

TETON CONSERVATION DISTRICT

2015 ANNUAL REPORT, 2016 BUDGET, & 2016 PLAN OF WORK



**Teton
Conservation
District
Est. 1946**

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Cover: Great Grey Owl. Photo: Michael MacDonald

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2015 ANNUAL REPORT

INTRODUCTION

The Teton Conservation District (TCD) is unique in that approximately 2% of land within the District is private. In combination, Yellowstone National Park, Grand Teton National Park, John D. Rockefeller Parkway, Bridger-Teton National Forest and lesser amounts of Bureau of Land Management, state, town, county and private lands comprise the District's landowners.

TCD administers and partners on numerous projects, and collaborates with both public land management agencies and private organizations. On the limited private lands, TCD directs our work toward small and large ranches, and guiding urban and suburban residential development.

TCD's Board of Supervisors consists of a five member, locally elected, board. Sandy Shuptrine serves as the Chair, Tom Segerstrom as the Vice-Chair, Tom Cambell as the Treasurer, and Dave Adams and Bob Lucas serve as Members. Associate Members include; Tom Breen and Boyd Bowles.

TCD staff includes Randy Williams as the Executive Director, Emily Hagedorn as the Administrative Manager, Robb SgROI as the Land Resource Specialist, Carlin Girard as the Water Resource Specialist, and Michael MacDonald as the Water Resource Technician.

The following programs and service activities have been conducted by TCD during the 2015 Fiscal Year (July 1, 2014-June 30, 2015).



Photo: Rachel Daluge

ALTERNATIVE ENERGY, RECYCLING, & COMPOST

Natural Gas Fueling

TCD facilitated efforts to conduct statewide meetings and teleconferences with Wyoming Natural Gas Vehicle & Infrastructure Coalition. This included facilitating a statewide meeting in Cheyenne with other Conservation Districts, local governments, the Governor's office, Wyoming Department of Transportation, Yellowstone-Teton Clean Cities Coalition, Northern Colorado Clean Cities, energy utilities, and a number of private fleet companies.

TCD also provided technical information to the Uinta County School District regarding natural gas fueled vehicle options, to the Wyoming Business Council in assisting a private natural gas vehicle fueling station development in Evanston, and local queries from individuals interested in using natural gas as a vehicle fuel. TCD staff serves on the technical committee with Lower Valley Energy and Energy Conservation Works in the planning and construction of the natural gas fueling station at Shervin's in Jackson. TCD has purchased a Dodge Ram 2500 bi-fuel pickup and a Chevrolet Silverado 2500HD bi-fuel pickup this year for District program and project use. These pickups can use either natural gas, or regular unleaded gasoline as a fuel.



TCD's new Dodge Ram 2500 bi-fuel pickup fueled by both natural gas and unleaded gasoline.

CNG Conversion Cost Share

TCD has also provided a grant to Yellowstone Teton Clean Cities to provide cost share of up to \$2,000 per vehicle for either Original Equipment Manufacturer (OEM) or EPA certified conversions for vehicles to utilize natural gas as a fuel in either dedicated, bi-fuel, or dual fuel configurations. This grant also provided funding for mechanic training to understand natural gas conversions and maintenance and to conduct fleet audits to inform managers and owners of fleets regarding alternative vehicle fuels options.

Community Composting

TCD staff participated in a series of meetings with Teton County Integrated Solid Waste & Recycling to plan landfill closure, determine composting and other recycling options, and provide technical assistance to private contractors for compost feedstock sourcing, processing, and product utilization. The County is now moving forward with composting operation plans and is focused on aerated static pile systems for this propose. TCD worked jointly with Teton County, Terra Firma Organics, Teton Trash, and the Cottonwood Homeowners Association to continue the Cottonwood grass clippings and tree limb collection and diversion that constituted 15 tons of organics for composting product development and use.

Terra Firma Organics, the contracting firm for the County organics diversion program, continues to expand from its Jackson origin and now operates throughout Wyoming, Idaho, Montana, Utah, and more recently has taken over the organic composting operations for the City of Las Vegas and Clark County, Nevada. TCD is gratified by the model of technical assistance it has provided to companies like Terra Firma Organics and the extensive public benefit that this organics diversion and reuse program has accomplished. TCD continues to work with both Teton County and Terra Firma Organics to understand and plan for food waste diversion which has the potential to easily double the current 8,000 + tons of organics processed each year here in Teton County.

Residential Composting

A collaborative group including WGFD, Teton County Planning, and Teton County Integrated Solid Waste & Recycling was formed to assess and improve its temporary residential compost program. The group noted that existing programs supported residential composting, against recommendations by WGFD to address bear attractants. The group analyzed existing market products, such as bear-resistant composters, but found none to exist, nor interest amongst the market to produce such, and has suspended programming for cost-sharing of residential compost units.

Hazardous & Electronic Waste- TCD continued to provide Teton County Integrated Solid Waste and Recycling with cost share funding this year in the amount of \$12,000 for Hazardous and Household E-Waste collection and processing.

COMMUNITY TECHNICAL SERVICES

Planning and Development Reviews

Conservation Districts are mandated to review planning, development and subdivisions within the unincorporated areas of the district boundaries. Conservation District State Statute 18-5-306 Subdivisions Permits states that the board shall require the applicant to obtain review recommendations from the local Conservation District regarding soil suitability, erosion control, sedimentation and flooding issues. The review and recommendations shall be completed within 60 days. The District's review provides an advisory recommendation to the Teton County Planning Staff and Board of County Commissioners. Key issues presented can include site description, soils information, water components, noxious weed reports, small acreage grazing/livestock management information, wildlife comments, stormwater best management practices, etc.

In FY2015, as construction activity has increased in Teton County, the quantity of requests for development reviews correspondingly increased. A variety of development proposals were reviewed and comments were provided that recommended consideration of existing conservation easements, potential habitat for sensitive plants, variances for mitigation, and wildlife habitat.

In FY2015, the Water Resources Staff completed numerous reviews for proposed development actions within the District. Many of the proposed developments were submitted for pond and stream work, as well as residential structures in close proximity to surface waters. Staff has also been working with the County Planning Department on the revision of existing Land Development Regulations. The District often provides natural resource expertise for County planning staff, because they currently do not employ a biologist.

Natural Resources Technical Advisory Board

TCD provided support to the NRTAB, as described in the Memorandum of Agreement, to record minutes and provide meeting announcements. TCD has ceased providing these services as of April 2015.

Wildlife Support

Trumpeter Swans: TCD continued its support of Wyoming Wetland Society's capture and testing of trumpeter swans. TCD periodically supports capture and testing at the Boyles Hill and Valley Springs sites.

Sage Grouse: TCD is a member of the Upper Snake River Basin Sage-Grouse Local Working Group (LWG). TCD participated in spring field surveys at leks to count birds and gender, from March to May. The LWG was also active in meeting the Governor's request to recommend updates to the sage-grouse Core Area map as well as to the Wyoming Sage-Grouse Executive Order. Finally, TCD provided funds to support Grand Teton National Park's Kelly Hayfields Restoration project, to restore sage-grouse habitat.

TAWPC/NATIONAL FIRE PLAN

Community Wildlife Protection Plan

Teton Conservation District supported the revision of the Community Wildlife Protection Plan (CWPP). This document, a revision of the original 2005 Plan, was developed by the Teton Area Wildfire Protection Coalition (TAWPC), with community involvement. The CWPP defines Wildland Urban Interface areas, and provides tools for planning and prioritizing mitigation steps.

Wildfire Mitigation

Through the Western States Wildland Urban Interface (WSWUI) program and grant, TCD continued outreach to landowners on defensible space issues, and developed written assessments and Wildfire Mitigation Plans for landowners. TCD also developed burn plans, conducted inspections

on projects, and administered the WSWUI grant, including development of annual reports and funding reimbursement requests. Outreach included venues such as a public meeting at Old Wilson Schoolhouse, and providing information at fire fighter fundraisers. TCD unsuccessfully applied for a 2015 WSWUI grant. In addition, TCD has an independent biomass utilization program to support the conversion of defensible space fuels into usable products. Several landowners were supported technically and financially through that program.

TCD hired contractor J4 Strategies to develop a marketing plan to support outreach for and growth of the WSWUI program. TCD also supported development of information content for the Wild Neighborhoods program, which disseminates defensible space information.

TCD coordinated with Teton County Emergency Management (TCEM) to position itself as a signatory to the revised Multi-Hazard Mitigation Plan (MHMP). As a signatory, TCD is capable of directly applying for Federal Emergency Management Agency (FEMA) grants, such as their Pre-Disaster Mitigation (PDM) grant for defensible space projects. Training on the PDM grant program, and coordination with FEMA and Wyoming Office of Homeland Security (WOHS) took place.



Fire actively burning in the Gros Ventre drainage, threatening a structure. Photo: Bridger-Teton National Forest.

PUBLIC LANDS PLANNING

Shoshone National Forest Plan

TCD, as a long term cooperating agency participant in the Shoshone National Forest Plan Revision has now received copies of the Final Forest Land Use and Management Plan and Record of Decision. The elements of the Memorandum of Understanding jointly utilized by TCD and the Forest Service have now been completed. TCD Executive Director, Randy Williams, formerly served as one of three executive committee members for the Shoshone Cooperating Agency Coalition of Counties and Conservation Districts working as cooperating agencies with the Shoshone National Forest in the long term plan revision process.

Cost Share & Technical Assistance

TCD has also provided technical assistance and/or cost share funding to Grand Teton National Park for native vegetation restoration; to Bridger-Teton National Forest for noxious weed control, range allotment monitoring, private land inholding irrigation use, and stream bank protection efforts; and, to the Wyoming Department of Transportation, Wyoming Game and Fish Department, and local agencies for wildlife crossing collaborative meetings facilitation.

TCD participates as a member of the Teton Area Advisory Forum instituted under the leadership of Teton Counties' Idaho and Wyoming. This year we provided technical assistance in the stakeholder series of meetings regarding management issues and planning for Teton Canyon, located in the Caribou-Targhee National Forest on the west side of the Teton Range.

