

The Plan for the Future



Subcommittees

1. Outreach

Sales Tax Renewal, Stakeholders, Promotion, Success Stories

2. Info/Ed

Schools, Contractors, Landowners, Citizens

3. Program Delivery/Operations

Staffing, Offices, Resources, Program Structure, Technology

4. Current Conservation Practices

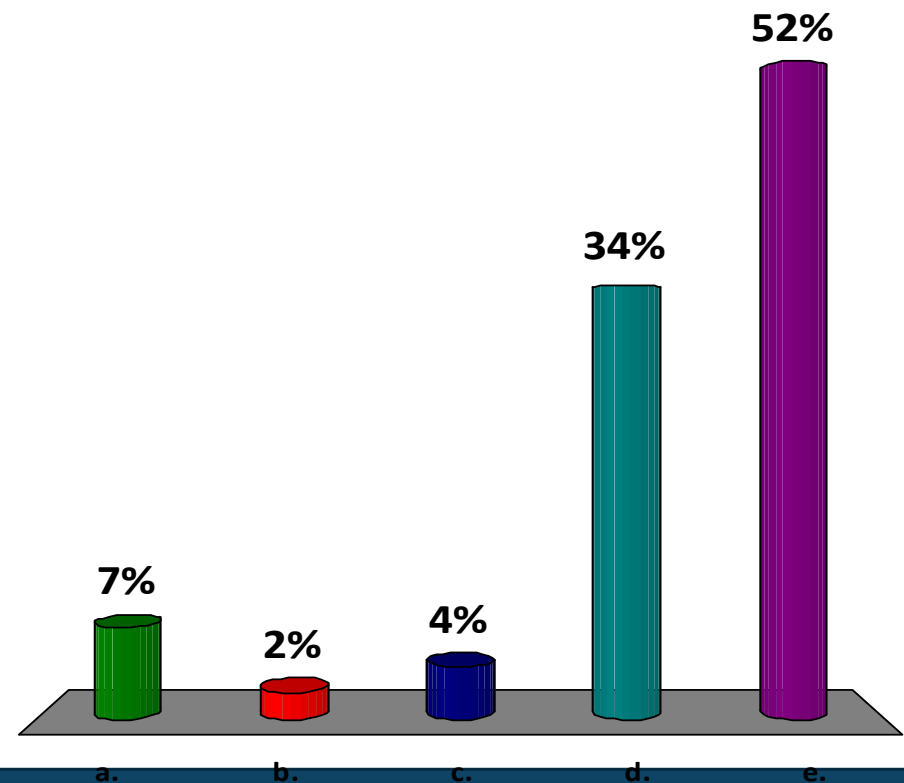
Accountability, Landowner Friendly, Effectiveness, New,

5. Emerging Issues

Flood, Drought, Alternative Use of Crops

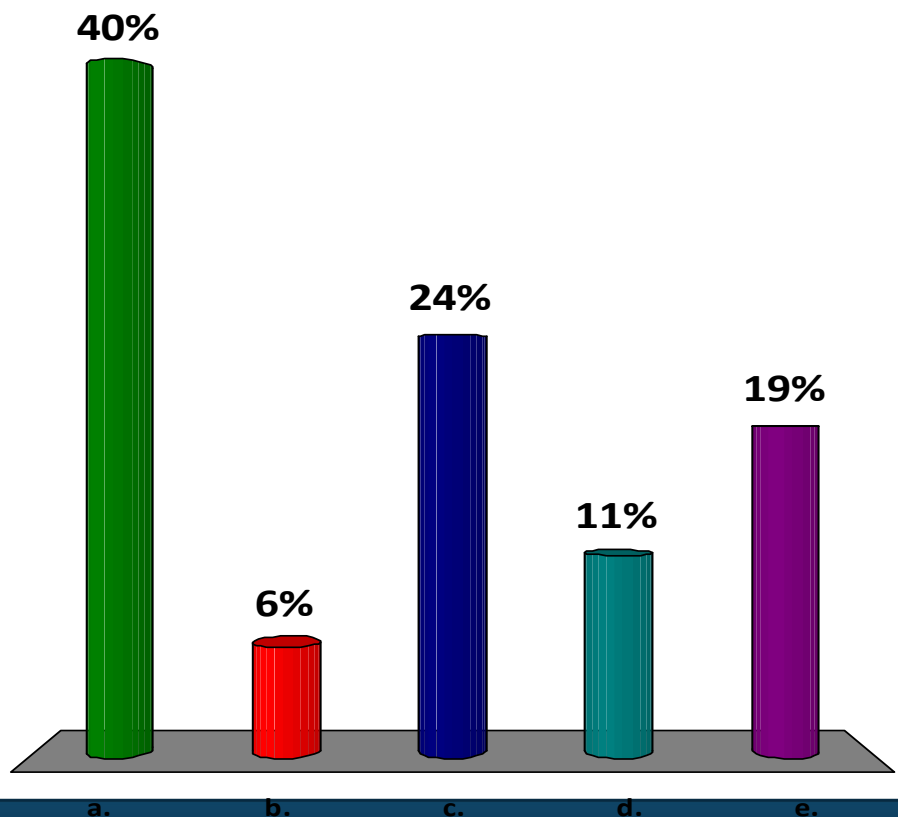
Do you think it will snow before the conference ends?

