

NORTH CAROLINA SOIL AND WATER CONSERVATION COMMISSION
RALEIGH, NORTH CAROLINA
WORK SESSION AGENDA
DRAFT

WORK SESSION

NC Department of Agriculture
 Division of Soil & Water Conservation
 March 16, 2021
 6:00 p.m.
<https://ncagr.webex.com/ncagr>

BUSINESS SESSION

NC Department of Agriculture
 Division of Soil & Water Conservation
 March 17, 2021
 9:00 a.m.
<https://ncagr.webex.com/ncagr>

I. CALL TO ORDER

The State Government Ethics Act mandates that at the beginning of any meeting the Chair reminds all the members of their duty to avoid conflicts of interest and inquire as to whether any member knows of any conflict of interest or potential conflict with respect to matters to come before the Commission. If any member knows of a conflict of interest or potential conflict, please state so at this time.

II. PRELIMINARY – Business Meeting

Welcome – Cell phones set to silent or \$100 donation

Chairman John Langdon

III. BUSINESS

1. Approval of Agenda

Chairman John Langdon

2. Approval of Meeting Minutes

Chairman John Langdon

A. January 19, 2021 Work Session Meeting Minutes

B. January 20, 2021 Business Session Meeting Minutes

C. February 24, 2021 Business Session Meeting Minutes

3. Division Report

Director Vernon Cox

4. Association Report

Mr. Blount Knowles

5. NRCS Report

Mr. Tim Beard

6. Consent Agenda

A. Supervisor Appointments

Mr. Eric Pare

B. Supervisor Contracts

Mr. Joshua Vetter

ATTACHMENT 1WS

- 7. School of Government Supervisor Training Update Mr. Eric Pare
 - 8. District Conservation Implementation Report Director Vernon Cox
 - 9. Job Approval Authority Mr. Jeff Young
 - A. Applications
 - B. Technical Competency Requirements
 - 10. AgWRAP BMP Policy Revisions Ms. Sydney Mucha
 - A. Agricultural Water Supply/Reuse Pond
 - B. Agricultural Pond Repair/Retrofit
 - C. Agricultural Pond Sediment Removal
 - 11. Consideration of AgWRAP Regional Applications Ms. Sydney Mucha
 - 12. Agriculture Cost Share Program Supplemental Allocation Mr. Joshua Vetter
 - 13. Incentive BMP Update Mr. Joshua Vetter
 - 14. Commission Member Contracts Mr. Joshua Vetter
 - 15. Ad Hoc Committee Report Director Vernon Cox
- IV. PUBLIC COMMENTS**
- V. ADJOURNMENT**

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RALEIGH, NORTH CAROLINA
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3. Division Report

Director Vernon Cox Mr.

4. Association Report

President Blount Knowles

5. NRCS Report

Ms. Odessa Armstrong

6. Consent Agenda

A. Supervisor Appointments

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B. Supervisor Contracts

Mr. Joshua Vetter

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- 7. School of Government Supervisor Training Update Mr. Eric Pare
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**NORTH CAROLINA
SOIL & WATER CONSERVATION COMMISSION
WORK SESSION MEETING MINUTES
March 16, 2021**

**TELECONFERENCE
<https://ncagr.webex.com/ncagr>**

NC Department of Agriculture
Division of Soil & Water Conservation

Commission Members	Guests	Guests
John Langdon	Jeff Young	Michael Shepherd
Wayne Collier	Joshua Vetter	Michelle Lovejoy
Blount Knowles	Paula Day	Sandra Weitzel
Chris Hogan	Helen Wiklund	Bryan Evans
Chris Hughes	Julie Henshaw	Ralston James
Derek Potter	Cayle Aldridge	Eric Pare
Mike Willis	Lisa Fine	Anne Coan
Commission Counsel	Kristina Fischer	Lynn Mann
Phillip Reynolds	Ken Parks	Gail Hughes
Guests	Tom Hill	Joey Hester
Vernon Cox	Allie Dinwiddie	Daphne Cartner
David Williams	Sydney Mucha	Brandy Oldham

Chairman Langdon called the meeting to order at 6:02 p.m. Chairman Langdon inquired whether any Commission members need to declare any conflict of interest, or appearance of conflict of interest, that may exist for agenda items under consideration, as mandated by the State Ethics Act. Chairman Langdon stated the meeting guidelines. Chairman Langdon stated he will recuse himself from Item 14.

1. **Approval of Agenda:** Chairman Langdon asked for comments on the agenda. None were declared.
2. **Approval of Meeting Minutes:** Chairman Langdon asked for comments on the minutes. Commissioner Collier stated the minutes are in order.

- 2A. **January 19, 2021 Work Session Meeting Minutes**
- 2B. **January 20, 2021 Business Session Meeting Minutes**
- 2C. **February 24, 2021 Business Session Meeting Minutes**

3. **Division Report:** Chairman Langdon recognized Director Vernon Cox. Director Cox stated the report will be presented at the Business Meeting tomorrow and has invited Assistant Commissioner Kaleb Rathbone to provide some comments during the Division Report tomorrow. A copy of the report is included as an official part of the minutes.
4. **Association Report:** Chairman Langdon recognized President Blount Knowles. President Knowles stated the report will be presented at the Business Meeting tomorrow. A copy of the report is included as an official part of the minutes.
5. **NRCS Report:** Chairman Langdon stated Mr. Beard has a scheduling conflict. Director Cox stated that Ms. Odessa Armstrong will present the report tomorrow.
6. **Consent Agenda:** Chairman Langdon recognized Mr. Eric Pare and Mr. Joshua Vetter to present. Copies of the reports are included as an official part of the minutes.

6A. Supervisor Appointments:

- Rusty Dellinger, Caldwell SWCD, filling the unexpired elected term of Mr. Dennis Benfield (deceased) for 2018-2022
- R. Edward McLaurin, Chatham SWCD, nominee to fill an appointed term of a vacant seat for 2018-2022 with attached board letter of recommendation

Mr. Pare stated Mr. McLaurin's request should have been a reappointment, however, in November 2018, Mr. McLaurin was one of three supervisors that did not meet the 2/3 district meeting requirements. Due to illness and hospitalization, Mr. McLaurin only attended two board meetings. At the November 2018 Commission meeting, Commissioner Collier recommended the conditional reappointment of Mr. McLaurin for 12 months to improve his health by 2019. As of November 2020, Chatham SWCD never submitted Mr. McLaurin's reappointment paperwork. Mr. Mann, chairman of Chatham SWCD, stated Mr. McLaurin had health problems, and his health has improved greatly. Mr. McLaurin is back at work full time and interested in continuing to serve on the board and working for Chatham County. Chairman Langdon stated there is an opportunity for the District to consider offering a supervisor to become an associate supervisor. However, an associate supervisor does not get any benefits or travel money and cannot vote. In the first quarter of 2021, Mr. McLaurin only attended one district board meeting. The Commissioners discussed Mr. McLaurin's past contributions to the board and the district's needs, as a practicing attorney, but suggested keeping Mr. McLaurin on the board for one year only as a conditional appointment.

- Alana Harrison, Dare SWCD, filling the unexpired elected term of Ms. Susan "Ricki" Shepherd for 2020-2024 with an attached resignation letter from Ms. Shepherd

6B. Supervisor Contracts: 11 contracts; totaling \$76,154

7. **School of Government Supervisor Training Update:** Chairman Langdon recognized Mr. Eric Pare to present. A copy of the report is included as an official part of the minutes. Mr. Pare

stated six supervisors were unable to attend the School of Government (SOG) but only five supervisors provided explanation letters. Mr. Todd Combs, an elected supervisor from Watauga SWCD, has not provided a letter. Commissioner Hughes stated Mr. Combs had COVID last month, but Commissioner Hughes is not sure if COVID is the reason for his not attending the training. Mr. Combs is an active member, the district vice chairman, and serves as the county department head. Director Cox stated the School of Government (SOG) trainings were in each region, and all the trainings were virtual. Mr. Demock Mann, from Hyde SWCD, is the only supervisor in an appointed position. Director Cox stated elected supervisors must complete six hours of training during their term and are not out of compliance. Deputy Director Williams stated Mr. Mann was conditionally appointed in November 2020, and his appointment is set to expire, if he did not attend the SOG training. The Commission needs to take action to either extend his conditional appointment or not extend it, since he has not satisfied his condition.

- 8. District Conservation Implementation Report:** Chairman Langdon recognized Director Vernon Cox to present. A copy of the report is included as an official part of the minutes. Director Cox stated this is a report summarizing and ranking the implementation of conservation practices by district. Director Cox explained the districts were ranked from 1-100 based on the 3-year average of the Agriculture Cost Share Programs, the NRCS Cost Share Programs and other grant funds in implementing conservation from 2017-2019. The information came from the data used for the technical assistance allocation approved at the Commission's February 24, 2021 meeting. Deputy Director Williams stated the regional coordinators are working with the districts and NRCS to put together meetings for Program Year (PY) 2022 for the district's strategic plan. This information can be used to identify the conservation needs in each county and address where there are holes and opportunities.
- 9. Job Approval Authority:** Chairman Langdon recognized Mr. Jeff Young to present. A copy of the reports is included as an official part of the minutes.

9A. Applications: Mr. Young stated there are six applicants seeking Job Approval Authority (JAA) from the Commission. The deadline for applications was March 1, 2021. The JAA rules state that the Commission can grant comparable JAA for any practices the individual has already been granted by NRCS. These six applicants are being recommended for JAA based on their record of comparable JAA from NRCS.

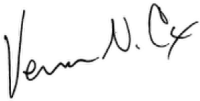
9B. Technical Competency Requirements: Mr. Young stated that the prerequisites and KSAs change with each practice. These 20 practices will be incorporated into the Commission's Detailed Implementation Plan (DIP), if adopted. Anyone applying for JAA will be able to review the necessary requirements. Chairman Langdon asked for clarification of the Abandoned Tree Removal BMP. Mr. Young stated this practice is for Christmas Tree and/or Orchard producers to ask for help where orchards and trees are abandoned in the fields, which could harbor pests and diseases. The practice is to remove the trees, by sawing off the trees at the ground, which reduces the use of herbicides and pesticides. Commissioner Willis asked about extending this practice to other nursery crops for the same potential pest issues seen in apple trees. Mr. Young stated the BMP may have to be rewritten, if the practice is currently limited to fruit and Christmas Tree production.

- 10. AgWRAP BMP Policy Revisions:** Chairman Langdon recognized Ms. Sydney Mucha to present. A copy of the report is included as an official part of the minutes.
- 10A. Agricultural Water Supply/Reuse Pond:** Ms. Mucha stated this revision requires several policy updates, which include the regional application process, a pre-construction meeting, minor changes to the engineering process, and clarification of the cost.
- 10B. Agricultural Pond Repair/Retrofit:** Ms. Mucha stated this update will reflect the regional application process, a pre-construction meeting, minor modifications for engineering processes, addition of fencing requirements for livestock ponds, and a clarification of the cost.
- 10C. Agricultural Pond Sediment Removal:** Ms. Mucha stated the revision includes the addition of Cooperator Acknowledgement Form, minor updates to Sediment Removal Plan Template, a pre-construction meeting, policy number 4 has added items d and e, and transferred the BMP maintenance period and required effects from the policy to the reference table.
- 11. Consideration of AgWRAP Regional Applications:** Chairman Langdon recognized Ms. Sydney Mucha to present. A copy of the report is included as an official part of the minutes. Ms. Mucha stated there are 12 projects recommended for funding for a total of \$315,000.
- 12. Agriculture Cost Share Program Supplemental Allocation:** Chairman Langdon recognized Mr. Joshua Vetter to present. A copy of the report is included as an official part of the minutes. Mr. Vetter stated the supplemental allocations are conducted once a year in the Spring. To be eligible, districts must submit a request to the Division by March 1 and have 75% of their ACSP funds encumbered to contracts. The Division received 47 requests totaling \$1,255,922 and all 47 requests will be allocated totaling \$529,145, with allocations ranging from \$500 - \$22,664.
- 13. Incentive BMP Update:** Chairman Langdon recognized Mr. Joshua Vetter to present. A copy of the report is included as an official part of the minutes. Mr. Vetter stated an update will be presented tomorrow of the draft BMP changes recommended by the Incentive BMP Workgroup.
- 14. Commission Member Contracts:** Chairman Langdon recused himself and passed the gavel to Commissioner Collier. Commissioner Collier stated the contracts will be reviewed tomorrow. Commissioner Collier returned the gavel to Chairman Langdon.
- 15. Ad Hoc Committee Report:** Chairman Langdon recognized Director Vernon Cox to present. A copy of the report is included as an official part of the minutes. Director Cox stated at the January Commission meeting, there was a request for the Commission to identify ways to ensure districts continue to provide representation by agriculture on the district boards. The best way to address this is through the *Guiding Principles for Nomination of Supervisor for Appointment or Reappointment*. The districts will be asked to consider filling these vacancies with a supervisor candidate who can provide knowledge and leadership in agriculture and as an advocate for conservation. The Ad Hoc Committee was comprised of Assistance Commissioner Sandy Stewart, Chairman John Langdon, Mr. Bill Yarborough, Mr. Bryan Evans, Commissioner Blount Knowles, Commissioner Derek Potter, Commissioner Mike Willis, Counsel Phillip Reynolds, Deputy Director David Williams and Director Cox. The Committee met on February

15th, and the recommendation is to add the underlined text, “Because agriculture is North Carolina’s number one industry and because of the importance of soil and water conservation to production agriculture, the Commission strongly recommends that at least two members of each district board be actively engaged in, or recently retired from, an agriculture operation. Examples of an “agriculture operation” include those operations that are eligible to participate in the Agricultural Cost Share Program, or fall within the definition of “Agriculture,” as provided in N.C.G.S. 106-581.1 **If the board does not already have two or more members that meet this criteria, will this appointment satisfy this Commission recommendation?”** The definition of Agriculture is in N.C.G.S. 106-581.1 and is included on page 2. There was much discussion about the three elected and two appointed district supervisors. The Commission only has the authority to suggest that the local district consider using this as a guideline. This is not a statutory requirement. The Commission usually goes with the local board’s recommendation and listens to the reason why the board has chosen to recommend a supervisor. Commissioner Potter suggested that a supervisor should satisfy all 11 Guiding Principles. Deputy Director Williams stated it would be impossible for one supervisor to satisfy all 11. It was suggested to remove the sentence, *“It is suggested that recommended supervisor satisfy at least 5 of the Guiding Principles.”* Or change the number 5 to read *“satisfy several and/or many of the Guiding Principles”*. Commissioner Potter requested that the supervisor have at least 5 guiding principles, and if 3 members of the board do not meet the criteria, the district can state why suitable candidates are not available. Chairman Langdon requested a second Ad Hoc Committee meeting to be scheduled before the May Commission meeting and include all the Soil & Water Conservation Commissioners at this meeting.

IV. Public Comments: No public comments.

V. Adjournment: Meeting adjourned at 8:55 p.m.



Vernon N. Cox, Director
Division of Soil & Water Conservation, Raleigh, N.C.



Helen Wiklund, Recording Secretary

These minutes were approved by the North Carolina Soil & Water Conservation Commission on , 2021.



**NORTH CAROLINA
SOIL & WATER CONSERVATION COMMISSION
BUSINESS SESSION MEETING MINUTES
March 17, 2021**

**TELECONFERENCE
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NC Department of Agriculture
Division of Soil & Water Conservation

Commission Members	Guests	Guests
John Langdon	Ken Parks	Nancy McCormick
Wayne Collier	Tom Hill	Tom Gerow
Blount Knowles	Allie Dinwiddie	Odessa Armstrong
Chris Hogan	Eric Pare	Donald Rogers
Chris Hughes	Joey Hester	Charles Bass III
Derek Potter	Daphne Cartner	Cruise Kirlan Gibbs
Mike Willis	Michelle Lovejoy	Lynn Mann
Commission Counsel	Sandra Weitzel	Brandy Oldham
Phillip Reynolds	Anne Coan	Bradshir Wilkins
Guests	Kaitlyn Johnson	Brandon Young
Vernon Cox	Kristen Kearney	Rob Baldwin
David Williams	Ralston James	PJ Andrews
Julie Henshaw	Lee-Ann Branch	Elliot Swain
Jeff Young	Sarah Clancy	Gail Hughes
Joshua Vetter	Barton Grover	Greg Walker
Rick McSwain	Charlie Bass	Jason Cathey
Helen Wiklund	Kerry Taylor	Josh Parker
Cayle Aldridge	Randy Freeman	Julia Hardy
Sydney Mucha	Rebecca Brickner	Kaleb Rathbone
Lisa Fine	Paula Day	Kayla McCoy
Kristina Fischer	Jason Byrd	Keith Larick
Bryan Evans	Daniel McClellan	Rich George
Michael Shepherd	Lee Holcomb	Will Wier

Chairman Langdon called the meeting to order at 9:01 a.m. Chairman Langdon inquired whether any Commission members need to declare any conflict of interest, or appearance of conflict of interest, that may exist for agenda items under consideration, as mandated by the State Ethics Act. Chairman Langdon stated he will recuse himself from Item 14. Chairman Langdon stated the meeting guidelines.

1. **Approval of Agenda:** Chairman Langdon asked for approval of the agenda. Commissioner Hughes moved to approve the agenda and Commissioner Knowles seconded. Motion carried.
2. **Approval of Meeting Minutes:** Chairman Langdon asked for approval of the minutes. Commissioner Collier moved to approve the minutes and Commissioner Hughes seconded. Motion carried.

2A. January 19, 2021 Work Session Meeting Minutes

2B. January 20, 2021 Business Session Meeting Minutes

2C. February 24, 2021 Business Session Meeting Minutes

3. **Division Report:** Chairman Langdon recognized Director Vernon Cox. A copy of the report is included as an official part of the minutes. Director Cox stated the following:

- Operating in Stage 3 of the Coronavirus restrictions
- Hired Kayleigh McHugh, CREP Specialist, in western service area
- Informed the Commission that Draft Rules for Supervisor Training Compliance, as required by S.L. 2018-113, will be presented to the Commission at their meeting in May 2021.
- Introduced Mr. Kaleb Rathbone, the new Western NC Assistant Commissioner who replaces Mr. Bill Yarborough. Mr. Rathbone was previously the Director for the Research Stations and will now oversee the western NC Agricultural Center, Mountain State Fair, western NC Farmers Market, and the Small Farms Division.

Mr. Rathbone stated he lives in Haywood County and grew up on a family farm raising cattle. Mr. Rathbone stated he will also focus on constituent services. He is encouraged to see everyone is advocating for and implementing programs that support and improve the environment and keeping farms environmentally sustainable.

- Mr. Bryan Evans presented former Commissioner Samuel Green a plaque on behalf of the NC Soil & Water Conservation Commission for his service and good health in the future
- May meeting is the 18th and 19th

Chairman Langdon stated we will continue to follow Governor Cooper’s directives for reducing the risk of Covid19 transmission, while acknowledging that the Commission and Division are eager to visit districts in each region to educate ourselves and see which districts are excelling and which districts are experiencing challenges.

Chairman Langdon requested that the title of President be added to the agenda to recognize the importance of the Association President’s role.

4. **Association Report:** Chairman Langdon recognized President Knowles. A copy of the report is included as an official part of the minutes. President Knowles stated the following:
 - School of Government training was held virtually and had 88 participants with many great speakers and questions, during all three sessions

- Association has had meetings with Legislators concerning the Streamflow Rehabilitation Program and additional CCAP funding with all bills that require funding to be introduced in the House by March 24 and in the Senate by April 6.
 - Continue to work on the Mutual Aid Agreements
 - Conservation Action Team (CAT) is working on a strategy plan and required training
 - Poster contest and Envirothon will be held virtually and the other awards are on hold except the Farm Family nomination.
- 5. NRCS Report:** Chairman Langdon recognized Ms. Odessa Armstrong to present. Ms. Armstrong stated on February 23 the Senate confirmed Mr. Tom Vilsack, as USDA Secretary, Ms. Gloria Greene is the Deputy Under Secretary to lead FPAC (Farm Production and Conservation), and Mr. Kendrick Flowers is Acting Assistant State Conservationist for field operations in Area 3. Mr. Greg Walker retired, and Mr. Julius George has been reassigned as Assistant State Conservationist. NRCS' offices are still closed and receiving customers via phone call or on-line appointments. The Technical Advisory Committee has established a new subcommittee for urban agriculture to help beginning farmers and encourage and expand USDA partnerships. The deadline to apply for the Conservation Stewardship Program (CSP) is March 26, 2021, and all 2017 contracts that are set to expire have until March 31, 2021, to submit applications for renewal. The Watershed Rehabilitation Program for 2021 has received \$2.26M for the Crabtree Creek and Deep Creek sites. The Agricultural Conservation Easement Program (ACEP) has closed two easements, one in Henderson County totaling 74 acres and one in Durham County totaling 87 acres. NRCS received approval to hire seven employees with a deadline of July 2021.
- 6. Consent Agenda:** Chairman Langdon asked for approval of the consent agenda. Copies of the reports are included as an official part of the minutes.

6A. Supervisor Appointments:

- Rusty Dellinger, Caldwell SWCD, filling the unexpired elected term of Mr. Dennis Benfield (deceased) for 2018-2022
- R. Edward McLaurin, Chatham SWCD, nominee to fill an appointed term of a vacant seat for 2018-2022 with attached board letter of recommendation, with a one-year conditional appointment
- Alana Harrison, Dare SWCD, filling the unexpired elected term of Ms. Susan "Ricki" Shepherd for 2020-2024 with an attached resignation letter from Ms. Shepherd

6B. Supervisor Contracts: 11 contracts; totaling \$76,154

Commissioner Hughes moved to approve the consent agenda and Commissioner Knowles seconded. Commissioner Potter stated Mr. McLaurin is on a one-year conditional appointment. Motion carried.

- 7. School of Government Supervisor Training Update:** Chairman Langdon recognized Mr. Eric Pare to present. A copy of the report is included as an official part of the minutes. Mr. Pare stated a letter has been submitted from Mr. Mann, who will be conditionally appointed. The remaining supervisors are all elected supervisors and have provided letters as to why they could not attend the School of Government (SOG) training, except for Mr. Combs from Watauga

SWCD, who did not provide a letter. No action is required at this time with regards to the elected supervisors not attending the training.

Chairman Langdon asked for approval of the School of Government Training Update. Commissioner Potter moved to approve and extend the conditional appointment of Mr. Mann for one more year and Commissioner Hughes seconded. Motion carried.

- 8. District Conservation Implementation Report:** Chairman Langdon recognized Director Vernon Cox to present. A copy of the report is included as an official part of the minutes. Director Cox stated this report provides the relative rankings of districts implementing conservation programs for the period 2017-2019. The districts are ranked from 1-100 based on the relative amount of farmland and animal units in each county. The district with the most combined farmland and animal units is ranked number 1. This information is provided as an indication of the opportunity for implementing conservation programs in each county. The assumption is that the 99th ranked district would not have the same opportunities for implementing conservation on agricultural operations, as the #1 ranked district. The amount of money expended for the Agriculture Cost Share Programs (ACSP) from 2017-2019 is shown in the third column. The next column is the relative rank of each county in expending program funds. The fifth column is the amount of funds expended for federal conservation programs through NRCS (EQIP, CSP, RCPP) with a ranking from 1-100 in column 6. The seventh column is for other conservation grant programs that districts obtain through the NC Foundation for Soil & Water or other funding sources for the installation of practices. A rank for other conservation funding sources is provided in column eight. Column nine is the sum of the 3-year average for conservation expenditures. The last column provides an overall state rank for the total funding expended in each county. Two maps were presented for Conservation Implementation ranked by NRCS Area and by the 18 NRCS teams in the State.

Chairman Langdon stated this is a good tool for each district to find opportunities for improvement for their county and the state.

Commissioner Potter stated this was an excellent capture of the programs throughout the state. Commissioner Potter challenged Ms. Armstrong and Mr. Beard to simulate this map with all their programs, to get a better understanding of how NRCS is doing throughout the state.

- 9. Job Approval Authority:** Chairman Langdon recognized Mr. Jeff Young to present. A copy of the reports is included as an official part of the minutes.

9A. Applications: Mr. Young stated six individuals are seeking comparable NRCS Job Approval Authority (JAA). The applicants provided the necessary documentation. The applicants requested a total of approximately 20 Job Approval Authority (JAA) designations.

Chairman Langdon asked for approval of the applications. Commissioner Potter moved to approve the six applications and Commissioner Hughes seconded. Motion carried.

9B. Technical Competency Requirements: Mr. Young stated as part of the development of the Job Approval Authority (JAA) system, there is a need to specify the Technical Competency Requirements for each of the Best Management Practices (BMPs). This is a roadmap for those

applicants seeking to receive Job Approval Authority (JAA). There are 20 technical competencies being added, for 20 BMPs, and all are agronomic or ecological science type practices. The main differences between practices is captured in the pre-requisites and Knowledge, Skills, and Abilities (KSAs), which will vary from practice to practice. There are currently 11 practices in the Job Approval Authority (JAA) system. These 20 additional competencies will be adopted into the Commission’s Detailed Implementation Plan (DIP).

Chairman Langdon asked for approval of the technical competency requirements. Commissioner Hughes moved to approve the requirements and Commissioner Willis seconded. Motion carried.

- 10. **AgWRAP BMP Policy Revisions:** Chairman Langdon recognized Ms. Sydney Mucha to present. A copy of the report is included as an official part of the minutes.

10A. Agricultural Water Supply/Reuse Pond: Ms. Mucha stated the proposed revisions were reviewed by the AgWRAP Review Committee. The policy updates now reflect the regional application process, an added pre-construction meeting to ensure the engineer, designer, cooperater and district meet before construction starts, minor modifications to the engineering process, and additional clarification of the cost.

10B. Agricultural Pond Repair/Retrofit: Ms. Mucha stated this reflects the regional application process, an added pre-construction meeting, minor modifications for the engineering process, the addition of fencing requirements for livestock ponds, and clarification of the cost.

10C. Agricultural Pond Sediment Removal: Ms. Mucha stated this reflects an addition to the Cooperator Acknowledgement Form, includes minor updates to the Sediment Removal Plan Template and includes: a required pre-construction meeting, added items 4d. and 4e. to the policy, and transferred the BMP maintenance period and required effects from the policy to the reference table.

AGRICULTURAL POND SEDIMENT REMOVAL

Maintenance Period	1 YEAR
BMP Units	EACH
Required Effects	GALLONS OF AGRICULTURAL WATER INCREASED OR PROTECTED
JAA/NRCS Standards unless otherwise noted	CSP - 342 - Critical Area Planting CSP – 572 – Spoil Spreading Division Sediment Removal Plan
CS2 Reference Materials	NC-ACSP-11 Signature Page Map with BMP location, fields, and roads. Conservation Plan Pond Sediment Removal Plan or Appropriate JAA Cooperator Acknowledgement Form

Chairman Langdon asked for approval of the AgWRAP BMP Policy Revisions. Commissioner Potter moved to approve items 10A, 10B, and 10C and Commissioner Collier seconded. Motion carried.

11. Consideration of AgWRAP Regional Applications: Chairman Langdon recognized Ms. Sydney Mucha to present. A copy of the report is included as an official part of the minutes. Ms. Mucha stated 37 regional applications were received and 12 projects are recommended for funding. The 12 BMP projects total \$315,000.

Chairman Langdon asked for approval of the AgWRAP regional applications. Commissioner Knowles moved to approve the AgWRAP regional applications and Commissioner Hogan seconded. Commissioner Potter stated, as the coastal representative, there are no coastal applications ranked high enough and would like to see more applications submitted in the future. Motion carried.

12. Agriculture Cost Share Program Supplemental Allocation: Chairman Langdon recognized Mr. Joshua Vetter to present. A copy of the report is included as an official part of the minutes. Mr. Vetter stated supplemental allocations are conducted each spring. There must be at least \$200K of ACSP funds to allocate. Each district must submit their request by March 1 and have 75% of ACSP funds encumbered to contracts to be eligible to receive a supplemental allocation. There are 47 districts that submitted requests totaling over \$1.2M. The 47 allocations total \$529,145, with allocations ranging from \$500 - \$22,664.

Chairman Langdon asked for approval. Commissioner Willis moved to approve the Agriculture Cost Share Program supplemental allocation and Commissioner Hughes seconded. Motion carried.

13. Incentive BMP Update: Chairman Langdon recognized Mr. Joshua Vetter to present. A copy of the presentation is included as an official part of the minutes. Mr. Vetter stated this is an update to the changes previously recommended by the Incentive BMP Workgroup. At the Commission's August 5, 2020, meeting, the Commission did not approve the Incentive BMP Workgroup's recommendations in the FY20-21 Detailed Implementation Plan because of concerns that there were excessive cost share rates for cover crops. The workgroup reconvened to address the concerns and recommending the following:

- Change Incentives to Regular BMPs
 - Cover Crops, Residue and Tillage Management, and Sod-Based Crop Rotation
- Adjust cost share rates with less management tiers
- Revise and update BMP policies
- Recommendation move from an Incentive BMP to Regular BMP
 - Annual contract limits → No annual contract limits
 - Lifetime payment caps → No lifetime payment caps
 - "Adopted" clause → 75%/90% of unit costs
 - 100% Flat rate cost share

Mr. Vetter presented the specific benefits, recommendations, and revisions with regards to Cover Crops, Residue and Tillage Management, and Sod-Based Crop Rotation. The following was summarized:

- Combine Cover Crop and Nutrient Scavenger Crop into the Cover Crop Practice

- Cover Crop Practice Policy
- Cover Crop Management Tiers, Cost Share Rates, and Proposed Payment Tiers
- Current Cost Share payment rate for Cover Crops is \$40/acre at 100%
- A comparison of line graphs of Cover Crop cost share trends
- Combine the 3-year Conservation Tillage – Grain & Cotton, 3-year Conservation Tillage - Peanuts, Sweet Corn, Tobacco and Vegetables, Crop Residue Management, and Long-Term No-till practices into the Residue and Tillage Management Practice
 - Removed three annual contract limit and lifetime payment limits; may be contracted as a single annual practice or up to three consecutive years; payment will be made after the practice has met intended purpose; planner must verify adequate residue cover before payment can be made; conservation tillage methods that disturb the entire soil surface are now allowable; cover crop may be contracted on the same acreage, and clarified policy language
- Residue and Tillage Management Tiers and Cost Share Rates based on the Unit Cost, 75% rate, 90% rate, and per year cost were highlighted and one incentive, sweet potato, was missing and needs to be added to the list
- Sod-Based Crop Rotation Practice will be changed from incentive to regular cost share practice with grazing and haying policy added to the BMP summary; adding Forage Harvest Management as a reference standard; and costs were adjusted from incentive flat rate to average cost
- Sod-Based Rotation Cost Share Rates based on the Unit Cost, 75% rate, 90% rate, and flat rate were highlighted

14. Commission Member Contracts: Chairman Langdon recused himself and passed the gavel to Commission Collier. Commissioner Collier recognized Mr. Joshua Vetter to present. Mr. Vetter stated the two contracts total \$9,193 for Chairman Langdon and have been reviewed and are in order.

Commissioner Collier asked for approval of the Commission member contracts. Commissioner Potter moved to approve the contracts and Commissioner Hogan seconded. Motion carried. Commissioner Collier returned the gavel to Chairman Langdon.

15. Ad Hoc Committee Report: Chairman Langdon recognized Director Vernon Cox to present. A copy of the report is included as an official part of the minutes. Director Cox stated this is draft language for the Guiding Principles for Nomination of District Supervisors. The emphasis is on the need for district boards to continue to have supervisors on the board that have a background in agriculture. Chairman Langdon established an Ad Hoc Committee at the January 20, 2021, Commission meeting. The draft recommendations were approved by the Ad Hoc Committee and is for the Commission's consideration. The draft language is for the nomination of district supervisors for appointment or reappointment and that at least two members of each district board be actively engaged in, or recently retired from, an agricultural operation. The definition of agriculture can be found in N.C.G.S 106.581.1.