Snake River Restoration Project

TCD Board and staff members participated in coordination efforts with Teton County, U.S. Army Corps of Engineers (USACOE), the Wyoming Game and Fish Department, and local landowners. TCD provided assistance to the USACOE to conduct vegetation transects, conduct water quality monitoring, and to facilitate meetings with private landowners.

Site 9 located just upstream of the Wilson Bridge is now formally completed. Site 9 consisted of construction of six (6) connected habitat ponds that were also connected to the Snake River channel for fisheries access. Additional elements included one protection barb, and a rock grade on the upstream portion of this island complex to protect it from overly erosive flood flows. A set of initially established eco-fences were ultimately removed due to lateral migration of the primary river channel and insufficient value in protecting the island.



Outdoor education on the Snake River with Jackson Elementary school 5th graders in collaboration with Teton Science Schools and the Snake River Fund. Photo: Carlin Girard

TCD staff participated with USACOE and Teton County staff in surveying onsite conditions at the Nelson channel at Site 12. Site 12 is the uppermost portion of the overall project and is adjacent the southern boundary of Grand Teton National Park. A preliminary evaluation of the river morphology was commissioned by Teton County and was conducted by Biota Research and Consulting of the Nelson Channel at the upper end of the project adjacent the Solitude subdivision. There are concerns that

the expansion of flows down the Nelson channel may laterally migrate to the east side of the levy system and cause flood damage to this subdivision. A secondary effort to work with private landowners in this area has been facilitated by Teton County Road & Levy Department and Teton County Engineering.

Sites 2, 3, and 4 were evaluated for opportunities to construct an enhanced channel on Morel Creek for fisheries and other habitat values, to consider controlled flooding of cottonwood galleries for regeneration purposes, and to protect the large, diverse forested system consisting of several hundred acres in this area. These sites consist primarily of private lands and thus far landowners have indicated a strong interest to cooperate in evaluation of habitat enhancement and restoration opportunities. TCD provided a 50% cost share with one private landowner to prepare preliminary information that the USACOE can utilize to develop a cost estimate for the Morel Creek portion of the project. Additional project site improvements are being evaluated for cost estimates as well.

MAPPING TECHNOLOGY

Teton Conservation District extensively utilized Geographic Information Systems throughout Fiscal Year 2015, and improved our internal capacity manage GIS datasets.

TCD houses a Reference Data library, utilized for map development and resource analysis. This data was continually augmented and updated. TCD's Reference Data has developed into a robust and fairly well known dataset; requests for data from public and private entities were ongoing.

GIS software was updated under the NRCS license. Cooperation was provided with entities conducting LiDAR data acquisition projects.

Mapping technology continues to serve as a valuable resource to TCD staff and the public, and is a regular component of most of our natural resource projects.

WATER QUALITY MONITORING

The Teton Conservation District is tasked with water quality monitoring of Environmental Protection Agency (EPA)/Wyoming Department of Environmental Quality (WDEQ) impaired streams. Flat Creek is currently on the impaired stream list, and Fish Creek is being evaluated for its support of designated uses as a Class 1 stream.

Flat Creek

In FY2015, the TCD Water Resource Specialist collected physical, chemical and biological data at seven locations in Flat Creek to assess stream health and designated use support. This sampling was done in collaboration



Flat Creek stream water quality monitoring and stream health assessment in collaboration with Wyoming Department of Environmental Quality. Photo: Carlin Girard

with Tavis Eddy and Mike Watchendonk at WDEQ, Lander Office. Additionally, a new Sampling and Analysis Plan was written by TCD staff and was approved by WDEQ. To directly address winter flooding issues in Flat Creek, the Flat Creek Water Improvement District (FCWID) was formed. The FCWID had a Board election, and the Board has established a funding base for ice mitigation, and is now pursuing professional assistance for future research and implementation of best management practices. TCD has also been working closely with the Town of Jackson to analyze and remove any in-channel structures that have resulted in FEMA base flood elevation rise.

Fish Creek

WDEQ has generated a stream health report for Fish Creek, based upon TCD and USGS data, which is now going through Quality Assurance, Quality Control review. TCD received a 205j grant (\$40,000) for nutrient mitigation in Fish Creek, and includes funding for four components: facilitation of the Fish Creek Stakeholder group (in progress), a USGS nutrient loading study (just starting), Teton Village Water and Sewer District assessment of potential effects to surface waters (SAP being written), and Fish Creek long term nutrient monitoring using USGS protocols (SAP being written). Aside from nutrient monitoring with Teton Village Water and Sewer District, Friends of Fish Creek is partnering on these efforts.

Groundwater Level Monitoring Well Network

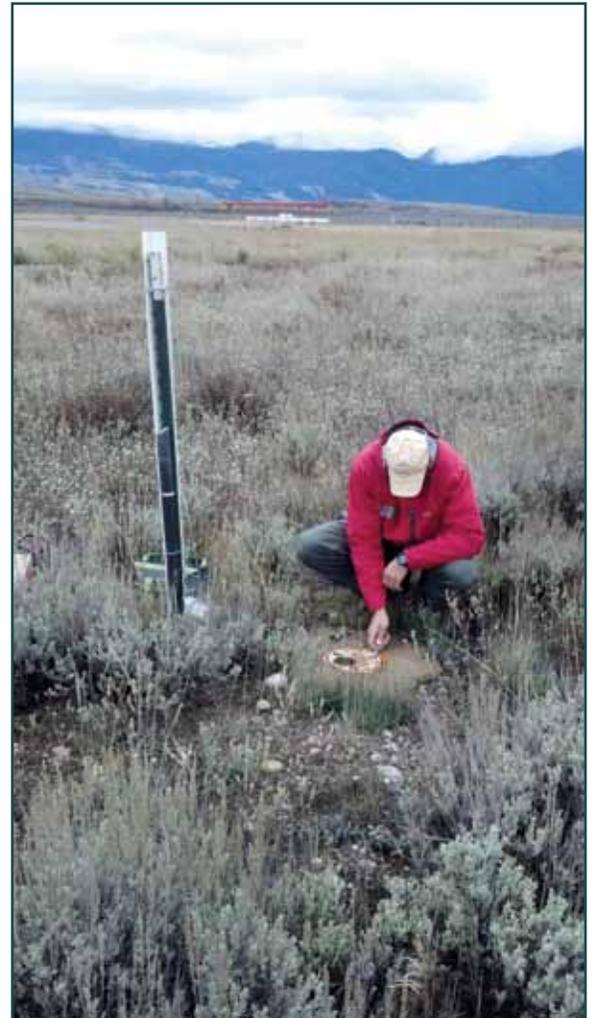
Currently, TCD has 45 groundwater wells instrumented with continuous water level and temperature loggers deployed. Most of the wells are distributed across the Westbank of the Snake River, with some on the Eastbank of the Snake, and an additional array located on the Jackson Hole Airport. The well data is being transformed into a usable form, so that the data can be analyzed together to better understand regional groundwater flow. These wells are visited bi-annually to recover data and check for any issues. We recently undertook a mailing with the hope of getting written landowner consent for the use of these wells, and have received most, but this is still a work in progress.

Data Management

All data collected in the Water Resources Programs are being cataloged and entered into digital form, to be placed within a spatially aware, relational database. The Water Resource Technician has played a large role in this endeavour, and we are making significant strides, and hope to be completed by the early winter.

Technical Assistance

The Water Resources staff provided technical assistance to private landowners, businesses and management agencies. This assistance has been focused on water quality concerns that have arisen in irrigation return water, and during in channel construction projects. As well, we have provided assistance to landowners trying to reduce loss of land from stream bank erosion.



TCD's Robb Sgroi monitoring groundwater elevation through the well network. Photo: Carlin Girard

Project Partnerships

TCD staff partner on numerous water resources projects within the District. TCD has partnered with Wyoming Game and Fish, Trout Unlimited, and Friends of Fish Creek on a stakeholder driven effort on Edmiston Spring, which is located in the Town of Wilson, WY. We are working to bring back spawning potential for native fish species, while reduce degradation from urban sources in the Town of Wilson. TCD also provided funds and technical assistance on a large aquatic habitat, wildlife habitat, and irrigation efficiency project being completed on Spring and Cody Creeks, as they flow through Teton Science School properties.

Level 1 Watershed Study

In FY2015, TCD sponsored and was awarded funds for a Wyoming Water Development Office Level 1 Watershed Study, which will focus on all water resources within the Upper Snake River Drainage north of the Fall Creek confluence, excluding the Hoback River. These studies are funded through the Wyoming Water Development Office by the WY State legislature, and are designed to provide Conservation Districts with a list of potential water projects, but also will result in a compiled GIS dataset for relevant natural resources data layers within the region. Because this study area includes National Parks and Forests, much of which is protected from water developments, the scope of this study will likely include a large natural resource component, not found in other Level 1 Watershed Studies completed throughout the State.

Education and Outreach

The Water Resources staff have presented to numerous school groups on water quality in surface and groundwater in classrooms, on the Snake River, and at Kids Fishing Day. They have also manned booths at local events, and presented at events including the Green Drinks Sustainability Series and at the Wednesday Lunch Group at Teton Pines.

USGS PARTNERSHIPS

Stream Gauging

TCD continues to be a partner with USGS, local organizations and landowners by providing funding and technical assistance to keep stream gauges operational. Stream gauges are used extensively by local businesses, ranches and agencies for real-time and historical data. Discharge is a primary control on aquatic ecosystems and should be considered during all aquatic health surveys.

Nutrient Loading Study

TCD has worked within a stakeholder context to develop a Nutrient Loading assessment for the Fish Creek drainage, which will be completed by Cheryl Miller and others from the USGS. The project is expected to begin and be completed within FY2016.

Snow Chemistry

TCD provided field support to the USGS for the fourth consecutive year, to collect data at study areas in the Central Rockies Subregion. Study areas included Garnet Canyon, Rendezvous Peak, and Teton Pass. Site work is conducted by no less than two people, and sites are accessed via ski touring and chairlift access. Five monitoring sites exist within TCD boundaries; other cooperators support monitoring at the other sites. Field work included development of snowpack profiles, and collection of snow samples for testing of specific nutrients and constituents in the snowpack. Snowpack profile work included describing snow stratigraphy, and reading incremental temperatures. In addition, a snow sample is taken from each plot, with snow collected from an entire vertical section, and taken to the lab for chemical analysis.



