25 |
| Ohio | SWCD support section -8 |
| Oklahoma | 51 |
| Oregon | 4 |
| South Carolina | 3 FTEs and 3 temporary full-time |
| South Dakota | 3 |
| Texas | 72 |
| Utah | 2 Commission employees + about 50 CD staff and association staff |
| Washington | 17 |
| West Virginia | 72 |
| Wyoming | 5 |

DO YOU HAVE STAFF THAT WORK DIRECTLY WITH CONSERVATION DISTRICTS

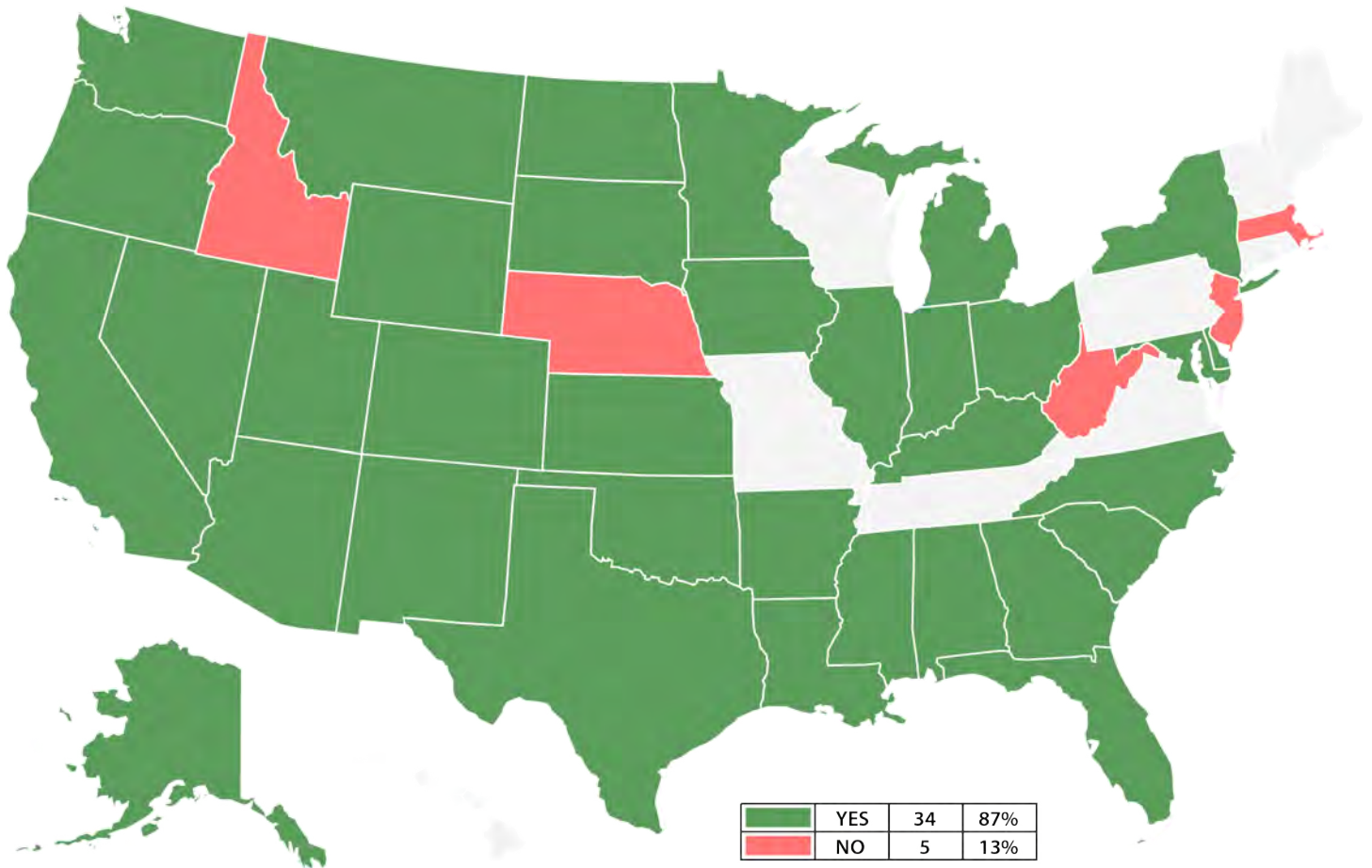


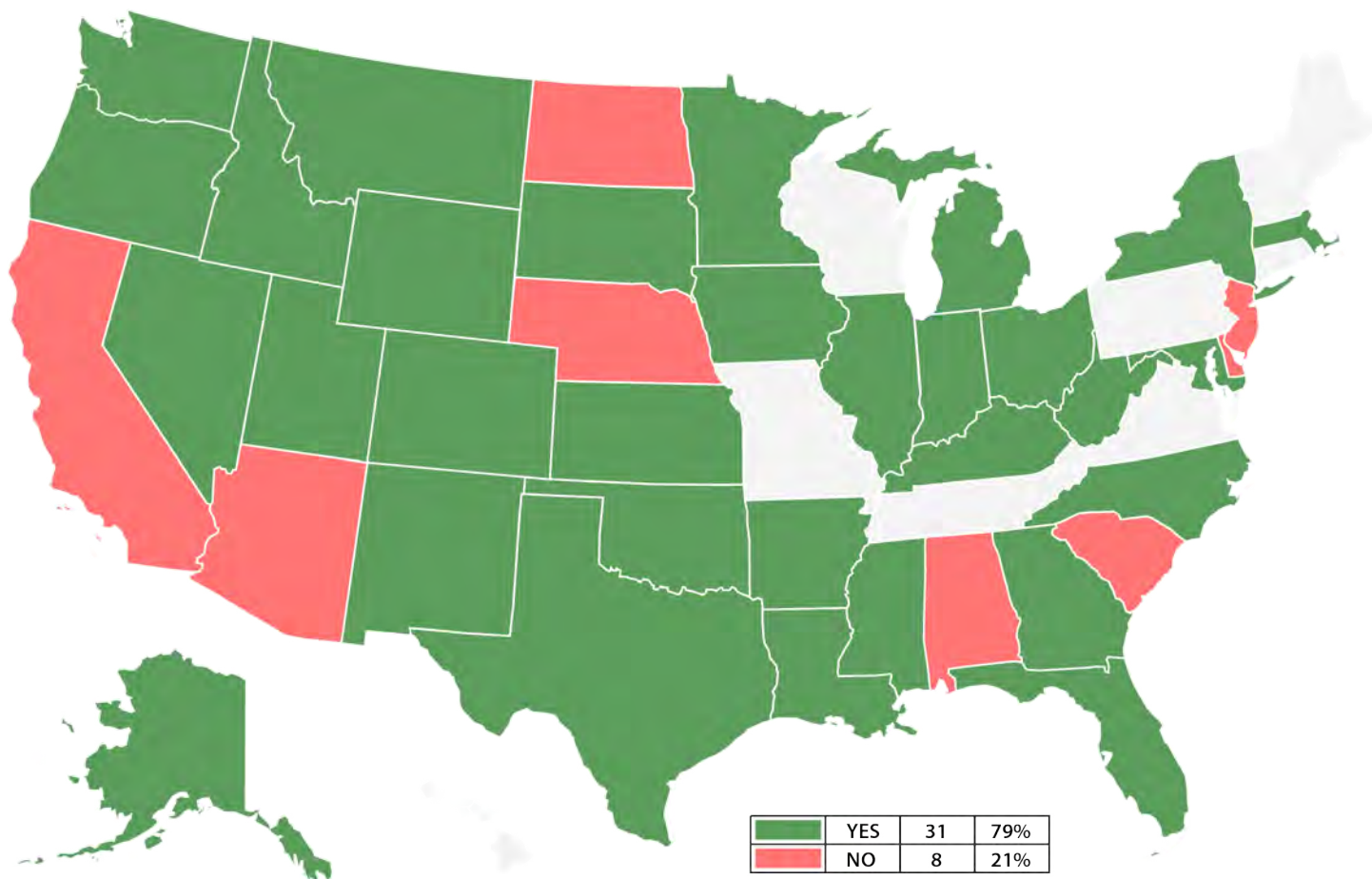
| | Districts served per staff member | Staff members located in |
|----------------|---|---|
| Alabama | 67 | Your office |
| Arizona | 32 | Your office |
| Arkansas | 25 | Your office |
| California | highly variable | District Offices |
| Colorado | | Regional office |
| Delaware | 3 | Your office |
| Florida | 4 more or less (15 field staff) | Regional office |
| Georgia | 5 regional reps have responsibility for up to 10 districts each | Regional office |
| Idaho | '8-4 | Your Office & District Offices |
| Illinois | Roughly 25 Districts | Regional office |
| Indiana | approx. 18 | Regional office |
| Iowa | we have 20 staff in the state office and 180 work in the 100 district offices | |
| Kansas | | Main staff of 9, & 11 conservation technicians in service centers |
| Kentucky | 13-14 | various conservation districts across the state |
| Louisiana | no staff is assigned to a specific district | state and field offices |
| Maryland | 8 | Regional office |
| Michigan | 15 on average | home offices |
| Minnesota | 7 to 9 | Regional office |
| Mississippi | 12 - 14 | Your office |
| Montana | we don't divided up the districts by staff member, all staff are available to serve our 58 districts | Your office |
| Nebraska | all | Your office |
| Nevada | '7-9 | NRCS offices |
| New Jersey | 15 | Your office |
| New Mexico | 12 | various locations throughout the state |
| New York | 13 | Your Office & District Offices |
| North Carolina | average 17 districts per coordinator | regional and District Offices |
| North Dakota | 0 | NA |
| Ohio | '12-19 | Regional office |
| Oklahoma | 87 | Your office |
| Oregon | 45 | Your office |
| South Carolina | 46 | NRCS Service Center |
| South Dakota | 34 | Two are located in Pierre and one is located in Sioux Falls |
| Utah | varies, we're beginning to implement District managers that are focusing on the needs on a one or two CD's. Other employees may cover up to 6 or 7 CD's | NRCS field offices or other county buildings |
| Washington | 45 total districts | Your Office & District Offices |
| West Virginia | Provide administrative staff to each of the 14 districts, as well as technical staff. | Regional office |
| Wyoming | 34 | Regional office |