Chairman Langdon stated that he is reinstating the Ad Hoc Committee to review the 11 Guiding Principles. Chairman Langdon asked that a meeting of the Committee be scheduled in late April, before the May Commission meeting.

IV. Public Comments: Chairman Langdon stated we are individuals and we are different and have our different ways of handling adverse situations and crisis. Our leadership and families have experienced death, sickness, and mental illness and request that we pause and remember those individuals.

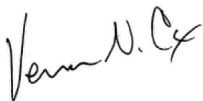
Mr. Jeff Young stated Commissioner Willis asked a question during the Work Session about the Abandoned Tree Removal Practice. The current Abandoned Tree Removal BMP is restricted to apple orchards and Christmas tree operations. Mr. Young will reach out to Mr. Vetter and the Technical Review Committee (TRC) and ask that they consider expanding the practice to nursery operations and other applicable Agricultural operations.

Mr. David Williams stated yesterday Ms. Kristina Fischer sent out some guidance on the Listserv, with the assistance of Mr. Tien Cheng in the Attorney General's office, related to the suggested protocol for district technicians to present items to the board. Under N.C.G.S. 139-8.2, districts are required to keep certain information confidential. All the districts should look at the Listserv and evaluate any changes to their processes. The guidance provides assistance to the districts to comply with the statute and includes the suggested protocol to present cost share items, how to write up meeting minutes, and has an example of a district's fund tracking spreadsheet. As districts work to protect information, closed sessions may be more commonplace. Mr. Williams thanked Ms. Fischer for her leadership.

Director Cox thanked the Commission for their leadership and deliberation, during this meeting. The significance of Job Approval Authority (JAA) under Item 9 and the district staff approved for JAA has been a long time coming. This has been a combined effort of the Commission, district staff, Association, and JAA Workgroup. It is exciting and we will make sure this initiative supports our districts to implement conservation programs to help our farmers and other cooperators.

Chairman Langdon stated it is a pleasure to work with the Commission and staff. Moving forward, although we do not always agree, we should appreciate everyone and strive to encourage each other.

V. Adjournment: Meeting adjourned at 11:24 a.m.



Vernon N. Cox, Director
Division of Soil & Water Conservation, Raleigh, N.C.



Helen Wiklund, Recording Secretary

These minutes were approved by the North Carolina Soil & Water Conservation Commission on , 2021.



**NORTH CAROLINA
SOIL & WATER CONSERVATION COMMISSION
WORK SESSION MEETING MINUTES
January 19, 2021**

TELECONFERENCE
<https://ncagr.webex.com/ncagr>

NC Department of Agriculture
Division of Soil & Water Conservation

Commission Members	Guests	Guests
John Langdon	Jeff Young	Michael Shepherd
Wayne Collier	Joshua Vetter	Michelle Lovejoy
Blount Knowles	Rick McSwain	Sandra Weitzel
Myles Payne	Helen Wiklund	Bryan Evans
Derek Potter	Cayle Aldridge	Eric Pare
Mike Willis	Lisa Fine	Anne Coan
Commission Counsel	Kristina Fischer	Todd Roberts
Phillip Reynolds	Ken Parks	Eric Galamb
Guests	Chris Hogan	Jeffrey Sykes
Vernon Cox	Tom Hill	Sydney Mucha
David Williams	Allie Dinwiddie	Lena Simmons
Julie Henshaw	Dewitt Hardee	Kenny Ray

Chairman Langdon called the meeting to order at 6:02 p.m. Chairman Langdon inquired whether any Commission members need to declare any conflict of interest, or appearance of conflict of interest, that may exist for agenda items under consideration, as mandated by the State Ethics Act. Chairman Langdon stated the meeting guidelines.

1. **Approval of Agenda:** Chairman Langdon asked for comments on the agenda. None were declared.
2. **Approval of Meeting Minutes:** Chairman Langdon asked for comments on the minutes. Commissioner Collier stated the minutes have been revised and are in order.

2A. November 17, 2020 Work Session Meeting Minutes

2B. November 18, 2020 Business Session Meeting Minutes

3. **Division Report:** Chairman Langdon recognized Director Vernon Cox. Director Cox stated the report will be presented at the Business Meeting tomorrow. A copy of the report is included as an official part of the minutes.
4. **Association Report:** Chairman Langdon recognized Commissioner Knowles. Commissioner Knowles stated the report will be presented at the Business Meeting tomorrow. A copy of the report is included as an official part of the minutes.
5. **NRCS Report:** Chairman Langdon stated Mr. Tim Beard will be presenting the report tomorrow.
6. **Consent Agenda:** Chairman Langdon recognized Mr. Eric Pare and Mr. Joshua Vetter to present. Copies of the reports are included as an official part of the minutes.

6A. Supervisor Appointments:

- Anthony Wayne Street, Brunswick SWCD, filling the unexpired elected term of Mr. Elliot Swain for 2018-2022 with an attached resignation letter from Mr. Swain
- Hunter Quincy, Edgecombe SWCD, filling the unexpired appointed term of Ms. Margaret Knight for 2018-2022 with an attached resignation letter from Ms. Knight
- Donna Jones, Madison SWCD, nominee to fill an appointed term of a vacant seat for 2021-2024
- William Rice, Mecklenburg SWCD, filling the unexpired appointed term of Ms. Rice-Boayue for 2021-2022 with an attached resignation letter from Ms. Jacelyn Rice-Boayue

6B. Supervisor Contracts: 7 contracts; totaling \$57,555

7. **Job Approval Authority Process:** Chairman Langdon recognized Mr. Jeff Young to present. A copy of the report is included as an official part of the minutes.

7A. Job Approval Authority Policy: Mr. Young stated this policy was presented in July 2019, and the Rules were adopted in November 2020. Administrative Rule 02 NCAC 59D.0201, "*The Criteria and Procedures for Granting Job Approval Authority*" was highlighted. The current policy is limited to 11 practices in the AgWRAP and CCAP programs. The draft policy and framework is modeled after the policy and framework currently in use by NRCS. The policy defines and establishes job classes and details the review process. This policy will be a roadmap for anyone that is applying for Job Approval Authority (JAA) through the Commission, i.e., how the program is administered and will list the requirements approved by the Commission. The Commission will re-evaluate Job Approval Authority (JAA) for each participant every four years or as necessary. The Commission has the authority to rescind and reinstate Job Approval Authority. The Commission will be asked to act upon all applications after review by the Division of Soil & Water Conservation.

Chairman Langdon commended Mr. Young and the JAA Workgroup for all their work. Commissioner Potter asked for clarification about the NRCS requirements in Item C on page 3. Mr. Young stated this is the language acknowledging there is an NRCS system in place that also grants Job Approval Authority (JAA).

7B. Application Form: Mr. Young stated the recently adopted rules outline the minimum criteria required in the application form for those seeking Job Approval Authority (JAA). All 83 practices will be listed on the application, and the Detailed Implementation Plan (DIP) will be expanded to include the practices. The application requires that one reference be provided to verify the applicant's technical competency. There is also an applicant signature field attesting that the information on the application is accurate.

8. Technical Specialist Continuing Education Audit Results: Chairman Langdon recognized Mr. Jeff Young to present. A copy of the report is included as an official part of the minutes. Mr. Young stated this is an annual audit of the Technical Specialist Continuing Education credits of education hours. Mr. Shepherd administered the audit by taking a random 10% of the 130 submittals. All the criteria were met, and the audit was satisfactory.

9. FY2020 Commission Cost Share Programs Annual Reports: Chairman Langdon recognized Ms. Julie Henshaw to present. A copy of the reports is included as an official part of the minutes.

9A. ACSP, CCAP, and AgWRAP Consolidated Report: Ms. Henshaw stated the Cost Share Programs Annual Report looks different because new technology was used to prepare the report. The report is due by the end of January and highlights the three programs. Ms. Sydney Mucha reformatted the layout of the report with larger text and pictures.

9B. Conservation Reserve Enhancement Program Report: Mr. Galamb highlighted the program's objectives. The agreement is administered by the USDA, which authorizes enrolling up to 85,000 acres of riparian habitat. Currently, the program has 28,610 acres enrolled, and we can restore up to 15,000 acres of non-riparian wetlands of which 2,439 acres have been restored. Commissioner Potter asked if there is an expiration date for the program, and Mr. Galamb will research the answer. The contract period is for 30 years, and we are in the 21st year. Mr. Galamb stated there are 57 applications totaling 2,000 acres.

10. FY2022 Technical Assistance Allocation: Chairman Langdon recognized Ms. Julie Henshaw to present. A copy of the report is included as an official part of the minutes. Ms. Henshaw stated this is the technical assistance allocation methodology, per Rule 02 NCAC 59D .0108, and as described in the Detailed Implementation Plan (DIP). The Rule specifies that SWCC practices will be weighted at 100%, other local, State, federal and grant funded practices will be weighted at a minimum of 25%, districts shall submit information on funded practices through their annual strategic plan, the highest three allocations of the most recent seven years will be calculated, and this allocation will be calculated once every three years, unless there is a change in technical assistance State appropriations. The Cost Share Committee convened twice to review the Rule. The recommendations include adding the following to the FY2022, FY2023 and FY2024 Detailed Implementation Plan:

- (1) All data in CS2 will be incorporated into the calculation except for Disaster Response Funding Codes as district received separate technical assistance payments for their work on these practices.*
- (2) Weight all local, State, federal and grant funded practices that meet the purposes of ACSP, CCAP and AgWRAP at a weight of 25%. This includes only the BMP construction/installation cost and excludes the design, construction oversight and practice certification cost to be*

- consistent with item (1). Data is obtained from the NRCS state office for federal programs, the NC Foundation for Soil and Water Conservation directly, and by districts uploading grant and funder agreements.*
- (3) *Adopt a maximum allocation of \$30,000 per district. The minimum allocation per county is set in the rule at \$20,000 per district, unless the district requests a lesser amount in their annual strategic plan.*

The Division is requesting a special Commission meeting in February to approve the finalized allocations for next fiscal year.

- 11. District Issues:** Chairman Langdon recognized Mr. Joshua Vetter to present. A copy of the letter is included as an official part of the minutes.

11A. Consideration of a Request for Exception to Policy on a Closure of Waste Impoundments

Practice: Mr. Vetter stated the Orange SWCD is requesting an exception to the Closure of Waste Impoundments Practice. The policy can be found in the Cost Share Programs – Agriculture Cost Share Program (ACSP) Best Management Practices (BMPs) under Closure - Waste Impoundments NC-ACSP-1.c.ix. The policy states, *“Each contract must contain the following information and must be received by the Division prior to approval.” “A statement signed by the applicant/landowner that he/she will not reimplement the system and that no confined animal feeding operation will be restarted on the farm. The completion of NC-ACSP-1C meets this requirement.”* There is a letter regarding the request and Mr. Michael Shepherd can provide more information. Chairman Langdon noted a letter from Mr. Buster Towell is included, who is a well-respected, senior environmental specialist with the Division of Water Resources (DWR). Mr. Shepherd stated the request was reviewed with the Orange SWCD. The owner intends to maintain 5 cows for selling of milk to local markets. Staff is of the opinion that this activity meets the EPA’s definition of a confined animal feeding operation, even though 5 cows will not generate a lot of animal waste. This operation is deemed permitted by DWR, even if the waste storage pond is closed. There is nothing that prevents the applicant from going to 99 cows with no waste pond, which is why the Division denied the original contract application. Mr. Hogan stated he spoke to Counsel Reynolds and the key word in Mr. Towell’s letter is de minimis. Mr. Hogan stated there is a reason why the landowner has 5 cows and not 99. The Orange SWCD would like to see this lagoon closed and by doing so will protect the local water supply. Mr. Shepherd spoke to Mr. Towell and discussed this issue multiple times. Mr. Towell brought up the word de minimis and stated there is not much manure discharge, but it is the Commission’s policy that is prohibiting this from closing. Commissioner Payne stated Mr. Shepherd followed the Commission’s policy. This request is before the Commission because the landowner wants to request cost share money, if he had done this on his own, it would not be coming before the Commission. Deputy Director Williams stated the issue is the cows are brought into the barn once a day and milking the cows and the water that collects to clean down the milking parlor and equipment is going into a pipe and that pipe will be discharged onto the ground. The concern is being confident it will not create a water quality issue. Mr. Shepherd stated these cows are out in the pasture and brought in just for milking similar to an organic operation. Mr. Jeff Sykes, landowner of Sykes Dairy, Inc., stated the plan is not to go to 99 cows. The time the cows spend in the barn is 25 minutes. The cows are like pets, and when they are in the barn, they just stand there, but cows can get upset and defecate. Mr. Sykes stated he is trying to keep his farm after being laid off.

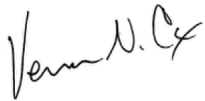
IV. Public Comments: Chairman Langdon stated Governor Cooper has reappointed Commissioner Knowles, Commissioner Potter and me. Commissioner Payne has gone above and beyond the call of duty in service to the Commission and we have a plaque to recognize his service for a job well done. We also have a plaque for Commissioner Green to recognize his service to both the Commission and the Association. Since Mr. Green will not be able to serve his term as Past President, Mr. Chris Hogan has agreed to serve on the Commission in that capacity.

Director Cox stated Mr. Chris Hughes will be serving as First Vice President of the Association and will be joining the Commission once his statement of economic interest and appointment by the Governor's office is complete.

Chairman Langdon stated Mr. Bill Yarborough plans to share some public comments at tomorrow's meeting.

Commissioner Potter has a conflict tomorrow and will be leading another meeting at the same time but will be participating in the Commission meeting.

V. Adjournment: Meeting adjourned at 7:39 p.m.



Vernon N. Cox, Director
Division of Soil & Water Conservation, Raleigh, N.C.



Helen Wiklund, Recording Secretary

These minutes were approved by the North Carolina Soil & Water Conservation Commission on March 17, 2021.



**NORTH CAROLINA
SOIL & WATER CONSERVATION COMMISSION
BUSINESS SESSION MEETING MINUTES
January 20, 2021**

TELECONFERENCE
<https://ncagr.webex.com/ncagr>

NC Department of Agriculture
Division of Soil & Water Conservation

Commission Members	Guests	Guests
John Langdon	Michael Shepherd	Brandon Young
Wayne Collier	Helen Wiklund	Michelle Lovejoy
Blount Knowles	Ralston James	Kenny Ray
Myles Payne	Allie Dinwiddie	Odessa Armstrong
Derek Potter	Cayle Aldridge	Chris Hughes
Mike Willis	Lisa Fine	Dewitt Hardee
Commission Counsel	Kristina Fischer	Anne Coan
Phillip Reynolds	Ken Parks	Elliot Swain
Guests	Sandra Weitzel	Daniel McClelland
Vernon Cox	Eric Pare	Todd Roberts
David Williams	Tom Hill	Lena Simmons
Julie Henshaw	Sydney Mucha	Tom Gerow
Jeff Young	Tim Beard	Bill Yarborough
Rick McSwain	Eric Galamb	Charles Bass
Keith Larick	Gail Hughes	Julia Hardy
Paula Day	Jeffrey Sykes	Kayla McCoy
Joshua Vetter	Michelle Raquet	Joe Austin
Rob Baldwin	Chris Hogan	

Chairman Langdon asked Counsel Reynolds to provide guidance for conducting the meeting. Counsel Reynolds stated to comply with the North Carolina open meetings law for virtual meetings, anyone that speaks needs to be recognized by the chair and state their name for the minutes. Chairman Langdon called the meeting to order at 9:06 a.m. Chairman Langdon inquired whether any Commission members need to declare any conflict of interest, or appearance of conflict of interest, that may exist for agenda items under consideration, as mandated by the State Ethics Act. Chairman Langdon welcomed everyone to the meeting.

- 1. Approval of Agenda:** Chairman Langdon asked for approval of the agenda. Commissioner Payne moved to approve the agenda and Commissioner Willis seconded. Motion carried.

- 2. Approval of Meeting Minutes:** Chairman Langdon asked for approval of the minutes. Commissioner Collier stated the minutes are in order and moved to approve the minutes and Commissioner Willis seconded. Motion carried.

2A. November 17, 2020 Work Session Meeting Minutes

2B. November 18, 2020 Business Session Meeting Minutes

- 3. Division Report:** Chairman Langdon recognized Director Vernon Cox. A copy of the report is included as an official part of the minutes. Director Cox stated the following:
- The Division continues to operate under Phase 3 Coronavirus restrictions
 - Commission gave final approval of the Job Approval Authority (JAA) Rules in November 2020; JAA Rules were approved by the Rules Review Commission on December 17, 2020 and became effective on January 1, 2021
 - Personnel Update: Environmental Specialist (CREP) hire recommendation has been submitted.
 - Commissioner Troxler announced Kaleb Rathbone has been appointed as the Agriculture Programs Administrator in western NC and Teresa Lambert has been promoted to the position of Research Stations Director
 - Three virtual School of Government (SOG) trainings are scheduled in February. Rules for enforcement of training requirements for District Supervisors must be adopted before November of 2022
 - Highlighted Legislature – 2021 Key Dates
 - January 27: Legislature returns to Raleigh
 - April 6: Senate filing deadline for most bills that do not address constitutional amendments, appointments, or election laws
 - April 20: House filing deadline for non-budget, non-finance bills
 - April 27: House filing deadline for budget and finance-related bills
 - May 13: Crossover deadline for bills to have passed either the House or Senate for consideration during the remainder of the session
 - Redistricting likely will be considered in a special session later in the year
 - Met with Bryan Evans and Laura Killian to discuss legislative priorities for the Department and Association
 - Construction and moving into the Agriculture Sciences Center, the required operating costs, and the need for two more Soil & Water engineers
 - Discussed Stream Flow Rehabilitation Program (Legislation + \$1M recurring)
 - CCAP funding - \$1.5M
 - Supervisor Training - \$200K recurring
 - March meeting is the 16th and 17th and there will also be a special called meeting in February to discuss the technical assistance allocation for next fiscal year

Chairman Langdon asked Director Cox and his staff to rank the districts on how they spend their funds, including funds from NRCS. North Carolina should be the flagship state for conservation in the southeast. Director Cox will look at the measurables and report back at the March meeting.

- 4. Association Report:** Chairman Langdon recognized Commissioner Knowles. A copy of the report is included as an official part of the minutes. Commissioner Knowles stated the Annual meeting went well. Commissioner Knowles welcomed Mr. George Teague, as the new 2nd vice president, and Mr. Chris Hogan as the Association's past president, filling Mr. Samuel Green's position. Mr. Green was important to Soil & Water, and the Association appreciates all his work. This year, there were no new resolutions at the Association's annual meeting, and the Association will continue to work on additional CCAP funding, and a new program for Streamflow Rehabilitation Assistance. Fifty Mutual Aid Agreements have been signed and returned, School of Government (SOG) training begins in a couple of weeks, and the Association received the agreement with USDA/NRCS to develop a Mentors List.
- 5. NRCS Report:** Chairman Langdon recognized Mr. Tim Beard. A copy of the report is included as an official part of the minutes. Mr. Beard stated the following:
- Kevin Norton is serving as the Acting Deputy Under Secretary for Farm Production and Conservation (FPAC)
 - Terry Cosby from Ohio is serving as the Acting Chief of NRCS
 - Gayle Barry from California is the Acting Associate Chief
 - A report was presented that documented the FY2020 financial assistance obligated by program and congressional district. The report included over \$30M for financial assistance and over \$8M for easements
 - A map of the Service Delivery Teams and Staffing was shown
 - Feral Swine Eradication Program received final approval of a Phase 2 award. This will allow for continued work in Sampson County, while expanding the program to Haywood, Anson, Davie, Montgomery and Randolph counties.
 - Commissioner Willis would prefer to see the format of the financial assistance report broken down by NRCS workgroup with dollar amounts so that it can be compared to other workgroups across the state, rather than by congressional district, to know which groups are exceling or need help
 - Mr. Beard stated he is working with Bryan Evans on the Mentors List and most of the program information can be provided by team, and he is also working with Director Cox and can provide data regarding workload and accomplishments
- 6. Consent Agenda:** Chairman Langdon asked for a motion to approve the Consent Agenda. Commissioner Willis moved to approve the Consent Agenda and Commissioner Knowles seconded. Motion carried.

6A. Supervisor Appointments:

- Anthony Wayne Street, Brunswick SWCD, filling the unexpired elected term of Elliot Swain for 2018-2022 with an attached resignation letter from Mr. Swain
- Hunter Quincy, Edgecombe SWCD, filling the unexpired appointed term of Margaret Knight for 2018-2022 with an attached resignation letter from Ms. Knight
- Donna Jones, Madison SWCD, nominated for reappointment for an appointed term commencing 2021-2024

- William Rice, Mecklenburg SWCD, filling the unexpired appointed term of Jacelyn Rice-Boayue for 2018-2022 with an attached resignation letter from Ms. Rice-Boayue

6B. Supervisor Contracts: 7 contracts; totaling \$57,555

Copies of the reports are included as an official part of the minutes.

- 7. Job Approval Authority Process:** Chairman Langdon recognized Mr. Jeff Young to present. A copy of the report is included as an official part of the minutes.

7A. Job Approval Authority Policy: Mr. Young stated the draft Job Approval Authority (JAA) policy is intended to replace the existing JAA policy, which is limited to 11 practices funded by CCAP and AgWRAP. The proposed policy was first presented to the Commission as a draft in July 2019. The policy states the specifics of the implementation plan and closely follows the existing NRCS' Job Approval Authority (JAA) policy. The current and updated policy were highlighted. The technical competency requirements must be listed in the Detailed Implementation Plan (DIP) for ACSP, CCAP, and AgWRAP and require Commission approval for the 83 Best Management Practices that are cost shared by Commission programs. An online Job Approval Authority (JAA) application form has also been created.

Chairman Langdon asked for a motion to approve the Job Approval Authority Policy. Commissioner Collier moved to approve the Job Approval Authority Policy and Commissioner Willis seconded. Motion carried.

7B. Application Form: Mr. Young stated the Job Approval Authority application is based on the Commission's current application for animal waste technical specialists. The highlighted items on the draft application form represent information required in the JAA Rules. Mr. Young also included a recommendation that the application include the requirement for at least one reference to attest to the technical competency of the applicant. The application will be included on the Division website.

- 8. Technical Specialist Continuing Education Audit Results:** Chairman Langdon recognized Mr. Jeff Young to present. A copy of the report is included as an official part of the minutes. Mr. Young stated Commission policy dictates that the Division conduct an audit of technical specialist continuing education credit hours. Mr. Shepherd conducted a random audit of 130 submittals and 10% was audited and the findings conclude all criteria have been met for course approval.

- 9. FY2020 Commission Cost Share Programs Annual Reports:** Chairman Langdon recognized Ms. Julie Henshaw to present. A copy of the report is included as an official part of the minutes. Ms. Henshaw stated

- **9A. ACSP, CCAP, and AgWRAP Consolidated Report:** Ms. Henshaw stated the annual report is an overview of the ACSP, CCAP and AgWRAP programs for FY2020. A chart was shown of each of the program's requested and appropriated funds for FY2016-2020. A map was shown of the Best Management Practices (BMPs) that were contracted and the implemented across the state in 2020.

The Agriculture Cost Share Program's (ACSP) accomplishments include:

- Districts obligated over \$5.2M to 777 new contracts and 952 contracts were implemented on over 38,720 acres of land, including those that were contracted in previous years
- Converted 1,914 acres of cropland for a total of 213,952 acres since the program began
- Fifty-one animal waste management practices were implemented bringing the total to 4,256
- Over 1,460 miles of fencing was installed with 24 miles installed in the last program year

The Community Conservation Assistance Program's (CCAP) accomplishments include:

- Funds are allocated through a regional application process
- Last year, 16 projects were funded in 13 districts totaling \$133,302
- Fifty-six streambank and shoreline projects have been implemented over the life of the program
- Installed permeable pavement, impervious surface conversions, cisterns, backyard raingardens, bioretention areas and grassed swales practices
- To date, 95 critical area planting practices have been implemented

The Agricultural Water Resources Assistance Program (AgWRAP) accomplishments include:

- Districts obligated over \$1.5M and implemented 198 contracts
- Installed 432 wells over the life of the program and contracted 156 last year
- Installed eight new water supply ponds, improved storage capacity of nine ponds by sediment removal for a total 72 pond sediment removal projects for the program
- Repaired 46 water supply ponds to date. Contracted 11 pond repair/retrofit ponds in FY 2020.
- In FY2020, the Disaster Relief Program obligated \$2.4M to 188 contracts

9B. Conservation Reserve Enhancement Program Report: Mr. Galamb highlighted the accomplishments of the program. The program is a water-quality focused program, the program does not follow county boundaries and has a secondary focus on wildlife habitat. The agreement is with the USDA and has two objectives to 1) restore riparian habitat by enrolling up to 85,000 acres and 2) restore up to 15,000 acres of non-riparian wetlands. There are currently 28,610 acres of restored riparian habitat and 2,439 acres of restored non-riparian wetlands. In 2020, the program added 13 permanent easements totaling 295 acres of which 262 acres are cropland and also added 611 acres of existing buffer. One 30-year easement was added to the program in 2020. The number of stream miles are also tracked and CREP added an additional 31.2 miles for a total of 1,000 stream miles protected by the program. A map was shown of the previous projects (green dots) and current projects (red dots). CREP has demonstrated its effectiveness in protecting water quality.

Chairman Langdon called a break at 10:21 a.m. The meeting resumed at 10:27 a.m.

- 10. FY2022 Technical Assistance Allocation:** Chairman Langdon recognized Ms. Julie Henshaw to present. A copy of the report is included as an official part of the minutes. Ms. Henshaw stated this is an overview of the FY2022 technical assistance allocation methodology. The Commission will allocate funds to districts based on the needs requested by the districts, the BMP needs in

the district, the ability to provide a 50% match by the district, and the recommendations of the Cost Share Committee. The funding is allocated as described in the Detailed Implementation Plan (DIP). The five allocation parameters were highlighted based on Rule 02 NCAC 59D .0108 (b). The Cost Share Committee recommends adding the following information to the FY2022, FY2023, and FY2024 Detailed Implementation Plan (DIP):

- All data in CS2 will be incorporated into the calculation except Disaster Response Funding Codes
- The funded practices for non-Commission programs will be weighted at 25%
- Adopt a maximum allocation of \$30,000 per district. The minimum allocation per county is set in the rule at \$20,000 per district, unless the district requests a lesser amount in their annual strategic plan

Chairman Langdon asked for a motion to approve. Commissioner Willis moved to approve the FY2022 Technical Assistance Allocation methodology and Commissioner Potter seconded. Motion carried.

- 11. District Issues:** Chairman Langdon recognized Mr. Joshua Vetter to present. Mr. Vetter stated the Orange SWCD would like to request an exception to the Commission's policy for the Closure of Waste Impoundments Practice and Supervisor Chris Hogan will present the request.

11A. Consideration of a Request for Exception to Policy on the Closure of Waste

Impoundments Practice: Mr. Hogan, supervisor with the Orange Soil and Water Conservation District, stated this is a request to close a lagoon. The dairy went out of business 3 years ago but the farmer has retained 5 cows that are milked for a total of 30 minutes per day. The milk parlor is over 1,200 feet from the creek or almost a quarter mile. The existing waste storage pond contains almost 400,000 gallons of waste. The closure of this impoundment is a high priority for the district to protect a local reservoir. Mr. Buster Towell, a senior environmental specialist with the Department of Environmental Quality, has provided an explanation letter. Mr. Shepherd stated the Division did not approve the original contract, due to the language in the BMP that confined animal feeding operations could no longer occur, if we use cost share monies to close out a waste storage pond. Therefore, the contract was not approved by the Division.

Chairman Langdon asked for a motion. Commissioner Payne moved to approve the Request for Exception to Policy for Closure of Waste Impoundments and Commissioner Willis seconded. Commissioner Payne stated he understands why the Division turned this down by following procedure and policy, however, we should defer to the Orange District Board and the letter from Mr. Towell, and close the waste storage pond. Motion carried.

IV. Public Comments: Chairman Langdon thanked Commissioner Green and his wife for their participation and support and applaud Mr. Green's willingness and desire to serve on the Commission and as President of the Association. Chairman Langdon congratulated Commissioner Knowles and Commissioner Potter on their reappointments and thanked Governor Cooper and Commissioner Troxler for reappointing him. Director Cox has a plaque for Commissioner Green and Commissioner Payne for their service. On behalf of the Division, Director Cox thanked them for their service, leadership, and support while serving on the Commission. Mr. Payne's term of service ends this year. Deputy Director Williams congratulated Mr. Chris Hughes on joining the Commission as 1st vice president and also Mr.

Chris Hogan who will be taking Commissioner Green's seat. Chairman Langdon thanked both Mr. Hughes and Mr. Hogan.

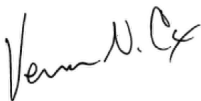
Mr. Bill Yarborough stated that the history of soil & water conservation is well documented, beginning with Dr. Hugh Hammond Bennett. Mr. Yarborough stated soil & water districts were the grassroots of agricultural conservation. Mr. Yarborough is proposing that the Commission request that district supervisors be recruited that are directly involved with agriculture so as to ensure that agriculture continues to be represented on the local district boards. There should be at least one agricultural representative on every local board. Counsel Reynolds stated the Commission can consider adding this item to their agenda for consideration at their March meeting. Chairman Langdon proposed creating an Ad Hoc Committee to discuss and make recommendations prior to the March meeting. Chairman Langdon appointed the following individuals to the Ad Hoc committee: Mr. Bryan Evans, Commissioner Knowles, Commissioner Potter, Commissioner Willis, Dr. Sandy Stewart, Mr. Bill Yarborough, Mr. Vernon Cox, Mr. David Williams, Mr. Reynolds and Chairman Langdon and anyone else who wants to be on the committee. Counsel Reynolds stated that as an Ad Hoc Committee of the Commission, all meetings must be noticed with the Secretary of State, as required by the NC Open Meetings Law.

Commissioner Payne stated this is his last meeting and he thanked the Commission, Division staff and Mr. Bryan Evans of the Association for their support.

Chairman Langdon thanked Commissioner Payne for his service and contributions to the Commission and the Association; he is a good example of a leader.

Director Cox stated a meeting of the Ad Hoc Committee will be scheduled before the next Commission meeting.

V. Adjournment: Meeting adjourned at 11:03 a.m.



Vernon N. Cox, Director
Division of Soil & Water Conservation, Raleigh, N.C.



Helen Wiklund, Recording Secretary

These minutes were approved by the North Carolina Soil & Water Conservation Commission on March 17, 2021.



**NORTH CAROLINA
SOIL & WATER CONSERVATION COMMISSION
BUSINESS SESSION MEETING MINUTES
February 24, 2021**

**TELECONFERENCE
<https://ncagr.webex.com/ncagr>**

NC Department of Agriculture
Division of Soil & Water Conservation

Commission Members	Guests	Guests
John Langdon	Michael Shepherd	Cruise Kirlan Gibbs
Wayne Collier	Helen Wiklund	Nancy McCormick
Chris Hughes	Ralston James	Kaitlyn Johnson
Blount Knowles	Rick McSwain	Daphne Cartner
Derek Potter	Allie Dinwiddie	Kayla McCoy
Mike Willis	Cayle Aldridge	Bob Dennis
	Lisa Fine	Julia Hardy
Commission Counsel	Kristina Fischer	Dewitt Hardee
Phillip Reynolds	Ken Parks	Tim Beard
Guests	Paula Day	Annette Adams
Vernon Cox	Eric Pare	Barry Greer
David Williams	Tom Hill	Mark Byrd
Julie Henshaw	Sydney Mucha	Keith Larick
Jeff Young	Michelle Lovejoy	Randy Freeman
Josh Vetter	Sandra Weitzel	Anne Coan

Chairman Langdon called the meeting to order at 8:01 a.m. Chairman Langdon inquired whether any Commission members need to declare any conflict of interest, or appearance of conflict of interest, that may exist for agenda items under consideration, as mandated by the State Ethics Act. Chairman Langdon welcomed everyone to the meeting.

