

Department of Land
Conservation & Forest
Management

Annual
Performance
Report

2018 & 2019

2/4/2020



Table of Contents

2

Institutional History

3

Organizational Framework & Services

3 - 4

Department Goals & Priorities

5

Current Challenges

6 - 7

Working with Stakeholders
Interagency Coordination

8-11

Land & Water Conservation Division
Responsibilities & Accomplishments

12-15

Forest & Trails Division
Responsibilities & Accomplishments

16-19

Recycling Division
Responsibilities, Overview of Municipal
Recycling Programs & Accomplishments

20 - 21

Fiscal Management & Budgeting

22 – 23

2018 & 2019 Revenues & Expenditures

24-25

Moving Forward

26

List of Map Figures

27

LFCM Organizational Chart, Committee,
and Staff

Institutional History

The Land Conservation & Forest Management Committee was created in 2012 as an outcome of a County Board directive to pursue cost savings through institutional downsizing and reorganization (Resolution #39-11).

As part of this reorganization, select responsibility for forest and trails management was assigned to the County Land Conservation Committee, a statutory committee of County government with powers and responsibilities established under WI Stats., Chapter 92.

The Land Conservation & Forest Management Committee meets monthly to provide policy oversight to programs that use, manage, and conserve the County's land and natural resource base.

This statutory committee carries out its responsibilities working within the operational framework of the County Administrative form of County government.

Under this institutional arrangement, public services and conservation related programs are administrated through the Dept. of Land Conservation and Forest Management.

These services are being implemented to support a high quality environment and productive economy, of direct benefit to the residents of Chippewa County.

Organizational Framework & Services

The Dept. of Land Conservation & Forest Management is staffed by a diverse team of science professionals with training and experience in environmental science, engineering, natural resource management, accounting, and public administration.

Three divisions have been established to provide the administrative structure needed to assure program focus and a platform for ongoing customer service.

Land & Water Conservation Forestry & Trails Recycling & Solid Waste

Department Goals & Priorities

The Land & Water Conservation Division:

- Administers local ordinances and state administrative rules to control agricultural runoff and nonpoint source water pollution from agricultural and urban sources.
- Administers voluntary water conservation initiatives, including targeted watershed and buffer programs to pursue local water management objectives.
- Administers the County Non-Metallic Mining Reclamation Ordinance and Program to assure non-metallic mines are properly operated and reclaimed.
- Administers the Chippewa County Groundwater Inventory Program to monitor groundwater quality and groundwater quantity.
- Administers the Chippewa County Stewardship Program to support the purchase of conservation lands by local municipalities and conservation nonprofit organizations.

The Forest & Trails Division:

- Manages the County Forest and associated special management units to meet public goals for timber production, environmental management, and outdoor recreation.
- Works with user groups to manage and maintain an extensive network of motorized and non-motorized trails.

Recycling & Solid Waste Division:

- Administers the Chippewa County Recycling and Solid Waste Management Program.
- Coordinates and provides administrative, educational, and regulatory services to 28 municipalities that participate in the County Recycling Unit (R.U.).

Department Goals & Priorities (Continued)

Targeting Limited Resources to Achieve Planned Objectives

The Department systematically administers programs and services to pursue well-defined program objectives that have been developed to address resource management issues of priority concern.

Issues of concern and associated program objectives have been defined in a series of long-range plans that have been adopted by the County Board.

Co. Land & Water Resource Mgt. Plan	Co. Comprehensive Plan
Co. Comprehensive Forest Land Use Plan	Co. Strategic Plan

These long-range plans provide policy guidance and offer the foundation for the Department of LCFM annual work plan, and for contributing work plans that are prepared by each staff person.

When applied on an annual basis, these work plans allow the Department to systematically direct available resources (staff hours, \$, skill sets) to pursue long-range resource management goals and institutional objectives, as established by the County Board.

These annual work plans are used by the Department to:

- Schedule activities and project initiatives.
- Define intended outputs and “product deliverables”.
- Allocate workload and evaluate employee performance.
- Monitor and evaluate progress.

Current Challenges

In recent years, ongoing economic and social trends have placed a greater pressure on Chippewa County's land and natural resource base.

- There is a global trend toward climate change that will have direct impacts on the growing season, weather events, and the land, water, and resource-based local ecology.
- There is a global demand for food, fiber, & energy that now significantly impacts and has placed greater production demands on local working farms and forests.
- There is an ongoing trend in production agriculture where small-scale dairy operations are being replaced by cash grant operations and larger-scale dairy, hog, or poultry operations.
- Global demand for forest products and industry standards for "Forest Certification" have increased the resources (staff, \$, skill sets) needed to plan, manage, and conduct scheduled timber harvests from the County Forest.
- Regional demands for outdoor recreational opportunities have placed increased pressure on the Chippewa County Forest and Trail system. This expanded recreational use must be managed to provide opportunities for recreational use while limiting environmental impacts and avoiding conflicts between user groups.
- Local municipal garbage and recycling collection costs have increased significantly in recent years. The higher costs of waste disposal and recycling have led to an increase in illegal dumping and burning.
- Recent changes to the organizational structure and service delivery areas of cooperating state and federal agencies have negatively affected communications among agency staff and, in turn, the capacity of the county and public agencies to coordinate local service delivery at the county level.

Working with Stakeholders & the Community



Working with Stakeholders

The responsibility for managing and conserving the land and natural resource base is shared among a wide range of stakeholders with diverse interests.

To assure that the community's interests are met, the Department works with landowners, local municipalities, business interests, recreational user groups, sportsmen and environmental organizations, and other stakeholders to identify issues and set program objectives.

To assure public input into planning, policy, and permit decisions, the Department provides opportunities for public participation through:

- The appointment of stakeholder advisory groups.
- Public plan reviews.
- Public hearing processes.

Interagency Coordination

In pursuing local conservation objectives, the Department works closely with federal and state agencies, county departments, and local nonprofit conservation organizations.

By working with other agencies, the County is able to provide a wide range of service options to meet community needs.

To coordinate its efforts with others, the Department:

- Maintains a "Local Interagency Operational Agreement" to clarify how the County works with state and federal agencies (USDA, DNR, DATCP) to deliver land and water conservation programs to County residents.
- Maintains a detailed "Memorandum of Understanding" (MOU) to clarify how the County works with the Department of Natural Resources (DNR) to respond to public complaints and deliver the state's agricultural and urban nonpoint pollution control programs.
- Sponsors an annual work planning process between the County, state and federal agencies. These joint planning efforts encourage public agencies to share available resources (staff, \$, skill sets) and to pursue common conservation objectives.
- Sponsors an annual work planning process between the County and the Department of Natural Resources (DNR) to define annual forest production goals, state/county staffing commitments, and forest management activities.
- Maintains "Intergovernmental Agreements" with 28 municipalities to clarify how the County works with those municipalities to deliver the State's recycling and solid waste program.

Land & Water Conservation Division



Land & Water Conservation Division Responsibilities

Individual landowners make routine land use decisions on private lands. Collectively, these decisions affect neighboring properties and the quality of our local environment.

The Land & Water Conservation Division:

- Administers local, state, and federal conservation programs under the statutory authorities of WI Stats., Chapters 91 and 92, WI Stats. 281, and associated and administrative codes (ATCP 50, ATCP 51, NR 216, NR 243, and NR 151).
- Administers county ordinances and state administrative rules to meet state mandates:
 - Animal Waste Management (NR 151, ATCP 50, ATCP 51).
 - Nonpoint Runoff and Pollution Control (NR 151, NR 216).
 - Non-Metallic Mine Reclamation (NR 135).
- Provides technical assistance and financial incentives to assist landowners manage and conserve land and water resources on a voluntary basis.
- Provides technical and engineering assistance to other county committees and local municipalities to address issues of environmental concern.
- Develops and actively maintains natural resource inventories, data sets, and maps to monitor the condition of the local environment.