WHO EMPLOYS TECHNICAL STAFF LIKE PLANNERS AND ENGINEERS?

| | Conservation Districts | State Agency | Local Government | State Association | Other |
|----------------|------------------------|--------------|------------------|-------------------|---|
| Alabama | X | | X | | |
| Alaska | X | | | | NRCS |
| Arizona | | | | | NRCS |
| Arkansas | X | X | | | |
| California | X | | | | |
| Colorado | X | | | | |
| Delaware | X | X | | | |
| Florida | | | | | Mostly through contracts funds come from state agency |
| Georgia | | X | | | |
| Idaho | | X | | | |
| Illinois | X | | | | Conservation Districts have technical staff called Resource Conservationists. |
| Indiana | X | X | | | |
| Iowa | | X | | | |
| Kansas | | X | | | |
| Kentucky | X | | | | |
| Louisiana | X | X | | | |
| Maryland | X | X | X | | NRCS |
| Massachusetts | | | | X | |
| Michigan | X | X | | | |
| Minnesota | X | X | X | | |
| Mississippi | X | | | | |
| Montana | X | X | X | X | |
| Nebraska | | | | | Consultants & NRCS |
| Nevada | | | | | NRCS |
| New Jersey | X | X | | | |
| New Mexico | X | | X | X | NRCS |
| New York | X | | | | State |
| North Carolina | X | X | | | |
| North Dakota | X | | | | |
| Ohio | X | X | | | |
| Oklahoma | | X | | | NRCS |
| Oregon | X | | | | |
| South Carolina | | X | X | | Federal employees |
| South Dakota | | | | X | |
| Texas | X | X | | | |
| Utah | X | X | | X | |
| Washington | X | | | | |
| West Virginia | | X | | | |
| Wyoming | | X | | | |