1. **Approval of Agenda:** Chairman Langdon asked for approval of the agenda. Commissioner Collier moved to approve the agenda and Commissioner Potter seconded. Motion carried.
2. **Reading of Statements of Economic Interests Evaluations:** Chairman Langdon recognized Counsel Phillip Reynolds. Counsel Reynolds stated the Statements of Economic Interests have been received for Mr. Hogan, Mr. Hughes, and Mr. Knowles and a reappointment for Chairman Langdon. The Governor's Office sent the paperwork to the Division where it will be kept on file. By statute, portions of the letter must be read into the minutes and available upon request.

From the State Ethics Commission to Governor Cooper for the Evaluation of Statement of Economic Interest filed by Mr. William C. Hogan for the Soil and Water Conservation Commission, the State Ethics Commission determined the following:

Our office is in receipt of Mr. William C. Hogan's 2021 Statement of Economic Interest as a prospective appointee to the Soil and Water Conservation Commission. We have reviewed it for actual and potential conflicts of interest pursuant to Chapter 138A of the North Carolina General Statutes ("N.C.G.S."), also known as the State Government Ethics Act.

We did not find an actual conflict of interest, but found the potential for a conflict of interest. The potential conflict identified does not prohibit service on this entity.

Mr. Hogan would fill the role of the immediate past president of the North Carolina Association of Soil and Water Conservation Districts on the Commission. He serves on the Orange County Soil and Water Board of Supervisors and owns Hogan Farms. Therefore, Mr. Hogan has the potential for a conflict of interest and should exercise appropriate caution in the performance of his public duties, should issues involving Hogan Farms or the Orange County District come before the Commission for official action

From the State Ethics Commission to Governor Cooper for the Evaluation of Statement of Economic Interest filed by Mr. Chris Hughes for the Soil and Water Conservation Commission, the State Ethics Commission determined the following:

Our office is in receipt of Mr. Chris Hughes' 2021 Statement of Economic Interest as a prospective appointee to the Soil and Water Conservation Commission ("the Commission"). We have reviewed it for actual and potential conflicts of interest pursuant to Chapter 138A of the North Carolina General Statutes ("N.C.G.S."), also known as the State Government Ethics Act.

We did not find an actual conflict of interest, but found the potential for a conflict of interest. The potential conflict identified does not prohibit service on this entity.

Mr. Hughes fills the role of the First Vice President of the North Carolina Association of Soil and Water Conservation Districts to serve on the Commission. Because he represents the Watauga SWCD, he has the potential for a conflict of interest. Therefore, Mr. Hughes should exercise appropriate caution in the performance of his public duties, should issues involving his district come before the Commission for official action.

From the State Ethics Commission to Governor Cooper for the Evaluation of Statement of Economic Interest filed by Mr. W. Blount Knowles for the Soil and Water Conservation Commission, the State Ethics Commission determined the following:

Our office is in receipt of Mr. W. Blount Knowles' 2021 Statement of Economic Interest as a prospective appointee to the Soil and Water Conservation Commission ("the Commission"). We have reviewed it for actual and potential conflicts of interest pursuant to Chapter 138A of the North Carolina General Statutes ("N.C.G.S."), also known as the State Government Ethics Act.

We did not find an actual conflict of interest, but found the potential for a conflict of interest. The potential conflict identified does not prohibit service on this entity.

Mr. Knowles would fill the role of the President of the North Carolina Association of Soil and Water Conservation Districts (NCASWCD). He represents Bertie County on the NCASWCD, an association that consists of the 96-local soil and water conservation districts. He owns financial interests in several publicly traded companies, including Dominion Energy, Inc., Duke Energy Corp and WPX Energy Inc. In addition, he owns and operates the agricultural business, R. B. Knowles, Inc. Because the companies could possibly be involved in or impacted by decisions made by the Commission, he has the potential for a conflict of interest. Accordingly, Mr. Knowles should exercise

appropriate caution in the performance of his public duties, should issues involving Bertie County or any entity in which he owns a financial interest come before the Commission for official action.

Counsel Reynolds noted that Chairman John Langdon was reappointed to the same seat so it is not required that an additional Evaluation of Statement of Economic Interest be recorded in the minutes.

Chairman Langdon congratulated the newly appointed and reappointed Commissioners.

3. **Approval of Draft FY2022 Technical Assistance Allocation:** Chairman Langdon recognized Ms. Julie Henshaw. A copy of the report is included as an official part of the minutes. Ms. Henshaw presented the proposed allocation for FY2022 according to the following rule provisions:

- To allocate technical assistance funds as described in the Detailed Implementation Plan (DIP) based on implementation of conservation assistance practices and weighted at 100% in CS²
- Other local, State, federal, and grant funded practices that meet the purpose requirements as set forth in Rule .0101 will be weighted at a minimum of 25% as specified in the Detailed Implementation Plan (DIP)
- Districts shall submit information on funded practices through their annual strategic plan and calculated using the highest three out of the most seven years and calculated once every three years, unless there is a change in technical assistance State appropriations
- Technical assistance funds may be used for a variety of expenses as shown in Rule 02NCAC 59D. 0108(c)
- Each district with the required 50% local match shall receive a minimum allocation of \$20K each year

The spreadsheet shows all data in CS² are incorporated into the calculation except for Disaster Response Funding Codes, as districts received separate technical assistance payments for their work on these practices. Other funding sources that meet the purposes of ACSP, CCAP, and AgWRAP are weighted at 25%. This calculation only includes the BMP construction/installation cost and excludes the design, construction oversight and practice certification cost to be consistent with what is entered in CS². Per allocation parameters previously adopted by the Commission, there is a maximum allocation of \$30K per district. The spreadsheet only includes the allocation of recurring appropriations. The FY2022 DIP will include language on how to allocate any rollover technical assistance funding or where the proposed allocation exceeds the district's request for technical assistance funding. If there is an overage, the Commission will decide how to allocate the additional funds.

The proposed draft allocation shows that 40 districts will receive more funding and 60 counties will receive a reduced allocation using the new allocation parameters. Nine counties will receive the maximum allocation of \$30,000.

The allocation rule states that districts are to receive the lesser of either the amount calculated, or the amount requested for which they can provide the 50% local match. If a district requests less than the amount specified by the new allocation parameters, the remaining funds will be

reallocated in the Detailed Implementation Plan (DIP). There has not been an increase in technical assistance funding since FY2006-2007.

Ms. Henshaw noted that the rule requires that all technical district employees shall obtain Job Approval Authority (JAA) for two best management practices from the Commission or the USDA NRCS within three years of being hired or January 1, 2023, whichever is later. One of these BMPs needs to be a design practice that is in the Detailed Implementation Plan (DIP). The District Board of Supervisors may request a one-year extension for their employees in meeting the Job Approval Authority (JAA) requirement for extenuating circumstances outside of the employee's control.

Chairman Langdon asked for a motion to approve the technical assistance allocations. Commissioner Hughes moved to approve the Technical Assistance Allocations and Commissioner Willis seconded. Commissioner Hughes—yes, Commissioner Knowles—yes, Commissioner Potter—yes, Commissioner Willis—yes, Commissioner Collier—yes. Motion carried.

IV. Public Comments: Chairman Langdon asked for any public comments. Director Cox thanked the staff for the development and implementation of the rules, and for the Commission in working with the Division. There is an emphasis placed on Job Approval Authority (JAA) in these rules and making sure our district staff have the technical capacity to carry out their jobs.

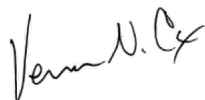
Chairman Langdon emphasized the importance of the new Job Approval Authority (JAA) rules in order to have competent staff and the need for district supervisors to monitor, encourage, and enable their staff to succeed.

Commissioner Willis stated we have been working towards Job Approval Authority (JAA) and encourage the districts for their involvement, but we have a lot of work to do and commends the staff and Director Cox.

Chairman Langdon stated when you look back and where we are now, there has been a lot of investment and improvement.

Director Cox stated the next Commission work session is on March 16 and the business meeting is on March 17.

V. Adjournment: Chairman Langdon asked for a motion to adjourn. Commissioner Hughes motioned to adjourn and Commissioner Knowles seconded. Motion carried. Meeting adjourned at 8:41 a.m.



Vernon N. Cox, Director
Division of Soil & Water Conservation, Raleigh, N.C.



Helen Wiklund, Recording Secretary

These minutes were approved by the North Carolina Soil & Water Conservation Commission on March 17, 2021.

Coronavirus: Phase 3...

- Mass Gatherings are prohibited
 - Indoors > 25 people
 - Outdoors > 50 people
- DSWC Continued Operations
 - Teleworking
 - Staggered Work Schedules
 - Social Distancing
 - Limited Travel



NCDA&CS Division of Soil and Water Conservation
Vernon Cox, Director
March 17, 2021



Personnel

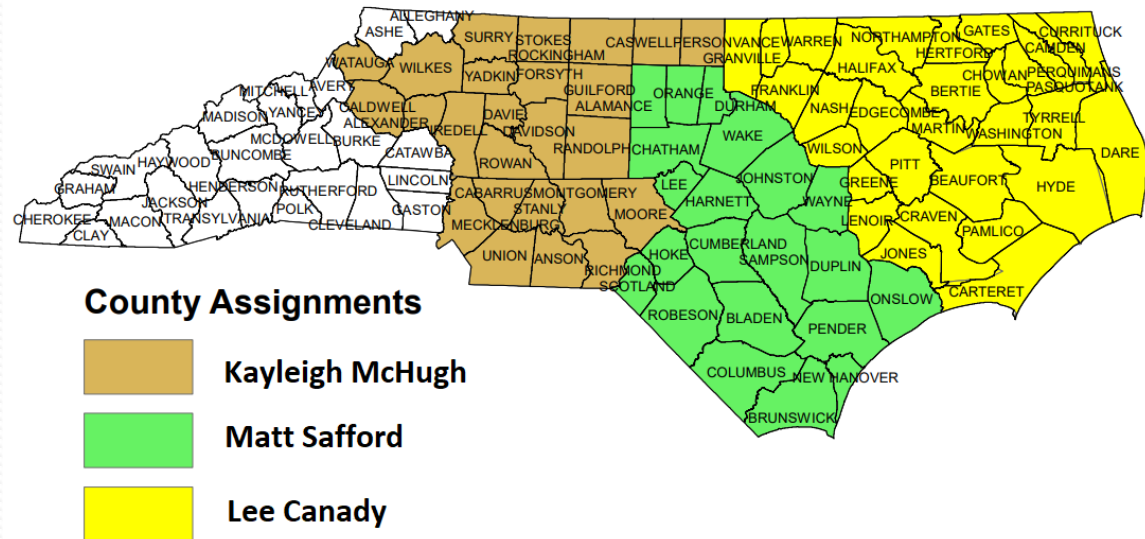
- **New Hires:**

- Environmental Specialist (CREP) Kayleigh McHugh
 - Western CREP Service Area

- **Vacancies:**

- N/A

CREP Specialist County Assignments



Rules for Supervisor Training Compliance

- S.L. 2018-113: *“All district supervisors, whether elected or appointed, shall complete a minimum of six clock hours of training per term of service.”*
- First supervisors to be impacted will be those whose terms end in 2022.
- Rulemaking required.
- Division records training hours obtained. Most recent report at https://www.ncagr.gov/SWC/professional_development/SupervisorTrainingProgram.html
- Draft rules to SWCC at May meeting.



NCDA&CS Western NC Asst. Commissioner: Kaleb Rathbone



- Formerly Research Stations Director
- Oversight of the Western NC Ag Center, Mountain State Fair, Western NC Farmers Market, and the Small Farms Division.
- Resides in Haywood County



NCDA&CS Division of Soil and Water Conservation
Vernon Cox, Director
March 17, 2021



May Meeting

- Location: Virtual???
- Work Session: May 18th (6:00 p.m.)
- Business Meeting: May 19th (9:00 a.m.)



NCDA&CS Division of Soil and Water Conservation
Vernon Cox, Director
March 17, 2021





Association Report to the Commission

March 17, 2021

2021 School of Government Training

This training was held virtually in 3 sessions to keep numbers low and allow for interaction in this setting during the month of February. There was great attendance and participants endured the 6 hour online virtual training. We had a total of 117 participants, not including partner presenters. Of those where 88 Supervisors.

2021 Legislative Actions

We have talking and meeting with Legislators concerning the Streamflow Rehabilitation Program and additional CCAP funding. There is traction in the house for this support. All bills with funding included must be filled in the House by March 24 and in the Senate by April 6.

Mutual Aid Agreements

We continue receiving good feedback and signed agreements.

Conservation Action Team (CAT)

The CAT was established to assist with increased access and certification for conservation planners and those seeking JAA from USDA/NRCS. This team has been on hold while the National Conservation Planning Partners (NCP) were addressing the issues from a national approach. Many NC partners have been a part of the NCP's work including Rick McSwain, David Williams, Bryan Evans and others. As a result of the NCP's work, states are asked to develop a planning strategy plan. Association ED Bryan Evans will chair the restart of the CAT to work on this plan.

March 16th NCASWCD Executive Committee Meeting

The Executive Committee of the Association met on March 16th. Updates will be provided to the Commission as needed.

Natural Resources Conservation Service

North Carolina - The Update



National Update

On February 23, 2021, the Senate confirmed Tom Vilsack to lead the USDA for a second time as the Secretary. USDA has announced that Gloria Montaño Greene has been appointed Deputy Under Secretary for Farm Production and Conservation (FPAC). Greene is a former State Executive Director for the Farm Service Agency in Arizona from 2014-2017, a position she was appointed to by President Obama. With FSA in Arizona, Montaño Greene led implementation of the 2013 Farm Bill programs across the state. Currently, she serves as Deputy Director for Chispa Arizona, a program of the League of Conservation Voters focused on the empowerment of Latino voices in Arizona on issues including energy, public lands, and democracy access.

Former acting NRCS Chief and acting Deputy Under Secretary for FPAC, Kevin Norton, has been appointed Special Assistant to the Secretary.

State Update

Area Three Acting Assistant

Starting March 8, 2021, Kendrick Flowers will begin serving as acting assistant state conservationist for field operations for Area 3. Mr. Flowers will initially serve virtual with plans to report to duty in North Carolina as soon as possible. Currently, Mr. Flowers is the district conservationist, in the Lapeer Field Office in Michigan. He has a Bachelor's in Agricultural Science Education and a Master's in Secondary Education with a concentration in Agricultural Science.

COVID USDA Service Center Update

The safety of our staff is our top priority. We have a responsibility as an employer, a service provider to the public, and manager of federal recreation sites to ensure the safety of our employees, contractors, and the public. That's why wearing a mask, maintaining physical distance, and making sure



our workers have access to PPE are all essential. USDA has developed a detailed, data-driven COVID workplace safety plan that prioritizes the health and safety of our federal employees and contractors—whether they work in offices, the field, food processing plants, or in our labs—as well as their communities, families, and loved ones. As part of this strategy, USDA is currently closing all facilities to visitors, including service centers. While our service centers are closed, we can continue to work with producers through phone, email, and online tools. We also have a number of virtual tools, including Microsoft Teams, to enable face-to-face meetings, and Box and OneSpan to enable sharing and signing of documents. We highly value the in-person work that we do with our customers, and we look forward to when we can resume. In the meantime, we will use phone, email, and online tools to ensure we are meeting our customers' needs.

Urban Subcommittee

The North Carolina State Technical Advisory Committee has established a new subcommittee for Urban Agriculture and Innovative Production and new and beginning farmers and ranchers (BFR). The mission of the subcommittee is to encourage and promote opportunities to expand NRCS programs and partnerships with regards to urban, indoor, and other emerging agricultural practices and opportunities for new BFR, small farms, and historically underserved producers. For more information contact Stuart Lee at Stuart.Lee@usda.gov.

Conservation Stewardship Program

Landowners interested in participating in the Conservation Stewardship Program (CSP) have until March 26, 2021, to submit their application for current available funding consideration. Current CSP participants with Fiscal Year 2017 contracts that are set to

**North Carolina
Natural
Resources
Conservation
Service**

expire have until March 31, 2021, to submit applications for CSP Renewal. CSP helps producers build upon existing conservation efforts while strengthening their operation. For more information on CSP, contact Julius George at julius.george@usda.gov.

Watershed Rehabilitation Program

The Watershed Rehabilitation Program helps project sponsors rehabilitate aging dams that are reaching the end of their design lives. This rehabilitation addresses critical public health and safety concerns. Since 1948, the Natural Resources Conservation Service NRCS has assisted local sponsors in constructing 11,845 dams project dams. For Fiscal Year 2021, North Carolina NRCS received \$2.66 million for the Watershed Rehabilitation Program for Crabtree Creek and Deep Creek sites. \$2,553,110 will be used for planning and assessments for seven Crabtree Creek sites, and \$110,000 will be used for planning and assessments on two Deep Creek sites. For more information on the Watershed Protection Program, please contact Jim Kjelgaard at jim.kjelgaard@usda.gov.

Farm Bill Conservation Programs Update

Program	Initial Allocation	Applications Received	Approved Contracts	Total Obligated	Obligated Acres	Notes
CSP	\$7,000,000	226				CSP deadline 3/26/2021
CSP Renewal	\$1,400,000	38	30	\$1,352,261	13,035.8	Obligation deadline is 2/26/2021
CSP GCI	\$71,000	14	8	\$5,530	61.3	Obligation deadline is 1/29/2021
EQIP	\$17,000,000	2,338				Application Ranking Deadline is 4/2/2021

Easements Update

The Agricultural Conservation Easement Program (ACEP) provides financial and technical assistance to help conserve agricultural lands and wetlands and their related environmental benefits. Thus far, in Fiscal Year 2021 NRCS has closed two easements; one in Henderson County totaling 74 acres and one in Durham County totaling 87 acres. Interested applicants can submit applications to participate in ACEP throughout the year, and NRCS encourages applicants to sign-up year round. For more information on ACEP, contact Brian Loadholt at Brian.Loadholt@usda.gov.

Contacts:
State Conservationist—Timothy A. Beard
 (Tel) 919.873.2100
State Public Affairs—Stuart Lee
 (Tel) 919.873.2107
 (Email) Stuart.Lee@usda.gov





DIVISION OF SOIL AND WATER CONSERVATION
 North Carolina Department of Agriculture & Consumer Services
 1614 Mail Service Center • Raleigh, NC 27699-1614
 919.707.3770 • www.ncagr.gov/swc/

INTERNAL USE ONLY:
 Appointed / **Elected Seat**
 Current Term: 2018-2022

RECOMMENDATION FOR APPOINTMENT OF SUPERVISOR

Complete and submit online on your district's SharePoint page; keep original for your file

The supervisors of the Caldwell Soil and Water Conservation District of Caldwell County, North Carolina have recommended the individual listed below for APPOINTMENT as a district supervisor in accordance with N.C.G.S. 139-7 for a term of office commencing March 2021 and ending December 2022 to fill the expired or un-expired term of Dennis Benfield.

Name of nominee: Rusty Dellinger
 Address of nominee, City, State, Zip: 2438 Birchdale Drive, Lenoir, NC 28645
 Email address of nominee: 255rdell@gmail.com
 Home phone: 8287543546
 Mobile phone: 8282922358
 Business phone: _____
 Occupation: Forestry Technician
 Age: 54
 Education: High School Diploma/NC Forest Service Ranger Training Program
 Positions of leadership NOW held by nominee: Member of Board of Director at Gamewell Fire Department
 Former occupations or positions of leadership contributing to nominee's qualifications: _____
33 years of service for NC Forest Service, Retired as Caldwell County Ranger in 2019
 Other pertinent information: Enforced sediment and erosion control practices and best management practices for water quality.

Dates of previous attendance at UNC School of Government training, if applicable: _____

Is nominee willing to attend a training session at the UNC School of Government within the first year after appointment? Check for "Yes"

Has the nominee been contacted to determine their willingness to serve? Check for "Yes"

Has the program and purpose of the soil and water conservation district been explained to the nominee? Check for "Yes"

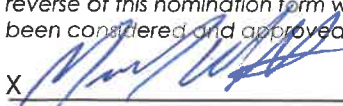
Is the nominee willing to attend and participate in local district meetings? Check for "Yes"

Is the nominee willing to attend and participate in Area meetings? Check for "Yes"


Is the nominee willing to attend and participate in State meetings? Check for "Yes"

Signatures

I hereby certify that the board of supervisors considered the Guiding Principles for Supervisor Nomination for Appointment shown on the reverse of this nomination form when selecting the above supervisor candidate for nomination. I also certify that this recommendation has been considered and approved by a majority of the members of the board of supervisors and entered in the official minutes of the board.

X  3/4/2021
 SWCD Chair (or Vice Chair if Chair is being nominated) Date
 Printed name: Michael D Willis

I hereby certify that the above information is true and accurate.

X  3/4/2021
 Individual recommended for appointment Date
 Printed name: Rusty Dellinger



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 North Carolina Department of Agriculture & Consumer Services
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INTERNAL USE ONLY:
 Appointed / Elected Seat
 Current Term: 2018-2022

NOMINATION OF SUPERVISOR FOR REAPPOINTMENT

Complete and submit online on your district's SharePoint page; keep original for your file

The Chatham Soil and Water Conservation District of Chatham County, North Carolina, nominates the individual listed below for REAPPOINTMENT as a district supervisor in accordance with N.C.G.S. 139-7 for a term of office commencing Dec. 2018 and ending Dec. 2022.

Name of nominee: R. Edward McLaurin
 Address of nominee, City, State, Zip: 6720 Pleasant Hill Church Rd. Siler City, NC 27344-6525
 Email address of nominee: n/a
 Home phone: (919)542-3979
 Mobile phone: _____
 Business phone: n/a
 Occupation: Collection Center Attendant
 Age: 71
 Length of service as a supervisor: 31 (May 11, 1989)
 Attendance at district meetings during **present term** of office.
 Number of district meetings scheduled: 20
 Number of meetings attended by nominee: 6
 Date last attended UNC-School of Government training: 1995

The NC Soil and Water Conservation Commission generally will not give favorable consideration to the reappointment of an incumbent district supervisor unless he/she has attended, except when prevented by sickness, at least 2/3 of all regularly scheduled district meetings during his/her present term of office (past 4 years), and has attended training at the UNC School of Government.

Signatures

I hereby certify that the board of supervisors considered the Guiding Principles for Supervisor Nomination for Appointment shown on the reverse of this nomination form when selecting the above supervisor candidate for nomination. I also certify that this recommendation has been considered and approved by a majority of the members of the board of supervisors and entered in the official minutes of the board.

X J. Lynn Mann 2-11-2021
 SWCD Chair (or Vice Chair if Chair is being nominated) Date
 Printed name: J. Lynn Mann

I hereby certify that the above information is true and accurate.

X R. Edward McLaurin 2/11/2021
 Individual recommended for reappointment Date
 Printed name: R. Edward McLaurin



Chatham Soil and Water Conservation District

1192 US Hwy. 64 W Business - Suite 200 - Pittsboro, NC 27312

Phone: (919) 542-8240 - Fax: (919) 542-8267

Commissioners,

The Chatham SWCD Board wishes to endorse Mr. Edward McLaurin for reappointment. Mr. McLaurin has faced many challenges over the past several years but remains positive through these hurdles and is ever faithful to our cause. Edward continues to deal with health issues and is continuing to push forward through these hardships. All these difficulties, in addition to COVID-19 and maintaining social distancing while adapting to the challenges related to remote/virtual meetings, has affected his attendance.

Edward wishes to continue to be a part of the Chatham Soil & Water Board of Supervisors and has our full support. He has contributed his knowledge, expertise, and passion to many projects, and has supported us over his 3 decades with the board. It would bring us great joy to continue our work with Edward as part of our board.

The Chatham SWCD Board and staff unanimously endorse Mr. Edward McLaurin as an appointed supervisor.

Sincerely,

Lynn Mann, Chairman

Yours for life



DIVISION OF SOIL AND WATER CONSERVATION
 North Carolina Department of Agriculture & Consumer Services
 1614 Mail Service Center • Raleigh, NC 27699-1614
 919.707.3770 • www.ncagr.gov/swc/

INTERNAL USE ONLY:
 Appointed / **Elected Seat**
 Current Term: **2020-2024**

RECOMMENDATION FOR APPOINTMENT OF SUPERVISOR

Complete and submit online on your district's SharePoint page; keep original for your file

The supervisors of the _____ Dare _____ Soil and Water Conservation District of _____ Dare _____ County, North Carolina have recommended the individual listed below for APPOINTMENT as a district supervisor in accordance with N.C.G.S. 139-7 for a term of office commencing 3/21 and ending 12/24 to fill the expired or un-expired term of Susan "Ricki" Shepherd.

Name of nominee: Alana Harrison
 Address of nominee, City, State, Zip: Hatteras, NC 27943
 Email address of nominee: alana-harrison22@gmail.com
 Home phone: _____
 Mobile phone: 252-548-0342
 Business phone: 252-980-2039
 Occupation: Harbor House Seafood
 Age: 26
 Education: Wake Forest University, BA
 Positions of leadership NOW held by nominee: Dare County Working Watermen Commission
 Former occupations or positions of leadership contributing to nominee's qualifications: _____

Other pertinent information: _____

Dates of previous attendance at UNC School of Government training, if applicable: _____
 Is nominee willing to attend a training session at the UNC School of Government within the first year after appointment? Check for "Yes"
 Has the nominee been contacted to determine their willingness to serve? Check for "Yes"
 Has the program and purpose of the soil and water conservation district been explained to the nominee? Check for "Yes"
 Is the nominee willing to attend and participate in local district meetings? Check for "Yes"
 Is the nominee willing to attend and participate in Area meetings? Check for "Yes"
 Is the nominee willing to attend and participate in State meetings? Check for "Yes"

Signatures

I hereby certify that the board of supervisors considered the Guiding Principles for Supervisor Nomination for Appointment shown on the reverse of this nomination form when selecting the above supervisor candidate for nomination. I also certify that this recommendation has been considered and approved by a majority of the members of the board of supervisors and entered in the official minutes of the board.

X _____ 3-12-2021
 SWCD Chair (or Vice Chair if Chair is being nominated) _____
 Printed name: Matthew J. Pearson Date

I hereby certify that the above information is true and accurate.
 X Alana Harrison 03/10/2021
 Individual recommended for appointment _____
 Printed name: Alana Harrison Date



Barton Grover <barton.grover@darenc.com>

Letter of Resignation

1 message

rckiathatteras@aol.com <rckiathatteras@aol.com>

Tue, Feb 16, 2021 at 11:12 AM

Reply-To: rckiathatteras@aol.com

To: "erinf@nccoast.org" <erinf@nccoast.org>, "lora.eddy@tnc.org" <lora.eddy@tnc.org>, "paulson_matt@hotmail.com" <paulson_matt@hotmail.com>, "wrightpaul1980@gmail.com" <wrightpaul1980@gmail.com>

Cc: "eric.pare@ncagr.gov" <eric.pare@ncagr.gov>, "donnac@darenc.com" <donnac@darenc.com>, "barton.grover@darenc.com" <barton.grover@darenc.com>

Dear Board of Supervisors of the Dare County Soil & Water Conservation District,

This is my formal resignation from my elected position on the Board of Supervisors effective February 9, 2021. It has been a rewarding journey to help make this board and the soil & water district a more pertinent part of the future of Dare County. It has also been my privilege to work with all of you and spend time with others that are willing to assist in creating a better way to move forward.

Thank you and all the best,

Ricki Shepherd

**NC Cost Share Programs Supervisor Contract:
Soil and Water Conservation Commissic**

County	Contract Number	Supervisor Name	BMP	Contract Amount	Comments
Bladen	09-2021-016	Albert Beatty	Cropland Conversion to Grass	\$ 2,700	
Cherokee	20-2021-003	Edgar Wood, Wood Farm	Livestock Feeding Area	\$ 4,734	Contract is for Matthew Wood, son of supervisor. However, supervisor Edgar Wood is associated with the farm.
Cherokee	20-2021-006	Edgar Wood, Wood Farm	Livestock Exclusion Fencing, Stream Crossing	\$ 4,069	Contract is for Matthew Wood, son of supervisor. However, supervisor Edgar Wood is associated with the farm.
Johnston	51-2021-014	Delmon Dewitt Hardee	Agricultural Road Repair/Stabilization, Abandoned Well Closure	\$ 5,789	
Lee	53-2021-013	John Gross	Grassed Waterway, Diversion	\$ 5,185	
Pasquotank	70-2021-002	Stephen Harris	Land Smoothing	\$ 14,300	
Richmond	77-2021-009	Jerry Mac Snead	Cropland Conversion to Grass	\$ 6,170	
Robeson	78-2021-101	Michael Herndon	Non-Field Farm Road	\$ 6,366	
Union	90-2021-006	Edward Staton	Livestock Exclusion Fencing	\$ 5,025	
Watauga	95-2021-001	Todd Combs	Agricultural Road Repair/Stabilization	\$ 18,366	
Wilson	98-2021-009	Alan Sharp, Sharp Farm	Grassed Waterway	\$ 3,450	

Total Number of Supervisor Contracts: 11

Total \$76,154

**ADDENDUM TO APPLICATION FOR ASSISTANCE
NORTH CAROLINA COMMISSION COST SHARE PROGRAMS**

As a Soil and Water District Supervisor, for the Bladen Soil and Water Conservation District, I have applied for, or stand to benefit* from, a contract under a commission cost share program. I did not vote on the approval or denial of the application or attempt to influence the outcome of any action on the application. The proposed contract is for the installation of the following best management practices.

Program: NCACSP

Best management practice: Cropland conversion to permanent grass

Contract number: 09-2021-016

Contract amount: \$ 2,700

Score on priority ranking sheet: 50

Cost Share Rate : 75 % If different than 75%, please list % percent:
Reason:

Relative rank: ranked 1st of three projects considered

Were any higher or equally ranked contracts denied? No

If yes, give an explanation as to why the supervisor's contract was approved over the other contracts:

Supervisor name: Albert Beatty

Albert C. Beatty
(District Supervisor's signature)

2-24-2021
Date

Approved by:

Willie L. Bland
(District Chairperson's signature)

2-24-2021
Date

The Soil & Water Commission has approved the subject application for a contract.

(SWCC Chairperson's signature)
(Pursuant G.S. 139-8(b)(2))

Date

*Beneficiaries include but are not limited to applicant, landowner, and/or business partners.

**ADDENDUM TO APPLICATION FOR ASSISTANCE
NORTH CAROLINA COMMISSION COST SHARE PROGRAMS**

As a Soil and Water District Supervisor, for the Cherokee County Soil and Water Conservation District, I have applied for, or stand to benefit* from, a contract under a commission cost share program. I did not vote on the approval or denial of the application or attempt to influence the outcome of any action on the application. The proposed contract is for the installation of the following best management practices.

Program: II

Best management practice: Livestock Feeding Area

Contract number: 20-2021-003 Contract amount: \$ 4,734

Score on priority ranking sheet: 36

Cost Share Rate : 75 % If different than 75%, please list % percent:
Reason:

Relative rank (e.g., ranked 8th out of 12 projects considered): 2nd out of 4

Were any higher or equally ranked contracts denied? NO

If yes, give an explanation as to why the supervisor's contract was approved over the other contracts:

Supervisor name: Edgar Wood, Wood Farm

Edgar A Wood
(District Supervisor's signature)

2/11/21
Date

Approved by:

John Shields
(District Chairperson's signature)

2/10/21
Date

The Soil & Water Commission has approved the subject application for a contract.

(SWCC Chairperson's signature)
(Pursuant G.S. 139-8(b)(2))

Date

*Beneficiaries include but are not limited to applicant, landowner, and/or business partners.