Land & Water Conservation Division Accomplishments

In 2018 and 2019, the Land & Water Division managed available resources to:

- Meet state program mandates.
- Maintain core regulatory services.
- Advance select voluntary conservation initiatives.

Regulatory Mandates

- Maintained “Memorandum of Understanding” (MOU) and contractual obligations with DNR and DATCP to administer State agricultural runoff pollution control standards, and to respond to public complaints.
 - Initiated policy review & revisions to County Animal Waste Storage Ordinance.
 - Received and responded to public complaints concerning agricultural runoff and animal waste discharges to surface or groundwater.
- Provided technical and regulatory services under the Chippewa County Animal Waste Storage Ordinance and State agricultural runoff and pollution control rules (WI Stats. NR 243, NR 151).
 - Provided engineering design/design review, and nutrient management plan services to facilitate new and expanding livestock facilities.
 - Assisted crop and livestock producers to meet and maintain compliance with State nonpoint source pollution control standards (NR151), (**Map 2**).
- Administered and provided regulatory services under the Chippewa County Non-Metallic Mining Reclamation Ordinance, (**Map 3**).
 - Initiated policy review and revisions to County Non-Metallic Mining Reclamation Ord.
 - Reviewed reclamation plans and issued reclamation permits.
 - Conducted routine site inspections to assist mine operators meet State non-metallic mine reclamation standards (NR135).
 - Assured permit compliance through site specific enforcement actions.
 - Accelerated reclamation efforts via demonstration sites and reclamation test plots.
 - Adjusted fee structure to cover program costs.
- With Planning & Zoning, administered the Chippewa Falls Urban Area Stormwater Program to meet requirements of federal/state stormwater discharge permit (WPDES Permit #WI-S050075-2).
 - Participated in benchmark WI DNR stormwater program audit.
 - Conducted stormwater plan reviews & permit inspections under County Stormwater Ordinance.
 - Conducted annual facility inspections (stormwater ponds and outfalls).
 - With urban municipalities, coordinated illicit discharge inspections of ditchlines.
 - Participated in regional educational outreach activities through participation in the West Central Wisconsin “Rain to Rivers” Stormwater Forum.

Conservation Initiatives

- Initiated & completed a community-based planning process to update the Chippewa Co. Land & Water Resource Management Plan (2019-2023), working with an ad hoc stakeholders advisory group.
- Maintained core conservation services to enable rural landowners to voluntarily install water conservation practices through participation in the WI Conservation Reserve Enhancement Program (CREP) and the WI Soil & Water Resource Mngt. Program (SWRM), (**Map 1**).
- Provided technical and administrative support to eligible farms that applied for Farmland Preservation Agreements within the established agricultural enterprise areas (AEA's), under the WI Working Lands Initiative (**Map 2**).
 - Provided conservation services to assist producers with Farmland Preservation Agreements to meet State nonpoint source pollution control standards (NR 151).
 - Administered annual reporting and certification procedures to meet State requirements.
- Maintained agreement with Lake Wissota Improvement & Protection Association to implement the Lake Wissota Stewardship Project (2017-2022).
 - Contracted a 3rd party service provider to administer the project & provide technical services.
 - Developed conservation contracts with landowners to install water conservation practices (trees, stream buffers, groundwater infiltration scrapes).
 - Participated in WI Multi-Variance Phosphorus Control Pollution Credit Trading Program.
 - Supported efforts by Boy Scout troops and citizen volunteers to conduct lake and stream water quality monitoring.
- Administered Chippewa County Stewardship Fund.

Resource Studies and Monitoring

- Maintained well-defined set of natural resource inventories and data bases to monitor resource conditions as contributing components of the County GIS.
 - County-held conservation easements, (**Map 1**).
 - Agricultural operations meeting State non-point pollution control standards. (**Map 2**).
 - Well permit locations, well logs, and groundwater chemistry (Co. Groundwater Inventory).
 - Groundwater elevation monitoring sites (Wellntell)
- Systematically monitored operational permits, contracts, and conservation easements to confirm compliance.
- With UW-Stevens Point, completed a two (2) year County-wide Groundwater Sample Project (2015-2017) to determine current groundwater chemistry and evaluate changes from earlier efforts.
 - Received final project report.
 - Completed project analysis with GIS maps showing areas of management concern.
 - Established new well sampling network of 200 wells to test annually for ongoing monitoring.
- With UW-River Falls Dept. of Soil and Plant Science, completed a six (6) year Non-Metallic Mining Reclamation Project (2014-2019) to demonstrate reclamation techniques using reclamation test plots.
 - Collected soils & vegetative data from benchmark sites and research trials.
 - Completed and analyzed data.
 - Received final report of findings.
 - Secured long-term lease to maintain research trials at host mine (SSS; Auburn Mine).

Forest & Trails Division



Forest & Trails Division Responsibilities

Chippewa County owns a large forested land base and manages this land for the public's benefit under the Chippewa County Forest system.

In managing the County Forest system, the County pursues multiple objectives to balance the public's interests in forest production, environmental protection, and public recreation.



The Forest and Trails Division:

- Administers the County Forest program within statutory authority of Wis. Stats., Chapter 28 and associated administrative rules.
- Plans and maintains the County Forest road and trail network to support forestry practices and to provide opportunities for forest land access and recreational use.
- Manages a network of flowages, wildlife areas, “wild lakes”, and natural areas for water conservation and wildlife habitat.
- Provides administrative and technical assistance to citizen volunteers and recreational user groups who operate and maintain motorized and non-motorized trail networks.

Forest & Trails Division Accomplishments

In 2018 & 2019, the Forest & Trails Division allocated available resources to:

- Develop a project design & initiate a planning process to update the Chippewa County Forest Comprehensive Land Use Plan.
- Meet State requirements for County Forest management, as established under Wis. Stats. 28.
- Maintain sustainable forest production and third party forest industry certification (FSC).
- Work with recreational user groups to actively manage and maintain the contributing components of an extensive public recreational trail system.

County Forest Management

•Managed the Chippewa County Forest and special “management units” as a business enterprise and recreational asset, (**Map 4**).

- | | |
|--------------------------------|---------------------------------|
| -Gilbertson Property | -Pine Harbor Woods |
| -Riverview Conservancy | -Yellow River Woods |
| -Round Lake (Undeveloped Area) | -H. Walters Memorial Forest |
| -Otter Lake (Undeveloped Area) | -P. & L. Peterlik Wildlife Area |
| -Kemper's Woods | |



- Completed full GIS inventory update of all County Forest timber stands for ongoing management.

- Prepared bid packages and contracted new timber sale contracts as follows:

2018	18 contracted	697 total acres	\$1,018,922 future revenue
2019	12 contracted	582 total acres	\$ 555,202 future revenue

- Provided in-field oversight and financial administration of approximately 31 existing timber sale contracts.

-Distributed timber sale revenue as follows:

2018	-County Share	\$630,995	2019	-County share	\$253,488
	-State share	\$167,145		-State share	\$ 74,245
	-Town share	<u>\$ 96,953</u>		<u>-Town share</u>	<u>\$ 44,691</u>
	TOTAL	\$895,093			\$372,425

- Developed Dept. policy and administrative framework to establish a core group of citizen volunteers to assist in Dept. efforts.