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree



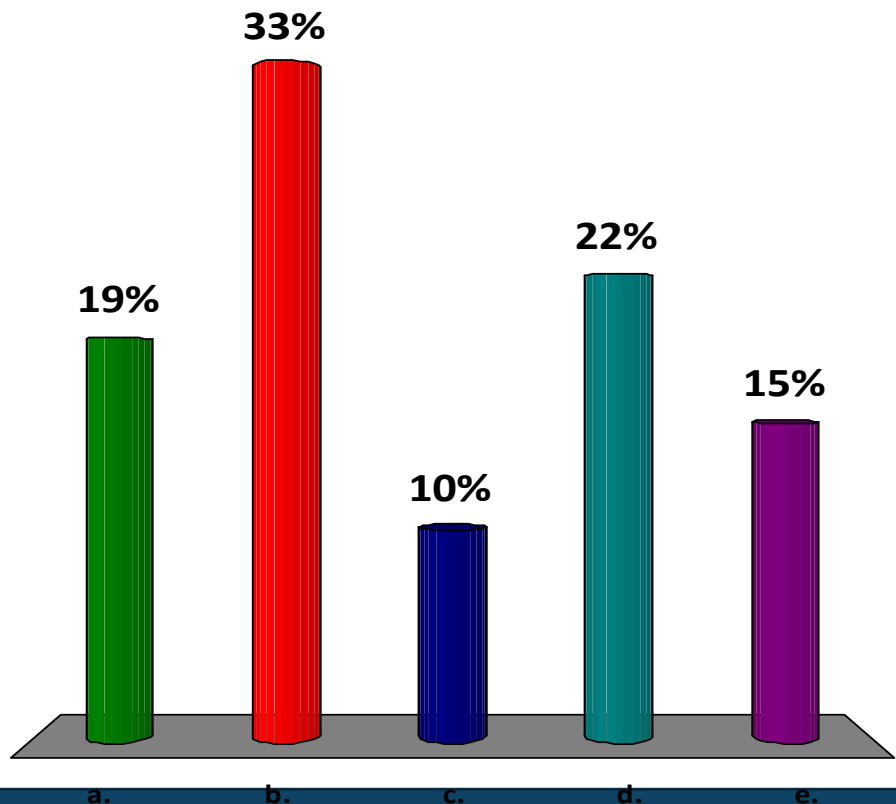
Will you resign if there is a drought again next summer?