ADDENDUM TO APPLICATION FOR ASSISTANCE NORTH CAROLINA COMMISSION COST SHARE PROGRAMS

As a Soil and Water District Supervisor, for the Cherokee Co. Soil and Water Conservation District, I have applied for, or stand to benefit* from, a contract under a commission cost share program. I did not vote on the approval or denial of the application or attempt to influence the outcome of any action on the application. The proposed contract is for the installation of the following best management practices.

Program: CS

Best management practice: Livestock Exclusion Fencing; Stream Crossing

Contract number: 20-2021-006 Contract amount: \$ 4069

Score on priority ranking sheet: 71

Cost Share Rate : 75 % If different than 75%, please list % percent:
Reason:

Relative rank (e.g., ranked 8th out of 12 projects considered): 1st out of 3

Were any higher or equally ranked contracts denied? No

If yes, give an explanation as to why the supervisor's contract was approved over the other contracts:

Supervisor name: Edgar Wood, Wood Farm

Edgar A Wood
(District Supervisor's signature)

2/11/21
Date

Approved by:

John Shields
(District Chairperson's signature)

2/10/21
Date

The Soil & Water Commission has approved the subject application for a contract.

(SWCC Chairperson's signature)
(Pursuant G.S. 139-8(b)(2))

Date

*Beneficiaries include but are not limited to applicant, landowner, and/or business partners.

**ADDENDUM TO APPLICATION FOR ASSISTANCE
NORTH CAROLINA COMMISSION COST SHARE PROGRAMS**

As a Soil and Water District Supervisor, for the Johnston Soil and Water Conservation District, I have applied for, or stand to benefit* from, a contract under a commission cost share program. I did not vote on the approval or denial of the application or attempt to influence the outcome of any action on the application. The proposed contract is for the installation of the following best management practices.

Program: Ag Cost Share Program
Best management practice: Ag road stabilization / Abandoned Well Closure
Contract number: 51-2021-014 Contract amount: \$ 5,789
Score on priority ranking sheet: 105


Cost Share Rate : 75 % If different than 75%, please list % percent:
Reason:

Relative rank (e.g., ranked 8th out of 12 projects considered): 3 out of 12

Were any higher or equally ranked contracts denied? No

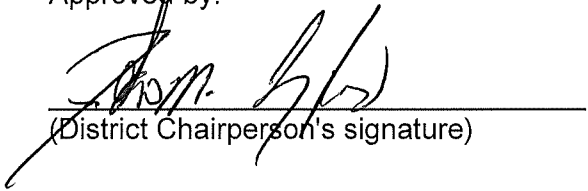
If yes, give an explanation as to why the supervisor's contract was approved over the other contracts:

Supervisor name: Delmon Dewitt Hardee


(District Supervisor's signature)

2-9-2021
Date

Approved by:


(District Chairperson's signature)

02-09-2021
Date

The Soil & Water Commission has approved the subject application for a contract.

(SWCC Chairperson's signature)
(Pursuant G.S. 139-8(b)(2))

Date

*Beneficiaries include but are not limited to applicant, landowner, and/or business partners.

ADDENDUM TO APPLICATION FOR ASSISTANCE NORTH CAROLINA COMMISSION COST SHARE PROGRAMS

As a Soil and Water District Supervisor, for the Lee Soil and Water Conservation District, I have applied for, or stand to benefit* from, a contract under a commission cost share program. I did not vote on the approval or denial of the application or attempt to influence the outcome of any action on the application. The proposed contract is for the installation of the following best management practices.

Program: NCA CSP

Best management practice: Grassed waterway and Diversion

Contract number: 53-2021-013 Contract amount: \$ 5,185

Score on priority ranking sheet: 325

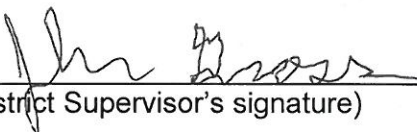
Cost Share Rate : 75% If different than 75%, please list % percent:
Reason:

Relative rank (e.g., ranked 8th out of 12 projects considered): 1 of 2

Were any higher or equally ranked contracts denied? No

If yes, give an explanation as to why the supervisor's contract was approved over the other contracts:

Supervisor name: John Gross


(District Supervisor's signature)

2-9-21
Date

Approved by:


(District Chairperson's signature)

2-9-21
Date

The Soil & Water Commission has approved the subject application for a contract.

(SWCC Chairperson's signature)
(Pursuant G.S. 139-8(b)(2))

Date

*Beneficiaries include but are not limited to applicant, landowner, and/or business partners.

NCDA&CS
DSWC

NC -CSPs-1B
(11/2012)

ADDENDUM TO APPLICATION FOR ASSISTANCE NORTH CAROLINA COMMISSION COST SHARE PROGRAMS

As a Soil and Water District Supervisor, for the _Albemarle – Pasquotank County Soil and Water Conservation District, I have applied for, or stand to benefit* from, a contract under a commission cost share program. I did not vote on the approval or denial of the application or attempt to influence the outcome of any action on the application. The proposed contract is for the installation of the following best management practices.

Program: NC ACSP

Best management practice: Land Smoothing

Contract number: 70-2021-002

Contract amount: \$14,300.

Score on priority ranking sheet: 70

Cost Share Rate : 75 % If different than 75%, please list % percent:

Reason:

Relative rank (e.g., ranked 8th out of 12 projects considered): 3rd out of 4

Were any higher or equally ranked contracts denied? No

If yes, give an explanation as to why the supervisor's contract was approved over the other contracts:

Supervisor name: Stephen Harris

Stephen Harris
(District Supervisor's signature)

1-29-2021
Date

Approved by:

Maurice K Berry
(District Chairperson's signature)

1-29-2021
Date

The Soil & Water Commission has approved the subject application for a contract.

(SWCC Chairperson's signature)
(Pursuant G.S. 139-8(b)(2))

Date

*Beneficiaries include but are not limited to applicant, landowner, and/or business partners.

**ADDENDUM TO APPLICATION FOR ASSISTANCE
NORTH CAROLINA COMMISSION COST SHARE PROGRAMS**

As a Soil and Water District Supervisor, for the Richmond Soil and Water Conservation District, I have applied for, or stand to benefit* from, a contract under a commission cost share program. I did not vote on the approval or denial of the application or attempt to influence the outcome of any action on the application. The proposed contract is for the installation of the following best management practices.

Program: ACSP

Best management practice: Cropland Conversion to Grass

Contract number:77-2021-009

Contract amount: \$ 6,170.00

Score on priority ranking sheet: 65

Cost Share Rate : 75 % If different than 75%, please list % percent:
Reason:

Relative rank (e.g., ranked 8th out of 12 projects considered):3 out of 5

Were any higher or equally ranked contracts denied? no

If yes, give an explanation as to why the supervisor's contract was approved over the other contracts:

Supervisor name: Jerry Mac Snead



(District Supervisor's signature)

2-12-21

Date

Approved by:



(District Chairperson's Signature)

2-12-2021

Date

The Soil & Water Commission has approved the subject application for a contract.

(SWCC Chairperson's signature)
(Pursuant G.S. 139-8(b)(2))

Date

*Beneficiaries include but are not limited to applicant, landowner, and/or business partners.

**ADDENDUM TO APPLICATION FOR ASSISTANCE
NORTH CAROLINA COMMISSION COST SHARE PROGRAMS**

As a Soil and Water District Supervisor, for the Robeson Soil and Water Conservation District, I have applied for, or stand to benefit* from, a contract under a commission cost share program. I did not vote on the approval or denial of the application or attempt to influence the outcome of any action on the application. The proposed contract is for the installation of the following best management practices.

Program: Disaster Response Program

Best management practice: Non-Field Farm Road

Contract number: 78-2021-101 Contract amount: \$6,366

Score on priority ranking sheet: 135

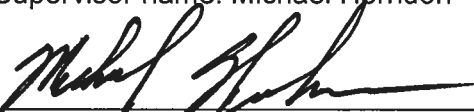
Cost Share Rate : **75** % If different than 75%, please list % percent:
Reason:

Relative rank (e.g., ranked 8th out of 12 projects considered): 2nd of two projects

Were any higher or equally ranked contracts denied? No

If yes, give an explanation as to why the supervisor's contract was approved over the other contracts:

Supervisor name: Michael Herndon



(District Supervisor's signature)

2-2-2021
Date

Approved by: Walter K. McGirt



(District Chairperson's signature)

2-2-21
Date

The Soil & Water Commission has approved the subject application for a contract.

(SWCC Chairperson's signature)
(Pursuant G.S. 139-8(b)(2))

Date

*Beneficiaries include but are not limited to applicant, landowner, and/or business partners.

NCDA&CS

NC -CSPs-

1B

DSWC

(11/2012)

ADDENDUM TO APPLICATION FOR ASSISTANCE NORTH CAROLINA COMMISSION COST SHARE PROGRAMS

As a Soil and Water District Supervisor, for the Union County Soil and Water Conservation District, I have applied for, or stand to benefit* from, a contract under a commission cost share program. I did not vote on the approval or denial of the application or attempt to influence the outcome of any action on the application. The proposed contract is for the installation of the following best management practices.

Program: ACSP

Best management practice: Livestock Exclusion Fencing

Contract number: 90-2021-006

Contract amount: \$5,025

Score on priority ranking sheet: 98

Cost Share Rate : 75% If different than 75%, please list % percent:
Reason:

Relative rank (e.g., ranked 8th out of 12 projects considered): **6**

Were any higher or equally ranked contracts denied? No

If yes, give an explanation as to why the supervisor's contract was approved over the other contracts:

Supervisor name: Edward Staton



(District Supervisor's signature)

2-16-2021

Date

Approved by: Allan Baucom



(District Chairperson's signature)

2/16/21

Date

The Soil & Water Commission has approved the subject application for a contract.

(SWCC Chairperson's signature)
(Pursuant G.S. 139-8(b)(2))

Date

*Beneficiaries include but are not limited to applicant, landowner, and/or business partners.

(CSP)

ADDENDUM TO APPLICATION FOR ASSISTANCE NORTH CAROLINA COMMISSION COST SHARE PROGRAMS

As a Soil and Water District Supervisor, for the Watauga Soil and Water Conservation District, I have applied for, or stand to benefit* from, a contract under a commission cost share program. I did not vote on the approval or denial of the application or attempt to influence the outcome of any action on the application. The proposed contract is for the installation of the following best management practices.

Program: ACSP

Best management practice: Ag Road Repair

Contract number: 95-2021-001

Contract amount: \$18,366

Score on priority ranking sheet: 71

Cost Share Rate: 75% If different than 75%, please list % percent:
Reason:

Relative rank (e.g., ranked 8th out of 12 projects considered): 1st out of 2 projects

Were any higher or equally ranked contracts denied? No

If yes, give an explanation as to why the supervisor's application was approved over the other contracts:

The two contracts had equal ranking scores. Mr. Comb's contract was addressed first as it was submitted earlier, but both applications were able to be accepted.

Supervisor name: Todd Combs




(District Supervisor's signature)

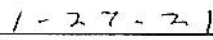


Date

Approved by: Denny Norris



(District Chairperson's signature)



Date

The Soil & Water Commission has approved the subject application for a contract.

(SWCC Chairperson's signature)
(Pursuant G.S. 139-8(b)(2))

Date

*Beneficiaries include but are not limited to applicant, landowner, and/or business partners.

ADDENDUM TO APPLICATION FOR ASSISTANCE NORTH CAROLINA COMMISSION COST SHARE PROGRAMS

As a Soil and Water District Supervisor, for the Wilson Soil and Water Conservation District, I have applied for, or stand to benefit* from, a contract under a commission cost share program. I did not vote on the approval or denial of the application or attempt to influence the outcome of any action on the application. The proposed contract is for the installation of the following best management practices.

Program: ACSP

Best management practice: Grassed Waterway

Contract number: 98-2021-009 Contract amount: \$ 3,450

Score on priority ranking sheet: 415

Cost Share Rate : 75 % If different than 75%, please list % percent:
Reason:

Relative rank (e.g., ranked 8th out of 12 projects considered): ranked 2nd out of 3 projects considered

Were any higher or equally ranked contracts denied? No

If yes, give an explanation as to why the supervisor's contract was approved over the other contracts:

Supervisor name: Sharp Farms - Alan Sharp



(District Supervisor's signature)

2/17/21

Date

Approved by:



(District Chairperson's signature)

2/1/2021

Date

The Soil & Water Commission has approved the subject application for a contract.

(SWCC Chairperson's signature)
(Pursuant G.S. 139-8(b)(2))

Date

*Beneficiaries include but are not limited to applicant, landowner, and/or business partners.

From: [Pare, Eric](#)
To: [Wiklund, Helen](#)
Subject: FW: SOG needed
Date: Thursday, March 4, 2021 10:04:16 AM
Attachments: [image001.png](#)

This is the list...

From: Pare, Eric
Sent: Wednesday, March 03, 2021 3:05 PM
To: Aldridge, Cayle D <cayle.aldridge@ncagr.gov>; Fischer, Kristina <kristina.fischer@ncagr.gov>; James, Ralston <ralston.james@ncagr.gov>; McSwain, Rick <Rick.McSwain@ncagr.gov>; Dinwiddie, Alexandra <alexandra.dinwiddie@ncagr.gov>
Subject: FW: SOG needed

Just a friendly reminder, has anyone had any luck getting written explanations?
Thanks for all your help tracking these down!

From: Fischer, Kristina <kristina.fischer@ncagr.gov>
Sent: Wednesday, February 24, 2021 3:20 PM
To: Pare, Eric <Eric.Pare@ncagr.gov>
Cc: Williams, David <david.b.williams@ncagr.gov>; ncaswcd <ncaswcd@gmail.com>
Subject: SOG needed

Good Afternoon, Eric,

I note the following six individuals were "due" for School of Government this year and were not able to attend.
We should probably discuss with Coordinators at our staff meeting tomorrow to facilitate getting written explanations for the Commission.

	SWCD Name	Supervisor First Name / Middle Name	Supervisor Last Name / Suffix	Elected/Appointed	Current Term	Start Date - Month	Start Date - Year
1	Hyde	Demock	Mann	Appointed	18-22	November	2020
1	Brown Creek	Gary	Sikes	Elected	20-24	December	2020
2	Davie	Rick	Karriker	Elected	20-24	March	2020
3	Guilford	Antoinette	Weaver	Elected	20-24	December	2020
4	Washington	Justin	Allen	Elected	20-24	May	2017
5	Watauga	Todd	Combs	Elected	20-24	December	2016

Kristina Fischer, Eastern Region Coordinator
NC Division of Soil and Water Conservation
910.352.7771 (mobile)
kristina.fischer@ncagr.gov

Notice: E-mail correspondence to and from this address may be subject to the North Carolina Public Records Law and therefore may be disclosed to third parties by an authorized state official.

From: [Pare, Eric](#)
To: [Wiklund, Helen](#)
Subject: FW: [External] NRCS Supervisor Commitment
Date: Friday, March 5, 2021 3:14:31 PM

Third supervisor SOG excuse from Ralston. So the two that are missing at this point are Justin Allen....Im trying... and Tom Combs, and I just got a call from Rick Mcswain and hes been trying too...

From: James, Ralston <ralston.james@ncagr.gov>
Sent: Friday, March 05, 2021 2:57 PM
To: Pare, Eric <Eric.Pare@ncagr.gov>
Subject: Fwd: [External] NRCS Supervisor Commitment

Sent from my iPhone

Begin forwarded message:

From: Gary Sikes <gsikes1@gmail.com>
Date: March 5, 2021 at 11:32:04 AM EST
To: "James, Ralston" <ralston.james@ncagr.gov>
Cc: "Rowell, Tina" <Trowell@co.anson.nc.us>
Subject: **[External] NRCS Supervisor Commitment**

CAUTION: External email. Do not click links or open attachments unless you verify. Send all suspicious email as an attachment to [Report Spam](#).

Ralston,

Thank you for the phone call. I was unable to attend the Supervisor's training on February 23 because I had a conflict with the Industrial Hemp Summit on the 22nd and 23rd. By the time I found out there was an alternate date, it was too late to register. I am very active in the hemp industry in NC and in the US and this Summit was very important to me and what I do. I have the dates on the calendar through 2022 and I'm sure I can make one of the 3 dates. I'm very sorry not to be able to attend, however I'm happy to watch a recording if you have one.

--

Gary Sikes
704-258-2266

From: [Pare, Eric](#)
To: [Wiklund, Helen](#)
Subject: FW: [External] Supervisor Rick Karriker Supervisor Training
Date: Friday, March 5, 2021 11:15:57 AM

Good morning Helen,
Just got this from Davie....written excuse for missing SOG.

From: James, Ralston <ralston.james@ncagr.gov>
Sent: Friday, March 05, 2021 9:03 AM
To: Pare, Eric <Eric.Pare@ncagr.gov>
Subject: Fwd: [External] Supervisor Rick Karriker Supervisor Training

Sent from Davie SWCD.

Sent from my iPhone

Begin forwarded message:

From: Frankie Singleton <fsingleton@yadtel.net>
Date: March 5, 2021 at 8:59:50 AM EST
To: "James, Ralston" <ralston.james@ncagr.gov>
Cc: Rick Karriker <specialkgoat@yadtel.net>, Davie Soil and Water <dswcd@yadtel.net>
Subject: [External] Supervisor Rick Karriker Supervisor Training

To: Soil and Water Conservation Commission

I am writing on behalf of Davie SWCD Supervisor Rick Karriker in regards to his attendance to the School of Government Supervisor Training. He was unable to attend any of the sessions this year due to scheduling conflicts and having contracted the COVID-19 virus in mid-February. He plans on attending the next scheduled Supervisor Training in 2022.

Thanks

Frankie Singleton
Davie Soil and Water Conservation District
180 South Main Street
Mocksville, NC 27028
336-751-5011

From: [Pare, Eric](#)
To: [Wiklund, Helen](#)
Subject: FW: [External] Missed New Supervisor Trainings
Date: Friday, March 5, 2021 11:17:20 AM

Guilford written excuse for missing SOG

From: James, Ralston <ralston.james@ncagr.gov>
Sent: Friday, March 05, 2021 8:56 AM
To: Pare, Eric <Eric.Pare@ncagr.gov>
Subject: Fwd: [External] Missed New Supervisor Trainings

Received from new Guilford Supervisor

Sent from my iPhone

Begin forwarded message:

From: Antoinette Weaver <antoinetteweaver37@gmail.com>
Date: March 4, 2021 at 4:34:45 PM EST
To: "James, Ralston" <ralston.james@ncagr.gov>
Subject: [External] Missed New Supervisor Trainings

CAUTION: External email. Do not click links or open attachments unless you verify. Send all suspicious email as an attachment to [Report Spam](#).

Good afternoon,

My name is Antoinette Weaver and I was instructed to email you about the new soil and water supervisor training that I miss. Unfortunately the messages that I received about the training ended up in my spam folder and I was unaware of this mandatory meeting time. I will be attending the next one in February 2022. I am greatly sorry and did not mean to waste anyone's time. Thank you so much for understanding and I hope you have a great rest of your day.

-Antoinette Weaver

HYDE SOIL & WATER CONSERVATION DISTRICT

Hyde Government Center • P.O. Box 264 • Swan Quarter, NC 27885
Phone: (252) 926-4195 • Fax: (252) 926-3705

February 4, 2021

North Carolina Soil & Water Conservation Commission
Raleigh, North Carolina

Re: UNC School of Government Supervisor Training for Demock Mann, Hyde SWCD

Dear Chairman Langdon:

On December 8, 2020 Demock Mann took the oath of office to serve as a Hyde Soil & Water Conservation District Supervisor. Demock is a newly appointed supervisor and was making plans to attend the required virtual training for newly appointed supervisors offered by the UNC School of Government scheduled for February 2021.

Due to unforeseen circumstances, Demock's grandfather contracted COVID-19 and has been very ill and is currently hospitalized. His son has also had a complication from COVID. Demock has had to take on the business of the farm and participating in this training would create a hardship on him at this time.

On behalf of the Hyde Soil and Water Conservation District Supervisors, I respectfully request an extension on behalf of Demock Mann to attend the next scheduled training scheduled for February 2022.

Respectfully,



J. W. Spencer
Chairman, Hyde Soil & Water Conservation District

Cc: Demock Mann

3/1/2021

To whom it may concern,

Due to the birth of my son on 2/16/2021 I was not able to attend the school of government as originally planned. I apologize for any inconvenience this may have caused and will do my best to attend the school next year.

Sincerely,

Justin Allen

Item 7: Summary of District Supervisors who did not satisfy the Commission's Guidelines regarding School of Government Training in 2021

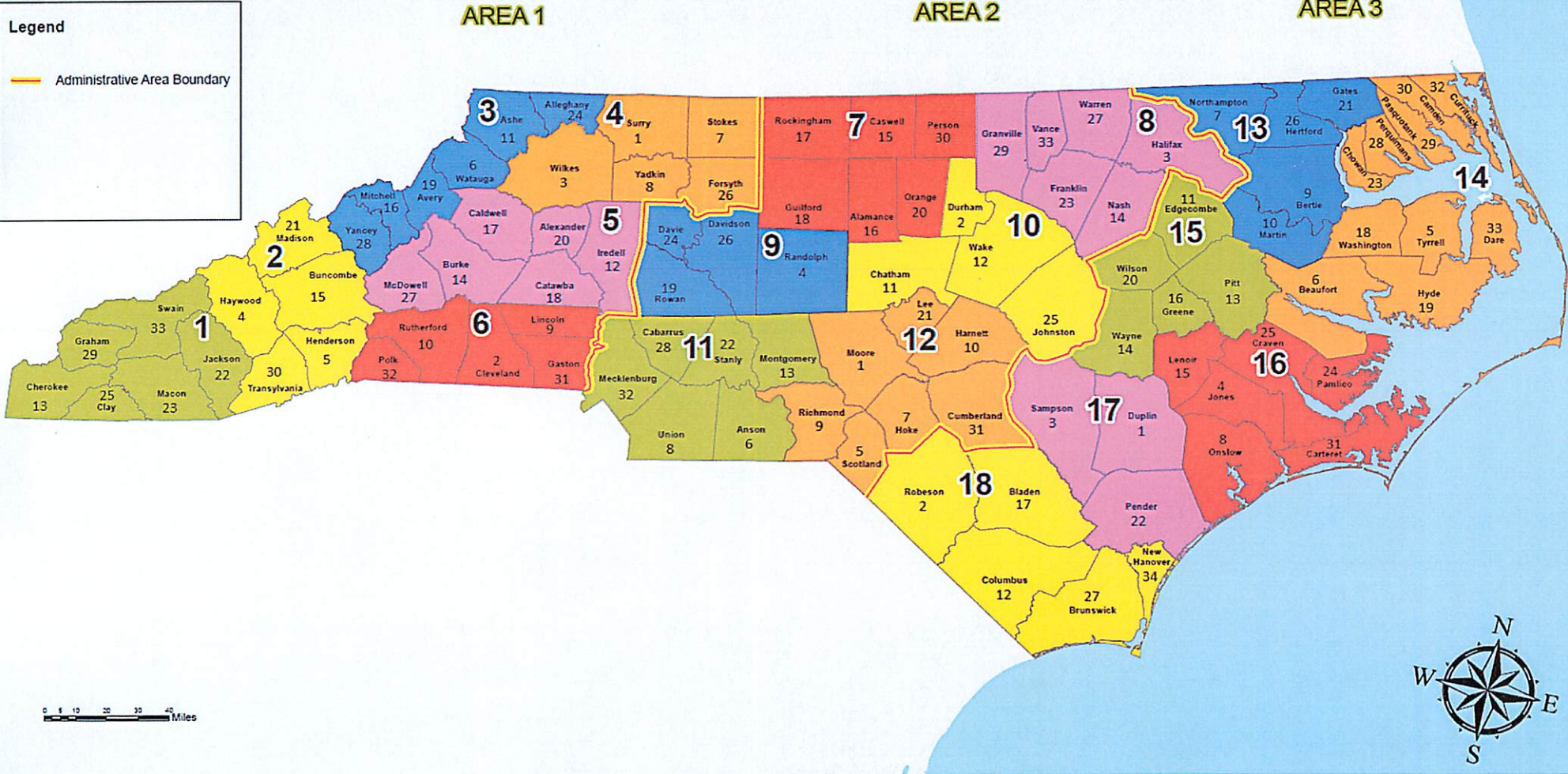
SWCD	Supervisor First Name	Supervisor Last Name	Elected/ Appointed	Current Term	Start Date	Action Needed
Hyde	Demock	Mann	Appointed	18-22	Nov-20	Consider Extending Provisional Appointment
Brown Creek	Gary	Sikes	Elected	20-24	Dec-20	None - Information Only
Davie	Rick	Karriker	Elected	20-24	Mar-20	None - Information Only
Guilford	Antoinette	Weaver	Elected	20-24	Dec-20	None - Information Only
Washington	Justin	Allen	Elected	20-24	May-17	None - Information Only
Watauga	Todd	Combs	Elected	20-24	Dec-16	None - Information Only

Conservation Implementation Rank by Area (2017-2019)

ATTACHMENT 8

Legend

— Administrative Area Boundary



Conservation Implementation Rank by Team (2017-2019)

ATTACHMENT 8

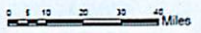
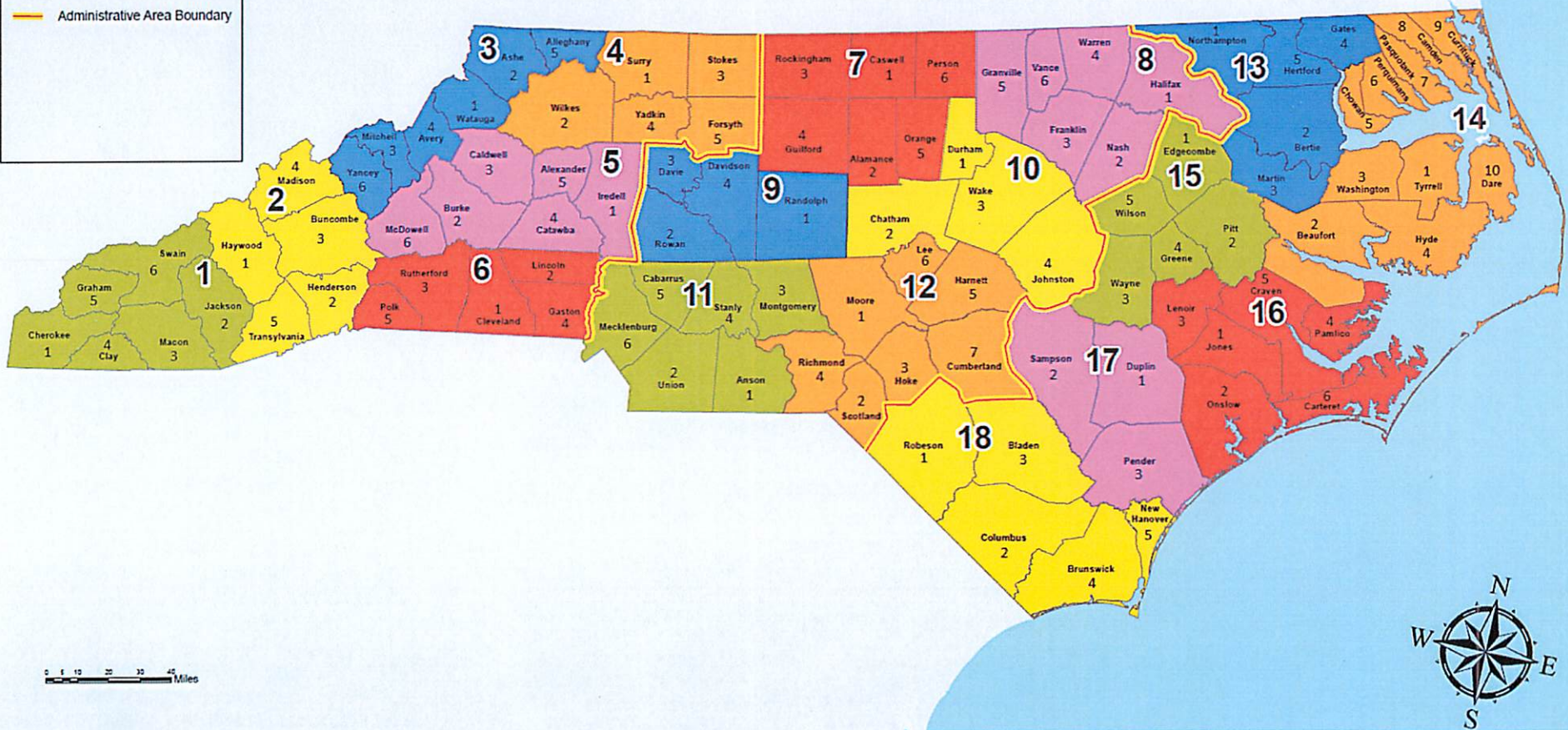
Legend