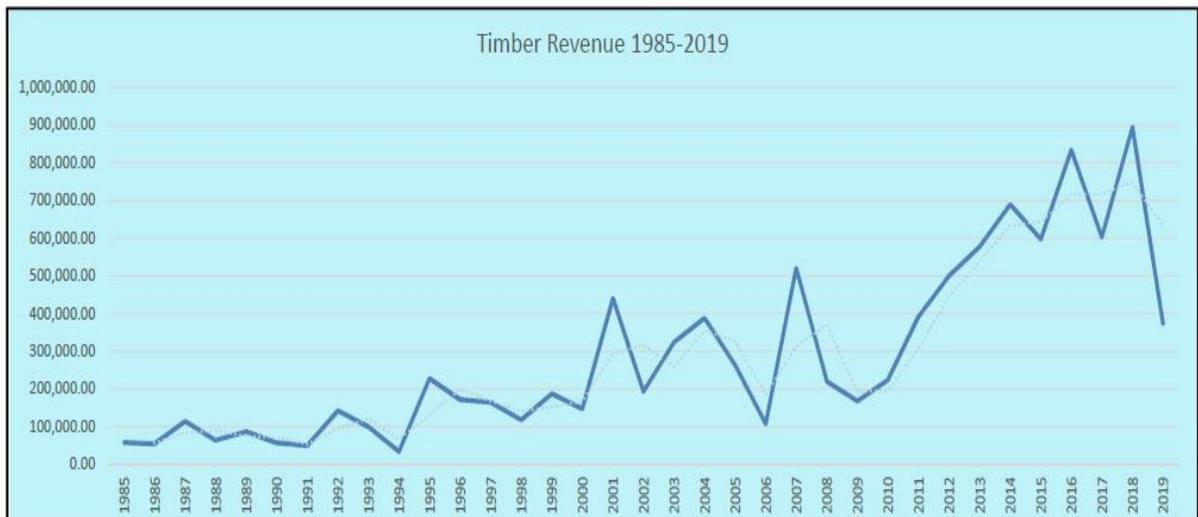
- Processed and approved twelve (12) volunteer applications in 2018-2019, and trained and deployed, as needed, to maintain trails and to manage select flowage impoundments.

- Managed and reinvested in County Forest infrastructure.

- Upgraded condition of forest roads & access trails.
- Completed structural improvements to flowage dams.
- Maintained boat landings in County Forest.

- Managed Type B Tax Deeded Parcel Inventory.

- Compiled inventory and classification of Type B Tax Deeded parcels.
- Created preliminary revenue plan for 5-Year Type B tax deeded land sales.
- Initiated contracted timber harvests on select parcels.



Recreational Trails

- With recreational user groups, actively planned, managed, and maintained trail networks located within the County Forest and Special Management Units (Map 5).
 - County Forest hiking, skiing, and mountain bike trails.
 - County Forest horseback trails.
 - County Forest ATV Trails.
 - County Forest snowmobile trail system.

- Conducted public participation process and amended 2006-2020 County Forest Comprehensive Land Use Plan to:
 - Expand motorized vehicle access to County Forest under frozen ground conditions (Eastern Block) & Tealey Creek Game Loop.
 - Plan & construct a (12) mile ATV trail loop expansion (Western Block).

- Evaluated and developed maintenance agreements with citizen volunteers and with recreational trail user groups.
 - Met with all user groups.
 - Evaluated and updated trail use and maintenance agreements.
 - Developed and entered new Maintenance Agreement with Chippewa Off Road Bike Association - Riverview Conservancy area.

- Provided administrative support to recreational user groups who operate and maintain county-wide trail networks.
 - Assisted in trail planning and development of route options.
 - Applied for and administered recreational trails grants to develop and maintain trails.

- Managed the Old Abe Recreational Trail.
 - Through vendors, sold and managed approximately 2,200/per year trail passes.
 - Conducted day-to-day maintenance to support trail use.
 - Finalized design, secured funding, and completed construction of Old Abe Trail Shelter.

- Maintained working relationship with Chippewa County Tourism Council to pursue opportunities for recreational marketing and economic development.



Recycling Division



Recycling Division Responsibilities



Wisconsin Stats., Chap. 287 encourages waste reduction through recycling. This law assigns responsibilities for recycling to local municipalities and provides grant assistance to support local recycling programs.

In response to this requirement, 28 of the 31 municipalities in Chippewa County have entered into an intergovernmental agreement. This agreement establishes the framework for the recycling program in Chippewa County.

Under the Recycling Responsibility Agreement, the duties of the County are to:

- Adopt a resolution pursuant to Wis. Stat. §287.09(1) designating the County as the “Responsible Unit” for Chippewa County.
- Distribute to the municipalities a proportionate share of a State recycling block grant to support individual recycling programs.
- In cooperation with local units of government, adopt and enforce ordinances (Chippewa County Responsible Unit Recycling Ordinance, Chapter 62) to assure compliance with the provisions of Wis. Stat. §287.
- Develop programs to insure eligibility and apply for grants in compliance with Wisconsin recycling laws.
- Develop and maintain a recycling education program to support recycling efforts throughout Chippewa County.

Under the Recycling Responsibility Agreement, the duties of the municipality are to:

- Individually (or in association with other local municipalities and/or private vendors), develop and maintain a recycling collection system that meets recycling requirements.
- Arrange transport of recyclables to processors and/or end markets.
- Pay the costs for materials delivered from their municipality for recycling through appropriations, grants, and other means implemented through local budgeting procedures.
- Maintain financial records for the recycling activities.

Overview of Municipal Recycling Programs



All municipalities in Chippewa County have developed individual recycling collection programs. Under these programs, each municipality:

- Arranges for transport of recyclables to processors.
- Pays the costs for materials delivered from their municipality.

These costs are, in turn, paid through tax levy appropriations, grants, and other fees implemented through local budget processes.

In recent years, municipalities in Chippewa County have collaborated to control and reduce public costs by pursuing joint contracts for recycling services, (**Map 6**).

Types of Municipal Recycling Programs

All municipalities have either developed a drop-off program at a local recycling center or have negotiated contracts with haulers to provide a curbside recycling program, (**Map 6**).

Under the drop-off option:

- The municipality establishes a drop-off collection site.
- Residents of the municipality haul their recyclables to the drop-off center on the designated days and hours.
- The municipality contracts with a licensed recycling hauler to pick up the recyclables, or the municipality transports the recyclables to a licensed recycling center.

Under the curbside recycling collection option:

- The municipality contracts with a recycling hauler to pick up recyclables at each residence.

Recycling Accomplishments



In 2018 and 2019, the Recycling Division managed available resources to:

- Meet State program mandates.
- Maintain core regulatory services.
- Advance select initiatives to evaluate and upgrade recycling and solid waste management efforts.

State Mandates

- Allocated available resources to pursue State mandates for recycling and solid waste management under Wis. Stats. 287.
- Provided financial incentives, educational support, and regulatory services to 28 municipalities that participate in the Chippewa County Responsible Unit (RU), as needed to meet State recycling mandates.
 - Continued distributing the State Recycling Block Grant to municipalities using a per capita formula.
 - Implemented a new “accelerated citation method” to improve efficiency in response to illicit dumping and clear violations of County recycling and litter ordinances.
- Administered the City of Chippewa Falls recycling program under an intergovernmental agreement and municipal service contract.