Gastric lavage (AKA fish puking) for evacuation of stomach contents for diet analysis of fish on Fish Creek. Photo: Carlin Girard

Fisheries Research

In collaboration with Wyoming Game and Fish Department and TCD, Robert Al-Chokhachy (USGS) has developed a pilot study to see if proposed methodology will be able to assess the affect of human caused changes to the foodweb in Fish Creek to native and non native trout populations.

Airport Groundwater Monitoring

In collaboration with Peter Wright from USGS, groundwater monitoring at the airport has helped to better understand the aquifer's motion and chemistry. USGS reports have described differences alluvial aquifer's water chemistry as it moves east to west along a downhill gradient underneath the airport. These differences include the presence of a chemical additive found in airplane de-icing fluids.

RANGELAND MONITORING & LAND STEWARDSHIP

Teton Conservation District supported numerous range activities on private and Forest Service lands in FY2015.



Forest Service and Teton Conservation District Staff inspecting range for utilization and new monitoring sites. Photo: Dr. Chuck Butterfield, Y2 Consultants

Rangeland Health Assessment Program

Reporting was finalized and the contract was closed for the 2012 Rangeland Health Assessment Program (RHAP) grant. Additionally, two RHAP grants were applied for in 2015, neither was accepted.

A Challenge Cost-Share Agreement was set to expire in 8/2015, between the Bridger-Teton National Forest and Teton Conservation District. TCD initiated revision and expansion of the document. Expansion included opening opportunities to research and studies, improvements to water improvements and physical infrastructure such as fencing, and rehabilitation of disturbed rangelands.

Technical Support

TCD's support included several smaller items. Final edits were made to the range information database,

an Access Database. This tool stores Site Analysis field data. TCD also provided review to BTNF's Rangeland Specialist Report for the Gros Ventre area, a report TCD partially funded. Continued support was provided to establish water rights on an existing spring development near Grizzly Lake on the Miners Creek Allotment. Another task was providing support to the stock broker looking for a potential buyer of part of the Upper Gros Ventre cattle allotment; the allotment eventually was placed in Forage Reserve.

Joint Cooperative Permittee Monitoring (JCPM) work continued in FY 2015, with TCD providing field and documentation support to continue this annual monitoring activity on active allotments, with willing permittees.

Several new projects were undertaken this fiscal year. Loss of cattle through consumption of larkspur has been an issue addressed to TCD. TCD cooperated with numerous stockgrowers, University of Wyoming Extension, and a plant ecologist to develop a localized, multi-year, larkspur toxicology study. The study, though not funded, initiated discussion amongst stockgrowers, scientists, and land managers as to approaches in addressing a management challenge.

TCD and BTNF communicated extensively to define BTNF's range monitoring goals across the Jackson Ranger District. This communication shaped a scope of work, leading to TCD's hiring of Y2 Consultants to lead a process of selecting approximately 20 new sites where trend monitoring transects will be established in the future.

Additionally, TCD supported several cropland improvement projects. We have cooperated with private land ranches, some with conveyance infrastructure on public lands, that have management issues that included inadequate permitting, degraded infrastructure such as damaged or absent headgates and overflowing and blown out ditch banks. TCD started to develop a standard process to support landowners, and took measures to support required permitting, facilitate the utilization of several available programs and resources, and investigated innovative solutions to technical problems. Financial support was also provided in converting flood irrigation systems to sprinkler systems.

Finally, TCD led efforts to find cooperative solutions in complex fence improvement projects where agriculture was involved. TCD continued long term negotiations with the Munger Mountain Allotment permittees, numerous private landowners, WYDOT, BTNF and WGFD by hiring Ravenworks Ecology to collaboratively assess fencing issues and develop written reports and recommendations. TCD also provided financial support for the revision of A Landowners' Guideline to Fences and Wildlife.

NOXIOUS WEED MANAGEMENT

Teton Conservation District cooperated with Teton County Weed & Pest District (TCWP) to solidify long range programming and develop other program areas. A three-year contract was developed and signed, serving as a continuation of activities of the previous agreement, supporting TCWP's operational management and TCD's administration and financial control of the Noxious Weed Program for private landowners.

Mapping Invasive Plants

In addition, TCD and TCWP developed a program and plan of work to re-map the existing invasive plants on lands participating in the Noxious Weed Program. A three year plan for complete remapping was developed, and implementation began on the early stages of the plan. Finally, a need was recognized for improvements of internal herbicide recordkeeping charts. TCD provided funds for TCWP to hire seasonal staff, who subsequently completed 80% of the project to update landowner records in TCWP's Access Database.

TCD assessed programmatic improvements to the Noxious Weed Program, and progressed down a path of implementing improvements, particularly considering reimbursement rates, as well as recordkeeping standards.

Seed Drill

A seed drill was purchased by TCD, to be utilized on Teton County, WY, lands, to facilitate revegetation projects. Equipment for the drill was purchased and set up, including a trailer and loading winch. Forms for rental and indemnity were developed. The drill was placed at the Teton County Weed & Pest District where it is housed and loaned, at no cost.

ADMINISTRATION

Teton Conservation District coordinates its board and staff expertise to accomplish natural resource priorities in Teton County through its various programs. TCD does this while maintaining high ethical standards and accountability in the administration of these programs. TCD staff carries out the programs and management of District business under the direction and supervision of the Teton Conservation District's Board of Supervisors and Associate Supervisors.

Website Additions

Web sites require not only updates to content, but also structure. With support of our web designer, several significant upgrades to the web site included installing Google Analytics, with the goal of data collection and future analysis and modifications to the site, as well as a structural change to make the site 'responsive' and therefore more easily viewed through mobile devices.

Publications & Reporting Requirements

The District Staff and Board have collaborated to produce the FY 2016 Annual Budget, Plan of Work, and will continue to distribute the updated Rural Living Handbook as well as other publications. TCD's budget and budget hearing notices are advertised in the local papers. Any of these reports and publications is available upon request and copies are mailed annually to our fellow Conservation Districts, Wyoming Association of Conservation Districts, the Wyoming Department of Agriculture as well as our partner organizations and other interested parties.

Accounting & Fiscal Management

During fiscal year 2015, the District adhered to its requirements and policies to preserve its financial requirements and records in order to maintain accountability for the public funding it manages. The District produces an accurate and legal District budget, monthly cash reconciliations, a yearly audit and quarterly reports for the IRS, Worker's Compensation and Wyoming Unemployment Insurance. The FY 2015 Budget and Plan of Work provided the Board of Supervisors with accurate information for decision making with regard to program and funding prioritization for TCD projects, partnering opportunities and grant funding requests.

Income for Fiscal Year 2015

Teton County Mill Levy Income: TCD receives a 1 mill levy from the taxpayers of Teton County annually. TCD has received this funding since July of 1999. The most recent reauthorization of the mill levy was approved on the November, 2014 General Ballot which initiates the mill beginning on July 1, 2015 for a period of 4 years. During the FY 2105 fiscal year, the District remained accountable for the funding provided by the Teton County taxpayers and ensured that all District programs were carried out in a fiscally responsible and professional manner. TCD received \$1,273,575.30 in funding during Fiscal Year 2015 from the taxpayers.

GTNP Pass Through Project: TCD works in partnership with GTNP and USGS to make Snake River gaging station data available to the public. TCD has signed a 5-year contract with the USGS to provide gaging station data for fiscal years 2013 through 2017. TCD also has a 5-year contract with GTNP that it will reimburse TCD for the annual expense of operating these monitoring gages in fiscal years 2013-2017. TCD was be reimbursed \$ 16,460 for FY 2014.

Wyoming Department of Agriculture Annual CD Operational Grants - Upon meeting the list of requirements for both the Wyoming Association of Conservation Districts and WDA, CD received its annual stipend of \$8,823.50 for Fiscal Year 2015.

Wyoming Association of Conservation Districts: Through a biennium grant from the State of Wyoming, each Wyoming Conservation District is entitled to \$4264 to be used for Water Quality work in the area of lab analysis, training and equipment. In FY 2015, TCD received \$4264.00 in reimbursement for its cooperative USGS gaging station project (multiple stations).

Private Well Test Kits: In FY 2015, TCD sold 25 test kits to well owners. TCD purchased the kits for \$125 each and charged participants \$50 for them. The results of the tests help private well owners determine if there are significant water quality health issues in their drinking water.

Interest Income: During Fiscal Year 2015, TCD received a total of \$937.00 in interest income from its checking account at Wells Fargo Bank and its reserve account at First Interstate Bank (both are interest bearing accounts and have pledged collateral to insure their value).