— Administrative Area Boundary

AREA 1

AREA 2

AREA 3



**Conservation Implementation Rank
(2017 - 2019)**

ATTACHMENT 8

County	Cropland-Animal Units Rank	ACSP, AgWRAP, CCAP 3 Year Ave.	ACSP, AgWRAP, CCAP RANK	EQIP, CSP, RCPP 3 Year Ave.	EQIP, CSP, RCPP RANK	OTHER Conservation 3 Year Ave.	OTHER Conservation RANK	TOTAL 3 Year Ave	STATE Rank
ALAMANCE	44	\$ 39,729	47	\$ 115,257	52	\$ 600	32	\$ 155,587	56
ALEXANDER	58	\$ 74,059	15	\$ 88,185	59	\$ -	N/A	\$ 162,244	55
ALLEGHANY	56	\$ 55,141	30	\$ 49,843	74	\$ 3,465	28	\$ 108,450	72
ANSON	36	\$ 64,581	20	\$ 369,839	16	\$ -	N/A	\$ 434,420	17
ASHE	29	\$ 73,637	17	\$ 250,988	26	\$ 31,238	10	\$ 355,863	24
AVERY	86	\$ 51,413	34	\$ 68,087	64	\$ 46,616	6	\$ 166,116	53
BEAUFORT	15	\$ 37,363	54	\$ 396,691	13	\$ 301	36	\$ 434,356	18
BERTIE	17	\$ 32,294	69	\$ 238,451	29	\$ -	N/A	\$ 270,745	33
BLADEN	7	\$ 36,437	56	\$ 161,855	42	\$ -	N/A	\$ 198,292	46
BRUNSWICK	76	\$ 33,733	66	\$ 51,280	73	\$ 536	33	\$ 85,548	80
BUNCOMBE	60	\$ 28,403	76	\$ 157,859	43	\$ 39,701	8	\$ 225,963	43
BURKE	77	\$ 58,829	25	\$ 207,890	35	\$ -	N/A	\$ 266,719	35
CABARRUS	55	\$ 38,932	50	\$ 19,812	89	\$ 26,206	11	\$ 84,950	81
CALDWELL	83	\$ 55,600	28	\$ 120,481	50	\$ -	N/A	\$ 176,081	50
CAMDEN	59	\$ 25,195	79	\$ 7,268	96	\$ 386	35	\$ 32,848	96
CARTERET	63	\$ 17,521	91	\$ 9,686	95	\$ -	N/A	\$ 27,207	97
CASWELL	49	\$ 51,670	32	\$ 117,142	51	\$ -	N/A	\$ 168,813	52
CATAWBA	51	\$ 33,941	65	\$ 141,772	47	\$ -	N/A	\$ 175,714	51
CHATHAM	31	\$ 64,160	21	\$ 196,165	38	\$ 13,861	16	\$ 274,186	32
CHEROKEE	87	\$ 60,743	24	\$ 264,076	25	\$ 6,667	23	\$ 331,486	27
CHOWAN	69	\$ 30,973	71	\$ 93,706	58	\$ -	N/A	\$ 124,679	65
CLAY	96	\$ 42,570	44	\$ 58,583	70	\$ -	N/A	\$ 101,153	77
CLEVELAND	24	\$ 85,831	9	\$ 681,782	5	\$ 2,217	29	\$ 769,829	5
COLUMBUS	10	\$ 38,700	51	\$ 223,331	33	\$ -	N/A	\$ 262,031	37
Craven	39	\$ 12,654	98	\$ 94,308	57	\$ -	N/A	\$ 106,962	73
CUMBERLAND	54	\$ 34,263	63	\$ 21,847	87	\$ -	N/A	\$ 56,110	89
CURRITUCK	75	\$ 19,384	88	\$ 2,828	97	\$ -	N/A	\$ 22,212	98
DARE	98	\$ 19,646	87	\$ -	100	\$ -	N/A	\$ 19,646	99
DAVIDSON	41	\$ 28,487	75	\$ 74,193	62	\$ 226	38	\$ 102,907	76
DAVIE	43	\$ 56,050	27	\$ 54,812	71	\$ -	N/A	\$ 110,862	71
DUPLIN	2	\$ 93,140	7	\$ 1,241,859	1	\$ 21,372	12	\$ 1,356,371	1
DURHAM	91	\$ 43,205	43	\$ 16,354	93	\$ 672,618	1	\$ 732,177	6
EDGECOMBE	11	\$ 21,568	84	\$ 242,109	28	\$ -	N/A	\$ 263,677	36
FORSYTH	84	\$ 50,339	35	\$ 46,456	76	\$ 833	30	\$ 97,629	79
FRANKLIN	38	\$ 51,434	33	\$ 59,978	69	\$ -	N/A	\$ 111,411	69
GASTON	78	\$ 35,310	57	\$ 27,809	85	\$ -	N/A	\$ 63,120	87
GATES	62	\$ 14,097	97	\$ 123,685	49	\$ -	N/A	\$ 137,782	58
GRAHAM	97	\$ 18,402	90	\$ 52,269	72	\$ -	N/A	\$ 70,671	84
GRANVILLE	42	\$ 34,578	58	\$ 30,768	81	\$ -	N/A	\$ 65,346	86
GREENE	20	\$ 34,234	64	\$ 205,883	37	\$ -	N/A	\$ 240,117	42
GUILFORD	45	\$ 73,868	16	\$ 49,469	75	\$ 11,942	20	\$ 135,280	59
HALIFAX	9	\$ 57,080	26	\$ 572,199	8	\$ 12,000	18	\$ 641,279	9
HARNETT	26	\$ 47,661	40	\$ 232,044	32	\$ -	N/A	\$ 279,705	31
HAYWOOD	68	\$ 63,082	22	\$ 446,861	9	\$ -	N/A	\$ 509,943	10
HENDERSON	79	\$ 106,605	4	\$ 29,666	83	\$ 348,175	2	\$ 484,446	11
HERTFORD	52	\$ 34,326	52	\$ 72,540	63	\$ -	N/A	\$ 106,866	74
HOKE	64	\$ 21,667	83	\$ 310,156	20	\$ 17,627	14	\$ 349,450	25
HYDE	21	\$ 31,642	70	\$ 147,094	45	\$ -	N/A	\$ 178,736	49
IREDELL	19	\$ 21,806	82	\$ 325,383	19	\$ -	N/A	\$ 347,189	26
JACKSON	92	\$ 20,763	85	\$ 110,996	53	\$ -	N/A	\$ 131,759	61
JOHNSTON	8	\$ 75,174	14	\$ 30,173	82	\$ -	N/A	\$ 105,346	75
JONES	28	\$ 29,985	74	\$ 430,187	10	\$ -	N/A	\$ 460,172	13
LEE	81	\$ 46,630	41	\$ 77,542	61	\$ -	N/A	\$ 124,172	66
LENOIR	14	\$ 40,322	45	\$ 206,122	36	\$ -	N/A	\$ 246,444	41
LINCOLN	65	\$ 102,306	5	\$ 267,179	23	\$ -	N/A	\$ 369,484	22
MACON	90	\$ 15,592	95	\$ 62,627	68	\$ 42,482	7	\$ 120,700	67
MADISON	72	\$ 34,495	60	\$ 46,137	77	\$ 53,333	4	\$ 133,966	60
MARTIN	22	\$ 30,972	72	\$ 237,659	30	\$ -	N/A	\$ 268,630	34
MCDOWELL	89	\$ 14,693	96	\$ 64,458	66	\$ -	N/A	\$ 79,151	82
MECKLENBURG	94	\$ 7,915	99	\$ 716	99	\$ 46,664	5	\$ 55,295	91
MITCHELL	93	\$ 102,065	6	\$ 106,885	55	\$ 4,796	26	\$ 213,746	44
MONTGOMERY	82	\$ 17,432	92	\$ 193,371	39	\$ -	N/A	\$ 210,803	45
MOORE	48	\$ 48,406	37	\$ 1,080,711	2	\$ -	N/A	\$ 1,129,117	3
NASH	18	\$ 17,054	93	\$ 143,089	46	\$ 36,625	9	\$ 196,767	47

**Conservation Implementation Rank
(2017 - 2019)**

ATTACHMENT 8

County	Cropland- Animal Units Rank	ACSP, AgWRAP, CCAP 3 Year Ave.	ACSP, AgWRAP, CCAP RANK	EQIP, CSP, RCP 3 Year Ave.	EQIP, CSP, RCP RANK	OTHER Conservation 3 Year Ave.	OTHER Conservation RANK	TOTAL 3 Year Ave	STATE Rank
NEW HANOVER	100	\$ -	100	\$ 2,657	98	\$ 6,000	24	\$ 8,657	100
NORTHAMPTON	13	\$ 30,874	73	\$ 344,280	17	\$ -	N/A	\$ 375,153	21
ONslow	46	\$ 49,729	36	\$ 235,115	31	\$ -	N/A	\$ 284,843	30
ORANGE	57	\$ 77,056	13	\$ 40,276	78	\$ 8,940	21	\$ 126,273	64
PAMLICO	74	\$ 47,808	39	\$ 63,425	67	\$ -	N/A	\$ 111,233	70
PASQUOTANK	40	\$ 25,671	77	\$ 12,652	94	\$ -	N/A	\$ 38,323	95
PENDER	33	\$ 16,662	94	\$ 109,771	54	\$ -	N/A	\$ 126,433	63
PERQUIMANS	35	\$ 38,632	52	\$ 17,471	91	\$ -	N/A	\$ 56,103	90
PERSON	47	\$ 44,637	42	\$ 16,660	92	\$ -	N/A	\$ 61,296	88
PITT	6	\$ 32,532	68	\$ 211,579	34	\$ 12,000	19	\$ 256,111	38
POLK	88	\$ 18,793	89	\$ 36,204	80	\$ -	N/A	\$ 54,997	92
RANDOLPH	12	\$ 48,351	38	\$ 415,471	11	\$ 5,675	25	\$ 469,497	12
RICHMOND	70	\$ 23,558	81	\$ 287,265	22	\$ -	N/A	\$ 310,823	29
ROBESON	3	\$ 71,599	19	\$ 893,176	3	\$ 6,876	22	\$ 971,651	4
ROCKINGHAM	30	\$ 107,900	3	\$ 39,212	79	\$ -	N/A	\$ 147,112	57
ROWAN	25	\$ 34,401	61	\$ 94,374	56	\$ 232	37	\$ 129,007	62
RUTHERFORD	67	\$ 82,995	10	\$ 266,370	24	\$ 19,845	13	\$ 369,210	23
SAMPSON	1	\$ 88,593	8	\$ 609,119	6	\$ 13,000	17	\$ 710,712	8
SCOTLAND	73	\$ 34,520	59	\$ 403,419	12	\$ -	N/A	\$ 437,939	15
STANLY	32	\$ 39,328	49	\$ 80,794	60	\$ 521	34	\$ 120,642	68
STOKES	50	\$ 37,912	53	\$ 342,328	18	\$ -	N/A	\$ 380,240	19
SURRY	16	\$ 130,897	2	\$ 887,565	4	\$ 261,555	3	\$ 1,280,017	2
SWAIN	99	\$ 20,399	86	\$ 19,333	90	\$ -	N/A	\$ 39,732	94
TRANSYLVANIA	95	\$ 37,074	55	\$ 28,738	84	\$ -	N/A	\$ 65,811	85
TYRRELL	61	\$ 40,183	46	\$ 396,286	14	\$ -	N/A	\$ 436,468	16
UNION	5	\$ 61,245	23	\$ 249,692	27	\$ -	N/A	\$ 310,937	28
VANCE	80	\$ 25,667	78	\$ 26,302	86	\$ -	N/A	\$ 51,969	93
WAKE	53	\$ 78,879	12	\$ 168,916	41	\$ 678	31	\$ 248,473	40
WARREN	66	\$ 33,474	67	\$ 67,443	65	\$ -	N/A	\$ 100,917	78
WASHINGTON	37	\$ 39,578	48	\$ 148,547	44	\$ -	N/A	\$ 188,126	48
WATAUGA	71	\$ 79,480	11	\$ 371,079	15	\$ -	N/A	\$ 450,560	14
WAYNE	4	\$ 55,292	29	\$ 180,723	40	\$ 15,000	15	\$ 251,015	39
WILKES	27	\$ 141,429	1	\$ 586,166	7	\$ -	N/A	\$ 727,595	7
WILSON	23	\$ 24,141	80	\$ 141,264	48	\$ -	N/A	\$ 165,404	54
YADKIN	34	\$ 71,981	18	\$ 298,588	21	\$ 4,781	27	\$ 375,350	20
YANCEY	85	\$ 53,856	31	\$ 21,355	88	\$ -	N/A	\$ 75,210	83

Conservation Implementation Rank by Team (2017-2019)

ATTACHMENT 8

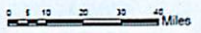
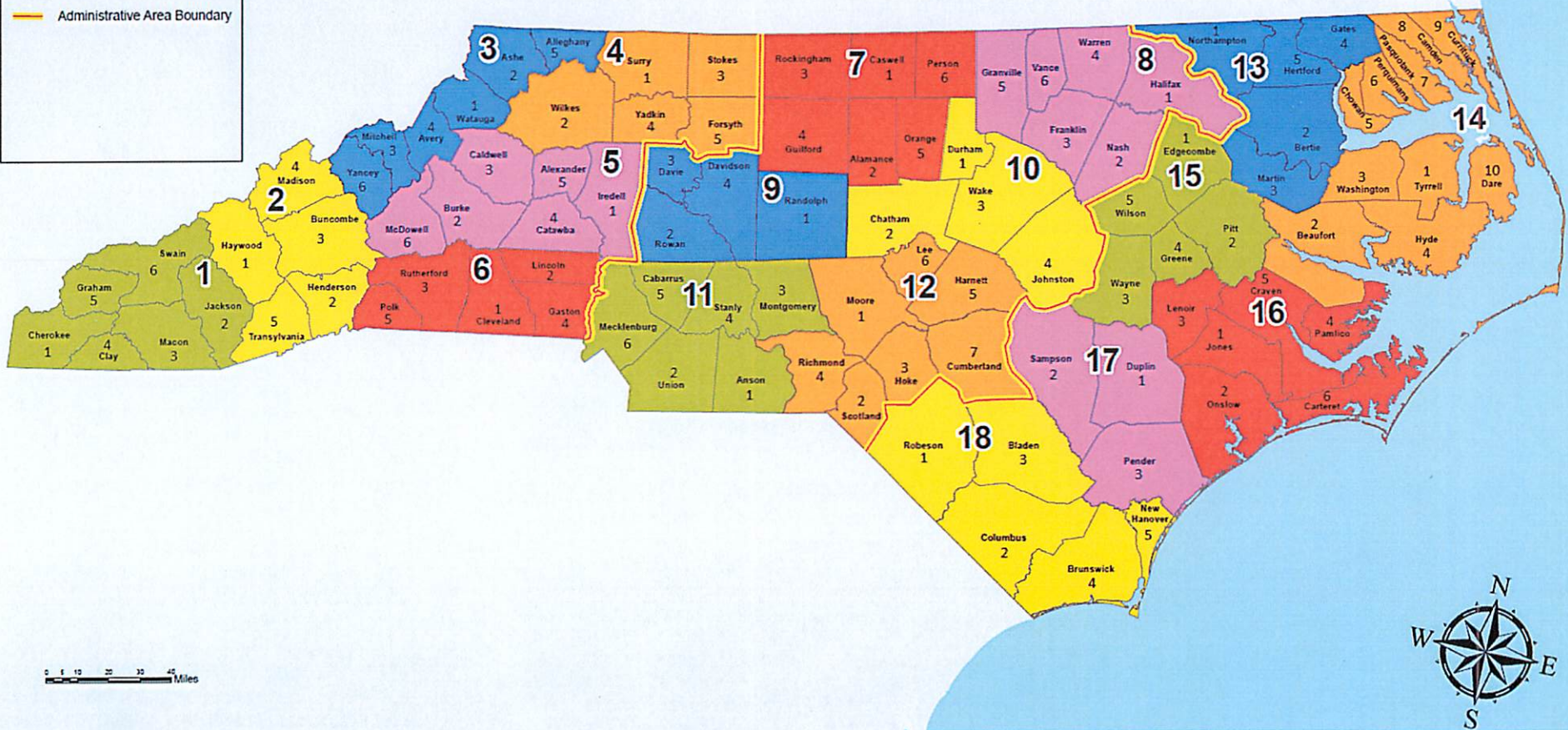
Legend

— Administrative Area Boundary

AREA 1

AREA 2

AREA 3



	APPLICANT NAME	EMPLOYER	TYPE OF JAA REQUESTED	APPLICATION DATE	JAA RECOMMENDED FOR APPROVAL
1	Kayla Mounce McCoy	Wilkes SWCD	Comparable NRCS JAA	2/23/2021	1. 382-Livestock Exclusion Fence 2. 561-Heavy Use Area Protection 3. 614-Trough or Tank
2	Jason D. Byrd	Rockingham SWCD	Comparable NRCS JAA	2/24/2021	1. 327-Conservation Cover 2. 328-Sod-based Rotation 3. 329-Long Term No-till 4. 329-CTS-3-Year Conservation Tillage System 6. 342-Critical Area Planting 7. 382-Livestock Exclusion Fence 8. 386-Field Border 9. 412-Grassed Waterway 10. 412-GS-CC-Grassed Swale 11. 466-Land Smoothing 12. 512-Cropland Conversion 13. 512-PR-Pasture Renovation 14. 528-Prescribed Grazing 15. 561-Heavy Use Area Protection 16. 575-Stock Trail and Walkway 17. 578-Stream Crossing 18. 585-Stripcropping 19. 590-NM-Nutrient Management 20. 590-PNM Precision Nutrient Management 21. 590-CNSM-Concentrated Nutrient Source Management System 22. 590-PAA-Precision Agrichemical Application 23. 612-Pastureland Conversion 24. 614-Trough or Tank

	APPLICANT NAME	EMPLOYER	TYPE OF JAA REQUESTED	APPLICATION DATE	JAA RECOMMENDED FOR APPROVAL
3	Jeff Parker	Transylvania SWCD	Comparable NRCS JAA	2/24/2021	1. 327-Conservation Cover 2. 328-Sod-based Rotation 3. 329-Long Term No-till 4. 329-CTS-3-Year Conservation Tillage System 5. 340-Cover Crops, 340-CRM-Crop Residue Management 6. 340-NSCC-Nutrient Scavenger Cover Crop 7. 342-Critical Area Planting 8. 362-Diversion 9. 382-Livestock Exclusion Fence 10. 386-Field Border 11. 390-Riparian Buffer 12. 393-Filter Strip 13. 412-Grassed Waterway 14. 412-GS-CC-Grassed Swale 15. 466-Land Smoothing 16. 512-Cropland Conversion 17. 512-PR-Pasture Renovation 18. 558-Rooftop Runoff Management System 19. 560-Agricultural Road Repair/Stabilization 20. 561-Heavy Use Area Protection 21. 561-ASAA-All-Season Agricultural Access 22. 574-Spring Development 23. 574-BI-AW-Baseflow Interceptor 24. 575-Stock Trail and Walkway 25. 578-Stream Crossing 26. 580-SSP Streambank and Shoreline Protection 27. 585-Stripcropping 28. 590-NM-Nutrient Management 29. 590-PNM Precision Nutrient Management
					30. 590-CNSM-Concentrated Nutrient Source Management System 31. 590-PAA-Precision Agrichemical Application 32. 600-Terrace 33. 606-Subsurface Drain Tile, 386-Field Border 34. 612-Pastureland Conversion 35. 614-Trough or Tank 36. 656-Constructed Wetland for Land Application 37. 657-Wetlands Restoration System

	APPLICANT NAME	EMPLOYER	TYPE OF JAA REQUESTED	APPLICATION DATE	JAA RECOMMENDED FOR APPROVAL
4	Daniel McClellan	Cabarrus SWCD	Comparable NRCS JAA	2/25/2021	1. 327-Conservation Cover 2. 328-Sod-based Rotation 3. 329-Long Term No-till 4. 329-CTS-3-Year Conservation Tillage System 5. 340-Cover Crops, 340-CRM-Crop Residue Management 6. 340-NSCC-Nutrient Scavenger Cover Crop 7. 342-Critical Area Planting 8. 362-Diversion 9. 382-Livestock Exclusion Fence 10. 386-Field Border 11. 393-Filter Strip 12. 412-Grassed Waterway 13. 412-GS-CC-Grassed Swale 14. 512-Cropland Conversion 15. 512-PR-Pasture Renovation 16. 528-Prescribed Grazing 17. 561-Heavy Use Area Protection 18. 575-Stock Trail and Walkway 19. 578-Stream Crossing 20. 585-Stripcropping 21. 590-NM-Nutrient Management 22. 590-PNM Precision Nutrient Management 23. 590-PAA-Precision Agrichemical Application 24. 590-CNSM-Concentrated Nutrient Source Management System 25. 595-Insect Control System 26. 612-Pastureland Conversion 27. 614-Trough or Tank 28. 642-Water Supply Well 29. 642-SPW-Stream Protection Well

	APPLICANT NAME	EMPLOYER	TYPE OF JAA REQUESTED	APPLICATION DATE	JAA RECOMMENDED FOR APPROVAL
5	Anthony Dowdle	Buncombe SWCD	Comparable NRCS JAA	2/25/2021	1. 351-Abandoned Well Closure 2. 362-Diversion 3. 386-Field Border 4. 412-Grassed Waterway 5. 412-GS-CC-Grassed Swale 6. 466-Land Smoothing 7. 468-Rock-Lined Waterway or Outlet 8. 528-Prescribed Grazing 9. 560-Agricultural Road Repair/Stabilization (Access Rd) 10. 561-Heavy Use Area Protection 11. 574-Spring Development 12. 574-BI-AW-Baseflow Interceptor 13. 575-Stock Trail and Walkway 14. 578-Stream Crossing 15. 614-Trough or Tank 16. 642-Water Supply Well 17. 642-SPW-Stream Protection Well

			TYPE OF JAA	APPLICATION	
	APPLICANT NAME	EMPLOYER	REQUESTED	DATE	JAA RECOMMENDED FOR APPROVAL
6	Frankie Singleton	Davie SWCD	Comparable NRCS JAA	2/26/2021	1. 316-Livestock Mortality Management System - Incinerator 2. 327-Conservation Cover 3. 327-ATR-Abandoned Tree Removal 4. 328-Sod-based Rotation 5. 329-Long Term No-Till 6. 329-CTS-3-Year-Conservation Tillage System 7. 342-Critical Area Planting 8. 351-Abandoned Well Closure 9. 360-Closure of Abandoned Waste Impoundment 10. 382-Livestock Exclusion Fence 11. 386-Field Border 12. 412-Grassed Waterway 13. 412-GS-CC-Grassed Swale 14. 466-Land Smoothing 15. 512-Cropland Conversion 16. 512-PR-Pasture Renovation 17. 528-Prescribed Grazing 18. 558-Storm Water Management System 19. 561-Heavy Use Area Protection 20. 585-Stripcropping 21. 590-NM-Nutrient Management 22. 590-PNM-Precision Nutrient Management 23. 590-PAA-Precision Agrichemical Application 24. 590-CNSM-Concentrated Nutrient Source Management System 25. 606-Subsurface Drain Tile 26. 612-Pastureland Conversion 27. 614-Trough or Tank 28. 642-Water Supply Well

3-YEAR CONSERVATION TILLAGE SYSTEM

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
329-CTS	3-Year Conservation Tillage System	Crop, Production Method	Type	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of NC's Crops and Cropping Systems.</p> <p>2. Knowledge of Soil Health and Management.</p> <p>3. Ability to use Current Wind and Water Erosion Prediction Tools.</p> <p>4. Knowledge of Tillage Systems used in NC.</p> <p>5. Knowledge of No till Planters and Drills.</p> <p>6. Knowledge of Crop Residue Management.</p> <p>7. Knowledge of Soils and Soil Management for No Till.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

ABANDONED TREE REMOVAL

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
327-ATR	Abandoned Tree Removal	Purpose	Type	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review for to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of NC's Crops and Cropping Systems.</p> <p>2. Knowledge of Soil Health and Management.</p> <p>3. Ability to use Current Wind and Water Erosion Prediction Tools.</p> <p>4. Knowledge of Tillage Systems used in NC.</p> <p>5. Knowledge of Wildlife Management and Adaptive Plant Species.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

CONSERVATION COVER

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
327	Conservation Cover	Purpose	Type	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of NC's Crops and Cropping Systems.</p> <p>2. Knowledge of Soil Health and Management.</p> <p>3. Ability to use Current Wind and Water Erosion Prediction Tools.</p> <p>4. Knowledge of Tillage Systems used in NC.</p> <p>5. Knowledge of Wildlife Management and Adaptive Plant Species.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

COVER CROP

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
340	Cover Crop	Species Planted (Species Mix)	Number	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of NC's Crops and Cropping Systems.</p> <p>2. Knowledge of Soil Health and Management.</p> <p>3. Ability to use Current Wind and Water Erosion Prediction Tools.</p> <p>4. Knowledge of Tillage Systems used in NC.</p> <p>5. Knowledge of Adaptive Species of Cover Crops for Planned Purposes in NC.</p> <p>6. Knowledge of Approved Planting Dates, Times and Methods of Termination for Cover Crops.</p> <p>7. Working knowledge of "Managing Cover Crops Profitability".</p> <p>8. Ability to select species based on the client objectives.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

CROP RESIDUE MANAGEMENT

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
340-CRM	Crop Residue Management	Species Planted (Species Mix)	Number	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of NC's Crops and Cropping Systems.</p> <p>2. Knowledge of Soil Health and Management.</p> <p>3. Ability to use Current Wind and Water Erosion Prediction Tools.</p> <p>4. Knowledge of Tillage Systems used in NC.</p> <p>5. Knowledge of Adaptive Species of Cover Crops for Planned Purposes in NC.</p> <p>6. Knowledge of Approved Planting Dates, Times and Methods of Termination for Cover Crops.</p> <p>7. Working knowledge of "Managing Cover Crops Profitability".</p> <p>8. Ability to select species based on the client objectives.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

CROPLAND CONVERSION

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
512	Cropland Conversion	Forage species, class or mix	Type	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of adapted forage plants for the ecological sites/forage suitability groups in the area of service.</p> <p>2. Skill in planning the planting protocols and educating land users in the operation and maintenance for the practice/operation/site.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

FIELD BORDER

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
386	Field Border	Purpose	Type	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of Vegetation Appropriate for Field Borders.</p> <p>2. Ability to Assess Site Conditions to Plan and Apply Field Borders.</p> <p>3. Knowledge of Species and Vegetation Management for Wildlife & Pollinators.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

FILTER STRIP

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
393	Filter Strip	Area	Acres	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p> <p>4. Working knowledge using the Excel Filter Strip Lifespan Design Spreadsheet.</p> <p>5. Working knowledge of the application of Agronomy Technical Note no. 2 Using RUSLE2 for the Design and Predicted Effectiveness of Vegetative Filter Strips (VFS) or Sediment.</p>				<p>1. Knowledge of Vegetation Appropriate for Filter Strips.</p> <p>2. Ability to Assess Site Conditions to Plan and Apply Filter Strips.</p> <p>3. Knowledge of Species and Vegetation Management for Wildlife & Pollinators.</p> <p>4. Knowledge of the Management Needed to Attain the Purpose(s) of the Filter Strips.</p> <p>5. Ability to Layout a Filter Strip to Meet its Intended Purpose(s).</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p> <p>4. Plan specification must include use of the Excel Filter Strip Lifespan Design Spreadsheet.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p> <p>4. Plan specification must include use of the Excel Filter Strip Lifespan Design Spreadsheet.</p>		

LIVESTOCK EXCLUSION FENCE

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
382	Livestock Exclusion Fence	Fence type and land slope	Type, %	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA. 2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies. 3. Working knowledge using the NC NRCS Fence Job Sheet Application. 4. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.				1. Knowledge of conservation practice standard 382. 2. Knowledge of livestock management for grazing lands of the locale. 3. Knowledge of wildlife relationships with fence in the locale. 4. Knowledge of grazing management issues in the locale.				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps. 2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU). 3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.			1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies. 2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s). 3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.			1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies. 2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s). 3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.		

LONG TERM NO-TILL

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
329	Long Term No-Till	Crop, Production Method	Type	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of NC's Crops and Cropping Systems.</p> <p>2. Knowledge of Soil Health and Management.</p> <p>3. Ability to use Current Wind and Water Erosion Prediction Tools.</p> <p>4. Knowledge of Tillage Systems used in NC.</p> <p>5. Knowledge of No till Planters and Drills.</p> <p>6. Knowledge of Crop Residue Management.</p> <p>7. Knowledge of Soils and Soil Management for No Till.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

NUTRIENT MANAGEMENT

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
590-NM	Nutrient Management	Nutrient source, application method and/or special condition	Type	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Working knowledge in the analysis and interpretation of soil test and waste analysis results.</p> <p>4. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p> <p>5. NCSU Nutrient Management in NC Course which includes: (1) the online prerequisite; (2) 5-days of nutrient management-related course work; and (3) a passing score on the exam given at the conclusion of the course; Working knowledge in the Agricultural Waste Management Field Handbook (Title 210, Part 651).</p> <p>6. Appropriate JAA for practices needed to control erosion to a sustainable level (T) on land application sites (If applicable Practice Codes: 342, 329, 328, 340, 386,...).</p>				<p>1. Knowledge of NC's Crops and Cropping Systems.</p> <p>2. Knowledge of Soil Health and Management.</p> <p>3. Ability to use Current Wind and Water Erosion Prediction Tools.</p> <p>4. Knowledge of Tillage Systems used in NC.</p> <p>5. Knowledge of Synthetic Fertilizers and Analysis.</p> <p>6. Knowledge of Manure Characteristics and Nutrient Values.</p> <p>7. Completion of the NCSU Nutrient Management Planning Course.</p> <p>8. Ability to Perform Nitrogen and Phosphorus Risk Assessments using NCANAT (NLEW+PLAT) and/or latest web-based NC Nutrient Management Software.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete two Nutrient Management Plans in accordance with the most recent SWCC BMP standard. (Note- plan should include use of PLAT, erosion prediction result for planned fields, and latest NC CNMP checklist.)</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for two applied Nutrient Management Plans on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

NUTRIENT SCAVENGER COVER CROP

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
340-NSCC	Nutrient Scavenger Cover Crop	Species Planted (Species Mix)	Number	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of NC's Crops and Cropping Systems.</p> <p>2. Knowledge of Soil Health and Management.</p> <p>3. Ability to use Current Wind and Water Erosion Prediction Tools.</p> <p>4. Knowledge of Tillage Systems used in NC.</p> <p>5. Knowledge of Adaptive Species of Cover Crops for Planned Purposes in NC.</p> <p>6. Knowledge of Approved Planting Dates, Times and Methods of Termination for Cover Crops.</p> <p>7. Working knowledge of "Managing Cover Crops Profitability".</p> <p>8. Ability to select species based on the client objectives.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

ODOR MANAGEMENT SYSTEM

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
380	Odor Management System	Purpose(s)	Type	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p> <p>4. When applicable, appropriate JAA for supporting practices (i.e. Tree/Shrub Site Preparation (PC490) and Tree/Shrub Establishment (PC612)).</p>				<p>1. Knowledge of windbreak/shelterbelt design and function, including snow management if applicable.</p> <p>2. Knowledge of forest ecology and management for the local area.</p> <p>3. Knowledge of crops protected by windbreaks and shelterbelts.</p> <p>4. Knowledge of silvics of tree species to be established.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

PASTURE RENOVATION

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
512-PR	Pasture Renovation	Forage species, class or mix	Type	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of adapted forage plants for the ecological sites/forage suitability groups in the area of service.</p> <p>2. Skill in planning the planting protocols and educating land users in the operation and maintenance for the practice/operation/site.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

PASTURELAND CONVERSION

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
612	Pastureland Conversion	Site Sensitivity-Soil suitability rating for potential seedling mortality	WSS Rating	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of forest ecology and management for the local area.</p> <p>2. Knowledge of silvics of tree species to be established.</p> <p>3. Knowledge of soil health and management.</p> <p>4. Knowledge of resource impacts including water quality, wildlife effects, soil limitations (i.e. potential seedling mortality rating, and harvest equipment operability ratings), fuel volatility, etc.</p> <p>5. Working knowledge of Forestry BMPs.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

PRECISION AGRICHEMICAL APPLICATION

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
590-PAA	Precision Agrichemical Application	Purpose	Type	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Working knowledge in the analysis and interpretation of soil test and waste analysis results.</p> <p>4. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p> <p>5. NCSU Nutrient Management in NC Course which includes: (1) the online prerequisite; (2) 5-days of nutrient management-related course work; and (3) a passing score on the exam given at the conclusion of the course; Working knowledge in the Agricultural Waste Management Field Handbook (Title 210, Part 651).</p> <p>6. Appropriate JAA for practices needed to control erosion to a sustainable level (T) on land application sites (If applicable Practice Codes: 342, 329, 328, 340, 386,...).</p>				<p>1. Knowledge of NC's Crops and Cropping Systems.</p> <p>2. Knowledge of Soil Health and Management.</p> <p>3. Ability to use Current Wind and Water Erosion Prediction Tools.</p> <p>4. Knowledge of Tillage Systems used in NC.</p> <p>5. Knowledge of Synthetic Fertilizers and Analysis.</p> <p>6. Knowledge of Manure Characteristics and Nutrient Values.</p> <p>7. Completion of the NCSU Nutrient Management Planning Course.</p> <p>8. Ability to Perform Nitrogen and Phosphorus Risk Assessments using NCANAT (NLEW+PLAT) and/or latest web-based NC Nutrient Management Software.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete two Nutrient Management Plans in accordance with the most recent SWCC BMP standard. (Note- plan should include use of PLAT, erosion prediction result for planned fields, and latest NC CNMP checklist.)</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for two applied Nutrient Management Plans on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

PRECISION NUTRIENT MANAGEMENT

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
590-PNM	Precision Nutrient Management	Nutrient source, application method and/or special condition	Type	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Working knowledge in the analysis and interpretation of soil test and waste analysis results.</p> <p>4. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p> <p>5. NCSU Nutrient Management in NC Course which includes: (1) the online prerequisite; (2) 5-days of nutrient management-related course work; and (3) a passing score on the exam given at the conclusion of the course; Working knowledge in the Agricultural Waste Management Field Handbook (Title 210, Part 651).</p> <p>6. Appropriate JAA for practices needed to control erosion to a sustainable level (T) on land application sites (If applicable Practice Codes: 342, 329, 328, 340, 386,...).</p>				<p>1. Knowledge of NC's Crops and Cropping Systems.</p> <p>2. Knowledge of Soil Health and Management.</p> <p>3. Ability to use Current Wind and Water Erosion Prediction Tools.</p> <p>4. Knowledge of Tillage Systems used in NC.</p> <p>5. Knowledge of Synthetic Fertilizers and Analysis.</p> <p>6. Knowledge of Manure Characteristics and Nutrient Values.</p> <p>7. Completion of the NCSU Nutrient Management Planning Course.</p> <p>8. Ability to Perform Nitrogen and Phosphorus Risk Assessments using NCANAT (NLEW+PLAT) and/or latest web-based NC Nutrient Management Software.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete two Nutrient Management Plans in accordance with the most recent SWCC BMP standard. (Note- plan should include use of PLAT, erosion prediction result for planned fields, and latest NC CNMP checklist.)</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for two applied Nutrient Management Plans on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