Recycling Initiatives

- Secured short-term project grants and administered a series of County-wide recycling collection events to augment municipal collection programs (appliances, tires, hazardous waste, and electronic waste).
 - With Towns, developed and implemented Town roadside ditch spring clean-up initiative.
- Reorganized convenience store recycling project.
 - Established database of business participants.
 - Restructured and refurbished containers.
 - Recontacted & recruited participants.
- Assisted in the establishment of an Agricultural Plastics Recycling Program initiated by Revolution Plastics.
 - Provided educational outreach.
 - Coordinated recruitment of 40 farms and facilitated the distribution and management of 120 ag plastic containers.
- Maintained a five (5) year service contract with a Materials Recovery Facility (MRF) Eagle Waste & Recycling to receive, process, and market recyclables based upon a fixed fee revenue sharing proposal.
- Assisted the City of Chippewa Falls to develop and enter a contract for bi-weekly, cart-based single stream recycling service, with recyclable materials dedicated to the Eagle Waste & Recycling MRF.
- Using the service contract(s) for household recycling collection and processing, established a Household Recycling Revenue Sharing Program.
 - With the Finance Division of DOA, established the budgeting and accounting framework to administer the Household Recycling Revenue Sharing Program.
 - Due to the declining markets and the Average Commodity Recycling Rate, no revenue sharing payments occurred in 2018 or 2019.

Fiscal Management

In meeting its fiscal responsibilities, the Department performs a wide-range of duties associated with:

- Budget preparation.
- Grant writing and management.
- Routine accounting and fiscal audits.
- Grant disbursement.

Budget Development

The Department prepares an annual and long-term capital improvement budget request for each division following guidance established by the County Administrator.

In preparing its budgets, the Department uses levy funds to meet state mandates and to carry-out core functions.

These levy funds are augmented by revenue from:

- Permit fees (to offset the cost of regulatory services).
- Municipal and intergovernmental service contracts (to do work for others).
- Short and long-term grants from state and federal agencies.
- Corporate donations.
- Timber sales.

Selection and Use of Grants

The Department aggressively pursues both public and private grants in order to pursue program objectives.

All grants are highly competitive and require a significant investment of resources to pursue (staff, \$, skill sets).

As a condition of receiving each grant, the County is obligated to:

- Assure fiscal accountability to the granting authority by:
 - Providing scheduled reports of project activity and product deliverables.
 - Participating in annual grant audits to assure grant conditions are met.
- In circumstances where grant funds are distributed to individual landowners, cooperating municipalities or community organizations, enter individual contracts or funding agreements with the parties receiving public funds.

Given these requirements, the Department selects and administers grants that:

- Align with an issue of concern and planned objective.
- Can be leveraged with other funds to provide a high “rate of return” .

Overview of Grant Sources

The Department uses different types of grants to maintain public services and meet local needs:

- Short-term project grants (1-3 yr.) are used to address site specific management concerns:

- DNR Small and large-scale pollution control grants.
- DNR Forestry management/infrastructure grants.
- DNR Recycling event collection grants.

- Longer term project grants (3-10 yr.) are used to advance broader management objectives on a multi-year landscape or watershed scale.

- DNR Watershed Grant - Lake Wissota Stewardship Project.
- USDA/ WI CREP stream/wetland buffer grant.
- DATCP

- Annual state “staffing block grants” are used to partially differ costs of the technical services.

- DATCP Land & Water Conservation staffing grants.
- DNR Forestry staffing grants.

- State and federal “pass through” grants and community aids are used to provide funding to local municipalities, user groups, and conservation organizations who work in collaboration with the Department to meet state objectives.

- DNR Municipal recycling grants.
- DNR Municipal forestry aid and severance payments.
- DNR Recreational trails development and maintenance grants.

- Direct donations from private corporations and businesses are used to fund special projects of high importance and community value.

- Lake Wissota Stewardship Project.

- The Chippewa County Stewardship Funds is used to:

- Distribute matching grants to support efforts by municipalities and conservation organizations to purchase land and conservation easements for public use.
- Purchase County Forest land.

2018 & 2019 Revenues & Expenditures

Distribution of Revenues & Expenditures

With regards to revenues, approximately:

- 20% comes from the County levy.
- 25% comes from fees, grants, and donations generated to support land and water conservation programs.
- 15% comes from grants generated to support recycling programs.
- 40% comes from grants and timber sales to support forest and trails programs.

With regards to expenditures, approximately:

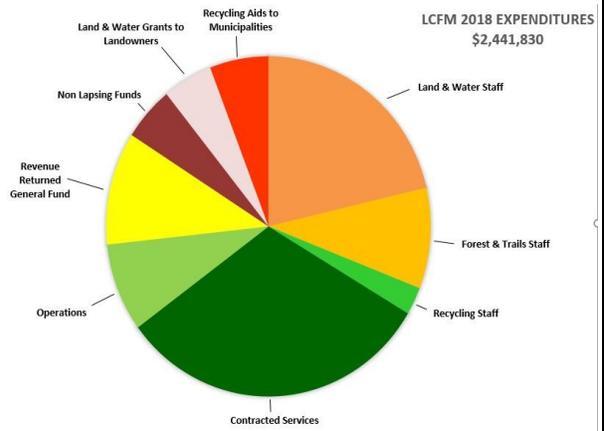
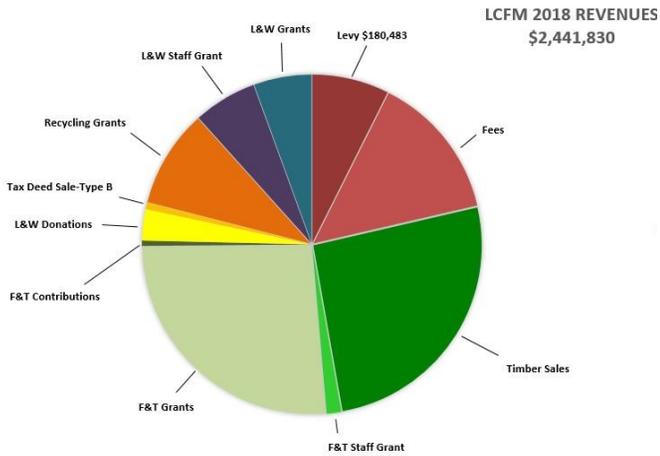
- 50% is applied to staff and contracted services.
- 5% is applied to operations.
- 20% is distributed as grants and aids to municipalities and user groups.
- 5% is distributed as grants to landowners.
- 10% is unexpended project grant revenue that is carried over to support multi-year projects.
- 10% is revenue historically returned to the general fund.