FISCAL YEAR 2016 BUDGET

<i>Agricultural Assistance Projects</i>		
Research, Irrigation, & Crop Land Improvement	\$21,500.00	U of Wyoming research, irrigation, cropland productivity
Indoor Agriculture	\$5,000.00	Community gardens & greenhouse assistance
Soil Testing & Analysis	\$2,000.00	Test kit cost share
Ag Producer Outreach	\$12,000.00	Develop outreach plan & implement components
Equipment & Supplies	\$2,500.00	Stock rental for site visits
Meetings, Training, & Travel	\$2,500.00	Training, meetings, travel
Sub-total	\$45,500.00	
<i>Rangeland/Cooperative Projects</i>		
Rangeland Data Collection	\$10,000.00	Contracted data collection
NEPA Support Work	\$1,000.00	Analysis of data in NEPA projects
Supplies, Training, & Travel	\$6,000.00	Travel, training, horse trailer
Sub-total	\$17,000.00	
<i>Noxious Weed Management</i>		
NWCS Participant Cost-Share	\$125,000.00	Labor reimbursement funds
TCWP NWCS Program Contract	\$80,000.00	TCWP program implementation
JHWMA/TCWP Participation	\$42,500.00	Horseback spraying, JHWMA projects
Supplies, Training, & Travel	\$1,000.00	JHWMA meetings & training
Sub-total	\$248,500.00	
<i>Data Collection, Management, & Analysis</i>		
TCD Info. Database Development	\$5,000.00	Implement a way to house TCD data & manage storage
TCD WQ Database Development	\$10,000.00	Implement a format to input, store, & analyze WQ data
Air Quality Information Research	\$500.00	Research existing data related to air quality in Teton County
Equipment & Supplies	\$7,500.00	Hardware, software, & tech services for data base info
Workshops, Meetings, Training, & Travel	\$2,500.00	Training on databases, public workshops, meeting expenses
Sub-total	\$25,500.00	

<i>Mapping Resources & GIS</i>		
Historical Aerial Imagery Website	\$2,000.00	Imagery web hosting on Teton County site, storage
Imagery & Mapping Projects	\$1,500.00	Potential imagery project(s)/LiDAR (TAC budget)
GIS Consulting Services	\$7,000.00	Assistance from Greenwood Mapping/Rich
Support Teton County GIS Projects	\$14,000.00	Vegetation map, environmental analysis layers
Equipment & Software	\$3,500.00	Software update, updating equipment
Training & Supplies	\$3,000.00	Map printing supplies & staff training
Sub-total	\$31,000.00	
<i>USGS Partnership Projects</i>		
TCD Gaging Stations	\$19,260.00	*Estimate only (\$18,000 in FY2015)
Gros Ventre Gaging Stations	\$7,821.00	*Estimate only (\$7,370 FY2015)
GTNP Gaging Stations	\$16,710.00	5-year contract, reimbursed by GTNP
Snowpack Chemistry Project	\$9,200.00	Approved for calendar year 2015
Sub-total	\$52,991.00	
<i>Sustainability Projects</i>		
Recycling, HHW, & E-Waste	\$12,500.00	Responsible waste disposal opportunities
Compost Projects & Workshops	\$2,500.00	Food waste composting facility design
Alt. Energy/Natural Gas Vehicles	\$2,500.00	Cost-share, mechanic training, fleet audits
Teton Area Forum Participation	\$1,500.00	Meeting participation travel
Workshops & Advertising	\$2,500.00	Sustainability projects outreach
Equipment & Supplies	\$1,000.00	General program supplies
Meeting, Travel, & Trainings	\$3,000.00	Mileage & meeting expenses
LDR Work & Development Reviews	\$1,500.00	
Sub-total	\$27,000.00	
<i>TAWPC/National Fire Plan Grant</i>		
NFP State Forestry Grant Contract	\$105,955.99	2013 NFP Grant contract \$ to landowners
Biomass Utilization	\$10,000.00	Converting biomass to forest products
TAWPC, Workshops & Advertising	\$10,000.00	Marketing plan, WUI assessment assistance
Tech & Financial Funds for WUI	\$6,000.00	WUI outreach & interface code support (LDRs)
Community Wildfire Protection Plan	\$5,000.00	Implement WSWUI grant, apply for FEMA grant
Professional Development & Trainings	\$1,500.00	Wildland firefighter courses, conferences
Sub-total	\$138,455.99	

<i>TAC Grants & TCD Discretionary</i>	\$353,264.93	
*additional funds from reserve added	\$368,555.94	
Mapping Resources & GIS		
Restoration & Sustainability		
Teton County Planning & Development		
Water Resources		
Agriculture & Wildlife		
TCD Unanticipated Projects		
Sub-total	\$721,820.87	
<i>Water Resources Projects</i>		
Flat Creek Sampling, 303d	\$5,000.00	Macro-invertebrate & WQ sampling
Fish Creek 205 (j) Project	\$39,750.00	205(j) sampling, monitoring, nutrient budget, & outreach
Flat Creek FEMA Study Work	\$30,000.00	Contract with for engineering work
Flat Creek Water Improvement District	\$27,000.00	WID operations (*per WID #s), stream access projects
Well Test Kits & Ads	\$5,500.00	Well test kits and advertising
Monitoring Well Network	\$4,000.00	Loggers, cables, etc.
Best Management Practices	\$2,000.00	Fertilizer, stormwater, septic/sewer, snow storage, ads
Equipment & Supplies	\$3,000.00	Stds, calib. solutions, filters
Meeting, Travel, & Trainings	\$2,500.00	WQ certification trainings, WACD certification
Workshops & Advertising	\$3,500.00	Water layer, BMPs, workshops
Level 1 Watershed Study	\$7,000.00	Study meetings, travel, coordination, advertising info
Database on Retainer	\$2,000.00	Available for tech assistance
Sub-total	\$131,250.00	
<i>Wildlife Projects</i>		
Sage Grouse Working Group	\$39,500.00	Implement conservation plan & outreach
Human Wildlife Conflict	\$5,000.00	Target issues, implement solutions
Support Wildlife Data Collection	\$1,000.00	Capture, testing of wildlife
Develop a Wildlife Program Plan	\$2,000.00	TBD
Safe Wildlife Crossings Group	\$10,000.00	Further existing SWCC's progress
Meetings, Training, Supplies	\$1,500.00	Wildlife
Bear Conflict Area Standards	\$24,000.00	Bear resistant trash containers, map priority areas
Sub-total	\$83,000.00	

<i>Program Budget Summary</i>		
Agricultural Assistance Projects	\$45,500.00	
Rangeland/Cooperative Projects	\$17,000.00	
Noxious Weed Management	\$248,500.00	
Data Collection, Management, & Analysis	\$25,500.00	
GIS Mapping & Historical Imagery	\$31,000.00	
USGS Partnership Projects	\$52,991.00	
Sustainability Projects	\$27,000.00	
TAWPC & National Fire Plan Grant	\$138,455.99	
Technical Assistance Grants	\$721,820.87	
Water Resources Projects	\$131,250.00	
Wildlife Projects	\$83,000.00	
OPERATIONS BUDGET		
<i>General Office Expenses</i>		
Rent & Office Furniture	\$55,000.00	Contract + 3% Apr-June, snow & landscape \$
Cleaning	\$5,000.00	Monthly cleaning & cleaning supplies
Electricity	\$2,000.00	Electricity for the year
Recycling & Garbage	\$2,000.00	Weekly garbage & semi-weekly recycling
<i>Supplies & Equipment</i>		
Office Supplies	\$8,000.00	Office supplies & equipment
Postage & Shipping	\$1,000.00	Office postage, shipping, & supplies expense
Computer System Maintenance	\$7,500.00	Maint./repair, updated software & anti-virus + backup
Employee Safety Equip. & Training	\$5,000.00	AED defibrillator + install, CPR & first-aid
<i>Communications & Travel</i>		
Landline/Cell Phones	\$6,500.00	Monthly landline & cell phone expense
Internet Service	\$1,500.00	Internet service & hookup fee
www.tetonconservation.org Website	\$2,500.00	Domain hosting, website updates, & training
Quarterly TCD Newsletter & Promo	\$5,000.00	Quarterly newsletter & social media utilization
TCD Vehicles, Trailer, & Equip.	\$5,000.00	Vehicle & equipment maintenance, supplies, & fuel
Operations Mileage	\$3,000.00	General mileage for admin & ED meetings

<i>Professional Expenses</i>		
Legal & Accounting + Advertising	\$30,000.00	\$15,000 audit + legal + Employee/Board bonds
Liability Insurance & Bonds	\$9,000.00	Office, vehicle, & LGSIP insurance policies
Dues & Subscriptions	\$15,000.00	\$12,500 WACD + \$750 NACD + \$200 HCRC&D, etc.
Board Travel & Supplies	\$2,500.00	Board meeting attendance & supplies
Employee Training Plans	\$10,000.00	SHRM certification & local/state meetings
TCD Report Printing + Advertising	\$2,000.00	POW/Annual Report/Budget/LRP + TAC grants
<i>Employee Payroll Expenses</i>		
Employee Wages	\$375,000.00	
Employee Payroll Taxes	\$29,000.00	Employer pays 0.765% of wages in taxes
Worker's Compensation	\$8,000.00	Slight change in rate for FY2016?
Health & Dental Insurance	\$105,000.00	WEBT premium decrease + life + dental + vision
Employer Retirement Expense	\$47,000.00	12.75% of salaries, WRS as of 07/01/2015
WRS/Unemployment/Leave Liability	\$10,000.00	Unemployment & leave liability payout fund
<i>Meeting & Miscellaneous Expense</i>		
TCD Regular Meetings	\$2,500.00	TCD montly & special meetings
WACD Area Meeting	\$1,500.00	Annual Area 5 meeting
WACD State Meeting	\$4,500.00	Annual WACD meeting
WACD/WCDEA Meetings	\$2,000.00	WACD/WCDEA/NCDEA topic meetings
Other Meetings	\$2,000.00	
Miscellaneous Expense	\$1,000.00	Unanticipated expenses
SUB-TOTAL OPERATIONS BUDGET		
	\$765,000.00	

INCOME		
Regular Income		
Teton County Mill Levy	\$1,116,475.40	.9 mill figure - est. 05/14/2015
Interest Income	\$1,000.00	Slightly increasing interest rates %
Well Test Kit Sales	\$2,000.00	Sale of 40 well test kits at \$50 each
WDA Annual Base Funding	\$8,823.52	Base funding from WY Dept. of Agriculture
Unanticipated Income	\$2,000.00	Sponsorships & donations
Project Grants & Pass Thru		
WY DEQ 205j Grant	\$20,000.00	FY2016, \$10,000 pass through (2-year grant + 2017)
National Fire Plan Grant	\$105,955.99	Reimbursement estimate for FY2015
FY2016 GTNP Gaging Stations	\$16,710.00	
Flat Creek FEMA Study Cost Share	\$15,000.00	Pass-thru contract approved through FY2017
Unanticipated Grants	\$10,000.00	
GRAND TOTAL INCOME	\$1,297,964.91	
FY2016 ENDING SUMMARY		
Ending Checking Balance FY2015	\$620,497.01	
Reserve Fund Balance	\$500,000.00	
Savings Account Balance	\$0.00	
Cash on Hand at end of FY2015	\$1,120,497.01	
Reserve Fund Transfer	\$0.00	
Savings Account Transfer	\$0.00	
Checking Balance at end of FY2015	\$620,497.01	
FY2016 FINANCIAL SUMMARY		
Beg. Checking + Savings Balance 2016	\$620,497.01	
Income for FY2016	\$1,297,964.91	
Total Funds Available for FY2016	\$1,918,461.92	
Program Expenses	\$1,522,017.86	
Operational Expenses	\$765,000.00	
Total Expenses for FY2016	\$2,287,017.86	
Reserve Fund Beg. Balance FY2016	\$500,000.00	
Total Funds Remaining (Income - Expenses)	-\$368,555.94	Funds taken out of Reserve Fund (.1 mill - \$124,052.95)
Remaining Reserve Fund End FY2016	\$131,444.06	Additional funds for partnering & discretionary fund

FISCAL YEAR 2016 PLAN OF WORK

The Teton Conservation District (TCD) will coordinate its staff, board and financial resources to accomplish natural resource objectives consistent with TCD's mission and state statute requirements.