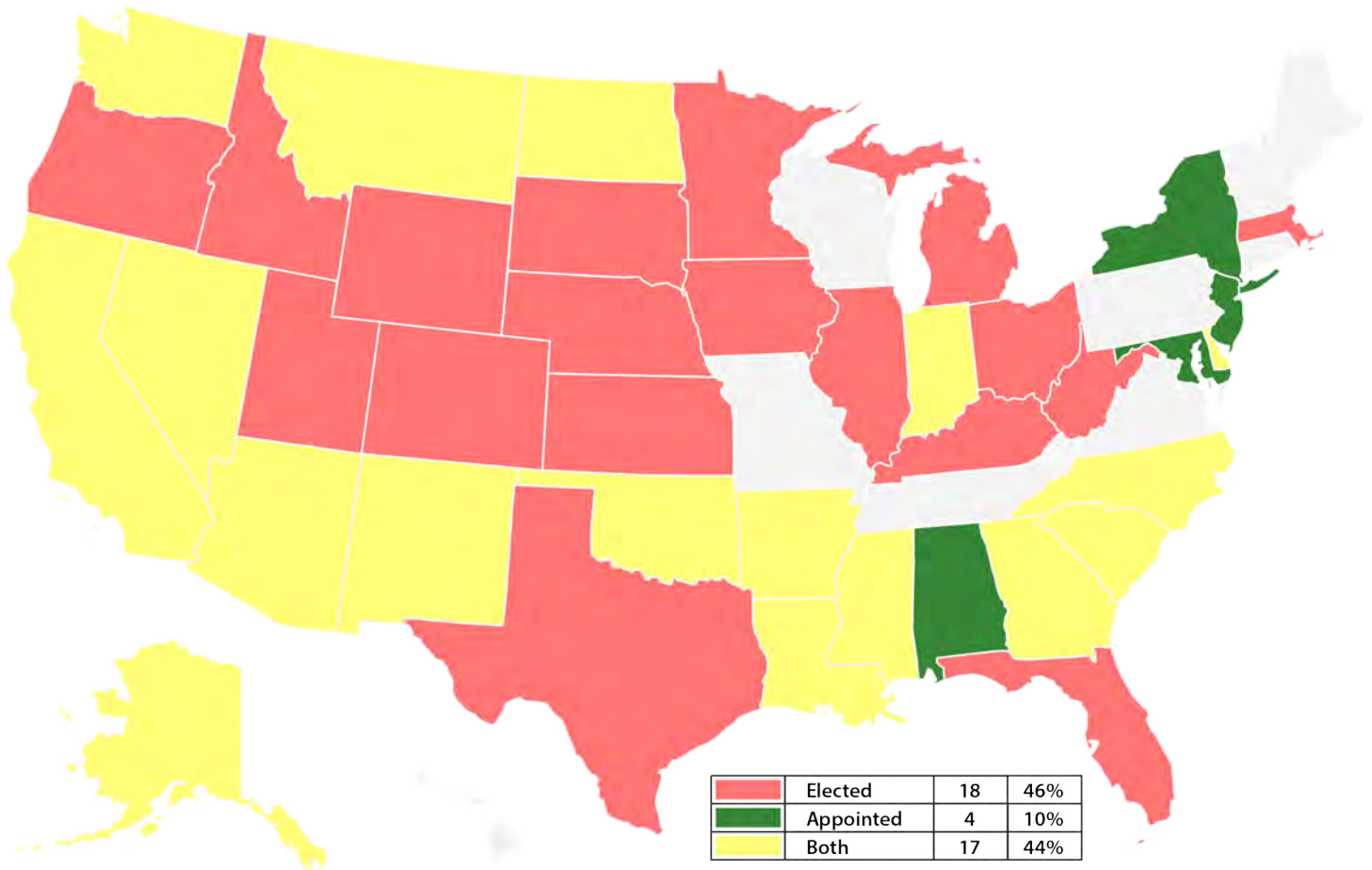
DO YOUR CONSERVATION DISTRICTS IMPLEMENT OR SUPPORT FARM BILL PROGRAMS





| | How do you ensure conservation district accountability |
|----------------|--|
| Alaska | By providing a District Operations Manual and various other tools to assist districts in adhering to applicable statutes and regulations. Reporting to the state conservation board is required monthly and annually. Operational performance failures can result in state funding suspension. |
| Arkansas | Annual audits |
| Colorado | Audits |
| Florida | There is a Special District Program in Florida and SWCDs are part of it. There are statutory requirements for accountability and it is a fee driven program. |
| Georgia | Annual financial report, Annual plan of work, Annual report of accomplishments |
| Idaho | Required reports (certified) by district supervisors, audits required by state statute |
| Illinois | Audits/District Reports/Spot Checks of Completed Conservation Practices |
| Indiana | District Deadline Verification Tool, Sharepoint Data Entry Sight, State Board of Accounts Audits |
| Iowa | We have supervisors and administrators that work with each district, using a Policies and Procedures Manual, commissioners handbook, code of Iowa and program administrative rules |
| Kansas | Perform quality assurance reviews jointly with NRCS |
| Kentucky | Through our Districts in Good Standing Program. Conservation district must meet statutory and program requirements in order to receive their full amount of direct aid funds from the state. |
| Louisiana | Require annual plans and accomplishment reports, annual audits, office and district board meeting visits and monthly board meeting minutes that contain specific information and documents as/state agency requirements. |
| Maryland | annual workplans and contracts conveying staff & operating support are tied to outcomes in workplans |
| Massachusetts | Districts are required to complete annual audits and submit reports on activities. |
| Michigan | Audits, Grant requirements |
| Minnesota | District Financial Audits, Cost-Share program spot checks, Performance Review and Assessments (every 10 years), Annual Workplans, Annual Reports. |
| Mississippi | Districts are required to submit financial statements annually. |
| Montana | annual plans, audits, contracts |
| Nevada | through regulation and the State Conservation Commission |
| New Mexico | Through reporting requirements and point system document. If they follow the requirements and point system suggested action items they will be fully funded. |
| New York | State Comptroller Filing and Audit |
| North Carolina | NCGS 159, Article 3 - Local Government Budget & Fiscal Control Act |
| Ohio | internal audits annually, official fiscal audits every two years, SWCDs are required to use the Commission Soil and Water Information Management system. (SWIMS) |
| Oregon | By delaying or withholding funding for non-performance |
| South Dakota | We have reporting requirements. Further, state law grants the State Conservation Commission oversight over the conservation districts. |
| Texas | Performance reports and financial reports |
| Utah | Reporting and Auditing requirements - regular training - funding made available after reporting for the previous year is complete |
| Washington | Good Governance program, implementation monitoring |
| West Virginia | We conduct spot checks on open meetings laws, minutes and agricultural cost-share programs and accounting practices. |
| Wyoming | By Wyoming State Statutes |

ARE YOUR CONSERVATION DISTRICT OFFICIALS: ELECTED, APPOINTED OR BOTH

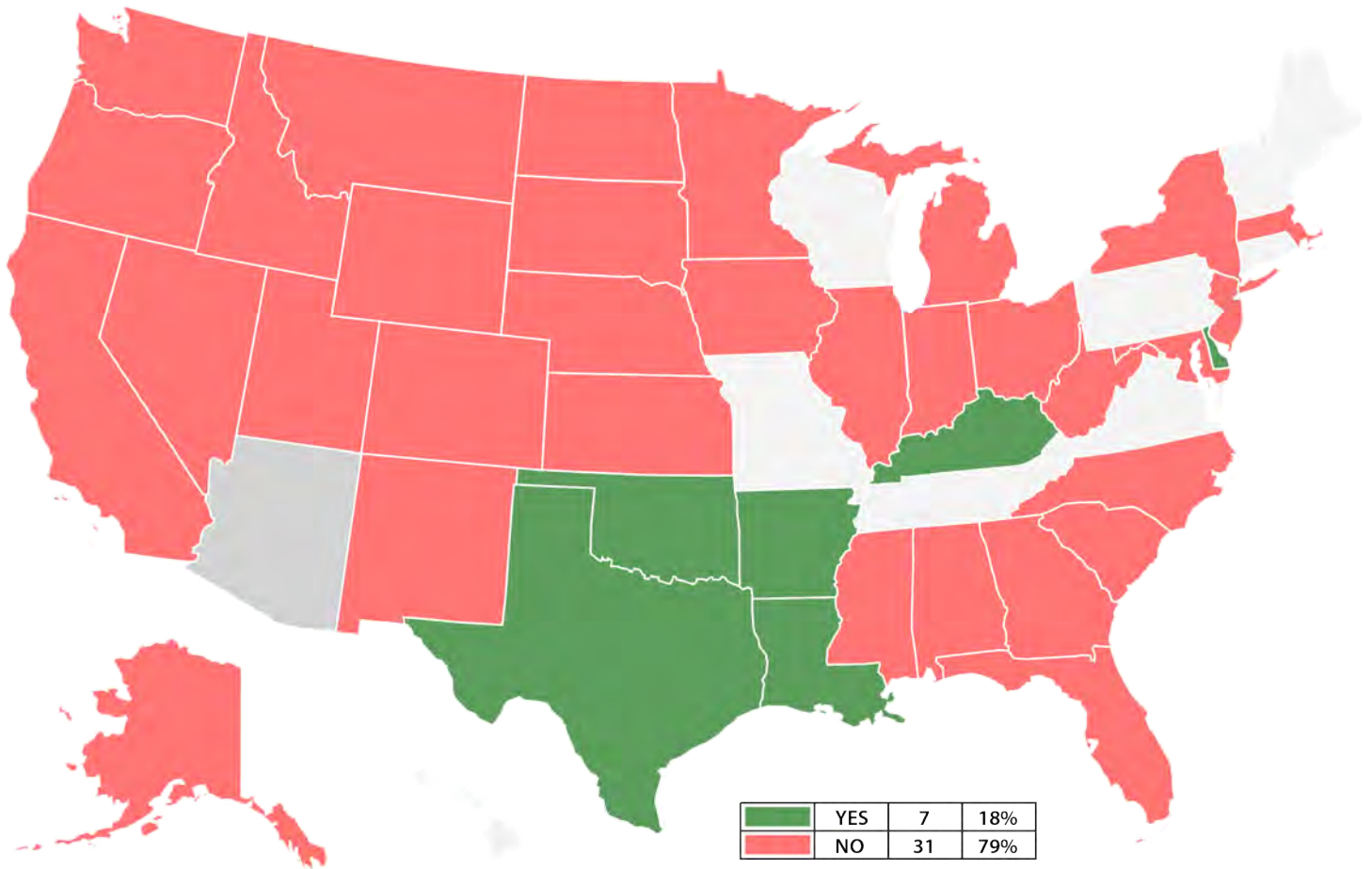


| Elected | Is the election part of the state's general election | Who conducts the election for conservation district officials |
|---------------|--|--|
| Colorado | No | The State agency |
| Illinois | No | District Employees |
| Kansas | No | Board of supervisors |
| Massachusetts | No | The State Commission administers the elections at the district level. |
| Michigan | No | Local polling official |
| Ohio | No | The Commission is responsible, ODNR Division staff in partnership with the district over sees the election |
| Texas | No | The district |
| Utah | No | Utah Conservation Commission office - Utah Department of Agriculture and Food |
| Florida | Yes | |
| Idaho | Yes | |
| Iowa | Yes | |
| Kentucky | Yes | |
| Minnesota | Yes | |
| Nebraska | Yes | |
| Oregon | Yes | |
| South Dakota | Yes | |
| West Virginia | Yes | |
| Wyoming | Yes | |