PRESCRIBED GRAZING

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
528	Prescribed Grazing	Pasture Only - Area	Acres	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of ecological processes and implications for specific grazing ecological sites, forage suitability groups, and/or forest ecological sites in the area of service.</p> <p>2. Skill in development of grazing management plans that are practical, address resource concerns, and meet manager's objectives.</p> <p>3. Ability to monitor landscapes and communicate needed adjustments.</p> <p>4. Ability to use appropriate assessment tools to complete forage balance calculations, Pasture Conditioning Score, C-Graze.</p> <p>5. Ability to teach landowners the usage of grazing stick to establish stop grazing onsite.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

SOD-BASED ROTATION

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
328	Sod-based Rotation	Crop, Production Method	Type	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of NC's Crops and Cropping Systems.</p> <p>2. Knowledge of Soil Health and Management.</p> <p>3. Ability to use Current Wind and Water Erosion Prediction Tools.</p> <p>4. Knowledge of Tillage Systems used in NC.</p> <p>5. Knowledge of Adaptive Species of Cover.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		

STRIPCROPPING

PRACTICE DESCRIPTION				JOB CLASSES				
Code	Practice	Controlling Factor	Units	Job Class I	Job Class II	Job Class III	Job Class IV	Job Class V
585	Stripcropping	Slope	%	All				
TECHNICAL COMPETENCY REQUIREMENTS								
Prerequisites				Practice Knowledge, Skills, Abilities (KSAs)				
<p>1. Employee must fulfill ALL the Technical Competency Requirements listed for this practice, and submit the specified number of plans for review to receive JAA.</p> <p>2. Working knowledge of SWCC JAA Policy and Procedures, applicable conservation practice standard, and BMP policies.</p> <p>3. Capability to complete "The NRCS-CPA-52 Environmental Evaluation Worksheet" or comparable site assessment form.</p>				<p>1. Knowledge of NC's Crops and Cropping Systems.</p> <p>2. Knowledge of Soil Health and Management.</p> <p>3. Ability to use Current Wind and Water Erosion Prediction Tools.</p> <p>4. Knowledge of Tillage Equipment and Widths of Equipment and Systems used in NC.</p> <p>5. Knowledge of Planters and Drills and Common Widths Used in NC.</p> <p>6. Knowledge of Crop Residue Management.</p>				
PRACTICE PHASES								
INVENTORY AND EVALUATION (I&E)			DESIGN (D)			CONSTRUCTION & CERTIFICATION (C&C)		
<p>1. Independently complete a minimum of two I&E packets on separate Planning Land Units (PLU) to identify and document resource concerns using the latest NRCS-CPA-52 Form (or equivalent) and GIS mapping tools (i.e. ArcMap, Toolkit, or Conservation Desktop) to develop Conservation Plan Maps.</p> <p>2. Use the latest NRCS-CPA-52 (Sections A thru P) or comparable site assessment form to independently recommend and document resource alternatives/alternative action(s) needed to meet the client's objective and achieve the intended purpose to mitigate associated resource concerns for two different Planning Land Units (PLU).</p> <p>3. Complete the appropriate "CONSERVATION PLANNING CRITERIA, RESOURCE CONCERNS & SPECIAL ENVIRONMENTAL CONCERNS CHECKLIST (see EFOTG, Section II) or comparable form, and ALL applicable resource assessments tools, such as erosion prediction tools, calculations, surveys, and soils investigations necessary to document existing resource conditions, resource concerns, and short-term/long term effects of proposed alternatives.</p>			<p>1. Independently complete a minimum of two designs/specifications for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Design" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW), including O&M guidance, and any applicable Job Sheet(s), Implementation Requirements, or comparable SWCC practice specification sheet(s).</p> <p>3. Completion of the latest NRCS-CPA-52 Worksheet, Sections A through P or comparable site assessment form.</p>			<p>1. Independently complete a minimum of two construction/certification "check-outs" for the desired practice on separate Planning Land Units (PLU) in accordance with the most recent SWCC BMP standard and policies.</p> <p>2. Independently fulfill/complete the "Installation" & "Check Out" deliverables in accordance with the most recent eFOTG practice Statement of Work (SOW) or comparable SWCC form(s).</p> <p>3. Independently compile, record, and complete practice certification activities using the latest NC-CPA-09 Form ("Conservation Practice Certification Form") or comparable form.</p>		



AgWRAP Review Committee Recommendations

Presentation to the NC Soil and Water Conservation Commission for Approval
March 17, 2021



Materials Review

The following items are in your packet for review:

- AgWRAP items 10A-C and 11 PowerPoint presentation
- Item 10A: draft and current Agricultural Water Supply Pond BMP
- Item 10B: draft and current Agricultural Pond Repair/Retrofit BMP
- Item 10C: draft and current Agricultural Pond Sediment Removal BMP
- Item 11: AgWRAP Regional Application Approval



10 (A). Agricultural Water Supply/Reuse Pond Revisions

Agricultural Water Supply/Reuse Pond BMP

- Policy Updates
 - Reflects Regional Application Process for Water Supply Pond
 - Pre-construction meeting
 - Minor modifications for engineering process
 - Clarification on cost

Take Action to Approve Agricultural Water Supply/Reuse Pond BMP Policy Revisions.



10 (B). Agricultural Pond Repair/Retrofit Revisions

Agricultural Pond Repair/Retrofit BMP

- Policy Updates
 - Reflects Regional Application Process for Pond Repairs
 - Pre-construction meeting
 - Minor modifications for engineering process
 - Addition of fencing requirements for livestock ponds
 - Clarification on cost

Take Action to Approve Agricultural Pond Repair/Retrofit BMP Policy Revisions.



10 (C). Agricultural Pond Sediment Removal BMP Revisions

Pond Sediment Removal BMP

- Addition of a Cooperator Acknowledgement Form
- Minor Updates to Sediment Removal Plan Template
- Policy Specifics:
 - Pre-construction meeting required
 - Policy number 4 d and e added
 - Transfer of BMP maintenance period and required effects from policy to reference table

Take Action to Approve Agricultural Pond Sediment Removal BMP Policy Revisions.



11. AgWRAP Regional Application Approval



11. Regional Application Approval

Summary of AgWRAP Regional Application Recommendations

- Recommending **12** projects for funding
- Practices
 - 2 Agricultural Pond Repair/Retrofits
 - 5 New Agricultural Water Supply Ponds
 - 5 Conservation Irrigation Conversions
 - 4 Traveling Gun to Center Pivot
 - 1 Traveling Gun to Micro Irrigation



11. Regional Application Approval

Project Identifier	District	Region	Type	Operation	Funds
William Eaton	Lincoln	West	New pond	Irrigation- Apples & Blueberries	\$30,000
Philip Morgan	Lincoln	West	Repair/Retrofit	Irrigation- Pumpkins, Tomatoes & Vineyard	\$25,000
Fisher Farms Partnership	Nash	Central	CIC- Center pivot	Irrigation- Tobacco, cucumbers, sweet potatoes	\$25,000
Leggett Farming Partnership	Nash	Central	CIC- Center pivot	Irrigation- Tobacco, cucumbers, sweet potatoes	\$25,000
Walker Land LLC	Nash	Central	CIC- Center pivot	Irrigation-Tobacco, sweet potatoes	\$25,000
Billy Land	Lincoln	West	New pond	Livestock- Beef	\$25,000
Miles Okal	Durham	Central	New pond	Irrigation- Rice, Orchard & Seasonal Produce	\$25,000
Brandon Bridges	Cleveland	West	New pond	Irrigation- Sweet Corn	\$30,000
Larry Baker	Rockingham	Central	Repair/Retrofit	Irrigation- Vegetables & Orchard	\$25,000
Mike Herbin	Guilford	Central	CIC-Center pivot	Irrigation- Soy and Corn	\$25,000
Craven Smith	Guilford	Central	CIC- Microirrigation	Irrigation- Tomatoes	\$25,000
James Deviney	Cleveland	West	New pond	Livestock- Beef	\$30,000

Total BMP Request = \$315,000

11. Regional Application Approval

- **TAKE ACTION** to approve the funding for all 12 AgWRAP Regional Application projects presented to you.



11. Transfer of AP Funds to AG

- Per the AgWRAP DIP, “Should the regional pool not have enough ranked applications to encumber available funding, the commission will allocate the remaining funds through district allocations.”
- The reallocation requests for specific projects began on Feb. 1st, 2021.



Agricultural Water Resources Assistance Program

Draft Agricultural Water Supply/Reuse Pond

Definition/Purpose

Construct agricultural ponds for water supply for irrigation, livestock watering and aquaculture recharge. Benefits may include water supply, erosion control, flood control, and sediment and nutrient reductions from farm fields.

Policies

1. The pond shall be for agricultural use and includes all associated components to meet the intent of the design.
2. The Preliminary Site Assessment Form for New Ponds and the Inventory and Evaluation Form for New Ponds (Irrigation and Livestock) must be completed.
3. A pre-construction conference including the district technical representative, designer, contractor and landowner shall be held prior to commencement of construction.
4. An Operations and Maintenance Plan is required.
5. Cost share will be based on actual cost with receipts required not to exceed the cap, plus engineering costs, if applicable. A cost estimate will be provided to the cooperator before construction begins.
6. The pond must be certified by a professional engineer or an individual with appropriate job approval authority. Requirements for JAA and final payment approval are based on hazard class.
7. The pond must be designed to the reference standards below based on its hazard classification:
 - a. For excavated ponds with depth of water at the auxiliary spillway of less than 3 feet above the lowest original ground along the centerline of the embankment may be designed according to the NRCS Standard 378, Criteria for Excavated Pond (page 8 of standard).
 - i. For ponds in which the depth of water is more than 3 feet at the auxiliary spillway elevation, the pond will be designed in accordance with the NRCS Standard 378 and according to the hazard classifications below. These dams will be classified as an embankment pond.
 - b. Low Hazard Classification – All designs must meet *either* NRCS Standard 378 or NRCS Standard 402 Code TR-60 *or* the NC Dam Safety Law (15A NCAC 02K .0100). The design components may not be mixed between the standards.
 - i. Private PE design shall be submitted to Division Engineer for review and approval of Job Approval Authority. Upon completion copies of the as-built survey should be provided to the Soil and Water Conservation

Agricultural Water Resources Assistance Program

district, landowner and Division of Soil and Water Conservation. The design engineer shall complete and return the Certification of Completion.

- c. Intermediate Hazard Classification – All designs for repairs must meet the NC Dam Safety Law (15A NCAC 02K .0100) or NRCS Dam 402 code TR-60 whether or not they fall under the Dam Safety Permitting Requirements. An Emergency Action Plan (EAP) shall be completed for all intermediate hazard class structures.
 - i. Private PE design shall be submitted to Division Engineer for review and approval of Job Approval Authority. Upon completion copies of the as-built survey should be provided to the Soil and Water Conservation district, landowner and Division of Soil and Water Conservation. The design engineer shall complete and return the Certification of Completion.
 - ci. High Hazard Classification – All designs must meet NC Dam Safety Law (15A NCAC 02K).
 - i. All designs must be submitted to NC Dam Safety for review and approval (see Dam Safety Flow Chart). Job Approval Authority will be granted when Certification of Approval to construct is received from NC Dam Safety. Approval for payment will be approved upon receipt of NC Dam Safety's approval to impound and an EAP approval by NC dam Safety. Copies of the as-built survey and all approval letters should be provided to the Soil and Water Conservation district, landowner and Division of Soil and Water Conservation.
8. Hazard classification must be verified with NC Dam Safety. Division or Private Engineers are responsible for submitting a [request form](#) to Dam Safety.
 9. A method for distributing the water from irrigation ponds must be available. The applicant either owns irrigation equipment specified in the Water Needs Assessment Tool or proposes purchasing irrigation equipment and provides supporting documentation.
 10. Livestock shall be excluded from the pond. In cases of emergency, cooperators may contact their district and request a temporary exception. Duration of exception will be determined by the district and supporting notes will be included in the contract file. Emergencies may be defined as power outages, pump failures, extreme periods of drought and/or depletion or contamination of the existing water source. Livestock should not be allowed to graze on the embankment surface or auxiliary spillway. When the soil is wet, livestock can damage the vegetation and destroy the smooth surface resulting in ponded water or erosion from concentrated runoff. The resulting rough surface is difficult to mow.
 11. Ponds for irrigation only, without livestock access, do not require fencing.
 12. For fencing to be eligible for cost share assistance, the minimum standard the cooperator shall follow is the NRCS 382 standard for the appropriate type of operation for stream exclusion/interior fencing.

Agricultural Water Resources Assistance Program

- a. For livestock operations, the minimum standard the cooperator shall follow is the NRCS 382 standard for stream exclusion/interior fencing with the following exceptions:
 - i. Corner brace post assembly requirements in curves or turns from 20 degrees -50 degrees. Technical staff with appropriate job approval authority will determine whether or not corner brace assemblies are required in curves or turns from 20 degrees -50 degrees. For turns greater than 50 degrees, corner brace assemblies are required.
 - ii. Allow the use of existing materials. Installation must be certified by technical staff with appropriate job approval authority that the fencing will meet the contract life (10 years).
 - b. The applicable funding cap for pond construction shall include the cost of cost-shared fencing.
13. Where fencing is required, but not cost-shared the applicant shall not be required to meet the NRCS 382 standard, only to demonstrate that the fencing is adequate to exclude livestock.
 14. Additional water can be used to fill ponds including stormwater runoff, wells, streams and other water resources.
 15. The pond shall not be used as a commercial aquaculture production pond.
 16. In cases where aquaculture production water is being collected, NRCS Standard 313 (Waste Storage Facility) shall be used.
 17. Cooperators are responsible for obtaining and complying with all required permits.
 18. If an irrigation pond is converted to a livestock pond during the contract maintenance period, fencing is required and is not eligible for cost share assistance.
 19. If the pond is no longer used for agriculture during the maintenance period, the cost share contract shall be considered out of compliance.
 20. It is the cooperator's responsibility to ensure the entire structure is maintained for the life of the contract (10 yrs.). Ensure the Cooperator Acknowledgement Form is completed and signed by the cooperator acknowledging their responsibilities for the maintenance of the BMP.

Agricultural Water Resources Assistance Program

AGRICULTURAL WATER SUPPLY/REUSE POND	
Maintenance Period	10 YEARS
BMP Units	EACH
Required Effects	<ul style="list-style-type: none"> • Gallons of Agricultural Water Storage Increased or Protected • Animal Type and Number (if applicable)
JAA/NRCS Standards	<ul style="list-style-type: none"> • ENG - 378 – Pond • ENG - 402 – Dam • NC Dam Safety Law (15A NCAC 02K) • ENG - 313 - Waste Storage Facility (<i>aquaculture only</i>)
Supporting Documents	<ul style="list-style-type: none"> • Actual cost - paid based on receipts • Maximum cost share amount \$25,000 (75%) OR \$30,000 (90%)
CS2 Reference Materials	<ul style="list-style-type: none"> • NC-ACSP-11 Signature Page • Map with BMP location, fields, and roads. • Operation and Maintenance Plan (OMP form) • Cooperator Acknowledgement Form • Preliminary Site Assessment Form • Inventory and Evaluation Form (Irrigation or Livestock) • Water Balance Results • Conservation Plan • Certification of Completion, if applicable
Additional Spot-check requirements	Annually

Agricultural Water Supply/Reuse Pond

Definition/Purpose

Construct agricultural ponds for water supply for irrigation or livestock watering. Benefits may include water supply, erosion control, flood control, and sediment and nutrient reductions from farm fields.

Policies

1. The pond shall be for agricultural use and includes all associated components to meet the intent of the design.
2. The Preliminary Site Assessment Tool for New Ponds must be completed.
3. The pond must be certified by a professional engineer or an individual with appropriate job approval authority.
4. The pond must be designed to the references below based on its hazard classification:
 - a. For excavated ponds in which the depth of water is less than 3 feet at the auxiliary spillway elevation, the pond will be designed in accordance with the NRCS Standard 378.
 - b. Low Hazard Classification – All designs must meet either NRCS Standard 378 (Pond) or the NC Dam Safety Law (15A NCAC 02K) regardless of if they fall under the Dam Safety Permitting Requirements. The design components may not be mixed within the two standards. An Emergency Action Plan shall be completed for all repairs for low hazard class structures.
 - c. Intermediate Hazard Classification – All designs must meet the NC Dam Safety Law (15A NCAC 02K) regardless of if they fall under the Dam Safety Permitting Requirements. An Emergency Action Plan shall be completed for all repairs for intermediate hazard class structures.
 - d. High Hazard Classification – All designs must meet NC Dam Safety Law (15A NCAC 02K).
5. A method for distributing the water from irrigation ponds must be available.
6. Livestock shall be excluded from the pond. In cases of emergency, cooperators may contact their district and request a temporary exception. Duration of exception will be determined by the district and supporting notes will be included in the contract file. Emergencies may be defined as power outages, pump failures, extreme periods of drought and/or depletion or contamination of the existing water source.
7. Ponds for irrigation only, without livestock access, do not require fencing.
8. For fencing to be eligible for cost share assistance, the minimum standard the cooperator shall follow is the NRCS 382 standard for the appropriate type of operation for stream exclusion/interior fencing.

AgWRAP State BMP

- a. For livestock operations, the minimum standard the cooperator shall follow is the NRCS 382 standard for stream exclusion/interior fencing with the following exceptions:
 1. Corner brace post assembly requirements in curves or turns from 20 degrees -50 degrees. Technical staff with appropriate job approval authority will determine whether or not corner brace assemblies are required in curves or turns from 20 degrees -50 degrees. For turns greater than 50 degrees, corner brace assemblies are required.
 2. Allow the use of existing materials. Installation must be certified by technical staff with appropriate job approval authority that the fencing will meet the contract life (10 years).
 - b. The applicable funding cap for pond construction shall include the cost of cost-shared fencing.
9. Where fencing is required, but not cost-shared the applicant shall not be required to meet the NRCS 382 standard, only to demonstrate that the fencing is adequate to exclude livestock.
 10. Additional water can be used to fill ponds including stormwater runoff, wells, streams and other water resources.
 11. The pond shall not be used as a commercial aquaculture production pond.
 12. In cases where aquaculture production water is being collected NRCS Standard 313 (Waste Storage Facility) shall be used.
 13. Cooperators are responsible for obtaining and complying with all required permits.
 14. If an irrigation pond is converted to a livestock pond during the contract maintenance period, fencing is required and is not eligible for cost share assistance.
 15. If the pond is no longer used for agriculture during the maintenance period, the cost share contract shall be considered out of compliance.

AgWRAP State BMP

AGRICULTURAL WATER SUPPLY/REUSE POND	
Maintenance Period	10 YEARS
BMP Units	EACH
Required Effects	GALLONS OF AGRICULTURE WATER STORAGE INCREASE
JAA/NRCS Standards	ENG - 313 - Waste Storage Facility (<i>aquaculture only</i>) ENG - 378 - Pond ENG - 402 - Dam
Supporting Documents	NC Dam Safety Law (15A NCAC 02K), NRCS Fact Sheet: Preliminary Site Assessment for New Ponds
CS2 Reference Materials	NC-AgWRAP-11 Signature Page Map with BMP location, fields, and roads. Operation and Maintenance Plan
Additional Spot-check requirements	Annually

Draft Agricultural Pond Repair/Retrofit

Definition/Purpose

Repair, retrofit or expansion of existing agricultural pond systems, including aquaculture recharge ponds. Benefits may include water supply, erosion control, flood control, and sediment and nutrient reductions from farm fields.

Policies

1. The pond shall be for agricultural use and includes all associated components to meet the intent of the design.
2. The Preliminary Site Assessment Form for Pond Repairs and the Inventory and Evaluation for Repairs Forms (Irrigation or Livestock) must be completed.
3. A pre-construction conference including the district technical representative, designer, contractor and landowner shall be held prior to commencement of construction.
4. For projects involving dam, spillway, or overflow pipe upgrades:
 - a. The design and final repair/retrofit/expansion must be certified by a professional engineer or an individual with appropriate job approval authority. Requirements for JAA and final payment approval are based on hazard class.
 - b. Hazard classification must be verified with NC Dam Safety. Division or Private Engineers are responsible for submitting a [request form to Dam Safety](#).
 - c. Operation and Maintenance Plan is required.
 - d. Cost share will be based on actual cost with receipts required not to exceed the cap, for repair/retrofit/expansion plus engineering costs, if applicable. A cost estimate will be provided to the cooperator before construction begins.
5. The pond repair must be designed to the reference standards below based on its hazard classification:
 - a. For excavated ponds with depth of water at the auxiliary spillway of less than 3 feet above the lowest original ground along the centerline of the embankment may be designed according to the NRCS Standard 378, Criteria for Excavated Pond (page 8 of standard).
 - i. For ponds in which the depth of water is more than 3 feet at the auxiliary spillway elevation, the pond will be designed in accordance with the NRCS Standard 378 and according to the hazard classifications below. These dams will be classified as an embankment pond.
 - b. Low Hazard Classification – All designs must meet *either* NRCS Standard 378 or NRCS Standard 402 Code TR-60 *or* the NC Dam Safety Law (15A NCAC 02K .0100). The design components may not be mixed between the standards.
 - i. Private PE design shall be submitted to Division Engineer for review and approval of Job Approval Authority. Upon completion copies of the as-built survey should be provided to the Soil and Water Conservation district, landowner and Division of Soil and Water Conservation. The

- design engineer shall complete and return the Certification of Completion.
- ii. Dewatering, grubbing and clearing of the dam may occur before final design is given to aid in the surveying and final design process. Dewatering shall occur at a rate of no more than one foot per day.
- c. Intermediate Hazard Classification – All designs for repairs must meet the NC Dam Safety Law (15A NCAC 02K .0100) or NRCS Dam 402 code TR-60 whether or not they fall under the Dam Safety Permitting Requirements.
- i. An Emergency Action Plan (EAP) shall be completed for all intermediate hazard class structures.
 - ii. If pond was originally designed to meet low hazard class standards and is now classified as intermediate hazard then,
 1. For repairs where the principal spillway has to be removed, the design shall conform to NC Dam Safety Law or NRCS Dam 402 code TR-60.
 2. For repairs where the existing principal spillway will not be replaced, the minimum design requires the auxiliary spillway is only activated once every 10 years, and the auxiliary spillway shall be designed to pass the appropriate storm as determined by dam safety intermediate hazard class criteria or NRCS Dam 402 code TR-60.
 - iii. Private PE design shall be submitted to Division Engineer for review and approval of Job Approval Authority. Upon completion copies of the as-built survey should be provided to the Soil and Water Conservation district, landowner and Division of Soil and Water Conservation. The design engineer shall complete and return the Certification of Completion.
- d. High Hazard Classification – All designs must meet NC Dam Safety Law (15A NCAC 02K .0100).
- i. All designs must be submitted to NC Dam Safety for review and approval. Job Approval Authority will be granted when Certification of Approval to construct is received from NC Dam Safety. Approval for payment will be approved upon receipt of NC Dam Safety's approval to impound and an EAP approval by NC dam Safety. Copies of the as-built survey and all approval letters should be provided to the Soil and Water Conservation district, landowner and Division of Soil and Water Conservation.
6. While it is encouraged that all existing structures be upgraded to meet current standards when there is construction on the structure, it is not automatically required. For excavated and structures with a low hazard classification, the engineer shall make a determination on the need for structural upgrades and repairs during an evaluation of the overall system.

7. For existing excavated ponds and those embankment dams with low hazard classification, trees six inches in diameter or greater can remain in the embankment if they are not dead or unhealthy, and if they are located such that they could not pose structural damage to the embankment, pipes, or spillway structures etc. All other trees, shrubs and woody vegetation shall be removed. The cost of this removal is cost-shareable.
8. It is the cooperator's responsibility to ensure the entire structure is maintained for the life of the contract (10 yrs.). Ensure the Cooperator Acknowledgement Form is completed and signed by the cooperator acknowledging their responsibilities for the maintenance of the BMP.
 - a. In the event the landowner chooses not to act on deficiencies noted by the engineer and the structure fails, the landowner is not eligible for additional cost share funds and will be responsible for repairing the structure at their expense or repayment of cost share funds based on a prorated amount.
9. A method for distributing the water from irrigation ponds must be available. The applicant either owns irrigation equipment specified in the Water Needs Assessment Tool or proposes purchasing irrigation equipment and provides supporting documentation.
10. Livestock shall be excluded from the pond. In cases of emergency, cooperators may contact their district and request a temporary exception. Duration of exception will be determined by the district and supporting notes will be included in the contract file. Emergencies may be defined as power outages, pump failures, extreme periods of drought and/or depletion or contamination of the existing water source. Livestock should not be allowed to graze on the embankment surface or auxiliary spillway. When the soil is wet, livestock can damage the vegetation and destroy the smooth surface resulting in ponded water or erosion from concentrated runoff. The resulting rough surface is difficult to mow.
11. Ponds for irrigation only, without livestock access, do not require fencing.
12. For fencing to be eligible for cost share assistance, the minimum standard the cooperator shall follow is the NRCS 382 standard for the appropriate type of operation for stream exclusion/interior fencing.
 - a. For livestock operations, the minimum standard the cooperator shall follow is the NRCS 382 standard for stream exclusion/interior fencing with the following exceptions:
 - i. Corner brace post assembly requirements in curves or turns from 20 degrees -50 degrees. Technical staff with appropriate job approval authority will determine whether or not corner brace assemblies are required in curves or turns from 20 degrees -50 degrees. For turns greater than 50 degrees, corner brace assemblies are required.
 - ii. Allow the use of existing materials. Installation must be certified by technical staff with appropriate job approval authority that the fencing will meet the contract life (10 years).
 - b. The applicable funding cap for pond construction shall include the cost of cost-shared fencing.

Agricultural Water Resources Assistance Program

- 13. Where fencing is required, but not cost-shared the applicant shall not be required to meet the NRCS 382 standard, only to demonstrate that the fencing is adequate to exclude livestock.
- 14. Additional water can be used to fill ponds including stormwater runoff, wells, streams and other water resources.
- 15. Cooperators are responsible for obtaining and complying with all required permits.
- 16. If an irrigation pond is converted to a livestock pond during the contract maintenance period, fencing is required and is not eligible for cost share assistance.
- 17. If the pond is no longer used for agriculture during the maintenance period, the cost share contract shall be considered out of compliance.
- 18. For an individual pond, cooperators are eligible to receive cost share assistance for either the Agricultural Pond Repair/Retrofit or the Agricultural Pond Sediment Removal BMP, but not both.

AGRICULTURAL POND REPAIR/RETROFIT	
Maintenance Period	10 YEARS
BMP Units	EACH
Required Effects	<ul style="list-style-type: none"> • Gallons of Agricultural Water Storage Increased or Protected • Animal Type and Number (if applicable)
JAA/NRCS Standards	<ul style="list-style-type: none"> • ENG - 378 - Pond • ENG - 402 - Dam • NC Dam Safety Law (15A NCAC 02K .0100) • ENG - 313 - Waste Storage Facility (<i>aquaculture only</i>)
Cost Information	<ul style="list-style-type: none"> • Actual cost - paid based on receipts • Maximum cost share amount \$25,000 (75%) OR \$30,000 (90%)
CS2 Reference Materials	<ul style="list-style-type: none"> • NC-ACSP-11 Signature Page • Map with BMP location, fields, and roads. • Operation and Maintenance Plan (OMP form), if applicable • Cooperator Acknowledgement Form • Preliminary Site Assessment Form • Inventory and Evaluation Form (Irrigation or Livestock) • Water Balance Results • Conservation Plan • Certification of Completion, if applicable
Additional Spot-check requirements	Annually

Agricultural Pond Repair/Retrofit

Definition/Purpose

Repair, retrofit or expansion of existing agricultural pond systems. Benefits may include water supply, erosion control, flood control, and sediment and nutrient reductions from farm fields.

Policies

1. The pond shall be for agricultural use.
2. For projects involving dam, spillway, or overflow pipe upgrades:
 - a. The design and final repair/retrofit/expansion must be certified by a professional engineer or an individual with appropriate job approval authority.
 - b. Cost share will be based on actual cost with receipts required not to exceed the cap, for repair/retrofit/expansion plus engineering costs, if applicable.
3. The pond repair must be designed to the references below based on its hazard classification:
 - a. For excavated ponds in which the depth of water is less than 3 feet at the auxiliary spillway elevation, the pond will be designed in accordance with the NRCS Standard 378.
 - b. Low Hazard Classification – All designs must meet *either* NRCS Standard 378 (Pond) *or* the NC Dam Safety Law (15A NCAC 02K .0100) regardless of if they fall under the Dam Safety Permitting Requirements. The design components may not be mixed within the two standards. A modified Emergency Action Plan shall be completed for all repairs for low hazard class structures.
 - c. Intermediate Hazard Classification – All designs for repairs must meet the NC Dam Safety Law (15A NCAC 02K .0100) regardless of if they fall under the Dam Safety Permitting Requirements.
 - i. An Emergency Action Plan shall be completed for all repairs for intermediate hazard class structures.
 - ii. If pond was originally designed to meet low hazard class standards and now classed as intermediate hazard then,
 1. For intermediate repairs where principle spillway has to be removed then design to state dam safety law.
 2. For intermediate repairs where the existing principle spillway can be repaired, the minimum design shall be such that the auxiliary spillway is only activated once every 10 years and the auxiliary spillway shall be designed to pass the dam safety intermediate hazard class criteria.
 - d. High Hazard Classification – All designs must meet NC Dam Safety Law (15A NCAC 02K .0100).
4. While it is encouraged that all existing structures be upgraded to meet current standards when there is construction on the structure, it is not automatically required. For excavated and structures with a low hazard classification, the engineer shall make a determination on the need for structural upgrades and repairs during an evaluation of the overall system.

Agricultural Water Resources Assistance Program

5. Operation and Maintenance Plan is required. For existing excavated ponds and those with low hazard classification, trees six inches in diameter or greater can remain in the embankment if they are not dead or unhealthy, and if they are located such that they could not pose structural damage to pipes, or spillway structures etc. All other trees, shrubs and woody vegetation shall be removed as noted in the Operation and Maintenance Plan.

It is the producer's responsibility to ensure the entire structure is maintained for the life of the contract (10 yrs.). In the event the landowner chooses not to act on deficiencies noted by the engineer and the structure fails, the landowner is not eligible for additional cost share and will be responsible for repairing the structure at their expense or repayment of cost share funds based on a prorated amount.

6. Livestock shall be excluded from the pond. In cases of emergency, cooperators may contact their district and request a temporary exception. Duration of exception will be determined by the district and supporting notes will be included in the contract file. Emergencies may be defined as power outages, pump failures, extreme periods of drought and/or depletion or contamination of the existing water source.
7. Ponds for irrigation only, without livestock access, do not require fencing.
8. Gallons of agricultural water storage increase or protected is required on the contract.
9. Cooperators are responsible for obtaining and complying with all required permits.
10. Minimum life of BMP is 10 years.
11. If the pond is no longer used for agriculture during the maintenance period, the cost share contract shall be considered out of compliance.
12. The District shall inspect the site annually during the maintenance period.
13. For an individual pond, cooperators are eligible to receive cost share assistance for either the Agricultural Pond Repair/Retrofit or the Agricultural Pond Sediment Removal BMP, but not both.