TCD MISSION STATEMENT & WYOMING CONSERVATION DISTRICTS LAW

The mission of the Teton Conservation District is to promote conservation and management of natural resources — air, land, water, vegetation, and wildlife — through watershed-based research, education, conservation practices, cooperative projects, and on-the-ground actions to ensure the health, safety and general welfare of the people and resources of this area.

TCD operates under the authority and requirements of “Wyoming Conservation Districts Law” recorded in Title 11 - Chapter 16 – Sections 101 – 135 of the Wyoming State Statutes.

AGRICULTURAL ASSISTANCE PROGRAMS

Goal 1.0 Support improvements to, and stewardship of, croplands

Strategy 1.1.0- Support irrigation system improvements that are eligible for NRCS programs

Task 1.1.1- Provide TCD grant funding and staff support for irrigation system improvements

Strategy 1.2.0 Support water conservation and erosion control projects related to cropland productivity. Also consider projects that provide other ecological services.

Task 1.2.1- Provide TCD funding and staff support

Goal 2.0 Support small acreage agriculture

Strategy 2.1.0- Support approval of hoop house construction in Teton County

Task 2.1.1- Cooperate with Teton County Planning & Development (TCP&D) in the revision of Land Development Regulations (LDRs), to allow construction of hoop and green houses

Task 2.1.2- Cooperate with Natural Resources Conservation Service (NRCS) to inquire into their ability to alter their hoop house designs to fit within current Teton County, WY, regulations

Task 2.1.3- Facilitate and administer distribution of soil test kits and associated information

Strategy 2.2.0- Support indoor agriculture

Task 2.2.1- Research relevant roles for TCD's involvement in projects like Vertical Greenhouse.

Task 2.2.2- Provide support for development of community gardens

Goal 3.0 Conduct outreach to agricultural producers, to assess local agricultural needs

Strategy 3.1.0- Develop a communication plan for agricultural producer outreach

Task 3.1.1- Execute the above plan to understand agricultural producer needs, and develop programs based on those needs. Examples include outreach on Spill Prevention, Control, and Countermeasure (SPCC), submitting proposals to land management agencies for improvements, etc.

Goal 4.0 Support research conducted by University of Wyoming on relevant, local, agricultural issues

Strategy 4.1.0- Communicate with University of Wyoming Extension; create dialogue on both Extension's vision for research and local issues deserving research

Task 4.1.1- Support UW Extension's study of plant toxicity levels relevant to seasonal timing, as it relates to livestock

RANGELAND/COOPERATIVE PROJECTS

Goal 1.0: Support grazing utilization and stewardship of rangelands

Strategy 1.1.0- Support range infrastructure improvements

Task 1.1.1- Provide supporting resources for design, engineering, and implementation of the improvement and maintenance of water development projects.

Task 1.1.2- Provide supporting resources for design, engineering, and implementation of the improvement and maintenance of fence infrastructure projects.

Task 1.1.3- Support design, materials, and labor for improvements to private lands and public right-of-way fencing improvements at the south end of the Munger Mountain Allotment

Task 1.1.4- Support permitting, materials, and labor for improvements to cattle guard extension fencing along Fall Creek Road, in the Munger Mountain Allotment



Willow Creek drainage. Photo: Carlin Girard

Strategy 1.2.0- Support collection of natural resource condition information and monitoring data on public land grazing allotments

Task 1.2.1- Administer the implementation of two (2) Wyoming Department of Agriculture (WDA) Rangeland Health Assessment Program (RHAP) grants, if grants are approved. If grants are not approved, implement the goals outlined in the grant (select ~20 trend monitoring sites across numerous allotments, collect data on those newly selected sites) through TCD and BTNF resources.

Task 1.2.2- Develop a Joint Cooperative Permittee Monitoring (JCPM) training system and schedule, that defines resources provided and finite timelines, for stockgrowers

Task 1.2.3- Continue data collection on existing JCPM sites, in conjunction with permittees

Task 1.2.4- Extend the existing five year Challenge Cost-Share Agreement (CCSA) with the Bridger-Teton National Forest, describing a Plan of Work and Budget for rangeland monitoring and collaborative range improvements, for 2015-2020

Strategy 1.3.0- Support rehabilitation of rangelands impacted by anthropocentric disturbance

Task 1.3.1- Cooperate with land management agencies and stockgrowers to identify needs

Task 1.3.2- Provide resources for planning and implementation of rehabilitation projects

Task 1.3.3- Promote utilization of TCD-owned seed drill

Strategy 1.4.0- Analyze and support proposed grazing legislation

Task 1.4.1- Advocate for proposed legislation which meets the mission of TCD, and is of benefit to stockgrowers and natural resources within the District

Strategy 1.5.0- Review land management agencies' schedule of proposed actions

Task 1.5.1- Analyze and comment on proposed actions, with support for agricultural activities and conservation of natural resources

Task 1.5.2- Cooperate in the development of a management plan for the newly created Forage Reserve area on the Upper Gros Ventre Allotment

Strategy 1.6.0- Provide technical support for National Environmental Policy Act (NEPA) planning on grazing allotments

Task 1.6.1- Provide support and expertise to the BTNF in analyses including but not exclusive to areas where TCD has collected range monitoring data

NOXIOUS WEED MANAGEMENT & COST-SHARE FUNDING ASSISTANCE

Goal 1.0 Support the control of Teton County Declared and Wyoming Designated noxious weeds with agency partners

Strategy 1.1.0- Administer the Teton Conservation District Noxious Weed Program

Task 1.1.1- Provide TCD administrative support to Teton County Weed & Pest District (TCWP), for program financial management, including check writing

Task 1.1.2- Provide a TCD liaison to cooperate with TCWP in the programmatic oversight, not operational oversight, of the program

Task 1.1.3- Develop a multi-year contract with TCWP to define roles in the Noxious Weed Program

Strategy 1.2.0- Support the Jackson Hole Weed Management Association

Task 1.2.1- Develop, in cooperation with TCWP, a budget for tasks that TCD will financially support, which would be placed into the TCD annual budget

Strategy 1.3.0- Develop a strategy for remapping noxious weeds on TCD Noxious Weed Program properties

Task 1.3.1- Develop and fund a contract with TCWP to remap properties

INFORMATION COLLECTION, MANAGEMENT AND ANALYSIS

MAPPING RESOURCES & GEOGRAPHICAL INFORMATION SYSTEMS

Goal 1.0: Develop and maintain infrastructure allowing TCD to meet internal and external GIS needs

Strategy 1.1.0- Maintain MapInfo, ESRI, and other GIS software

Task 1.1.1- Review and acquire needed and available upgrades to GIS software

Strategy 1.2.0- Cooperate with TCD's Information Technology (IT) contractor- currently Compunet- to develop and maintain a stable and secure platform for GIS storage and management

Task 1.2.1- Cooperate with Compunet to develop a plan that addresses developing an IT system that meets staff GIS needs

Strategy 1.3.0- Support ongoing training of staff in GIS and other mapping resources skills

Task 1.3.1- Implement training in new and existing software, including free online training.

Strategy 1.4.0- Continue management and updating of GIS reference data.

Task 1.4.1- Keep GIS data updated in accordance with dataset requirements, seek out sources of relevant reference data. Needed updates include wildlife and landslide data.

Goal 2.0: Continue the contract with Greenwood Mapping, Inc., for mapping resources and GIS services

Strategy 2.1.0- Utilize services from Greenwood Mapping, Inc., to assess, plan, and implement mapping resources projects.

Task 2.1.1- Utilize contractual services as needed

Goal 3.0: Improve the application of GIS into Program Areas

Strategy 3.1.0- Integrate GIS technology into Program Areas.

Task 3.1.1- Develop a GIS database for water quality data

Task 3.1.2- Seek opportunities to expand historical aerial imagery data sets, and to improve the technology to deliver this information

Task 3.1.3- TCD will support the hosting of historic aerial imagery on the Teton County Map Server

Task 3.1.4- Review each program areas and needs for developing and implementing plans for integrating GIS

Goal 4.0: Support local Agencies and not-for-profits with GIS projects and applications

Strategy 4.1- Provide support to Teton County in cooperative GIS projects.

Task 4.1.1- Cooperate with Teton County Planning & Development to define a process for accepting corrections to the 2014 Vegetation Map GIS layer, and implement the corrections

Task 4.1.2- Cooperate with Teton County Planning & Development to define and implement a process to incorporate GIS information, collected in Environmental Assessments, and incorporate that information into existing GIS layers

Strategy 4.2- Provide authorized GIS technical assistance requests

UNITED STATES GEOLOGICAL SURVEY DATA COLLECTION PROJECTS

Goal 1.0: Partner with the USGS to collect stream flow information through the use of strategic gaging stations as well as collect snowpack samples for chemical analysis.

Strategy 1.0 USGS Gaging Stations -TCD will assist with co-funding and operation of United States Geological Survey stream flow gaging stations to provide real-time stream flow data to water resource professionals and the public.

Task 1.1.1: TCD will assist United States Geological Survey, Grand Teton National Park, and the Snake River Ranch with operation and maintenance of co-funded gaging stations located at Moose (Grand Teton National Park pass through agreement), Granite Creek Supplemental (Snake River Ranch), Fish Creek at Wilson, Flat Creek at High School Bridge and at stations on the Gros Ventre River. TCD will develop and administer the agreement for the gaging station at Moose.

Strategy 1.2 Monitor seasonal snowpack chemistry of a variety of compounds in single, annual samples where repeated sampling is possible in subsequent years.