Administrative Changes

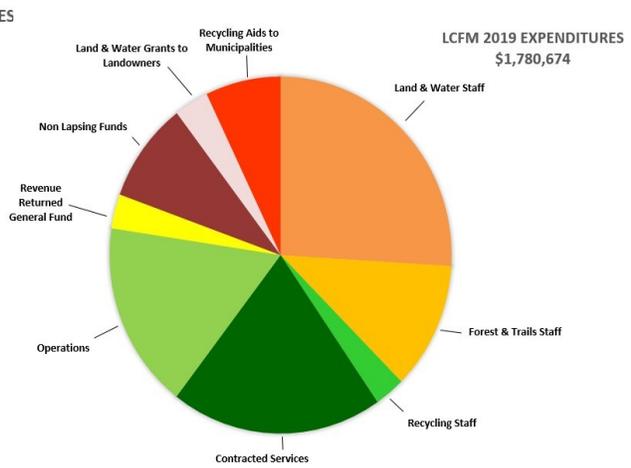
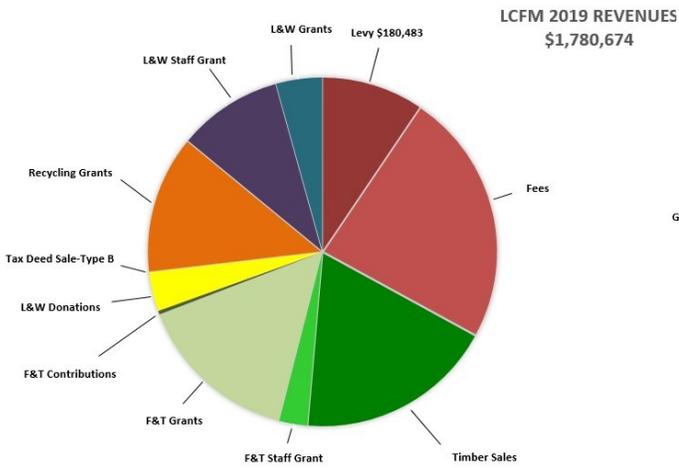
To improve fiscal accountability, the LCFM works with the Dept. of Administration to:

- Evaluate all grants and revenue streams:
 - Selectively “close out” or extend short-term program grants.
 - Pursue new grant opportunities to support targeted initiatives.
- Evaluate and update all job descriptions, and participate in new Pay for Performance based compensation system.
- Recruit and train professional staff to fill new positions and vacancies, including the positions of LCFM Accountant, Program Agronomist, Project Engineer, Recycling Administrative Assistant, County Forest Administrator, and four (4) recurring LTE staff positions.

2018 Revenues & Expenditures



2019 Revenues & Expenditures



2018 & 2019 Revenue & Expenditures

Moving Forward

Management Approach

In providing public services, the Dept. of Land Conservation & Forest Management applies a business-based service delivery model using a team management approach.

This management approach is administered to:

- Address the fiscal challenges associated with the 2017-2019 biennial budget.
- Recognize the limits of available resources (staff, \$, skill sets).
- Further adjust programs and available resources (staff, \$, skill sets) as needed to advance the goals and objectives of the County Strategic Plan.
- Identify benchmark measures that will be used to evaluate and measure performance.

Guiding Principles

- Support a team management environment.
- Focus on customer service.
- Evaluate past management practices and current administrative processes. Adjust processes based on current limitations (staff, \$, skill sets) and long-term management objectives.
- Use quarterly work planning and product deliverables to schedule and complete the tasks to be conducted.
- Use well-defined performance measures to track and evaluate progress.
- Use short-term project initiatives to:
 - Maintain existing working relationships and accomplish immediate objectives.
 - Build new working relationships and advance long-term goals, as established in the Chippewa County Land & Water Resource Management Plan and the Chippewa County Year Forest Comprehensive Land Use Plan .
- Do not compromise safety in the field.

Contributions Toward County Strategic Goals & Objectives

As we move forward, the Department will continue to direct available resources to pursue the goals and objectives of the “Chippewa County Strategic Plan”, as established by the County Board of Supervisors.

The goals of the Chippewa County Strategic Plan are to:

“

- *Coordinate and collaborate with other government entities at all levels to ensure effective and efficient government services.*
- *Strive to enhance our internal operations to better address future needs.*
- *Address the fiscal challenges of Chippewa County Government while providing the right mix and level of public service.*
- *Provide a safe, healthy, and prosperous environment for Chippewa County employees, clientele, and citizens.*

”

Moving Forward

List of Map Figures

- Map 1 Location of County Held Conservation Easements and CREP
15 Year Buffer Agreements

- Map 2 Location of Farms Meeting State NR-151 Non-Point
Pollution Control Standards & 590 Nutrient Management Standards

- Map 3 Location of Permitted Non-Metallic Mines Meeting State
NR-135 Reclamation Standards

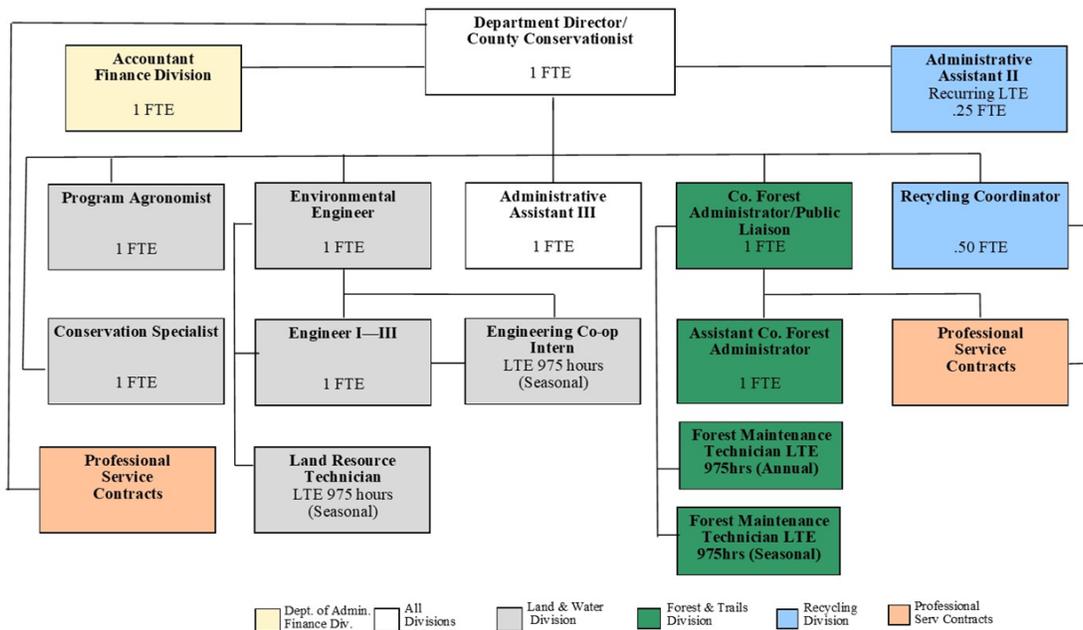
- Map 4 Location of Chippewa County Forest and Special
Management Units

- Map 5 Location of Chippewa County Forest Recreational Trails

- Map 6 Type of Recycling Collection Programs and Extent of Joint
Contracting by Municipalities Cooperating Under the
Chippewa County Recycling Program

**Organizational Chart Showing the
Supervisory Structure of the
Dept. of Land Conservation and Forest Management**

LCFM 5/9/19



Land Conservation & Forest Management Committee

D. Gullickson, Chair
G. Sikorski, Vice Chair
J. Bergeron
J. Ewer
L. Willkom
M. Shipman
J. Pingel, FSA Representative

Land Conservation & Forest Management Staff

D. Masterpole	Dept. Director/Co. Conservator
J. Schemenauer	Admin. Assistant III
L. Bennett	Conservation Specialist
D. Nashold	Environmental Engineer
K. Clow	*Project Engineer III
J. Puig	*Accountant
M. Hansen	*Co. Forest Admin/Public Liaison
Vacant	*Asst. Co. Forest Administrator
J. Larson	*Forest Maintenance Tech Recurring LTE (0.5 LTE)
C. Pieper	*Forest Maintenance Tech Seasonal
R. Yohnk	Recycling Coordinator (0.50 FTE)
J. Sedlack	*Admin. Assistant II - Recurring LTE (0.25 FTE)

*Position vacancy and recruitment in 2018/2019.