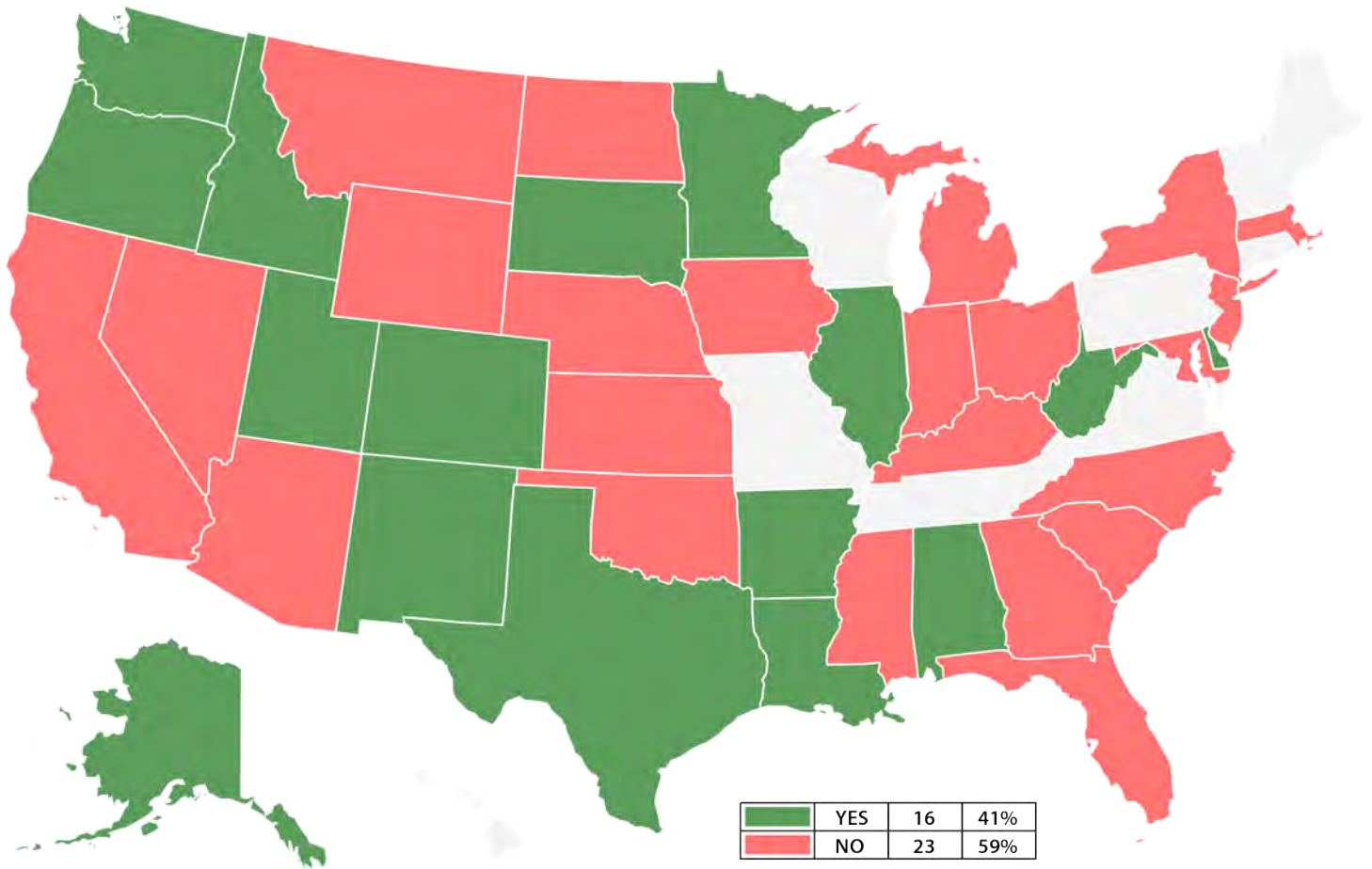
| Appointed | Who appoints conservation district officials |
|------------|---|
| Alabama | State Soil and Water Conservation Committee |
| Maryland | State soil conservation committee appoints 4 county gov't appoints 1 |
| New Jersey | State Soil Conservation Committee |
| New York | County Legislative Body |

| Elected & Appointed | Is the election part of the state's general election | Who conducts the election for conservation district officials | Who appoints conservation district officials |
|---------------------|--|---|---|
| Alaska | No | The Executive Director of the state board (Natural Resource Conservation & Development Board) | The Executive Director of the state board (Natural Resource Conservation & Development Board) |
| Arizona | No | Myself | The Arizona State Land Commissioner |
| Arkansas | No | the Commission oversees elections, elections conducted by the directors appointed by the Commission | Arkansas Natural Resource Commission |
| California | No | local government | questions |
| Delaware | No | The Districts | Secretary of DNREC |
| Indiana | No | Elections are held at SWCD annual meetings | SWCD board of supervisors |
| Louisiana | No | Districts under the direction of the State Soil and Water Conservation Commission. | State Soil and Water Conservation Commission |
| Mississippi | No | The Mississippi Soil and Water Conservation Commission (MSWCC) is responsible for conducting district official elections. The MSWCC does rely upon assistance from district officials and employees in carrying out the election process. | The State Soil and Water Conservation Commission board. |
| Nevada | No | all registered voters in the district can vote | each respective board, the County Commission of each county in the district, and if applicable an incorporated city in the district |
| New Mexico | No | Each individual conservation district with the help of their NMDA district specialist, and county officials. | the Soil and Water Conservation Commission |
| Oklahoma | No | Conservation Commission - State Agency | Conservation Commission - State Agency |
| Washington | No | they do | Commission |
| Georgia | Yes | | State Commission Board based on local SWCD recommendations |
| Montana | Yes | | Two supervisors are appointed in each district by incorporated cities and towns |
| North Carolina | Yes | | NC Soil & Water Conservation Commission |
| North Dakota | Yes | | Elected officials |
| South Carolina | Yes | | SC DNR Board |

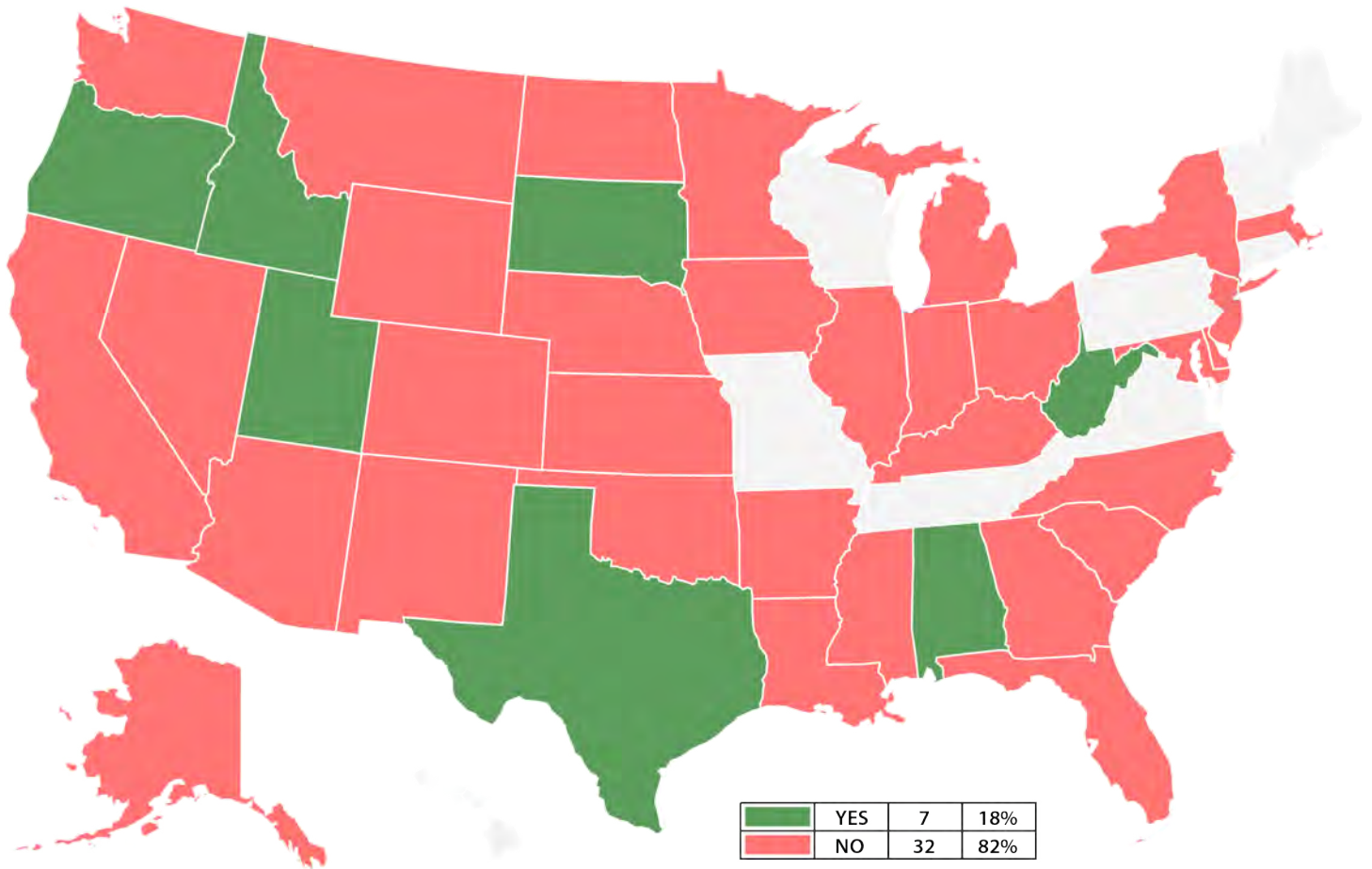
DOES YOUR AGENCY ADMINISTER THE 319 PROGRAM IN YOUR STATE?