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree



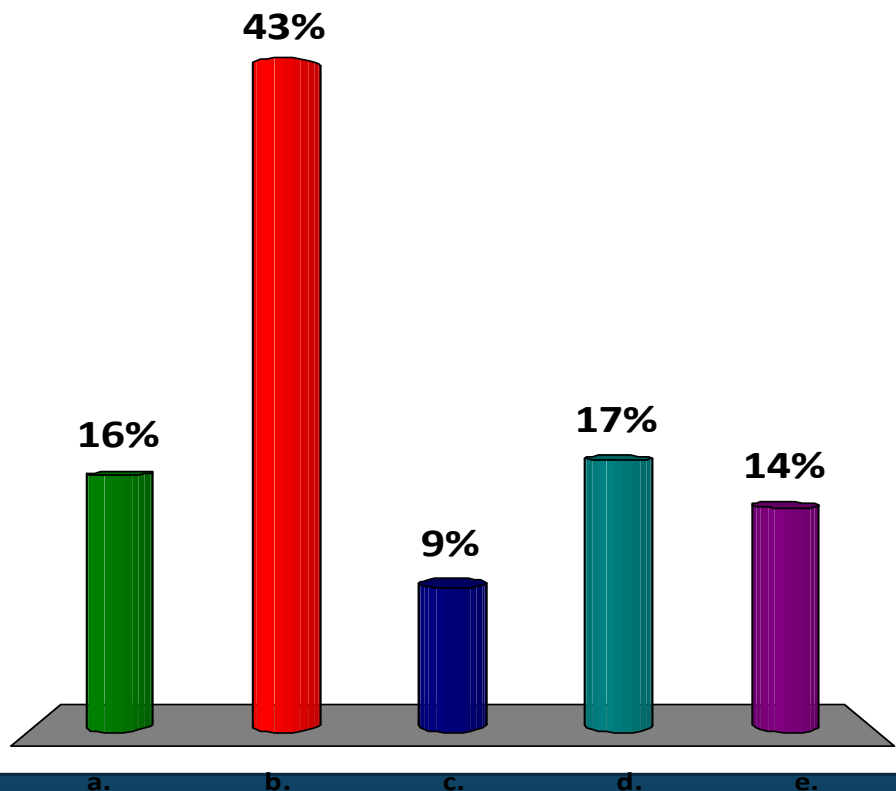
Does your office have sufficient staff for current programs considering all partners in your office?

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree



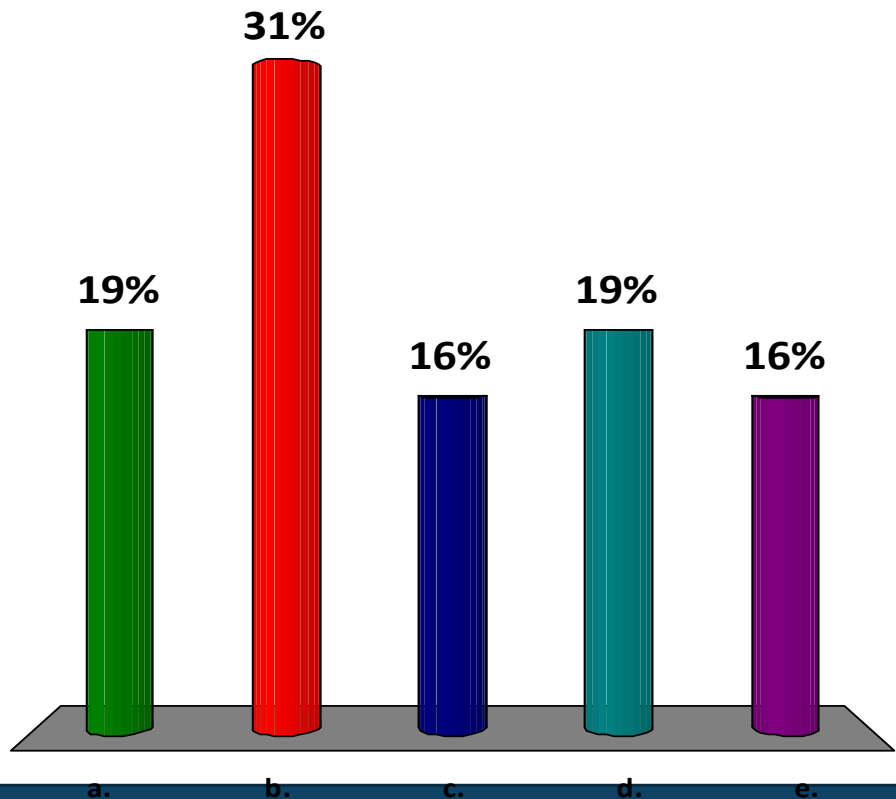
Does your office have sufficient SWCD staff for current programs?

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree



Does your office have sufficient technical assistance with NRCS/MDC employees for current programs?