Governing Committee & Department Staff

This Performance Report:

- Provides an overview of issues of local concern and explains how the Department directs available resources (\$, hours, skill sets) to address those concerns.
- Explains the department organizational structure based on three (3) divisions:
 - Land & Water Conservation.
 - Forest & Trails.
 - Recycling.
- Explains what each Division does and what was accomplished in 2018 and 2019.
- Explains how the Department works with other agencies and with the community-at-large.
- Explains where the Department's funding comes from and how the funding is used to meet planned objectives.
- Explains the management approach and guiding principals that are being used to move forward.



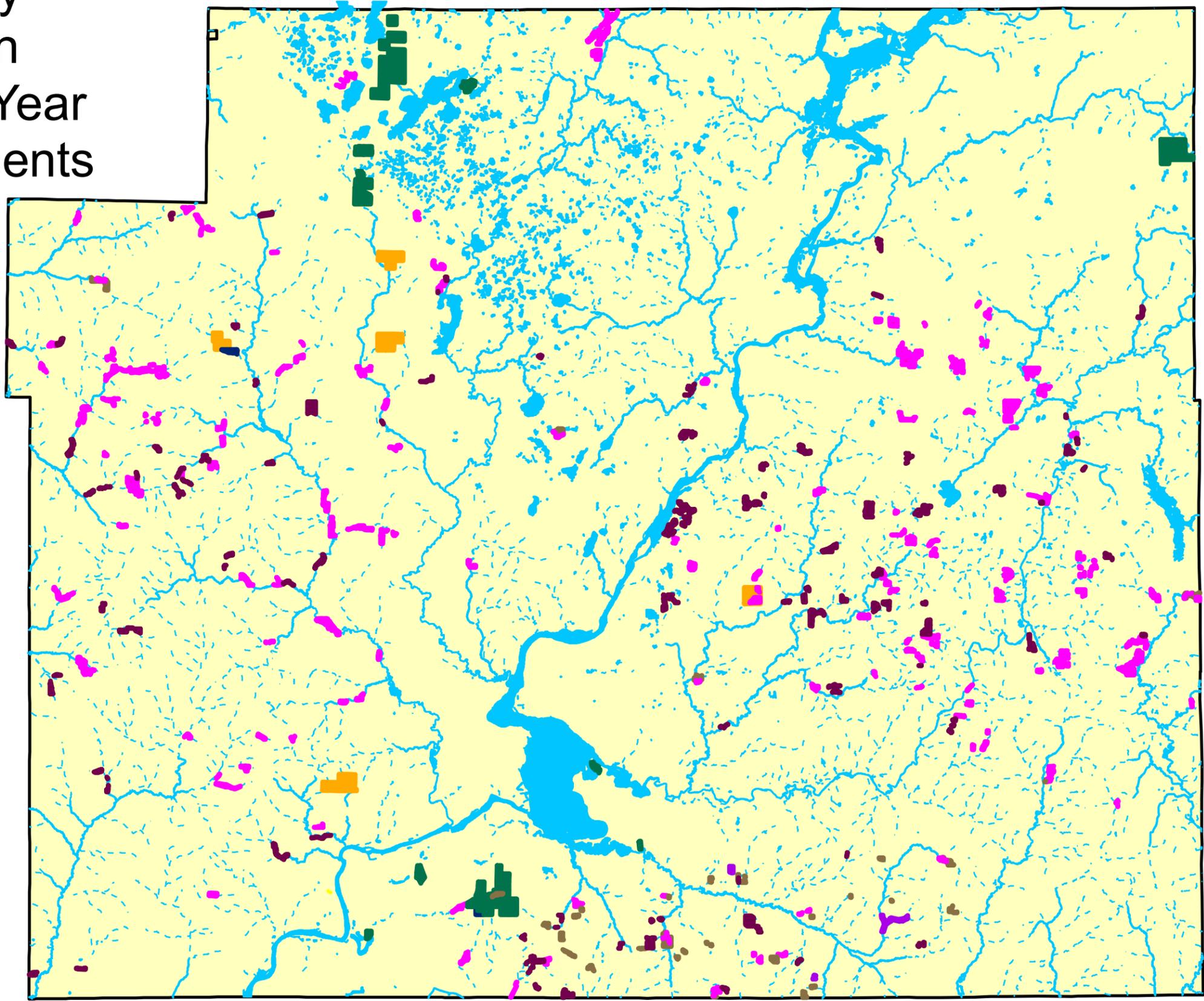
**Our mission is to encourage
“Stewardship for Sustainability”.....
to support a quality environment
and productive economy.**

***“We provide the services that allow people to make
the conservation choices that benefit us all.”***

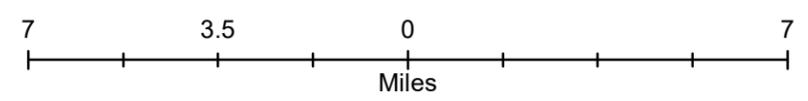
For information about this document, contact:
Chippewa County Dept. of Land Conservation & Forest Management
711 N. Bridge Street
Chippewa Falls, WI 54729
#715-726-7920
www.co.chippewa.wi.us/lcfm

Location of County Held Conservation Easements and 15 -Year CREP Buffer Agreements

-  CREP 15-Yr AGREEMENT
-  STEWARDSHIP
-  COMMUNITY FOUNDATION
-  NON-POINT SOURCE
-  CREP EASEMENT
-  CREP EQUIVALLCENCY
-  MISCELLANEOUS