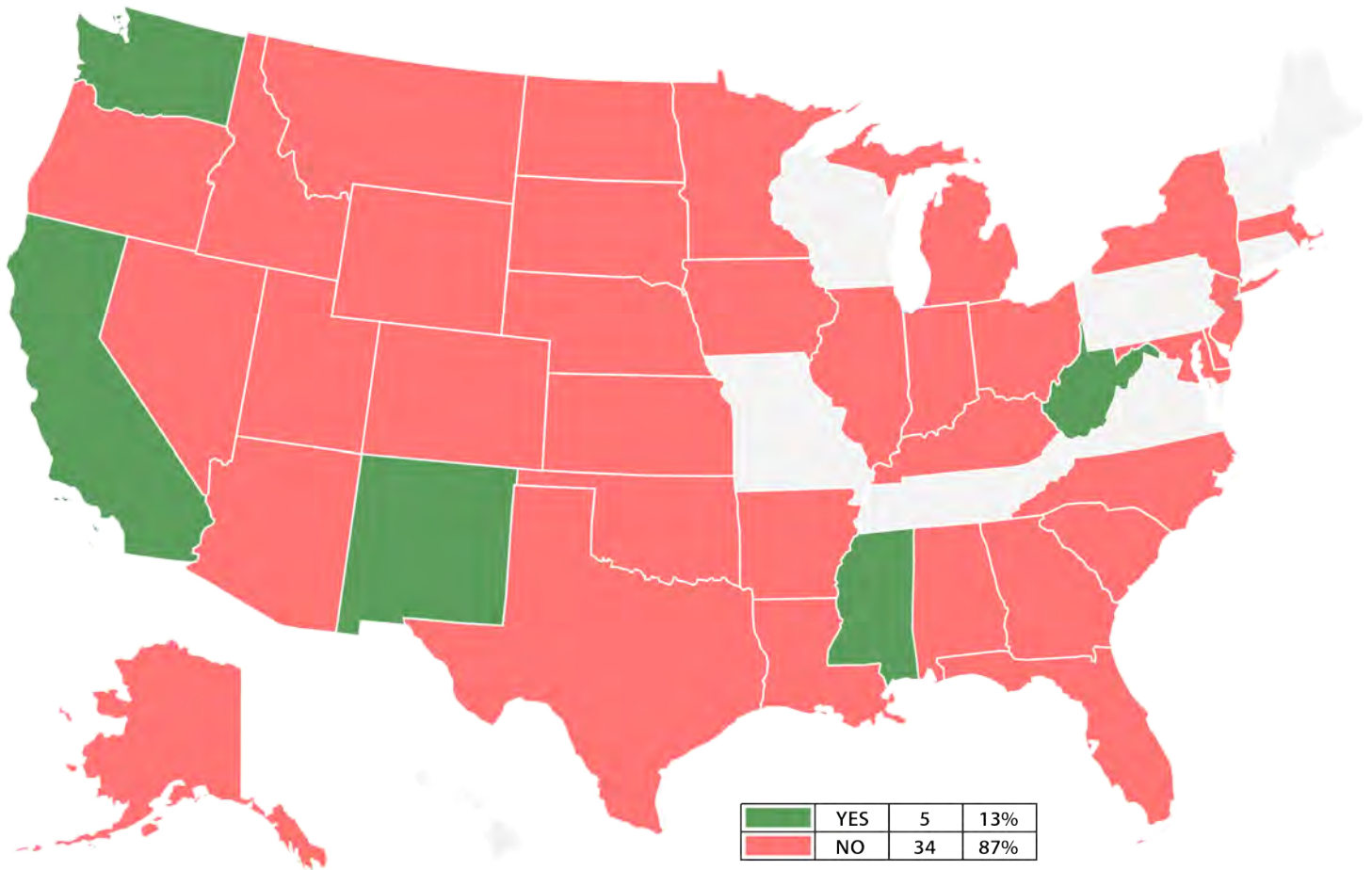
ARE YOUR CONSERVATION DISTRICT OFFICIALS REQUIRED TO BE LANDOWNERS



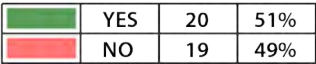
ARE YOUR CONSERVATION DISTRICT OFFICIALS REQUIRED TO BE FARMERS



ARE CONSERVATION DISTRICT OFFICIALS RESTRICTED IN PARTICIPATING IN STATE COST-SHARE PROGRAMS



| | How are conservation district officials restricted in participating in State cost-share programs |
|---------------|---|
| California | |
| Mississippi | In order to participate in State cost-share programs, districts officials must resign and be off the local board for one year . |
| New Mexico | |
| Washington | state limit that applies to municipal officers |
| West Virginia | State law prohibits elected officials from receiving more than a \$1,000 benefit per calendar year from programs they have direct authority over. |