Task 1.2.1: TCD will provide assistance for monitoring the five (5) snowpack chemistry sites in Teton County and will provide staff to assist with sampling at the sites. Snowpack monitoring data/links will be posted on the TCD website. Field support includes collecting snow samples, and defining snow stratigraphy and snow pit information.

RESTORATION AND SUSTAINABILITY PROJECTS

Goal 1.0: Support, partner, and provide assistance for recycling, household hazardous waste disposal, e-waste disposal, rechargeable batteries, and other waste

Strategy 1.1.0- Coordinate and partner with agencies, organizations, private enterprise, and the public to develop and implement materials diversion, recycling, and associated education and outreach.

Task 1.1.1- Partner with Teton County Integrated Solid Waste & Recycling and other partners to recycle household hazardous, e-waste, rechargeable batteries and other appropriate materials for safe handling, reuse, and resource benefits.

Goal 2.0: Support, partner, and provide assistance for use of diverted woody biomass, organic landscape materials, food waste, manure, and other appropriate organic materials

Strategy 2.1.0- Coordinate and partner with agencies, organizations, private enterprise, and the public to develop and implement organic materials diversion and recycling education and outreach.

Task 2.1.1- Partner with Teton County Integrated Solid Waste & Recycling, private organics processing companies, HOAs, Waste Haulers, and other partners to conduct workshops, activities, professional training, and to provide education materials.

Task 2.2.1- Partner with Teton County Integrated Solid Waste & Recycling, private organics processing companies, HOAs, Waste Haulers, and other partners to plan, design, and implement organic product use demonstration projects, and to assist community scale diversion, processing, and product use including food waste processing facility design.

Goal 3.0: Support, partner, and provide assistance for use of alternative vehicle fuels

Strategy 3.1.0- Coordinate and partner with agencies, organizations, private enterprise, and the public to develop and implement alternative vehicle fuels education and outreach.

Task 3.1.1- Partner with the Yellowstone-Teton Clean Energy Coalition, Wyoming Natural Gas Vehicle Infrastructure Coalition, Energy Conservation Works, and other partners to conduct workshops, activities, professional training, and to provide education materials.

Strategy 3.2.0- Coordinate and partner with agencies, organizations, private enterprise, and the public to develop and implement alternative vehicle fuels incentives, infrastructure, and legislation support.

- Task 3.2.1- Provide cost share incentives to vehicle owners for alternative vehicle fuel OEM purchases or conversions, assistance for conversion and maintenance technician training, and the conducting of fleet audits for managers and/or owners.
- Task 3.2.2- Support State legislation efforts that provide incentives, technical support, education, and other support for alternative vehicle fuels utilization.
- Task 3.2.3- Coordinate efforts with partnering entities to support local and regional fuel dispensing and/or charging infrastructure network for use of alternative vehicle fuels.

Goal 4.0: Support, partner, and provide assistance for use of alternative energy options for ranches, farms, commercial, and residential development

Strategy 4.1.0- Coordinate and partner with agencies, organizations, private enterprise, and the public to develop and implement alternative energy education and outreach.

- Task 4.1.1- Partner with Energy Conservation Works, University of Wyoming Cooperative Extension Service E3A program and other partners to conduct workshops, activities, professional training, and to provide education materials.

Strategy 4.2.0- Coordinate and partner with agencies, organizations, private enterprise, and the public to develop and implement alternative energy demonstration projects, and to provide technical assistance and cost share assistance.

- Task 4.1.1- Partner with Energy Conservation Works, University of Wyoming Cooperative Extension Service E3A program, Lower Valley Energy, and other partners to develop alternative energy demonstration projects, and to provide technical assistance and cost share incentives when appropriate and feasible.

TETON AREA WILDFIRE PROTECTION COALITION/NATIONAL FIRE PLAN

Goal 1.0 Cooperate with Teton Area Wildfire Protection Coalition (TAWPC) in efforts involving Wildland Urban Interface (WUI) and Defensible Space

Strategy 1.1.0- Cooperate in the implementation of the Community Wildfire Protection Plan (CWPP)

- Task 1.1.1- Mitigate wildfire hazards identified in the CWPP through outreach, planning, assessments, and vegetative and structural improvements. Specifically, support prioritized fuel reduction for at-risk communities and essential infrastructure, and provide measures that homeowners and communities can take to reduce the ignitability of structures.

Strategy 1.2.0- Serve as a technical and financial assistance resource for increasing human safety and property protection from wildland fire

- Task 1.2.1- Establish eligibility for FEMA's Pre-Disaster Mitigation grant, by becoming a signatory to Teton County Emergency Management's Multi-Hazard Mitigation Plan
- Task 1.2.2- Request support from Jackson Hole Fire/EMS in collaboratively applying for, and administering, a FEMA Pre-Disaster Mitigation (PDM) grant
- Task 1.2.3- Implement components of the existing (2013) Western States Wildland Urban Interface (WSWUI) grant. This includes outreach through several media types to communities, as well as conducting Wildfire Mitigation Plans on private lands.
- Task 1.2.4- Solicit additional funding opportunities that support implementation of fuels mitigation work
- Task 1.2.5- Provide Wildfire Mitigation Planning to Teton County, WY, properties, outside of those within the scope of the WSWUI grant

Strategy 1.3.0- Promote the conversion of Wildland Urban Interface project waste wood into forest products (i.e. biomass utilization)

- Task 1.3.1- Continue to offer and administer the biomass grant application to landowners meeting TCD's established guidelines for this cost-share reimbursement program.

LAND DEVELOPMENT REGULATIONS

Goal 1.0: *Solicit information on sections within Teton County's existing Land Development Regulations (LDRs), that will benefit from revision and technical substance.*

Strategy 1.1.0- *Identify and communicate with partners to ascertain needs and potential improvements to LDRs*

Task 1.1.1- Communicate with the private sector, including land planners, environmental consultants, and others to determine problematic areas in the LDRs.

Task 1.1.2- Communicate with the public sector, including Teton County Planning & Development Department to determine problematic areas in the LDRs. Cooperate with TCP&D to ascertain any existing efforts on their part (i.e. public meetings, private meetings with environmental consultants) addressing this same question.

Goal 2.0: *In the existing Land Development Regulations, revise Division 5.1, General Environmental Standards*

Strategy 2.1.0- *In section 5.1.1, Waterbody and Wetland Buffers, clarify what types of disturbances require setbacks (i.e. landscaping)*

Task 2.1.1- Define desired natural attributes for native vegetation adjacent to waterbodies (ex. define a percentage area of native vegetation required adjacent to waterbodies)

Task 2.1.2- Review and make recommendations for setback distances from waterbodies (ex. wetlands, streams, rivers)

Strategy 2.2.0- *In section 5.1.1, Waterbody and Wetland Buffers, establish criteria for irrigation diversions and ponds that directly discharge into streams*

Task 2.2.2- Develop a water layer of irrigation diversions and ponds that directly discharge into streams

Task 2.2.3- Develop criteria for irrigation diversions and ponds that directly discharge into streams

Strategy 2.3.0- *In section 5.1.2, Wildlife Friendly Fencing, promote practices described in the document 'A Landowner's Guide to Fences and Wildlife'*

Task 2.3.1- Support implementation of wildlife friendlier fencing practices by providing staff time for planning and assessment of projects.

Task 2.3.2- Review current fencing standards and make recommendations to further align the goals of numerous agencies and experts, including Wyoming Game & Fish Department, Forest Service

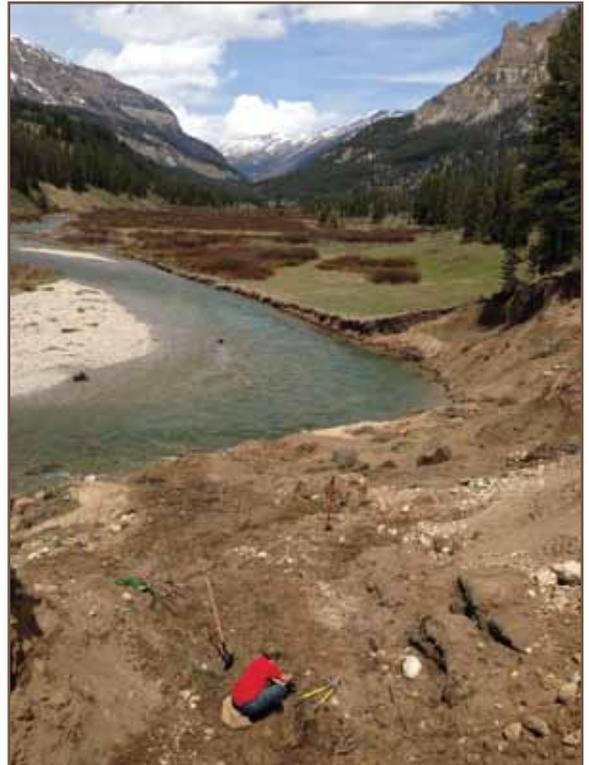
Strategy 2.5.0- *In section 5.1.4, Air Quality,*

Task 2.5.1- Locate and archive all existing air quality data that has been collected in Teton County, Wyoming

Task 2.5.2- Determine if ongoing US Geological Survey snowpack chemistry studies can support air quality information needs

Strategy 2.6.0- *In section 5.1.5, Water Quality, provide direction for enforceable water quality standards with regards to development (i.e. water features, waste water, runoff/sediment, temperature, fertilizers, herbicides)*

Task 2.6.1- Develop direct discharge criteria from ponds and wells



*Planting willows for bank stabilization on Granite Creek.
Photo: Carlin Girard*

Goal 3.0: In the existing Land Development Regulations, revise Division 5.2, Environmental Standards Applicable in Specific Areas

Strategy 3.1.0- In section 5.2.1, Natural Resources Overlay (NRO) Standards, improve several existing sections

Task 3.1.1- Re-write cutthroat habitat requirement information with new/best research.

Task 3.1.2- Define what and where irrigation diversions are

Task 3.1.3- Define the proximity of trout spawning to determine protected streams.

Strategy 3.2.0- Assess products from Teton County, including the Focal Habitat Features project, and support the development of LDRs in the context of that tool.