Standards

North Carolina NRCS Technical Guide, Section IV, Code #378 (Pond), Code #402. (Dam), NC Dam Safety Law (15A NCAC 02K .0100)

Draft Agricultural Pond Sediment Removal

Definition/Purpose

Remove sediment from existing agricultural ponds to increase water storage capacity. Benefits may include water supply, erosion control, flood control, and sediment and nutrient reductions from farm fields.

Policies

1. The pond shall be for agricultural use.
2. A sediment removal plan shall be developed to ensure proper drawdown of pool level, sediment removal, maintaining stable side slopes and protecting the dam. This plan must be developed by a professional engineer or individual with appropriate job approval authority.
3. A pre-construction conference including the district technical representative, designer, contractor and landowner shall be held prior to commencement of pond sediment removal activities.
4. For projects involving removal of accumulated sediment only:
 - a. No activities are allowed that may threaten the integrity of the dam, including but not limited to: removal of sediment from the face, base, or vicinity of the dam; deposition of spoil on the dam; removal of vegetation from the dam; or any modification to the auxiliary spillway or principal spillway.
 - b. An assessment of sediment sources and options for minimizing sedimentation shall be provided to the cooperator.
 - c. Cost share will be based on actual cost with receipts required not to exceed the cap.
 - d. Any temporary or permanent material to be stored near the pond, shall be placed at a distance equal to the depth of the pond, but not less than 12 feet from the edge of the pond.
 - e. Implement adequate erosion and sediment control measures around spoil piles and any areas disturbed by construction activities. Vegetation shall be established according to CPS 342 Critical Area Planting.
5. Cooperators are responsible for obtaining and complying with all required permits.
6. Cooperators are ineligible to reapply for assistance for this practice for this pond for a period of 10 years; unless the sedimentation is occurring due to no fault of the cooperator.
7. For an individual pond, cooperators are eligible to receive cost share assistance for either the Agricultural Pond Repair/Retrofit or the Agricultural Pond Sediment Removal BMP, but not both. Removal of sediment may be a component of an Agricultural Pond Repair/Retrofit.

AGRICULTURAL POND SEDIMENT REMOVAL	
Maintenance Period	1 YEAR
BMP Units	EACH
Required Effects	GALLONS OF AGRICULTURAL WATER INCREASED OR PROTECTED
JAA/NRCS Standards unless otherwise noted	CSP - 342 - Critical Area Planting CSP – 572 – Spoil Spreading Division Sediment Removal Plan
CS2 Reference Materials	NC-ACSP-11 Signature Page Map with BMP location, fields, and roads. Conservation Plan Pond Sediment Removal Plan or Appropriate JAA Cooperator Acknowledgement Form

DRAFT

Agricultural Pond Sediment Removal

Definition/Purpose

Remove sediment from existing agricultural ponds to increase water storage capacity. Benefits may include water supply, erosion control, flood control, and sediment and nutrient reductions from farm fields.

Policies

1. The pond shall be for agricultural use.
2. A sediment removal plan shall be developed to ensure proper sediment removal, maintaining stable side slopes and protecting the dam. This plan must be developed by a professional engineer or staff with appropriate job approval authority.
3. For projects involving removal of accumulated sediment only:
 - a. No activities that may threaten the integrity of the dam; no removal of sediment from the face, base, or vicinity of the dam; and no deposition of spoil on the dam shall be permitted.
 - b. An assessment of sediment sources and options for minimizing sedimentation shall be provided to the cooperator.
 - c. Cost share will be based on actual cost with receipts required not to exceed the cap.
4. Gallons of agricultural water storage increase or protected is required on the contract.
5. Cooperators are responsible for obtaining and complying with all required permits.
6. Minimum life of BMP is 1year. Cooperators are ineligible to reapply for assistance for this practice for this pond for a period of 10 years; unless the sedimentation is occurring due to no fault of the cooperator.
7. For an individual pond, cooperators are eligible to receive cost share assistance for either the Agricultural Pond Repair/Retrofit or the Agricultural Pond Sediment Removal BMP, but not both.

Standards

North Carolina NRCS Technical Guide, Section IV, Code #378 (Pond)

Adopted January 2012, November 2015



Agricultural Water Resources Assistance Program (AgWRAP) Regional Application Considerations

COOPERATOR	COUNTY	REGION	PRACTICE	OPERATION	BMP REQUEST
William Eaton	Lincoln	West	Agricultural Water Supply/Reuse Pond	Irrigation- Apples & Blueberries	\$30,000
Philip Morgan	Lincoln	West	Agricultural Pond Repair/Retrofit	Irrigation- Pumpkins, Tomatoes & Vineyard	\$25,000
Fisher Farms Partnership	Nash	Central	Irrigation Conversion—Center Pivot	Irrigation- Tobacco, cucumbers, sweet potatoes	\$25,000
Leggett Farming Partnership	Nash	Central	Irrigation Conversion—Center Pivot	Irrigation- Tobacco, cucumbers, sweet potatoes	\$25,000
Walker Land LLC	Nash	Central	Irrigation Conversion—Center Pivot	Irrigation-Tobacco, sweet potatoes	\$25,000
Billy Land	Lincoln	West	Agricultural Water Supply/Reuse Pond	Livestock- Beef	\$25,000
Miles Okal	Durham	Central	Agricultural Water Supply/Reuse Pond	Irrigation- Rice, Orchard & Seasonal Produce	\$25,000
Brandon Bridges	Cleveland	West	Agricultural Water Supply/Reuse Pond	Irrigation- Sweet Corn	\$30,000
Larry Baker	Rockingham	Central	Agricultural Pond Repair/Retrofit	Irrigation- Vegetables & Orchard	\$25,000
Mike Herbin	Guilford	Central	Irrigation Conversion—Center Pivot	Irrigation- Soy and Corn	\$25,000
Craven Smith	Guilford	Central	Irrigation Conversion—Micro Irrigation	Irrigation- Tomatoes	\$25,000
James Deviney	Cleveland	West	Agricultural Water Supply/Reuse Pond	Livestock- Beef	\$30,000
				TOTAL	\$315,000

ATTACHMENT 12

DRAFT Supplemental Allocation of 2021 ACSP Financial Assistance Funds

DISTRICT	REGULAR ACSP (CS)	
	REQUESTED	MARCH 2021
ALAMANCE	\$ -	\$ -
ALEXANDER	\$ -	\$ -
ALLEGHANY	\$ 25,000	\$ 15,608
ANSON	\$ 50,000	\$ 15,396
ASHE	\$ 25,000	\$ 15,815
AVERY	\$ 10,500	\$ 10,500
BEAUFORT	\$ 72,694	\$ 12,633
BERTIE	\$ -	\$ -
BLADEN	\$ 14,000	\$ 14,000
BRUNSWICK	\$ -	\$ -
BUNCOMBE	\$ 30,000	\$ 15,418
BURKE	\$ 15,000	\$ 13,619
CABARRUS	\$ 10,000	\$ 10,000
CALDWELL	\$ -	\$ -
CAMDEN	\$ -	\$ -
CARTERET	\$ -	\$ -
CASWELL	\$ -	\$ -
CATAWBA	\$ 2,000	\$ 2,000
CHATHAM	\$ -	\$ -
CHEROKEE	\$ 17,000	\$ 11,328
CHOWAN	\$ 15,000	\$ 8,311
CLAY	\$ -	\$ -
CLEVELAND	\$ 30,000	\$ 16,121
COLUMBUS	\$ -	\$ -
CRAVEN	\$ 12,329	\$ 8,848
CUMBERLAND	\$ 26,700	\$ 8,900
CURRITUCK	\$ -	\$ -
DARE	\$ -	\$ -
DAVIDSON	\$ -	\$ -
DAVIE	\$ 3,500	\$ 3,500
DUPLIN	\$ 42,634	\$ 22,664
DURHAM	\$ -	\$ -
EDGECOMBE	\$ 2,500	\$ 2,500
FORSYTH	\$ -	\$ -

ATTACHMENT 12

DISTRICT	REGULAR ACSP (CS)	
	REQUESTED	MARCH 2021
FRANKLIN	\$ 9,967	\$ 9,967
GASTON	\$ -	\$ -
GATES	\$ -	\$ -
GRAHAM	\$ -	\$ -
GRANVILLE	\$ -	\$ -
GREENE	\$ -	\$ -
GUILFORD	\$ 14,000	\$ 13,822
HALIFAX	\$ 32,000	\$ 15,257
HARNETT	\$ -	\$ -
HAYWOOD	\$ 24,000	\$ 14,200
HENDERSON	\$ 20,000	\$ 15,603
HERTFORD	\$ 10,000	\$ 8,709
HOKE	\$ -	\$ -
HYDE	\$ 29,425	\$ 10,716
IREDELL	\$ -	\$ -
JACKSON	\$ 3,200	\$ 3,200
JOHNSTON	\$ 75,000	\$ 18,196
JONES	\$ 11,362	\$ 11,362
LEE	\$ 15,042	\$ 13,155
LENOIR	\$ -	\$ -
LINCOLN	\$ -	\$ -
MACON	\$ 4,780	\$ 4,780
MADISON	\$ -	\$ -
MARTIN	\$ 25,000	\$ 9,618
MCDOWELL	\$ -	\$ -
MECKLENBURG	\$ -	\$ -
MITCHELL	\$ 17,000	\$ 16,738
MONTGOMERY	\$ -	\$ -
MOORE	\$ 500	\$ 500
NASH	\$ -	\$ -
NEW HANOVER	\$ -	\$ -
NORTHAMPTON	\$ -	\$ -
ONSLow	\$ -	\$ -
ORANGE	\$ -	\$ -
PAMLICO	\$ -	\$ -
PASQUOTANK	\$ -	\$ -
PENDER	\$ 3,000	\$ 3,000

DISTRICT	REGULAR ACSP (CS)	
	REQUESTED	MARCH 2021
PERQUIMANS	\$ 35,000	\$ 8,333
PERSON	\$ 10,077	\$ 10,077
PITT	\$ 2,688	\$ 2,688
POLK	\$ -	\$ -
RANDOLPH	\$ -	\$ -
RICHMOND	\$ 37,500	\$ 11,779
ROBESON	\$ 20,000	\$ 14,515
ROCKINGHAM	\$ -	\$ -
ROWAN	\$ -	\$ -
RUTHERFORD	\$ -	\$ -
SAMPSON	\$ 17,447	\$ 17,447
SCOTLAND	\$ 3,000	\$ 3,000
STANLY	\$ -	\$ -
STOKES	\$ -	\$ -
SURRY	\$ 75,000	\$ 19,894
SWAIN	\$ -	\$ -
TRANSYLVANIA	\$ -	\$ -
TYRRELL	\$ -	\$ -
UNION	\$ 100,000	\$ 18,504
VANCE	\$ -	\$ -
WAKE	\$ -	\$ -
WARREN	\$ -	\$ -
WASHINGTON	\$ 20,000	\$ 9,348
WATAUGA	\$ -	\$ -
WAYNE	\$ -	\$ -
WILKES	\$ 202,577	\$ 14,601
WILSON	\$ -	\$ -
YADKIN	\$ 30,000	\$ 18,475
YANCEY	\$ 4,500	\$ 4,500
TOTALS	\$ 1,255,922	\$ 529,145

SOURCE	AMOUNT
CS Balance	\$ 529,146
Total Supplemental Allocation	\$ 529,145

12. ACSP Supplemental Allocation

- Supplemental allocation of ACSP funds each Spring
- Sufficient ACSP funds > \$200,000
- To be eligible districts must
 - Submit a request by March 1
 - Have 75% of funds encumbered to contracts
- Allocated using the same parameters as the initial allocations.



12. ACSP Supplemental Allocation

- Requests

- **47** districts totaling **\$1,255,922**
- Range - \$500 - \$202,500

- Allocations

- **47** districts totaling **\$529,145**
- Range - \$500 - \$22,664





Incentive BMP Update


NC Soil and Water Conservation Commission Meeting
March 17, 2021



1

Outline

1. Incentive BMP Workgroup Background
2. Workgroup Recommendations
3. Incentive BMP Revisions and Modifications



2

Background

- The Incentive BMP Workgroup reviewed and revised all incentive best management practices (BMPs).
- Recommended:
 - Incentives to regular BMPs
 - Adjusted cost share rates
 - Revised and updated BMP policies



3

Background

- Recommendations were presented to the Soil and Water Conservation Commission (SWCC) in August.
- SWCC did not approve recommendations
- Primary concerns:
 - Excessive cost share rates



4

Background

- Incentive BMP workgroup reconvened to address concerns
- Incentive BMP Workgroup is recommending to:
 - Change incentives to regular BMPs
 - Cover Crops
 - Residue and Tillage Management
 - Sod-Based Rotation
 - Adjust cost share rates (LOWER)
 - Revise and update BMP policies



5

Incentive BMP Workgroup Members

- | | | | |
|------------------------|---------------|------------------------|-------------------|
| • Patrick Baker | Craven SWCD | • Keith Larick | NC Farm Bureau |
| • Charlie Bass | Franklin SWCD | • Matt Lowe | Gates SWCD |
| • Wayne Collier | SWCC Member | • Deanna Osmond | NCSU |
| • Lisa Fine | DSWC | • Ken Parks | DSWC |
| • Teresa Furr | Wake SWCD | • Jeff Parker | Transylvania SWCD |
| • Creeden Kowal | Swain SWCD | • Ashley Smith | Wayne SWCD |
| • Brian Lannon | Camden SWCD | • Josh Vetter | DSWC |



6

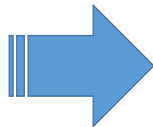
Workgroup Recommendations



7

Change Incentives to Regular BMPs

INCENTIVE BMP



REGULAR BMP

- | | |
|---|--|
| <ul style="list-style-type: none">• Annual contract limits• Lifetime payment caps• “Adopted” clause• 100% Flat rate cost share | <ul style="list-style-type: none">• NO Annual contract limits• NO Lifetime payment limits• 75%/90% of unit costs |
|---|--|



8

Incentive BMP Concerns

- Prohibits districts from addressing resource concerns
- Prevents cooperators from participating in program
- Difficult to track cooperator's eligibility
- Determining "adoption" is subjective



9

Incentives to Regular BMPs - POSITIVES

- Flexibility and control at the local level
- Engage previously ineligible cooperators
- Address priority resource concerns



10

Incentives to Regular BMPs - CONCERNS

- A cooperator can receive cost share year after year, on the same fields.
- A district may have to spend its entire allocation on one contract.
- Cooperators who have already adopted cover crops can receive cost share.
- Cooperators will take advantage of the program.



11

Incentives to Regular BMPs – Addressing Concerns

- Contract limits at the LOCAL level
 - Acre, dollar or number
- LOCAL priority ranking forms
- Contract batching periods
- BMP policy



12

Change Incentives to Regular BMPs

- Not incentivizing adoption of a practice but paying to put conservation on the ground, to address a resource concern and showing a water quality benefit.



13

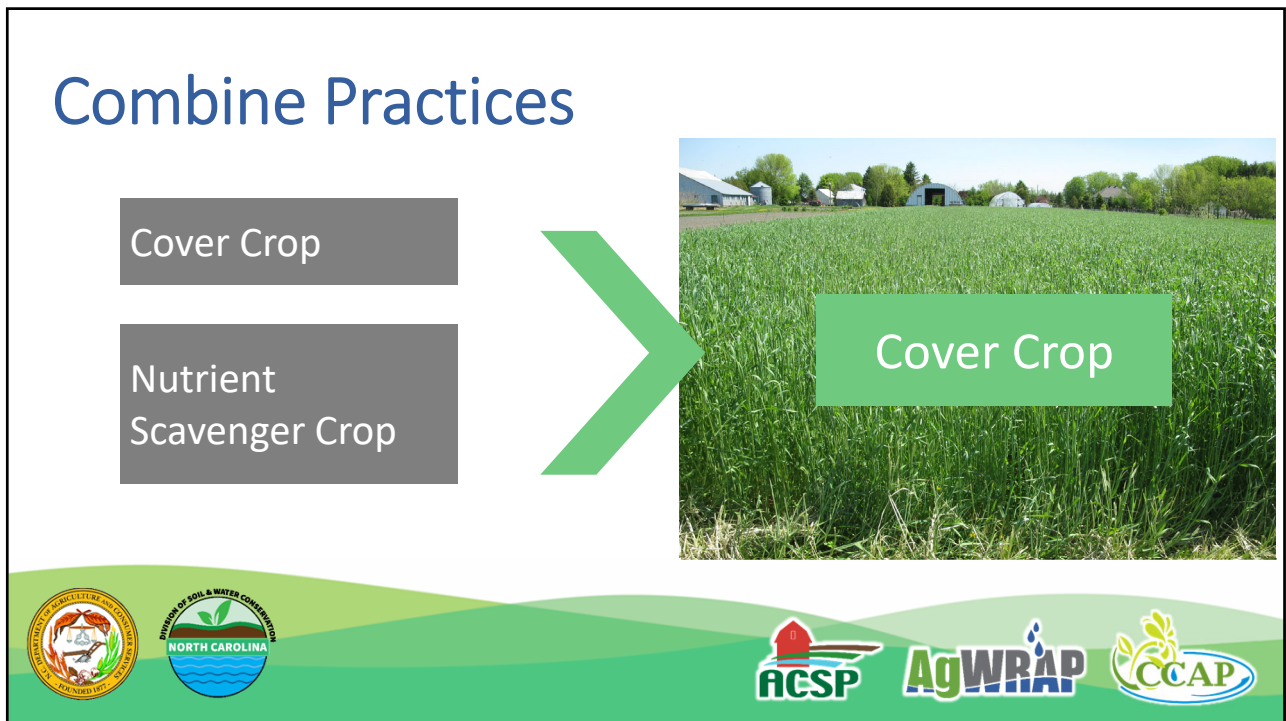
Incentive BMP Revisions



14



15



16

Cover Crop Practice

DEFINITION

A crop of grasses, legumes, small grain, or brassicas grown primarily for seasonal vegetative protection, erosion control and soil improvement. Cover crops are typically grown for one year or less.



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Cover Crop Practice

PURPOSE/BENEFITS

- Reduce erosion from wind and water.
- Reduce water quality degradation by utilizing excessive soil nutrients.
- Improve infiltration of rainfall
- Maintain or increase soil health and organic matter content.
- Suppress excessive weed pressures and break pest cycles.
- Improve soil moisture use efficiency.
- Minimize soil compaction.



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Cover Crop Practice Policy Summary

- Removed three annual contract limit
- Removed lifetime payment limits
- Planting specifications are based on NRCS Cover Crop Practice Standard – Specifications Development Tables
- May be contracted as a single annual practice or up to three consecutive years



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Cover Crop Practice

- Payment will be made after the cover crop has met intended purpose.
- Before payment can be made, planner must determine that:
 - (a) seeding specifications were followed
 - (b) the vegetative stand has addressed the identified resource concern and met producer objective.



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Cover Crop Practice

- Residue and Tillage Management may be contracted on the same acres.
- Clarified policy regarding stand failure
- Prohibited fertilizer application on cost shared cover crops
- Created payment tiers that will vary in complexity, water quality benefits and cost share rate.



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Cover Crop Management Tiers and Cost Share Rates

Management Tier	Unit Cost	Cost Share 75% rate	Cost Share 90% rate
BASIC – Single Species	\$50/acre	\$38/acre	\$45/acre
Multiple Species mix (Two or more species)	\$70/acre	\$53/acre	\$63/acre



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**NC ACSP
Cover Crop**

**PROPOSED
Payment Tiers**

Aug 2020

	UNIT Cost	75% Cost Share	90% Cost Share
Basic – Single Species	\$60/ac	\$45/ac	\$54/ac
Multiple Species mix, add: Or Heavy Rye cover crop (80+ lbs/A), add:	\$10/ac	\$7.50/ac	\$9/ac
Plant by October 1, add: Or Plant by October 15, add:	\$20/ac	\$15/ac	\$18/ac
Terminate cover crop after May 1, add:	\$10/ac	\$7.50/ac	\$9/ac
Maximum Payment Amount	\$100/ac	\$75/ac	\$90/ac




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NC ACSP – FY 2021 Average Cost List

Cover Crop Incentive – CURRENT Payment

Component	Unit Type	AREA 1 Unit Cost	AREA 2 Unit Cost	AREA 3 Unit Cost	Maximum Cost Share	Maximum Cost Share	Cost Type
INCENTIVE - Cover Crop	Acre	\$ 40.00	\$ 40.00	\$ 40.00	\$ 15,000.00	\$ 15,000.00	Flat Rate

*Incentive practices are cost shared at 100%, meaning the current cost share payment for cover crops is \$40/acre.



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Cover Crop Cost Data

SOURCE	Cost (\$/acre)
Cumberland County Producer	\$ 47.00
USDA-ARS Cover Crops for SE	\$ 40.41
USDA-NRCS EQIP - Basic	\$ 50.95
USDA-NRCS EQIP – Multi-Species	\$ 57.02
SARE Technical Bulletin	\$ 37.00
AVERAGE	\$ 46.48



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Cover Crop Management Tiers and Cost Share Rates

Management Tier	Unit Cost	Cost Share 75% rate	Cost Share 90% rate
BASIC – Single Species	\$50/acre	\$38/acre	\$45/acre
Multiple Species mix (Two or more species)	\$70/acre	\$53/acre	\$63/acre



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ACSP Cover Crop Contracts 2012 - 2020

- **580** individual cost share contracts
- **\$2.4** million expended
- **100 acres/\$4,000** average contract size

A graphic with a white background and a green wavy border at the bottom. It contains the title "ACSP Cover Crop Contracts 2012 - 2020" and a bulleted list of statistics. The bottom border features the same logos as the previous slide: North Carolina Department of Agriculture and Forestry, Division of Soil & Water Conservation, ACSP, AgWRAP, and CCAP.

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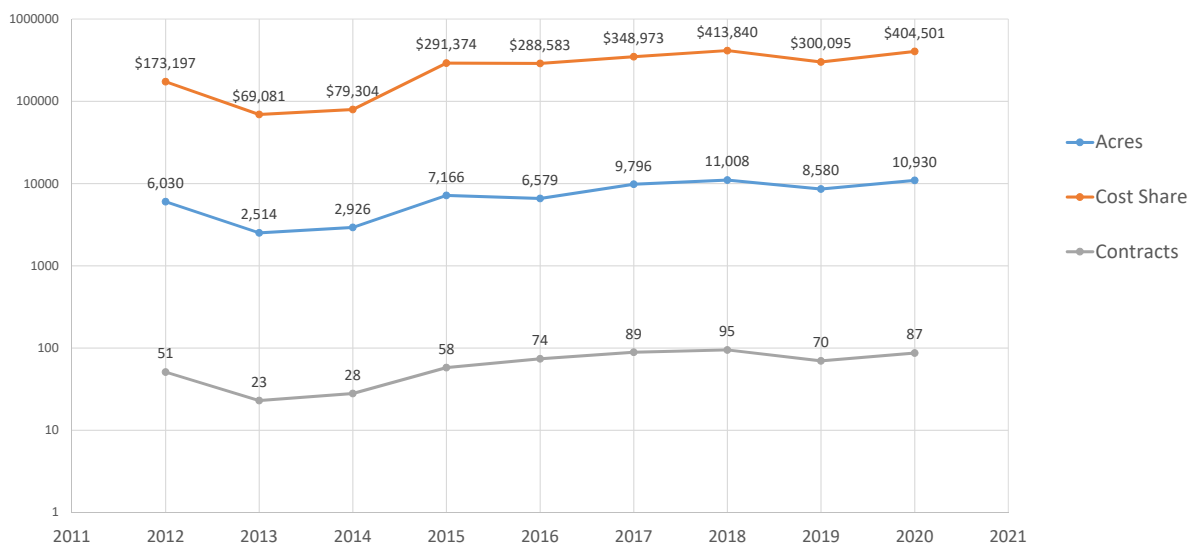
ACSP Cover Crop Results 2012 - 2020

- **65,000 acres** planted
- **145,000 tons** of Soil saved
- **571,000 lbs** of Nitrogen saved
- **98,000 lbs** of Phosphorous saved

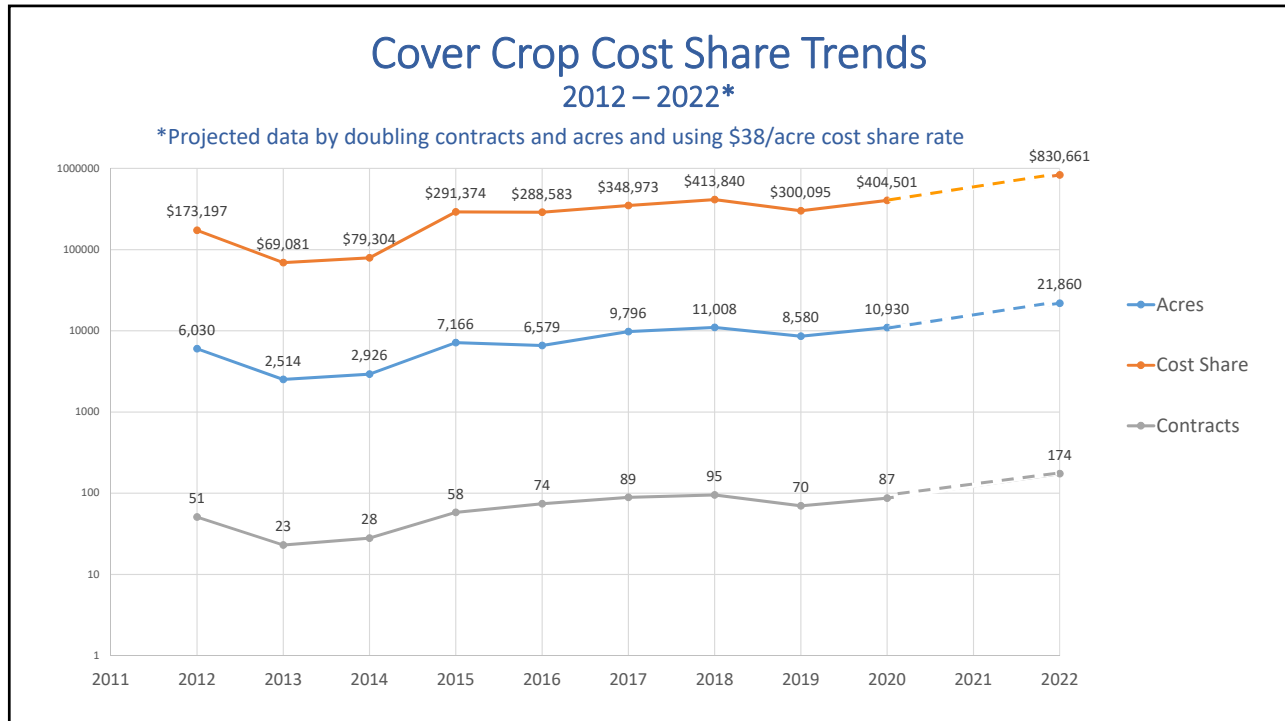


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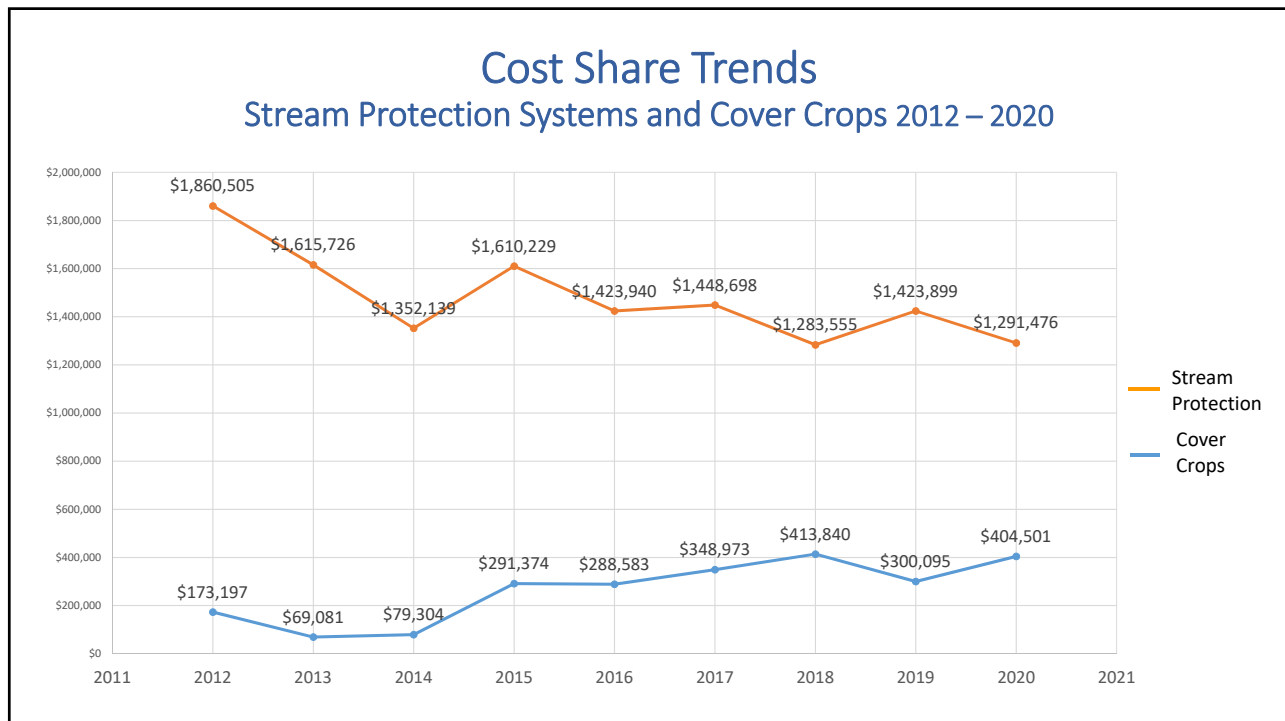
Cover Crop Cost Share Trends 2012 - 2020



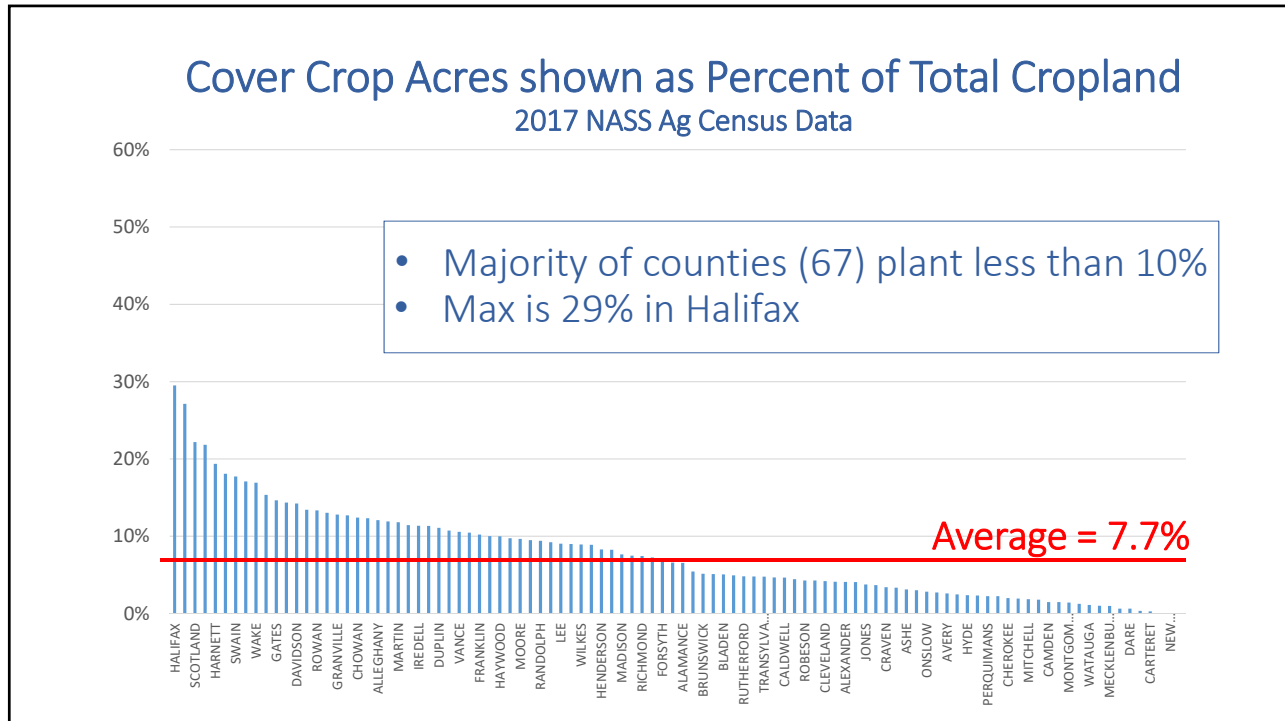
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Residue and Tillage Management








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Combine practices

3-yr Conservation Tillage -
Grain & Cotton

3-yr Conservation Tillage -
Peanuts, Sweet Corn,
Tobacco & Vegetables

Crop Residue
Management

Long-Term No-till



Residue and Tillage
Management



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Residue and Tillage Management Practice

- Removed three annual contract limit
- Removed lifetime payment limits
- May be contracted as a single annual practice or up to three consecutive years
- Payment will be made after the practice has met intended purpose.