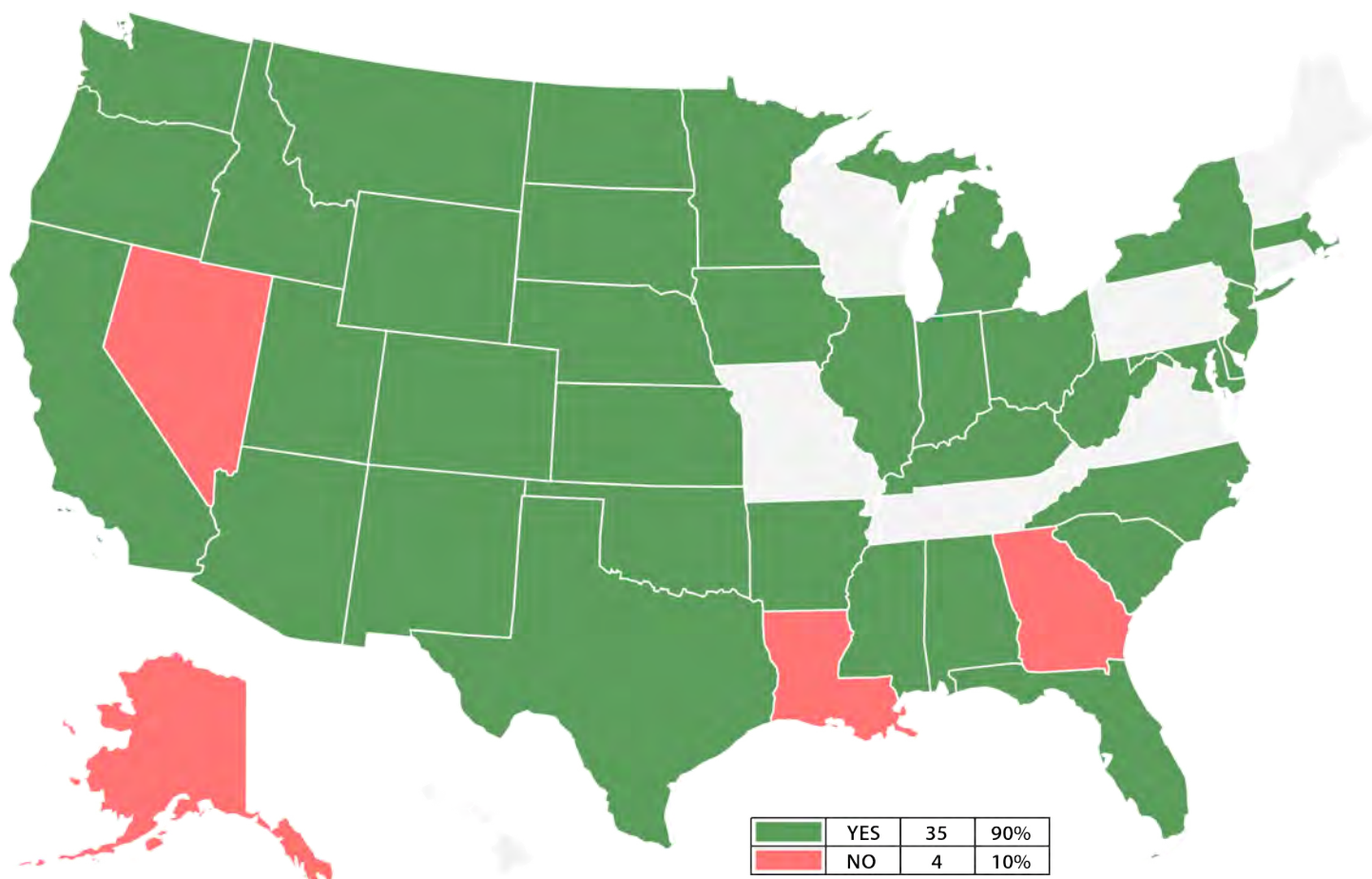


| | Under what circumstances would the conservation district officials be removed | What is the process |
|----------|---|---|
| Alabama | Malfeasance of Office | |
| Alaska | Public official ethics violations or other instances of breaking the law such as embezzlement, fraud etc... | This is unclear. It hasn't been needed since I've been on board. |
| Arizona | The commissioner may remove a district supervisor from such office if the commissioner determines, after reasonable notice and an impartial hearing, that the supervisor is guilty of misfeasance, malfeasance or nonfeasance in office. "Nonfeasance" includes the failure to attend three consecutive meetings of district supervisors without reasonable excuse. | A hearing through the Arizona Office of Administrative Hearings. |
| Arkansas | Neglect of duty or malfeasance of office | "A person notifies the Executive Director of neglect by filing a petition stating the specific allegations, petition must be signed accompanied with an affidavit. The Executive Director investigates the allegations. The Commission reviews the Directors findings and determines if a hearing is warranted. if so an hearing is conducted as an administrative adjudication under the Administrative Procedures Act. The Commission shall enter a finding of fact or conclusion of law and based on the record presented remove a director for neglect of malfeasance. The commission shall appoint a successor." |
| Delaware | Violation of State or Federal Law | Removed by Secretary of DNREC |
| Georgia | Malfeasance of office, Neglect of duty | Not a formal process at this time |

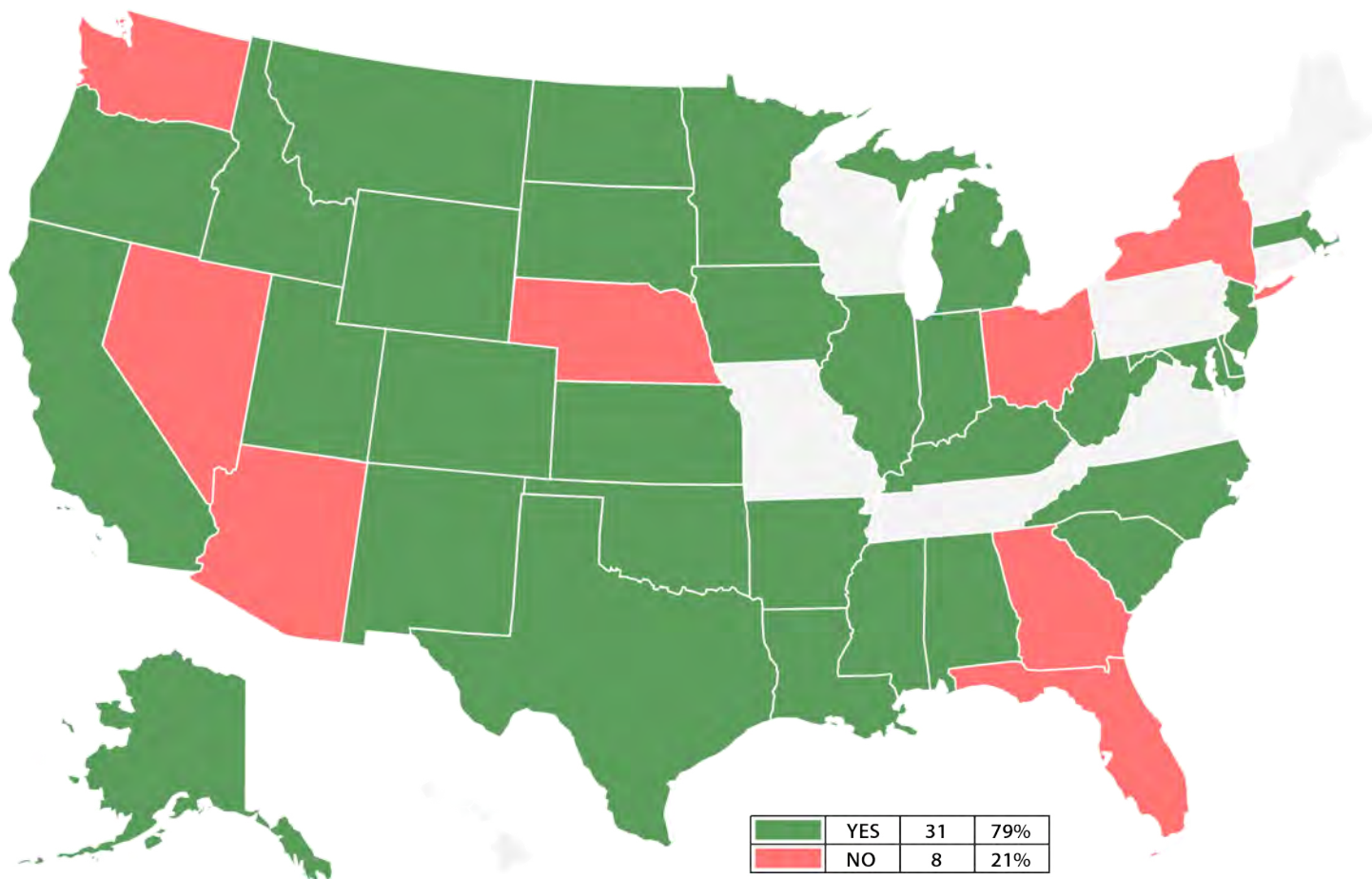
| | Under what circumstances would the conservation district officials be removed | What is the process |
|----------------|---|--|
| Kansas | Neglect, illegal activity, etc | Defined in law |
| Maryland | failure to attend at least 50% of SCD meetings in a 12 month period neglect of duty or malfeasance in office" | attendance tracking; SCD board may appeal for cause (such as illness etc), neglect etc- require notice & hearing prior" |
| Michigan | Neglect of duty or malfeasance in office | Factual review, notice and hearing. Though, it has never been done. |
| Montana | neglect of duty | Violations are reviewed by the department and if violations are confirmed, supervisors can be removed by the department head. |
| New Jersey | malfeasance, failure to meet established performance standards | For malfeasance, the State Soil Conservation Committee would conduct a special hearing, with action to be formally taken at the following regularly scheduled meeting. For failure to meet established standards, the Committee would not approve the district officials reappointment at the end of their term. |
| North Carolina | for neglect of duty, incompetence or malfeasance in office | District supervisor removal guidance can be found as second bullet under http://www.ncagr.gov/SWC/commission/policies.html |
| Ohio | malfeance in office | notice to remove, must have hearing. We have never used this provision in Ohio |
| Oklahoma | Malfeasance | "Any director may be removed from office by the Commission, upon notice and hearing, for neglect of duty or for malfeasance in office." |
| South Carolina | Neglect of duty or malfeasance in office | DNR board would give notice and hold a hearing |
| South Dakota | An official may be removed for neglect of duty or malfeasance in office but for no other reason. | A hearing is conducted by the State Conservation Commission. |
| Texas | Neglects the duty of office, guilty of malfeasance, is disqualified as district voter | district petition, state board notice and hearing |
| Utah | Inactive in participation - although we work with them. It has always been a consensus when a change takes place with a letter of resignation | |
| Washington | it is outlined in the rcw... Supervisors shall serve without compensation, but they shall be entitled to expenses, including travelling expenses, necessarily incurred in discharge of their duties. A supervisor may be removed by the state conservation commission upon notice and hearing, for neglect of duty or malfeasance in office, but for no other reason. | local hearing with notification.. |
| Wyoming | Any supervisor can be removed from office for neglect of duty or malfeasance in office by Board of Agriculture upon notice and hearing | Explained above |