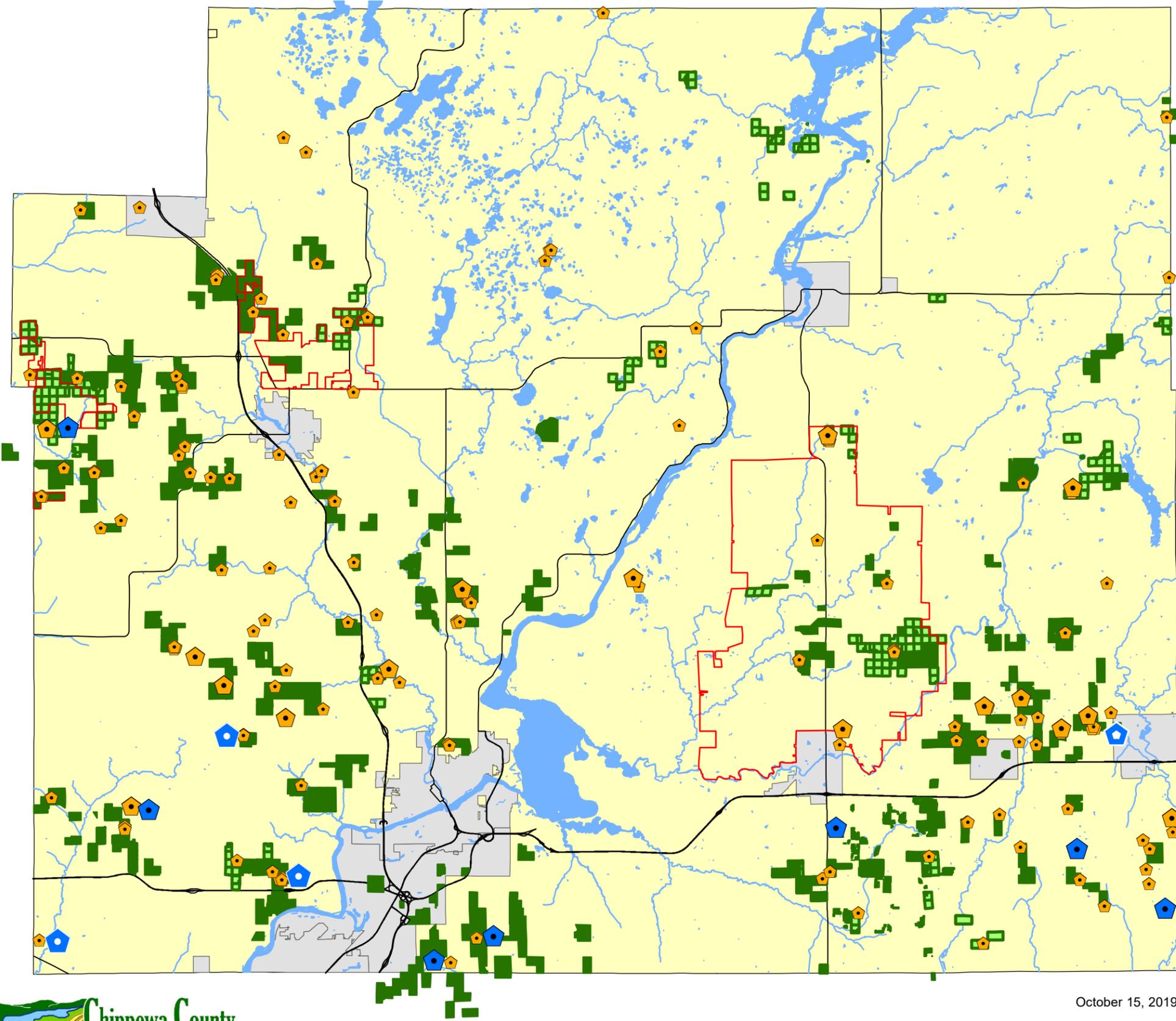
October 8, 2019



Location of Farms Meeting State NR-151 Ag Performance Standards & 590 Nutrient Management Standards

LEGEND

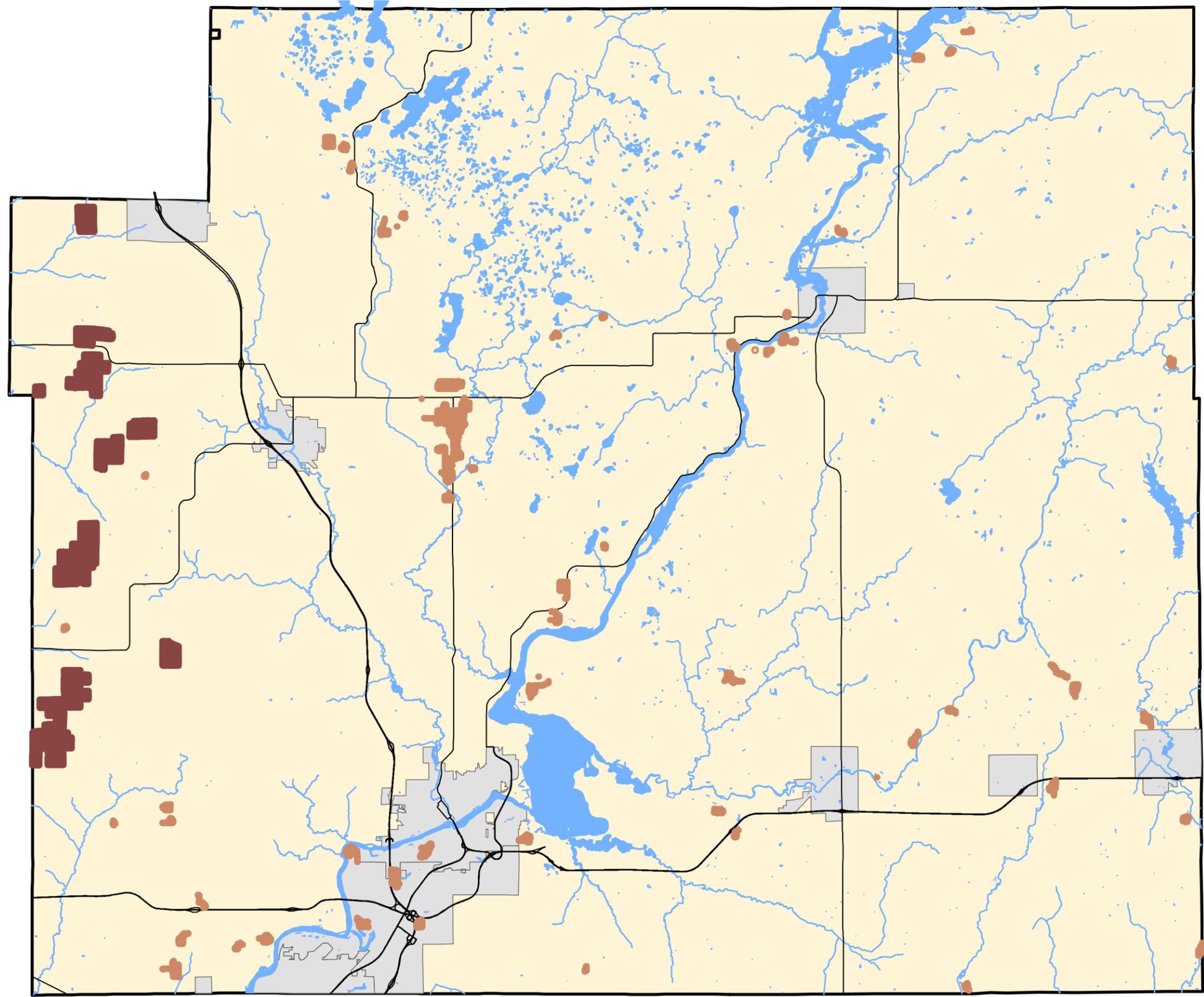
- Animal Waste Facility Permits (1986-2015)
- Animal Waste Facilities In Process (2016-17)
- Animal Waste Facilities In Process (2018-20)
- CAFO Animal Waste Facilities In Process (2018-20)
- Ag Enterprise Area
- Parcels Meeting NR-151 Standards
- Parcels Meeting Nutrient Mgt Standards



October 15, 2019

Location of Permitted Non-Metallic Mines Meeting State NR-135 Reclamation Standards

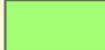
 Bedrock Sand Mines
 Sand & Gravel Mines