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Residue and Tillage Management Practice

- Planner must verify adequate residue cover before payment can be made
- Conservation tillage methods that disturb the entire soil surface are now allowable
- Cover crop may be contracted on the same acreage
- Clarified policy language



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Residue and Tillage Management Management Tiers and Cost Share Rates

Management Tier	Unit Cost	Cost Share 75% rate	Cost Share 90% rate
1. 60% Residue cover	\$20/acre	\$15/acre	\$18/acre
2. 80% Residue cover	\$40/acre	\$30/acre	\$36/acre
3. Commonly conventionally tilled crop with 60% residue*	\$120/acre	\$90/acre	\$108/acre
4. Commonly conventionally tilled crop with 80% residue*	\$140/acre	\$105/acre	\$126/acre

* Commonly conventionally tilled crops include, but are not limited to, tobacco, vegetables, pumpkins and peanuts. These tiers exclude corn, cotton, soybeans and small grains.



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CURRENT Cost Share Rates

Management Tier	Unit Cost	Per year
INCENTIVE - Crop Residue Management Tier 1	\$15/acre	\$15/acre
INCENTIVE - 3-yr con-till, grain/cotton Tier 1	\$60/acre	\$20/acre
INCENTIVE - 3-yr con-till, peanuts/vegetables Tier 3	\$250/acre	\$83.33/acre
INCENTIVE - 3-yr con-till, sweet corn Tier 1	\$125/acre	\$41.67/acre
INCENTIVE - 3-yr con-till, tobacco Tier 3	\$500/acre	\$166.67/acre
INCENTIVE - residue mgt, Long Term no-till Tier 2	\$150/acre	\$30/acre



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Sod-based Rotation Practice

- Changed from incentive to regular cost share practice
- Grazing and haying policy added to the BMP summary.
 - Grazing and haying are both allowable so long as the practice is not negatively impacted.
- Added Forage Harvest Management as a reference standard
- Costs were adjusted from incentive flat rate to average cost



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Sod-Based Rotation Cost Share Rates

Management Tier	Unit Cost	Cost Share 75% rate	Cost Share 90% rate
SOD-BASED ROTATION - 17 mo/3yr	\$100/acre	\$75/acre	\$90/acre
SOD-BASED ROTATION - 29 mo/4yr	\$173/acre	\$130/acre	\$156/acre
SOD-BASED ROTATION - 41 mo/5yr	\$233/acre	\$175/acre	\$210/acre



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CURRENT Sod-Based Rotation Cost Share Rates

Management Tier	Unit Cost	Cost Share Flat rate
SOD-BASED ROTATION - 17 mo/3yr	\$75/acre	\$75/acre
SOD-BASED ROTATION - 29 mo/4yr	\$130/acre	\$130/acre
SOD-BASED ROTATION - 41 mo/5yr	\$175/acre	\$175/acre



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Questions?



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Cover Crop

Definition/Purpose

- A crop of grasses, legumes, small grain, or brassicas grown primarily for seasonal vegetative protection, erosion control and soil improvement. Cover crops are typically grown for one year or less.
- The practice can be implemented to support one or more of the following purposes:
 - Reduce erosion from wind and water.
 - Reduce water quality degradation by utilizing excessive soil nutrients.
 - Improve infiltration of rainfall
 - Maintain or increase soil health and organic matter content.
 - Suppress excessive weed pressures and break pest cycles.
 - Improve soil moisture use efficiency.
 - Minimize soil compaction.
- To be eligible for cost share through NC ACSP the cover crop must result in documented water quality benefits from reduced soil erosion (wind and water) and/or nutrient scavenging.

POLICIES

1. This practice can be contracted at the following management tiers and rates:

Management Tier	Unit Cost	Cost Share 75% rate	Cost Share 90% rate
BASIC - Single species	\$50/acre	\$37.50/acre	\$45/acre
Multiple Species mix (Two or more species)	\$70/acre	\$52.50/acre	\$63/acre

2. This practice may be contracted annually OR for up to 3 years.
3. Cover crops contracted for more than one year, may be planted on different acres each year of the contract.
4. Plant species, seedbed preparation, seeding rates, seeding dates, seeding depths, fertility requirements, and planting methods will be consistent with soil/site conditions and the criteria in the [NRCS Cover Crop Practice Standard – Specifications Development Tables](#)
5. The specifications in the NRCS Development Tables should always be followed when possible. If deviations from the specifications are necessary, any variabilities must be supported by NCDA regional agronomists, county extension agents, or NRCS area office staff.
6. Certified seed or bin seed may be used for this cost share practice in order to receive payment. Cooperators using bin seed must be careful to adhere to the restrictions imposed by the federal Plant Variety Protection Act, the NC seed rules and statutes, and laws governing the use of seed from patented plants.

7. Planting outside of the provided seeding date ranges is not recommended.
8. If an applicant must plant outside of the specified seeding dates, due to unforeseen circumstances, the decision must be well documented.
9. Planting outside of specified seeding dates may require a substantial increase in seeding rates to achieve the intended purpose of the practice.
10. Any variabilities in cover crop seeding specifications must still result in a cover crop stand that meets the intended purpose of the practice.
11. The planner is responsible for the seeding specification provided to the producer, including local/regional adaptability of cover crop type.
12. Drill or broadcast methods of seeding may be used. Drilling is the preferred seeding method and should be encouraged when possible.
13. If broadcast methods of seeding are used:
 - a. Seeding rates should be substantially increased to account for poor seed to soil contact.
 - b. Seed should be broadcast prior to harvest of soybeans and cotton; during the defoliation pass or before leaf drop.
14. Seedbed preparation may be done by any suitable implement or method. Seedbed preparation may be eliminated when cover crops are seeded by broadcasting.
15. Fertilizer (organic or inorganic) application to cost shared cover crops is prohibited.
16. Cover crop stand adequacy must be certified and documented after the cover crop has been established (installation) and again prior to the termination of the cover crop as a final inspection and check-out.
 - a. Establishment (Installation) Certification – Verify the planned establishment specifications below were followed by the producer as closely as possible:
 - i. Planting date
 - ii. Seeding mix
 - iii. Seeding rate
 - iv. Planting method
 - b. Final Inspection and Check-out – **Prior** to termination, determine if the cover crop:
 - i. Reached a maturity level and density to address the identified resource concern(s),
 - ii. Achieved the practice purpose(s) and associated standard criteria, and
 - iii. Met the producer’s objective.
 - c. Practice payment can be made after the final inspection and check-out if the cover crop adequately met the requirements above.

- d. If the cover crop did not adequately meet the practice requirements, the applicant may:
 - i. Reestablish the cover crop at a later date, before the contract expires.
 - 1. The cover crop may be reestablished in different fields than originally planned, if needed.
 - 2. If new fields are planted, the expected results must be revised to account for the change in fields.
 - 3. OR,
 - ii. Cancel the contract with no payment.
 - 1. If the applicant followed all specifications and the crop failed due to circumstances beyond their control, the cancellation shall not negatively affect the applicants local ranking score for future cost share contracts.
 - e. If only small portions of a field do not adequately meet the practice requirements, those areas should be excluded from payment calculations. The areas being excluded must be clearly delineated in the check-out documentation.
17. Determine method and timing of termination to meet grower's objective and current NRCS Cover Crop Termination Guidelines.
 18. Cover crops may not be terminated more than 30 days before planting the succeeding crop.
 19. Only the acreage planted shall be considered for payments. The area occupied by farm roads, BMPs, ditches, structures, etc. shall not be included.
 20. Field offices unwilling to assist operators in achieving success and monitor cover crop establishment and stand quality should not offer this practice to cooperators in their district.
 21. If applicable, the Residue and Tillage Management practice may be contracted on the same acres as part of a conservation cropping system.
 22. Do NOT harvest or graze cover crops.
 23. No burning of crop residue will be permitted.
 24. Ensure herbicides used with crops are compatible with cover crop selections.

COVER CROP	
Maintenance Period	1 year
BMP Units	ACRES
Required Effects	SOIL_SAVED NITROGEN_SAVED PHOSPHORUS_SAVED (If erosion present) ACRES-AFFECTED (planted acres)
JAA	ECS - 340 - Cover Crop ECS - 328 - Conservation Crop Rotation
CS2 Reference Materials	NC-ACSP-11 Signature Page Map with BMP location, fields, and roads

DRAFT

Residue and Tillage Management

Definition/Purpose

- Maintaining crop and other plant residue on the soil surface year-round and limiting soil disturbing activities to protect water quality.
- Residue and tillage management also provides seasonal soil protection from wind and rain erosion, adds organic matter to the soil, conserves soil moisture, and improves infiltration, aeration and tilth.
- Benefits may include reduction in soil erosion, sedimentation and pollution from sediment-attached substances.

POLICIES

1. This practice can be contracted at the following management tiers and rates:

Management Tier	Unit Cost	Cost Share 75% rate	Cost Share 90% rate
1. 60% Residue cover	\$20/acre	\$15/acre	\$18/acre
2. 80% Residue cover	\$40/acre	\$30/acre	\$36/acre
3. Commonly conventionally tilled crop with 60% residue*	\$120/acre	\$90/acre	\$108/acre
4. Commonly conventionally tilled crop with 80% residue*	\$140/acre	\$105/acre	\$126/acre

* Commonly conventionally tilled crops include, but are not limited to, tobacco, vegetables, pumpkins and peanuts. These tiers exclude corn, cotton, soybeans and small grains.

2. A minimum of 60%/80% residue cover must be present at planting of a spring crop and maintained until the soil is disturbed or a crop is planted the subsequent spring.
3. Residue cover must be verified when the first spring crop is planted and again before the soil is disturbed or a crop is planted the following spring.
4. The planned amount of residue cover must be maintained for a minimum of 9 months.
5. Practice certification and payment can be made after verifying adequate residue cover before the second spring crop.
6. Use the Line-Transect Method to estimate residue cover (see attached reference document)
7. Only the acreage planted shall be considered for payments. The area occupied by farm roads, BMPs, ditches, structures, etc. shall not be included.

8. This practice may be contracted annually OR for up to 3 years.
9. Multi-year contracts may be paid annually upon certification of residue before second, third and fourth spring crops.
10. For multi-year contracts a heavy residue must be maintained throughout the crop rotation, with 60%/80% residue required at planting for all crops.
11. To achieve planned residue cover amounts cooperators may be required to implement a combination of conservation tillage and no-till methods.
12. Conservation tillage methods in which the entire soil surface may be disturbed by tillage operations are allowable ONLY if the proper residue cover can be maintained.
13. Allowable conservation tillage methods may include:
 - a. Chisel plowing,
 - b. Field cultivating,
 - c. Tandem disking,
 - d. Vertical tillage or
 - e. Tillage/planting systems with few tillage operations.
14. If an applicant destroys residue cover through voluntary tillage operations the contract will be cancelled.
15. Production of adequate amounts of crop residue necessary for the proper functioning of this practice can be enhanced by selection of high residue-producing crops and crop varieties in the rotation, use of cover crops, and adjustment of plant populations and row spacing.
16. If applicable, the Cover Crop practice may be contracted on the same acres as part of a conservation cropping system.
17. The planner must ensure the selected crop rotation and all crops included:
 1. Are reasonable for the location and planned site,
 2. Achieve the identified practice purpose, and
 3. Align with the management objectives and capabilities of the producer.
18. The NRCS 345 – Residue and Tillage Management Implementation Requirements form must be completed to document practice design and implementation.
19. If tillage is required to manage small areas of a contracted field, cooperators must contact their district office for assistance.
 - a. District staff must evaluate the extent of tillage required and determine if adequate cover can be established prior to the next crop being planted.
 - b. If tillage is not extensive and cover can be established quickly, the cooperator may proceed with documented approval from field staff
 - c. District staff will provide recommendations for temporary cover and work with the cooperator to reestablish adequate cover.
 - d. If extensive tillage is required and residue cover cannot be established in a timely manner the affected portion of the field must be excluded from payment calculations.

RESIDUE AND TILLAGE MANAGEMENT	
Maintenance Period	1 – 3 years
BMP Units	ACRES
Required Effects	SOIL_SAVED PHOSPHORUS_SAVED (if erosion present) ACRES-AFFECTED (planted acres)
JAA	ECS – 328 – Conservation Crop Rotation ECS – 329A – Residue and Tillage Management
CS2 Reference Materials	NC-ACSP-11 Signature Page Map with BMP location, fields, and roads

DRAFT

A3533

Estimating Residue Using the Line-Transect Method

Nyle C. Wollenhaupt and John Pingry

Soil erosion can be substantially reduced, and in some fields controlled, by keeping the land surface partially covered with crop residue. As little as a 30% ground cover (measured immediately after planting) can reduce erosion by 50%.



30% Ground Cover

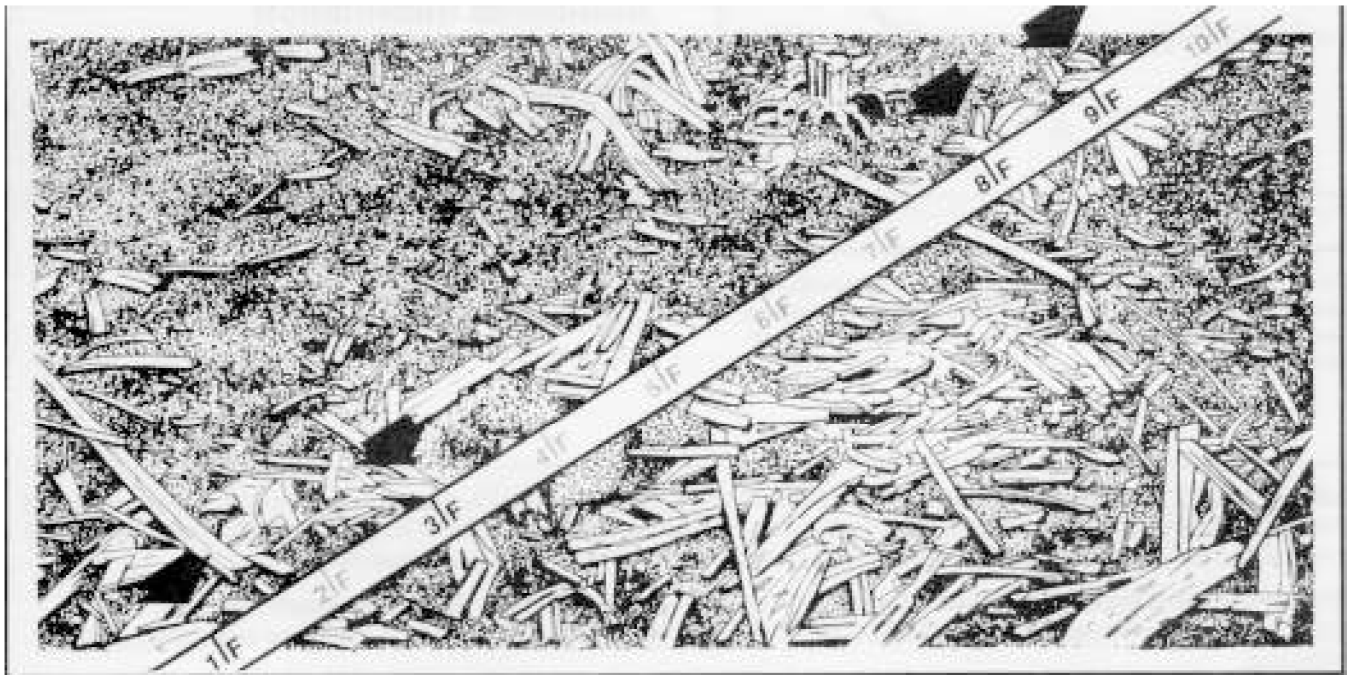
Many Wisconsin farmers have chosen conservation tillage (30% or more ground cover) as part of their conservation compliance plan. To implement and check

conservation plans, producers, consultants and agency professionals need to use reliable residue measurement techniques.

Residue can be measured using a variety of methods including photographic, meterstick, and line-transect. The line-transect method has emerged as the preferred method for field use (Lafren et al., 1981). This procedure involves stretching a line diagonal to the crop rows and recording whether or not residue intersects the line at specified points.

Equipment

The line may be a wire cable with beads or tabs attached at a fixed spacing, a knotted rope or a tape measure. The line should be 100-foot long with markings at 1-foot intervals or 50-foot long with markings at 6-inch

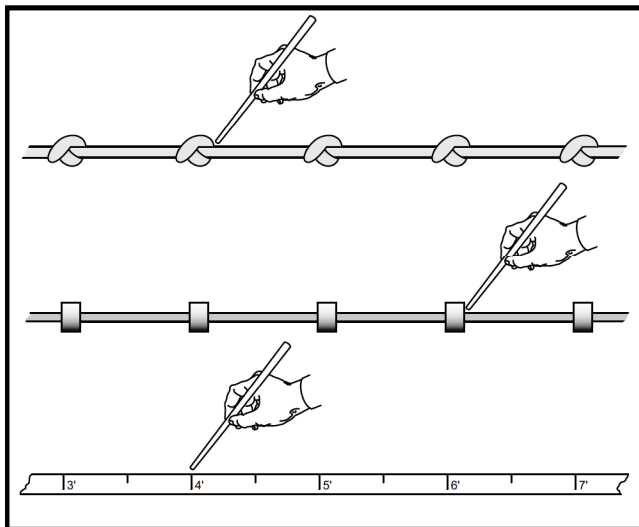


Lay out a 100-foot line across crop rows at a 45-degree diagonal. Anchor both ends in a row. Look straight down at each 1-foot mark, always choosing the same point on the line. Count the number of times that a piece of crop residue intersects the line at the 1-foot marks. Arrows highlight recording points which intersect residue. (Illustration courtesy University Extension, University of Missouri-Columbia)

spacings. The idea is that each time you stretch the line and record residue intersects, you will evaluate 100 points. This will keep calculations simple.

Sources of Error

The main source of error with this technique is the tendency to adjust one's line of site when looking down at the intersection points on the line. To keep this error to a minimum always read from the same side of the tape or in the case of a knotted rope or cable, the same corner of the knot or tab junction with the line. To maintain a constant line of site, obtain a $\frac{3}{32}$ inch diameter () brazing rod or wooden dowel from a farm supply or hardware store and hold it at each line intersection point. Imagine that the rod tip represents a raindrop and ask the question: Will the residue at the point of measurement absorb most of the raindrop impact?



Three common types of lines used to measure residue transect: knotted rope, cable with tabs and tape measure. Readings should always be taken from the same point or corner on the line.

Procedure

The following is a step-by-step procedure for using the line transect method to measure the percentage of crop or plant residue ground cover.

Step one: Lay out a 100- or 50-foot line diagonal to row direction. Anchor both ends in a row. Avoid placing the line in end rows and areas affected by flooding, drought, weed or insect infestations.

Step two: Walk along the line or tape and look straight down at each recording point. Record the number of points that are directly over a piece of residue. As you record numbers, remember to

- ▶ always look at the same side of the line,
- ▶ avoid moving the tape while counting, and
- ▶ look straight down.

There will be some judgment calls. To decide whether the residue intersects the mark, ask yourself this: If a raindrop falls at this point on the line, will it hit crop residue or bare soil? If you have any doubt whether the point intersects residue, or if the residue looks too small to intercept a raindrop, don't count it.

Step three: The total number of intersections you found equals the percentage of ground surface covered by residue. If 44 out of 100 points intersect residue, then you have 44 percent residue coverage in this area of the field.

Step four: Repeat the procedure at five different locations in the field and average the results to arrive at an estimate of residue cover for the entire field.

Additional Information

Covin, T.S., and J.E. Gilley. 1987. Crop residue: soil erosion combatant. *Crops and Soils Magazine*. April-May p. 7-9.

Lafren, J.M., M. Amemiya and E.A. Hintz. 1981. Measuring crop residue cover. *Journal of Soil and Water Conservation*. November-December p. 341-343.

Shelton, D.P., E.C. Dickey, P.J. Jasa, R. Kanable and S. R. Smydra. 1990. Using the line-transect method to estimate percent residue cover. *NebGuide G90-981*. Cooperative Extension, University of Nebraska, Lincoln, NE

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This publication is available from your Wisconsin county Extension office or from: Agricultural Bulletin, Rm. 245, 30 N. Murray St., Madison, Wisconsin 53715, phone 608-262-3346. Contact Agricultural Bulletin to determine availability before publicizing.

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A3533 Estimating Residue Using the Line-Transect Method

I-04-17-91-5M-15-E

Sod-Based Rotation

Definition/Purpose

A Sod-Based Rotation Practice means an adapted sequence of crops, grasses and legumes, or a mixture thereof, established and maintained for a definite number of years as part of a conservation cropping system. Sod-based rotation is designed to provide adequate organic residue for maintenance or improvement of soil tilth to improve water quality. Benefits may include reduced soil erosion, sedimentation and pollution from dissolved and sediment-attached substances.

Policies

1. This practice can be contracted at the following management tiers and rates:

Management Tier	Unit Cost	Cost Share 75% rate	Cost Share 90% rate
1. 3-year sod-based rotation – fields in sod 17 months	\$100/acre	\$75/acre	\$90/acre
2. 4-year sod-based rotation – fields in sod 29 months	\$173/acre	\$130/acre	\$156/acre
3. 5-year sod-based rotation – fields in sod 41 months	\$233/acre	\$175/acre	\$210/acre

2. The cooperator is eligible for one repair contract during the maintenance period for the practice. The sod does not need to be replanted if it is destroyed with 6 months or less remaining in the maintenance period, and the destruction is due to factors beyond the cooperator's control. The repair contract shall not require the maintenance period to be renewed. If the cooperator elects not to repair the sod, then he/she must repay a pro-amount of the amount received.
3. Grazing of livestock is allowable on cost shared sod-based rotation fields. However, the cooperator must provide at his or her own cost livestock exclusion, watering facilities, stream crossing, etc., to protect the water quality. The cooperator must not allow cost shared fields to be overgrazed and should follow NRCS Standard #528A Prescribed Grazing.
4. Cutting and harvesting of hay on cost shared sod-based rotation fields is allowable. Cooperator should follow the cutting reference in NRCS Standard #511 Forage Harvest Management.
5. Only the acreage planted shall be considered for payment. The area occupied by farm roads, best management practices, ditches, structures, etc. shall not be included in planted acreage.

SOD-BASED ROTATION	
Maintenance Period	3,4, or 5 YEARS
BMP Units	ACRES
Required Effects	SOIL_SAVED NITROGEN_SAVED PHOSPHORUS_SAVED ACRES_AFFECTED (planted acres)
JAA/NRCS Standard unless otherwise noted	ECS - 328 - Conservation Crop Rotation ECS - 512 - Forage and Biomass Planting
Supporting Practices	ECS - 528A - Prescribed Grazing ECS - 511- Forage Harvest Management
CS2 Reference Materials	NC-ACSP-11 Signature Page Map with BMP location, fields, and roads

DRAFT

NC Cost Share Programs Commission Member Contract
Soil and Water Conservation Commissic

County	Contract Number	Supervisor Name	BMP	Contract Amount	Comments
Johnston	51-2021-010	John Langdon	Agricultural Road Repair/Stabilization	\$ 7,810	
Johnston	51-2021-403	John Langdon	Non-field Farm Road	\$ 1,383	Repair to original contract 51-2018-408

Total Number of Supervisor Contracts: 2

Total \$9,193

**ADDENDUM TO APPLICATION FOR ASSISTANCE
NORTH CAROLINA COMMISSION COST SHARE PROGRAMS**

As a Soil & Water Conservation Commission Member, I have applied for or stand to benefit* from a contract under the commission's cost share programs. I did not vote on the approval, or denial, of the application, or attempt to influence the outcome of any action on the application. The proposed contract is for the installation of the following best management practices to improve water quality or water resources.

Program: *NCACSA*

Best management practice: *Agricultural Road Repair / Stabilization*

Contract number: *51-2021-010-09* Contract Amount: *\$7,810*

Score on priority ranking sheet: *105*

Cost share rate: *75%* If different than 75%, please list percent:
Reason:

Relative rank (e.g., ranked 8th out of 12 projects considered): *3rd out of 11*

Were any higher or equally ranked contracts denied? *No*

If yes, give an explanation as to why the commission member's contract was approved over the other contracts:

Commission member name: *John Langdon*

John Langdon
(Commission member's signature)

2-9-21
Date

Approved by:

Charles Hill - Vice Chair
(District Chairperson's signature)

2-9-2021
Date

The Soil & Water Commission has approved the subject application for a contract.

(SWCC Chairperson's signature)
(Pursuant G.S. 139-8(b)(2))

Date

Approved by:

(Commissioner of Agriculture)
(Pursuant G.S. 139-4(e)(2))

Date

*Beneficiaries include but are not limited to applicant, landowner, and/or business partners.

**ADDENDUM TO APPLICATION FOR ASSISTANCE
NORTH CAROLINA COMMISSION COST SHARE PROGRAMS**

As a Soil & Water Conservation Commission Member, I have applied for or stand to benefit* from a contract under the commission's cost share programs. I did not vote on the approval, or denial, of the application, or attempt to influence the outcome of any action on the application. The proposed contract is for the installation of the following best management practices to improve water quality or water resources.

Program: *NCACSA - Disaster*

Best management practice: *New Field Road Repair to original contract 51-2018-408-09*

Contract number: *51-2021-408-09* Contract Amount: *\$1,383*

Score on priority ranking sheet: *50*

Cost share rate: *75* % If different than 75%, please list percent:
Reason:

Relative rank (e.g., ranked 8th out of 12 projects considered): *2nd out of 2*

Were any higher or equally ranked contracts denied? *No*

If yes, give an explanation as to why the commission member's contract was approved over the other contracts:

Commission member name: *John Langdon*

[Signature]

(Commission member's signature)

02-09-2021

Date

Approved by:

[Signature] - Vice Chair

(District Chairperson's signature)

2-9-2021

Date

The Soil & Water Commission has approved the subject application for a contract.

(SWCC Chairperson's signature)
(Pursuant G.S. 139-8(b)(2))

Date

Approved by:

(Commissioner of Agriculture)
(Pursuant G.S. 139-4(e)(2))

Date

*Beneficiaries include but are not limited to applicant, landowner, and/or business partners.

GUIDING PRINCIPLES FOR NOMINATION OF SUPERVISOR FOR APPOINTMENT OR REAPPOINTMENT

A vacancy on a district board of supervisors presents a unique opportunity for that board. The board should use this opportunity to nominate for appointment a supervisor candidate who can provide knowledge and leadership to improve the district's ability to address more of the natural resource needs for more of the constituents of the district. The NC Soil and Water Conservation Commission approved the following guiding principles to guide local soil and water conservation districts when evaluating candidates for appointment and recommending supervisors for reappointment. It is suggested that recommended supervisor satisfy at least 5 of the Guiding Principles.

1. Because agriculture is North Carolina's number one industry and because of the importance of soil and water conservation to production agriculture, the Commission strongly recommends that at least two members of each district board be actively engaged in, or recently retired from, an agriculture operation. Examples of an "agriculture operation" include those operations that are eligible to participate in the Agricultural Cost Share Program, or fall within the definition of "Agriculture," as provided in N.C.G.S. § 106-581.1. **If the board does not already have two or more members that meet this criteria, will this appointment satisfy this Commission recommendation?**
2. An effective board of supervisors requires motivated members with strong leadership skills and diverse knowledge of natural resource needs in the district. **Will the appointment bring new leadership skills to the board?**
3. A strong district is led by supervisors who are effective at approaching elected and appointed officials to advocate for resources and policies needed to meet the conservation priorities in the district. **Will the appointment strengthen the political connection/influence of the district, especially at the county level?**
4. **Will the appointment provide representation from a portion of the county not currently represented by a supervisor?**
5. North Carolina agriculture is growing increasingly diverse. Often, non-traditional agricultural operations require focused outreach from leaders they believe understand their unique needs. **Will the appointment provide a better opportunity to work with a segment of agriculture not currently being served?**
6. Many districts have built relationships with other organizations who share interest in natural resource conservation. **Will the appointment improve opportunities to work with non-traditional partners (e.g., land trust, forest landowners, grant making organizations, environmental advocacy groups)?**
7. Although most districts have traditionally focused assistance to agricultural land users, districts have authority and programs available to work with all land uses to address natural resource concerns. **Will the appointment improve the make-up of the board from an agricultural/nonagricultural perspective?**
8. Often a district can improve its ability to reach traditionally underserved groups and its overall public support by increasing the diversity of its board. **Will the appointment improve the gender/ethnic/racial diversity of the board?**
9. One key to a successful district is the willingness of the district supervisors to study and learn from the successes of other districts and other organizations. It is often instructive to observe a supervisor candidate's involvement in other organizations (e.g., trade groups, civic clubs, church). **Has the nominee shown past involvement in an organization beyond the local level?**
10. The success of a district's programs will often depend on its ability to gain sponsorship and support from private businesses and individuals. **Will the appointment strengthen the District's opportunity to raise funds?**
11. Among the most visible district activities are environmental education, marketing, and public outreach. These programs are often key to achieving widespread public support for the district. **Will the appointment strengthen the District's education, marketing, and outreach efforts?**

§ 106-581.1. Agriculture defined.

For purposes of this Article, the terms "agriculture", "agricultural", and "farming" refer to all of the following:

- (1) The cultivation of soil for production and harvesting of crops, including but not limited to fruits, vegetables, sod, flowers and ornamental plants.
- (2) The planting and production of trees and timber.
- (3) Dairying and the raising, management, care, and training of livestock, including horses, bees, poultry, and other animals for individual and public use, consumption, and marketing.
- (4) Aquaculture as defined in G.S. 106-758.
- (5) The operation, management, conservation, improvement, and maintenance of a farm and the structures and buildings on the farm, including building and structure repair, replacement, expansion, and construction incident to the farming operation.
- (6) When performed on the farm, "agriculture", "agricultural", and "farming" also include the marketing and selling of agricultural products, agritourism, the storage and use of materials for agricultural purposes, packing, treating, processing, sorting, storage, and other activities performed to add value to crops, livestock, and agricultural items produced on a farm, and similar activities incident to the operation of a farm.
- (7) A public or private grain warehouse or warehouse operation where grain is held 10 days or longer and includes, but is not limited to, all buildings, elevators, equipment, and warehouses consisting of one or more warehouse sections and considered a single delivery point with the capability to receive, load out, weigh, dry, and store grain. (1991, c. 81, s. 1; 2005-390, s. 18; 2006-255, s. 6; 2013-347, s. 2; 2017-108, s. 8.1.)