CONSERVATION DISTRICT BOUNDARIES ARE BASED ON:

| | |
|----------------|--|
| Alabama | County Lines |
| Alaska | determined by districts |
| Arkansas | County Lines |
| California | established by Local Agency Formation Commission |
| Delaware | County Lines |
| Florida | County Lines |
| Georgia | County Lines |
| Idaho | County Lines |
| Illinois | County Lines |
| Indiana | County Lines |
| Iowa | County Lines |
| Kansas | County Lines |
| Kentucky | County Lines |
| Louisiana | both |
| Maryland | county bounds except 1=geographic |
| Massachusetts | County Lines |
| Michigan | County Lines |
| Minnesota | County Lines |
| Mississippi | County Lines |
| Montana | Basically county lines but we have a few exceptions |
| Nebraska | Watershed Boundaries |
| Nevada | determined by the Commission |
| New Jersey | County Lines |
| New York | County Lines |
| North Carolina | County Lines |
| North Dakota | County Lines |
| Ohio | County Lines |
| Oklahoma | 87 offices / 77 counties - 11 have unique jurisdictional boundary defined when formed |
| Oregon | Watershed Boundaries |
| South Carolina | County Lines |
| South Dakota | Most districts follow county boundaries but there are several that break the counties into several smaller pieces. |
| Texas | majority on county line; a few on watershed basis |
| Utah | some of both county lines and others on watershed boundaries |
| West Virginia | We have regional districts representing from one to six counties. |
| Wyoming | area set by voter needs |

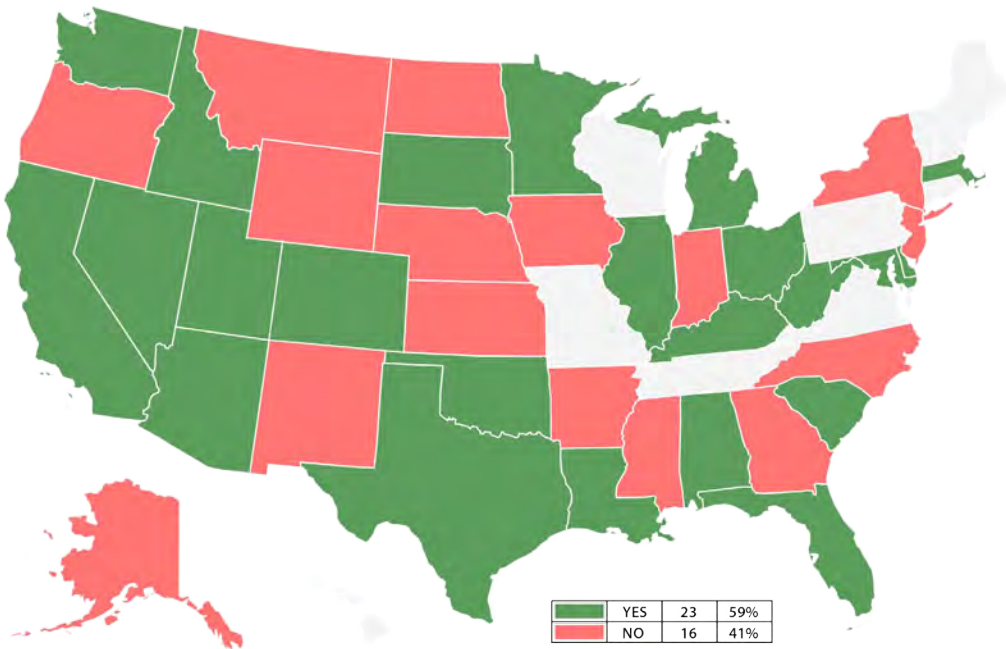


ARE YOUR CONSERVATION DISTRICTS CO-LOCATED WITH NRCS



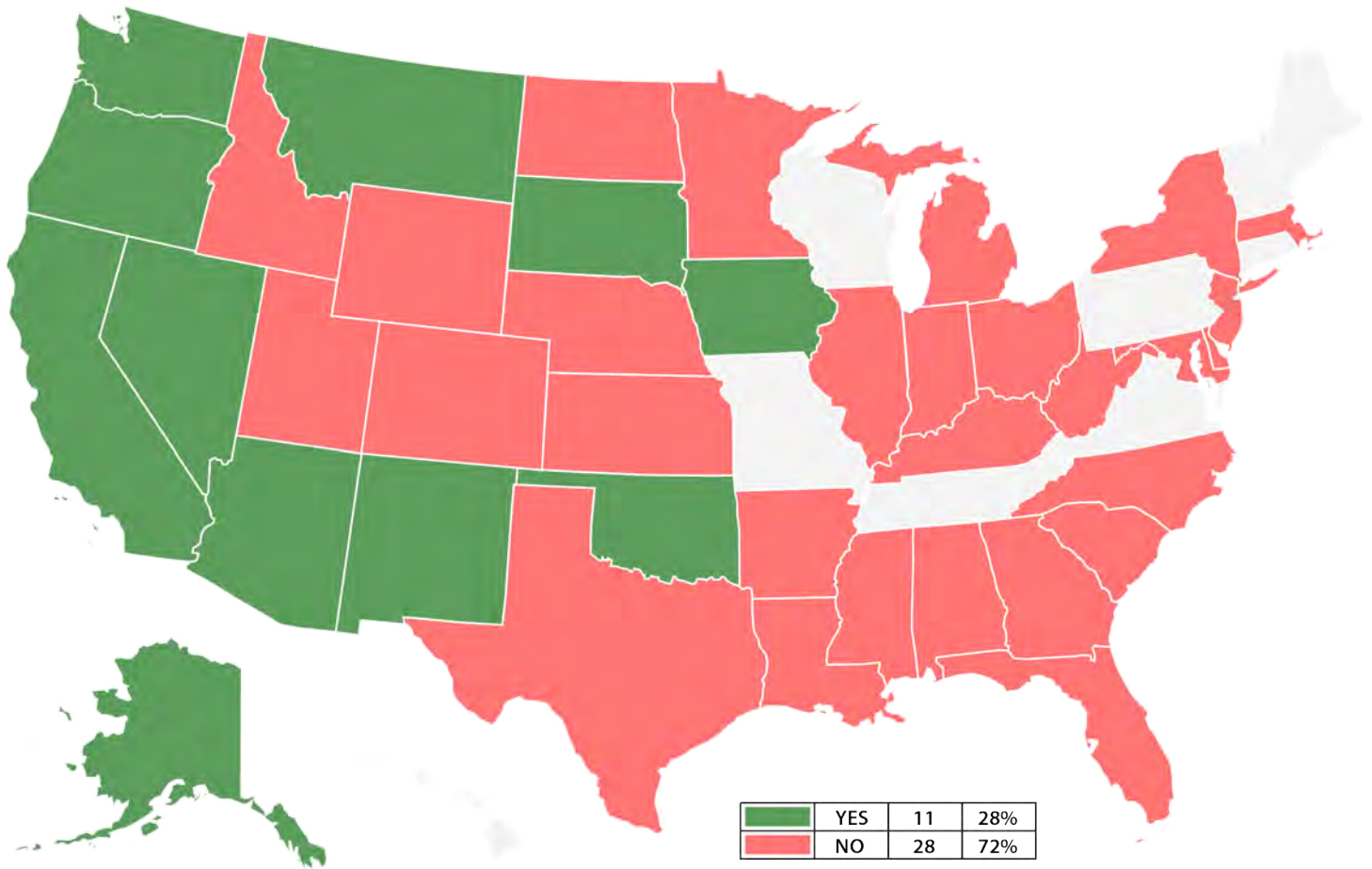
| | Yes | Other |
|----------------|-----|--|
| Alabama | X | |
| Alaska | X | |
| Arkansas | X | |
| California | | RCDs |
| Colorado | X | |
| Delaware | | 2 by Districts, 1 by Feds |
| Idaho | | NRCS mostly |
| Illinois | X | USDA NRCS |
| Indiana | | Feds (NRCS/FSA) |
| Iowa | | USDA NRCS |
| Kansas | X | |
| Kentucky | X | |
| Louisiana | | FSA / NRCS |
| Maryland | | SCD or USDA |
| Massachusetts | X | |
| Michigan | | USDA |
| Minnesota | | Sub lease by District from building owner |
| Mississippi | X | |
| Montana | | It varies some. Districts own some building, most are controlled by the NRCS |
| New Jersey | | conservation district |
| New Mexico | | NRCS or the district |
| North Carolina | | varies per operational agreement; most districts are co-located with NRCS but not all |
| North Dakota | | Private |
| Oklahoma | | varies - some are district owned, some are leased with the lead being either FSA or NRCS |
| Oregon | | SWCDs/feds |
| South Carolina | | USDA (FSA or NRCS) |
| South Dakota | | Mostly NRCS |
| Texas | | |
| Utah | | FSA or NRCS |
| West Virginia | | it's a mix with either federal government or district. |
| Wyoming | | It varies |