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree



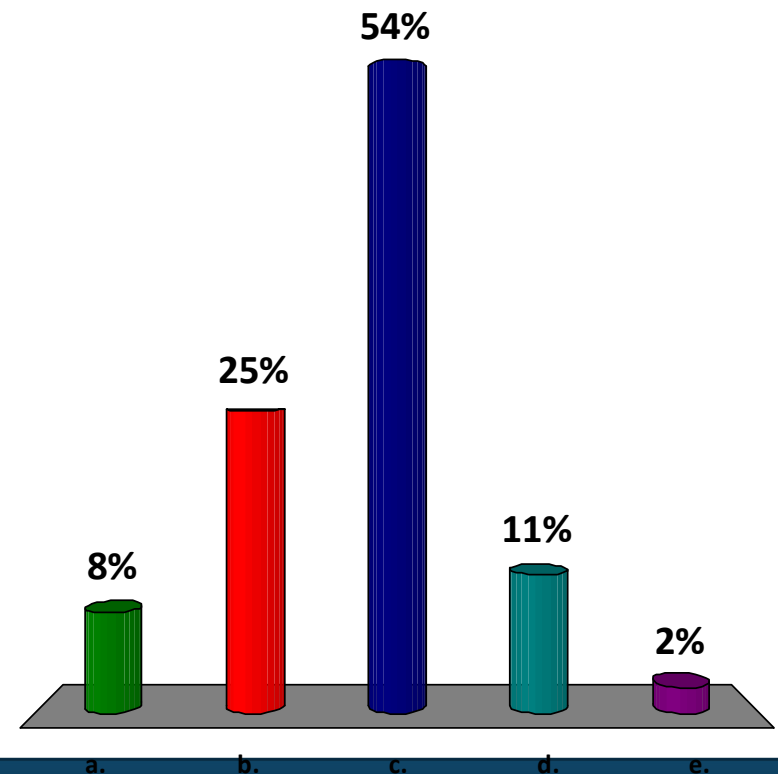
Soil and Water Districts Commission Target

60% at minimum cost-share to
landowners

40% at maximum to admin, info/ed
research

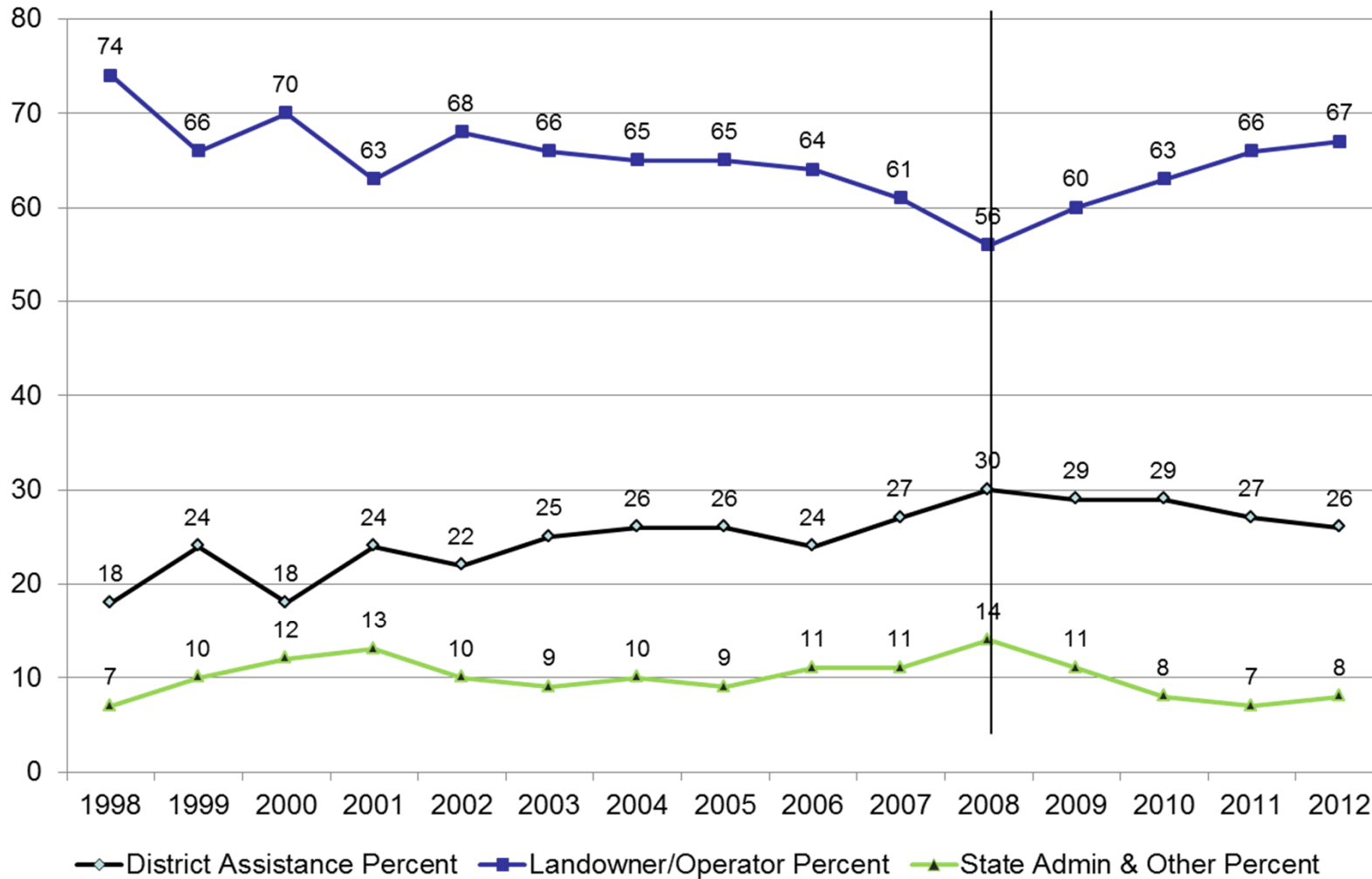
I think cost-share to administration ratio should be closest to?