Task 3.2.1- Assess the FHF project, develop recommendations relative to LDRs.



High levels of algae in the direct vicinity of wastewater treatment. Photo: Carlin Girard

Goal 4.0: In the existing Land Development Regulations, support existing language in Division 5.4, Natural Hazard Protection Standards.

Strategy 4.1.0- In section 5.4.5, Wildland Urban Interface, support the existing language, specifically in the 'Teton County Fire Protection Resolution for New Subdivisions', which references the 'International Wildland-Urban Interface Code, 2012 Edition'.

Task 4.1.1- Provide legislative support to allow continued use of this regulation. A bill, SF0142, is being considered in the Wyoming Legislature that would eliminate county's ability to interpret or enforce any building codes or standards to a more stringent or burdensome standard.

Task 4.1.2- Ensure that Teton County Land Development Regulations on Wildland Urban Interface mesh effectively with WUI programming promoted by Teton Conservation District.

Goal 5.0: In the existing Land Development Regulations, revise Division 5.5, Landscaping Standards

Strategy 5.1.0- In section 5.5.4, General Landscaping Standards, develop criteria to improve standards

Task 5.1.1- Develop criteria for pesticide and fertilizer use within proximity to surface waters.

Goal 6.0: Analyze Teton County Planning & Development's permitting and review process, and TCD's role in the process

Strategy 6.1.0- Seek opportunities for planning and development reviews where TCD and/or interdisciplinary specialists provide more strategic comments and review

Task 6.1.1- Review the comment process and make recommendations to TCP&D that improve earlier flow of information to applicants (landowners), environmental consultants, and planners.

Goal 7.0: Cite sources that are utilized for supporting regulatory practices

Strategy 7.1.0- Augment language in LDRs, where TCD has an interest, specifically in natural resources, to include a reference to sources cited

Task 7.1.1- Include a list of sources cited with proposed revision language

WATER RESOURCES

Goal 1.0.0- Collect water quality data as directed by Wyoming State Law.

Strategy 1.1.0- Fulfill requirements of State Legislature and Wyoming Department of Environmental Quality for all water quality data collection.

Task 1.1.1- As authorized by WS 11-16-122 (b), the Water Resource Specialist will complete data collection to fulfill the direction outlined by WS 11-16-103, which emphasizes the conservation of soil and water, including issues such as erosion, flooding, preservation of natural resources, wildlife, maintaining the use and preserving water resources, while protecting and promoting the welfare of people of the state.

Task 1.1.2- Fulfill credible data requirements (WS 35-11-103 (b) & (c); WS 35-11-302; Wyoming Enrolled Act 47) by collecting water quality data under a Wyoming Department of Environmental Quality approved Quality Assurance Project Plan, which includes the development and approval of Sampling and Analysis Plans (Flat Creek, Fish Creek and groundwater monitoring well network) that outline Quality Assurance\Quality Control for all data collection.

Task 1.1.3- Focus sampling efforts to target those streams that are listed or evaluated for stream health under the 303 (d) & 305 (b) programs.

Task 1.1.4- Use Wyoming Department of Environmental Quality guidance and resource allocation (205 (j) & 319 grants) to support the implementation of monitoring and best management practices on streams with impaired stream health.

Task 1.1.5- Acquire and maintain written landowner permission paperwork for all water quality data collection and data distribution on private lands.

Task 1.1.6- Consolidate and store all Water Resources data within a GIS enabled relational database.

Task 1.1.7- Oversee the day to day operations of a summer field technician.

Strategy 1.2.0- Complete water quality monitoring and reporting for the portion of Flat Creek listed as “threatened” within the Wyoming Department of Environmental Quality 305(b) integrated report (2014).

Task 1.2.1- Continue to monitor stream chemistry and macroinvertebrate populations during fall sampling at seven locations along the 303(d) threatened portion of Flat Creek.

Task 1.2.2- Establish temperature, turbidity and suspended sediment monitoring to understand the sediment load contribution from the Ton of Jackson, WY.

Task 1.2.3- Complete reporting of stream health assessment trends in the Flat Creek watershed.



*Flat Creek bank rehabilitation behind Ace Hardware.
Photo: Carlin Girard*

Strategy 1.3.0- Complete water quality monitoring and reporting for nutrients and stream health in the Fish Creek drainage.

Task 1.3.1- Complete bi-annual (Spring FY16) nutrient concentration, nutrient isotope, chlorophyll-a, and macro invertebrate monitoring in partnership with Friends of Fish Creek and Wyoming Department of Environmental Quality (205(j)) at established USGS monitoring sites on Fish Creek.

Task 1.3.2- Complete cooperative nutrient monitoring with Teton Village Water and Sewer District adjacent to Teton Village in the Fish Creek drainage.

Task 1.3.3- Provide funding and technical assistance to Cheryl Miller at USGS for the completion of a nutrient budget in the Fish Creek drainage.

Task 1.3.4- Provide funding and project oversight for a USGS fisheries study in the Fish Creek drainage, to help understand declining native cutthroat trout fishery.

Strategy 1.4.0- Maintain and operate the Westbank and Airport groundwater well monitoring networks.

Task 1.4.1- Maintain and download data from water level loggers distributed throughout the groundwater monitoring well network.

Strategy 1.5.0- Provide approved water quality technical assistance for District constituents.

Task 1.5.1- Provide technical assistance and cost share opportunities through the drinking water well test kit program.

Task 1.5.2- Provide technical assistance and cost share opportunities for private and public entities who express interest or concern regarding water quality in surface and ground waters.

Strategy 1.6.0- Oversee the needs of the contractor awarded the Wyoming Water Development Office, Level 1 Watershed Study.

Task 1.6.1- Assist in the acquisition of data to be assembled within the resulting Watershed Study GIS database.

Task 1.6.2- Provide assistance in the planning and coordination of stakeholders and stakeholder meetings, held under the context of the Watershed Study.

Strategy 1.7.0- Provide project assistance for real-time water quantity assessments.

Task 1.7.1- Provide cost-share funding for the operations of stream gauging in the Upper-Snake River watershed.

Task 1.7.2- Provide technical assistance to the Natural Resource Conservation Service for the operations of local weather stations.

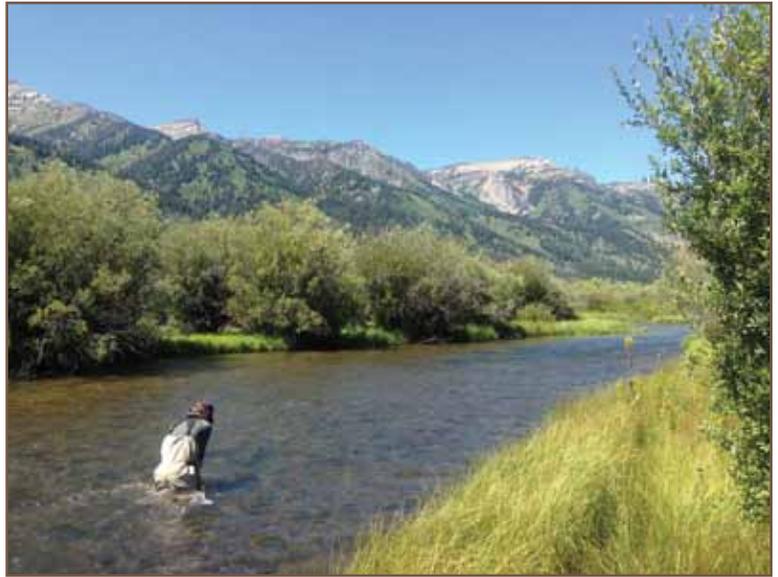
Goal 2.0.0- Initiate and support Best Management Practices to protect and improve water resources in the District

Strategy 2.1.0- Collaborate with the Town of Jackson, Wyoming Department of Environmental Quality, the Flat Creek Water Improvement District, private landowners, and other signatories of the Flat Creek Watershed Plan to improve stream health in the Flat Creek watershed.

Task 2.1.1- Work with the Town of Jackson to reduce the effects of stormwater runoff from the Town of Jackson on stream health in Flat Creek, by promoting and financially supporting the use of storm sceptors, riparian buffers, street sweeping, construction site erosion mitigation, education and information.

Task 2.1.2- Work with Flat Creek stakeholders to improve aquatic habitat in the Flat Creek drainage, through aquatic habitat enhancement projects, riparian protection, and generally supporting ecological integrity provided by wetland, riparian, and aquatic habitats.

Task 2.1.3- Work with Community Pathways and the Town of Jackson to optimize the planned Karns Meadow pathway implementation.



*Macroinvertebrate sampling on Fish Creek.
Photo: Carlin Girard*

Strategy 2.2.0- Collaborate with Friends of Fish Creek, the Department of Environmental Quality, USGS and Fish Creek Stakeholders to develop and implement nutrient Best Management Practices in the Fish Creek drainage.

Task 2.2.1- Use the results from the USGS nutrient budget study to develop and implement and help fund a data driven nutrient best management practices in the Fish Creek Drainage.

Task 2.2.2- Work with Friends of Fish Creek to develop a media campaign to highlight known nutrient Best Management Practices for landscaping fertilization, septic system maintenance and snow storage.

Task 2.2.3- Work with Teton County to quantify known septic systems in the Fish Creek drainage, and develop long-term infrastructure and development plans.

Strategy 2.3.0- Provide data driven suggestions for regional land development standards

Task 2.3.1- Provide literature based technical suggestions for the revision of Land Development Regulations, especially the Natural Resource Overlay section.

Task 2.3.2- Promote the use of the TCD Stormwater Pollution Prevention Plan Guide for erosion control and water pollution mitigation.

Task 2.3.3- Provide natural resource comments and review of development application material to assist with the permitting of land development, gravel extraction, change of use, aquatic habitat enhancement, and request for variance within Teton County.

Strategy 2.4.0- Provide technical assistance for water development projects.

Task 2.4.1- Provide technical assistance and cost-share for irrigation diversion projects, especially if efficiency, fish screening, and water quality are a project priority.

Goal 3.0.0- Provide technical and financial assistance for aquatic habitat enhancements.