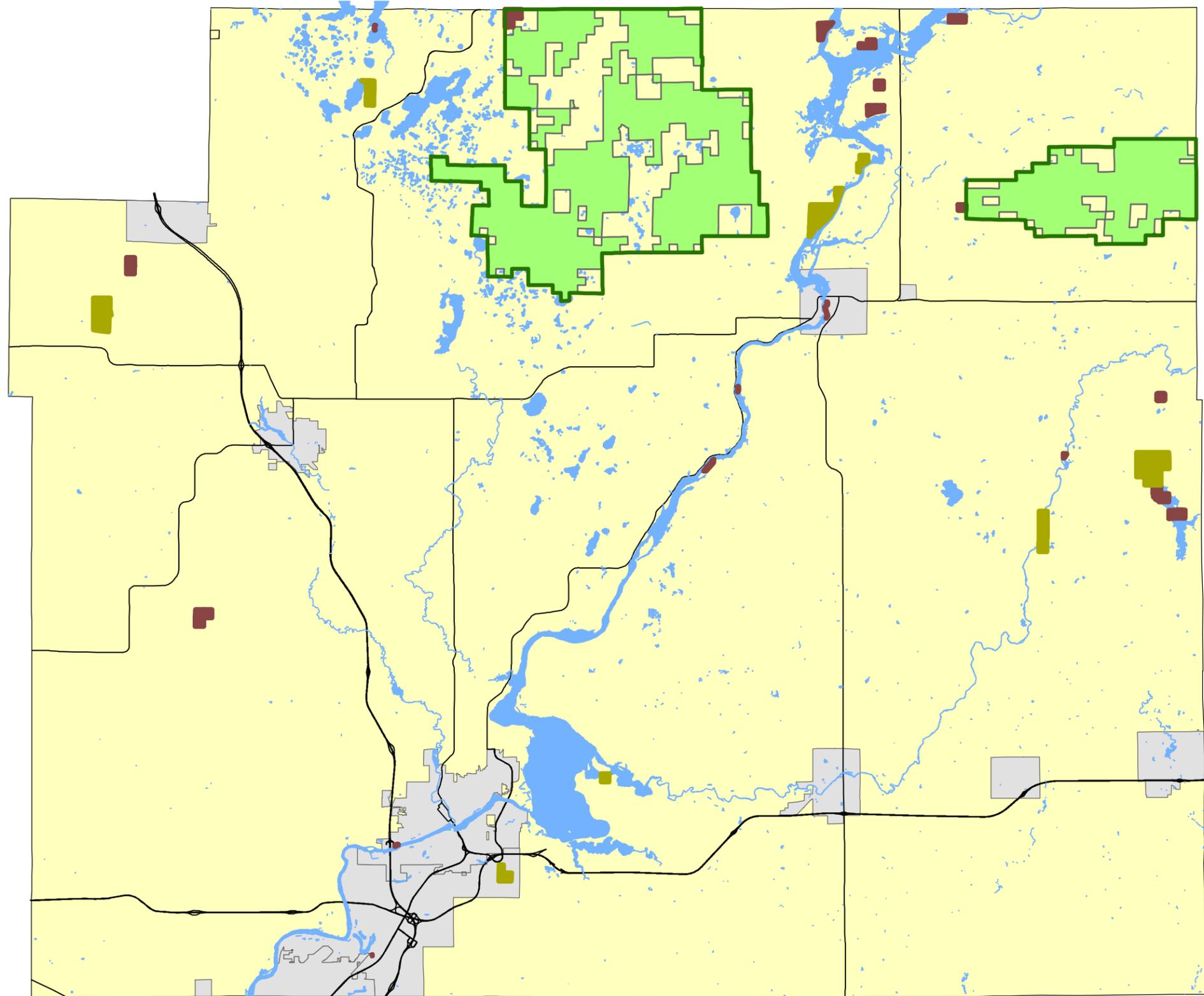


January 28, 2020

Location of Chippewa County Forest and Special Management Units

Legend

-  County Forest
-  Co. Forest Blocking Boundary
-  Special Forest Mgt Units
-  Type B Tax Parcels

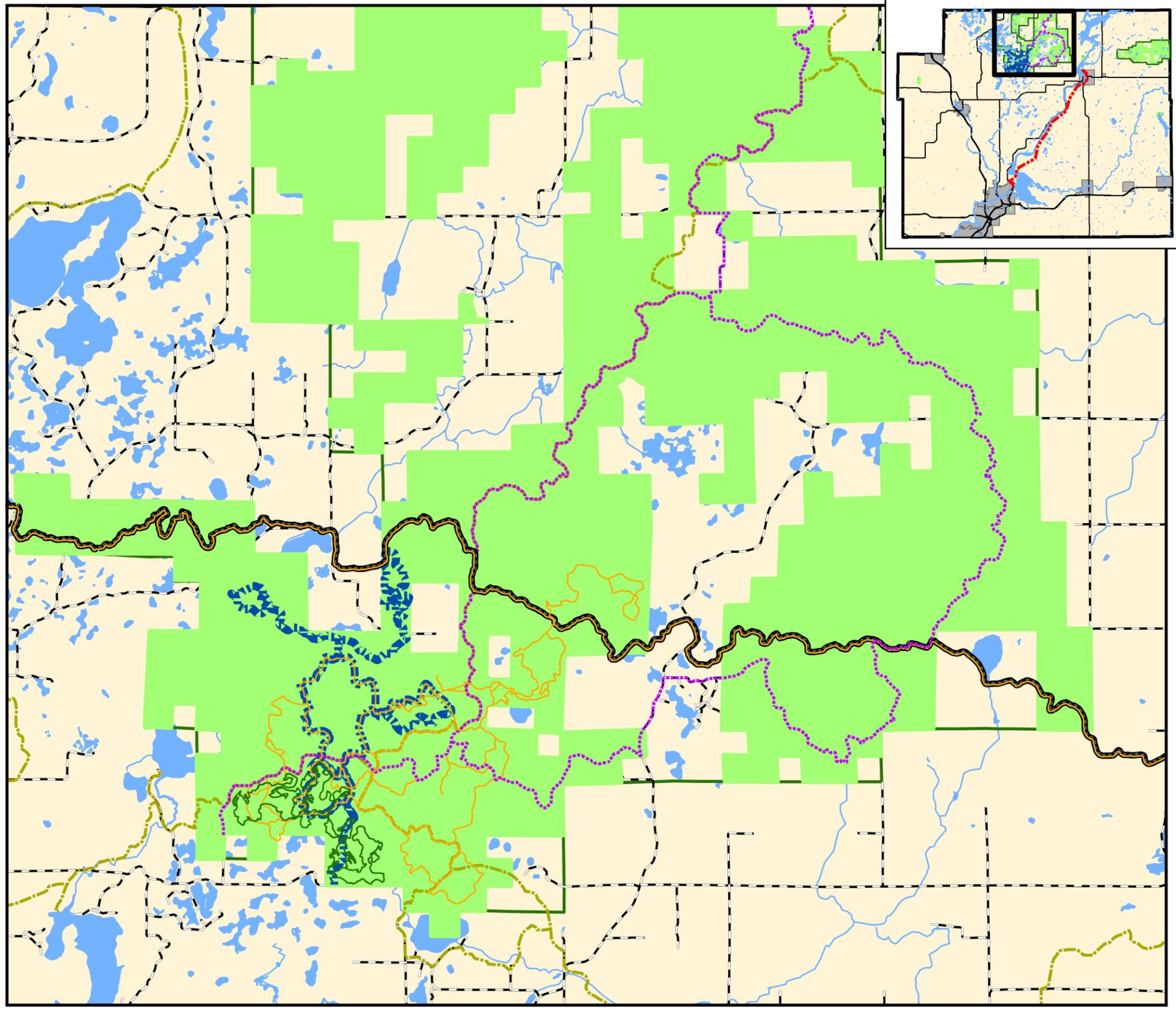


January 29, 2020



Location of Chippewa County Forest Recreational Trails

-  Mountain Bike/Snowshoe Trails
-  Hay Meadow Horse Trail
-  Ice Age National Scenic Trail
-  ATV Trail
-  Hickory Ridge Ski Trails
-  Old Abe State Trail
-  Snowmobile Trails
-  County Forest
-  Roads
-  County Forest Blocking Boundary



1/3/2020

Path: H:\ADMIN\SEC\ANNUAL\map5.mxd

Recycling Collection and Extent of Joint by Municipalities Under the County Program

Type of Recycling Collection

- * Drop-off Recycling Center
- ◆ Curbside Pick-Up
- NJC No Joint Contracting