HAS LOCALLY-LED CONSERVATION BEEN COMPROMISED IN YOUR STATE IN RECENT YEARS



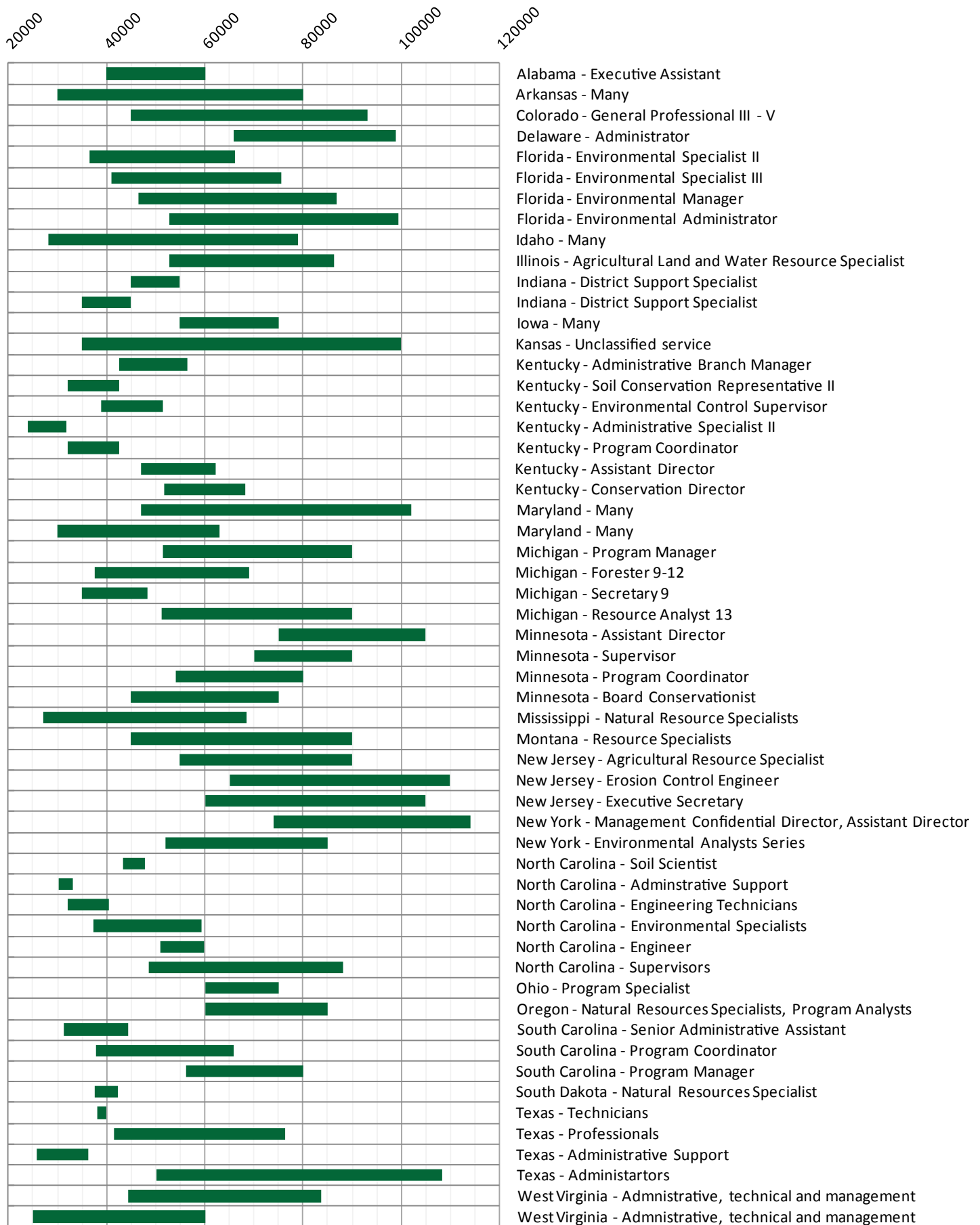
| | |
|----------------|---|
| Alabama | Too much focus on Programs. It is a blessing and a curse. |
| California | lack of funding |
| Colorado | Lack of leadership from local districts; Federal Initiatives; |
| Delaware | "Lack of Funding through NRCS for programs other than Farm Bill. Pull back in State funding, and targeting of State Funding." |
| Florida | The local district conservationist generally controls the process in Florida, and some D.C.s are not big fans of the concept, a step that they sometimes skip over. |
| Idaho | lack of funding, litigation/regulation |
| Illinois | Budget Cuts/Lack of Staff to Deliver Programs |
| Kentucky | Less availability of the use of technical advisory from NRCS due to their loss of technical assistance funds. |
| Louisiana | Reduced participation by district boards in implementation of USDA programs, lack of training of NRCS and district staff and district supervisors pertaining to the district's role in the conservation partnership has resulted in districts relying on the NRCS and not assuming their local leadership role. |
| Maryland | USDA national policies usu. govern FB program implementation; computer system controlled by USDA does not address local or state needs & access by non-federal employees is limited; collaboration is not the norm when establishing policies- example "office of the future exercise in 2012 did not address state & local recommendations |
| Massachusetts | The concept of locally led was strongly supported and carried out for many years. In recent years though that is no longer the case. |
| Michigan | Farm Bill programs drive the focus of local programs |
| Minnesota | Lack of technical training by NRCS, Long waits for grant of technical approval authority from NRCS |
| Nevada | the federal land management agencies |
| Ohio | USDA programs and funds highly targeted and controlled by the State NRCS and Washington policy. |
| South Carolina | A former NRCS State Conservationist made a decision to combine each district's locally-led group meeting into a grouping of 5 to 6 districts loosely based on watershed boundaries. Many districts are not satisfied with this and feel their individual district priorities are not being addressed. |
| South Dakota | Lack of funds has forces many districts to scale back staff (in terms of hours worked or in number of employees). |
| Texas | local input has been diluted into regional input |
| Utah | Conflicts between CD and association decision making processes |
| Washington | NRCS -- the co-location rental rates and security issues have caused the districts to move out.. just too complicated |
| West Virginia | Loss of statewide conservation planning and goal setting due to pressures caused by budget reductions. |

DOES YOUR STATE HAVE TRIBAL CONSERVATION DISTRICTS





JOB CLASSIFICATIONS AND PAY RANGE





**NATIONAL ASSOCIATION OF
STATE CONSERVATION AGENCIES**

PO Box 211
Hartly, DE. 19953
nascanet.org

Report Available online at:
<http://www.nascanet.org/index.php/2013-survey-to-membership/>