- a. 80% cost-share to 20 % administration
- b. 70 : 30%
- c. 60 : 40%
- d. 50 : 50%
- e. other



Missouri Department of Natural Resources

Percentage of Total SWCP Expenditure Trends for Landowners, Districts, and Program & other State Administration 1998 through 2012



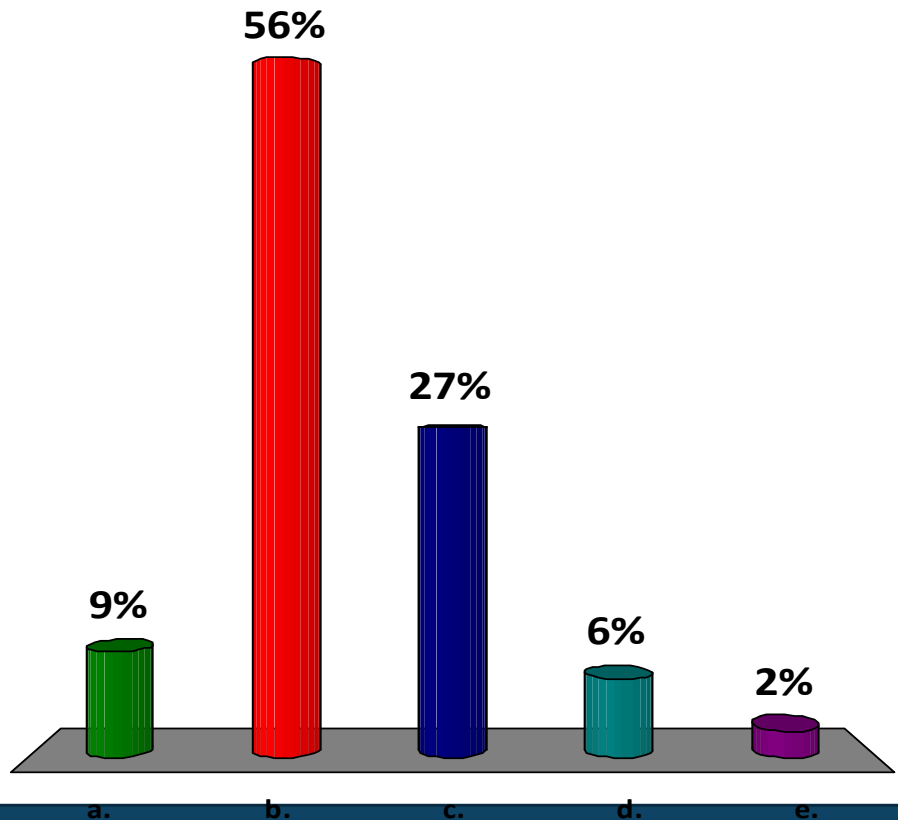
Date	Number of District Employees
7/1/2009	303
7/1/2010	297
7/1/2011	279
7/1/2012	274