Strategy 3.1.0- Support aquatic habitat enhancement projects on public and private lands.

Task 3.1.1- Provide project partnership and technical assistance cost-share funding as requested and approved on public and private lands, with priority for projects that support multiple age classes and species, and ecological services.

Task 3.1.2- Design a ranking criteria for the support of aquatic habitat enhancement projects.

Strategy 3.2.0- Collaborate and cost-share on aquatic habitat projects on Flat Creek.

Task 3.2.1- Use the existing 50/50 split framework to complete stream habitat work that meets FEMA floodplain requirements.

Task 3.2.2- Support and explore possibilities for habitat enhancement efforts on the National Elk Refuge, Lockhart, Rafter J and Melody Ranch, and the WGFD South Park Feedground.

Strategy 3.3.0- Explore and support opportunities to increase surface water resources in the Cache Creek drainage.

Task 3.3.1- Work with the National Elk Refuge to explore the opportunities offered by moving Cache Creek discharge to the south boundary of the feedground.

Task 3.3.2- Work with Wyoming Game and Fish and Trout Unlimited to develop a plan for fish passage in the Cache Creek storm drain system.

Strategy 3.4.0- Support Army Corps of Engineer levee mitigation efforts.

Task 3.4.1- Provide cost-share funding per MOA for the mitigation of the Snake River levee system.

Task 3.4.2- Coordinate private landowner requests to Army Corps of Engineers for levee manipulations for flood prevention, irrigation, and fish passage.

Goal 4.0.0- Provide District oversight and support for the Flat Creek Water Improvement District (WID)

Strategy 4.1.0- Provide procedural oversight for the Flat Creek WID.

Task 4.1.1- Attend quarterly joint Board meetings for coordination.

Task 4.1.2- Attend Flat Creek WID Board meetings when possible.

Task 4.1.3- Provide guidance for Flat Creek WID planning and operations, to support their transparent and successful mitigation of wintertime flooding.

Task 4.1.4- Provide technical assistance for flood mitigation and water resource projects that the Flat Creek WID pursues.

Strategy 4.2.0- Support funding of the Flat Creek WID for flood mitigation planning and operations.

Task 4.2.1- Assist in the instatement of a fair landowner assessment plan to fund WID operations and flood mitigation.

Task 4.2.2- Entertain funding requests to the Town of Jackson, Teton County and the Teton Conservation District, as needed prior to landowner assessment.

Task 4.2.3- Encourage the Flat Creek WID to pursue grant funds.

Task 4.2.4- Provide restoration funds for flood fight stream access sites

WILDLIFE

Goal 1.0: Develop a strategy for success for implementing actions that support Teton County's and Teton Conservation District's stated wildlife values.

Strategy 1.1.0- Assume leadership responsibility in a way that expedites implementation of actions that promote and conserve the area's renowned and varied wildlife resources.

Task 1.1.1- Advocate for a County Biologist and commensurate financial support for the position.

Task 1.1.2- Meet with current county decision makers and planning staff to discuss potential LDRs, technical issues and/or areas of cooperation.

Task 1.1.3- Collaborate with public agencies and NGO's re: neighborhood bear conflict reduction, beehive (and other attractant) fencing, carcass disposal, etc.



*Flat Creek through the Valley Springs Wildlife area.
Photo: Carlin Girard*

Strategy 1.2.0- Utilize established framework for the Safe Wildlife Crossings Collaborative of Jackson Hole to inform, network and energize public agencies, NGO's and others regarding wildlife issues and projects.

Task 1.2.1- Incorporate SWCC records into TCD files and manage the database

Task 1.2.2- Organize and facilitate a meeting to report to collaborative members and provide program agenda, including consideration of name change.

Strategy 1.3.0- Review, revise, and clarify TCD's role with the County's Natural Resources Technical Advisory Board (NRTAB) (tasks, costs, expectations).

Task 1.3.1- Revisit original MOUs or MOAs and communicate requested changes to BCC and County planners

Task 1.3.3- Develop clear, strategic consistent habitat mitigation guidelines and opportunities for mitigation and submit as an LDR proposal.

Task 1.3.4- Identify threatened and endangered species work to be accomplished, including Sage Grouse.

Task 1.3.5- Advocate for incorporating a landscape conservation strategy for Teton County that includes fencing and connectivity.

Task 1.3.5- Detail focal habitat features

Strategy 1.4.0- Identify and mitigate impacts on wildlife of agriculture, commercial forest and wildlife activities. For example grazing, public and NGO initiatives, weed control, etc.

Task 1.4.1- Facilitate communication between commercial natural resource users and management agencies.

Task 1.4.2- Support wetland, floodplain and habitat protection.

Goal 2.0: Support research of wildlife in Teton County, WY

Strategy 2.1.0- Provide funding support for wildlife research, from credible agencies including Wyoming Game and Fish Department, and Wyoming Cooperative Fish & Wildlife Research Unit.

Task 2.1.1- Consider funding requests from WGFD and WCFWRU

Goal 3.0: Serve as a Upper Snake River Basin Local Working Group member, for Greater Sage-Grouse

Strategy 3.1.0- Support the goals and objectives of the LWG, including the implementation of the Conservation Plan (CP). TCD has both recommended actions and commitments listed in the CP.

Task 3.1.1- Provide annual support in the survey of sage-grouse leks

Task 3.1.2- Cooperate with private landowners to identify, manage, and protect sage-grouse habitat

Task 3.1.3- Support invasive plant treatment and prevention programs in sage-grouse habitat

Task 3.1.4- Provide information on grazing best management practices for sage-grouse habitat, support research and development of same

Task 3.1.5- Promote farming operations that are compatible with the maintenance and enhancement of sage-grouse habitat

Task 3.1.6- Identify opportunities to restore sagebrush habitats in GTNP, NER, and private lands that were previously converted to farmland, support restoration

Task 3.1.7- Analyze need and conduct predator control on predators with greatest impact on sage-grouse, outside GTNP

Goal 4.0: Mitigate Human – Wildlife Conflict (HWC)

Strategy 4.1.0- Identify areas of highest human conflict, develop plans to cooperatively mitigate the conflict

Task 4.1.1- Communicate with cooperators on human wildlife conflict issues. Target important issues and implement solutions.

Strategy 4.2.0- Cooperate with Wyoming Game & Fish Department to evaluate and improve the current Bear Conflict Priority Areas

Task 4.2.1- Assess and remap Bear Conflict Priority Areas. Assess regulation of bear-resistant trash containers, throughout the county. Support data analysis and development of priority areas.

Task 4.2.2- Develop a program for, and incentivize, utilization of bear-resistant trash containers

Goal 5.0: Support wildlife data collection

Strategy 5.1.0- Participate in cooperative capture and testing of wildlife.

Task 5.1.1- Support organizations including WGFD, Wyoming Wetland Society, and others in capture and testing of wildlife.

Goal 6.0: Develop a TCD Wildlife Program Plan

Strategy 6.1.0- Explore the opportunity to interact with Teton County at an enhanced level, provide an alternative to NRTAB, offer meaningful input into wildlife issues.

Task 6.1.1- Develop a plan including connectivity, fencing, WYDOT interaction, agency collaboration.

TECHNICAL ASSISTANCE GRANTS

TAC Grants will fill Focus Areas from the Strategic Plan: Agriculture, Mapping Resources and Geographic Information Systems, Restoration and Sustainability, Teton County Planning and Development Regulations, Water Resources and Wildlife.

ADMINISTRATION

The Teton Conservation District will coordinate available staff and resources to accomplish natural resource priorities in Teton County. This will be accomplished through programs and the accountable administration of these programs. The TCD staff will carry out these programs under the direction of the Teton Conservation District's Board of Supervisors. TCD will continue to preserve its fiscally responsible financial procedures and records in order to maintain accountability for the public funding it manages.

Goal 1.0.0 - General Office Expense - the responsible management of the Teton Conservation District office.

Strategy 1.1.0 - Manage the TCD office lease contract, as well as the office cleaning and energy efficiency of the office.

Goal 2.0.0 - Office Supplies and Equipment - the fiscally responsible procurement of supplies and equipment necessary for the operation of the office and support of the staff.

Strategy 2.1.0 Purchase office supplies, postage, computer supplies/ maintenance and safety supplies necessary for the safety of the staff while at the office and in the field.

Goal 3.0.0 - Communications and Travel - to facilitate voice, email and personal communication internally at TCD and externally with our partners /community members.

Strategy 3.1.0 TCD will implement and maintain; a) both landline and cell phone communications, b) high speed internet service for the office, c) a safe, consistent comprehensive data backup system for all computers, and d) 2 reliable, energy efficient TCD vehicles.

Goal 4.0.0 - District Outreach and Promotion - In order to promote awareness of natural resource issues, TCD will inform residents of how they can become involved in conservation on public and private lands by hosting workshops, visiting local schools, and participating in forums. TCD will provide Teton County residents with technical assistance, information, and cost share opportunities that focus on natural resources.

Strategy 4.1.0 - TCD will promote natural resource conservation awareness through its website, newsletters, workshops, publications, tours, displays, newspaper ads, social networking, articles, and press releases.

Goal 5.0.0 - Professional Expenses - The District will preserve its fiscally responsible financial policies and records to maintain accountability for the public funding it manages.

Strategy 5.1.0 The Teton Conservation District will meet its legal requirements for practices and reports required by the IRS, Worker's Compensation, Unemployment Insurance, the Wyoming Department of Audit, Wyoming Association of Conservation Districts and The Wyoming Department of Agriculture.

Goal 6.0.0 - Payroll Expenses - In order to fairly compensate and retain valued employees, TCD provides benefits, annual performance reviews with raises, and cost of living allowances. It produces the necessary payroll reports as required and maintains a liability fund for paid leave.

Strategy 6.1.0 - TCD will review each employee's performance annually to determine salary increase/COLA level, it provides employee benefits and produces the necessary wage reports.

Goal 7.0.0 - Meeting Expense and Miscellaneous Expense - TCD will hold and attend meetings that are necessary to meeting its goals as an organization.

Strategy 7.1.0 - Regular and Regional Meetings - TCD Board Members and Staff will attend local and regional meetings in order to facilitate TCD efforts and coordinate with partners.