Vacancies Since July 1, 2009		
	Filled	Not Filled
Program Specialist I	6	13
Program Specialist II	31	1
Technician	55	15
8 Program Specialist II were filled as Technician I*		
1 Technician I was filled as a Program Specialist II		
3 Program Specialist I were filled as Technician I		

*4 of these employees have become Technician II

The total cost of a Technician I salary is closest to:

- a. \$20,000
- b. \$25,000
- c. \$30,000
- d. \$35,000
- e. \$40,000



Position	Hourly Rate	Gross Salary	12% Other	5% Retirement	Health Ins	Total Cost
Program Spec I	\$9.59	\$19,947	\$2,394	\$997	\$6,721	\$30,059
Program Spec II	\$12.33	\$25,646	\$3,078	\$1,282	\$6,721	\$36,727
Tech I	\$10.81	\$22,485	\$2,698	\$1,124	\$6,721	\$33,028
Tech II	\$13.62	\$28,330	\$3,400	\$1,416	\$6,721	\$39,867

District Employee Breakdown

16 Program Specialist I 11 FTE

101 Program Specialist II 99

49 Technician II 38

108 Technician I 106

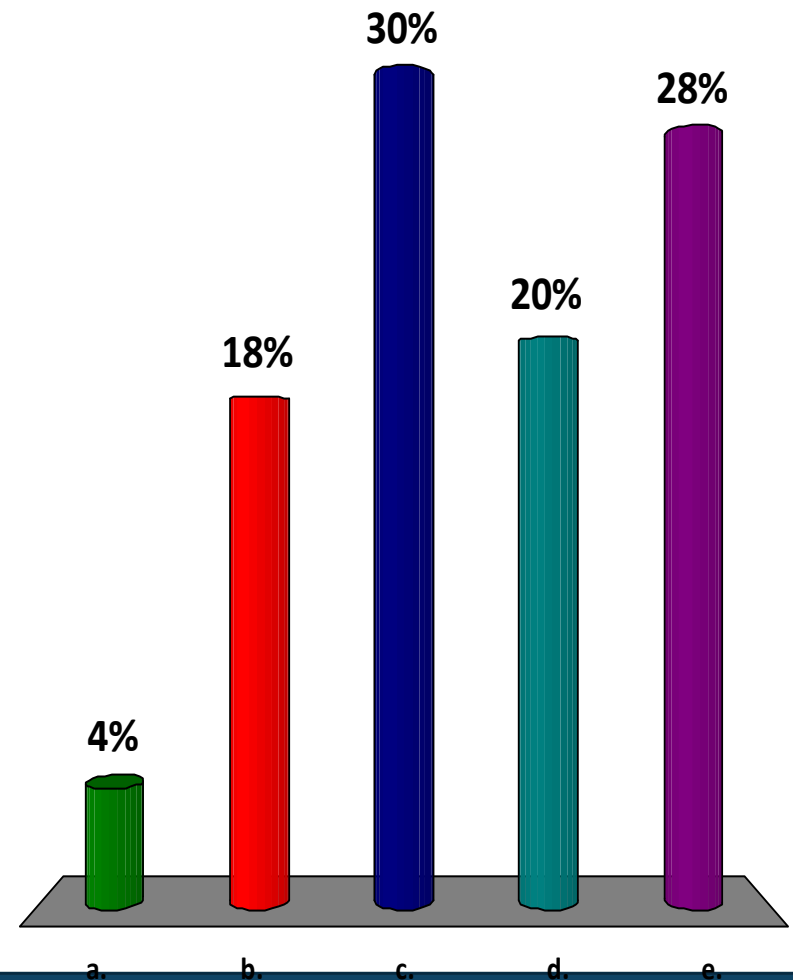
274 Positions 254 FTE

43% Specialist I & II

57% Technician I & II

The current employee balance should be closest to?

- a. 80% technical : 20% program specialist
- b. 70% : 30%
- c. 60% : 40%
- d. 50% : 50%
- e. Makes no difference if cross-trained

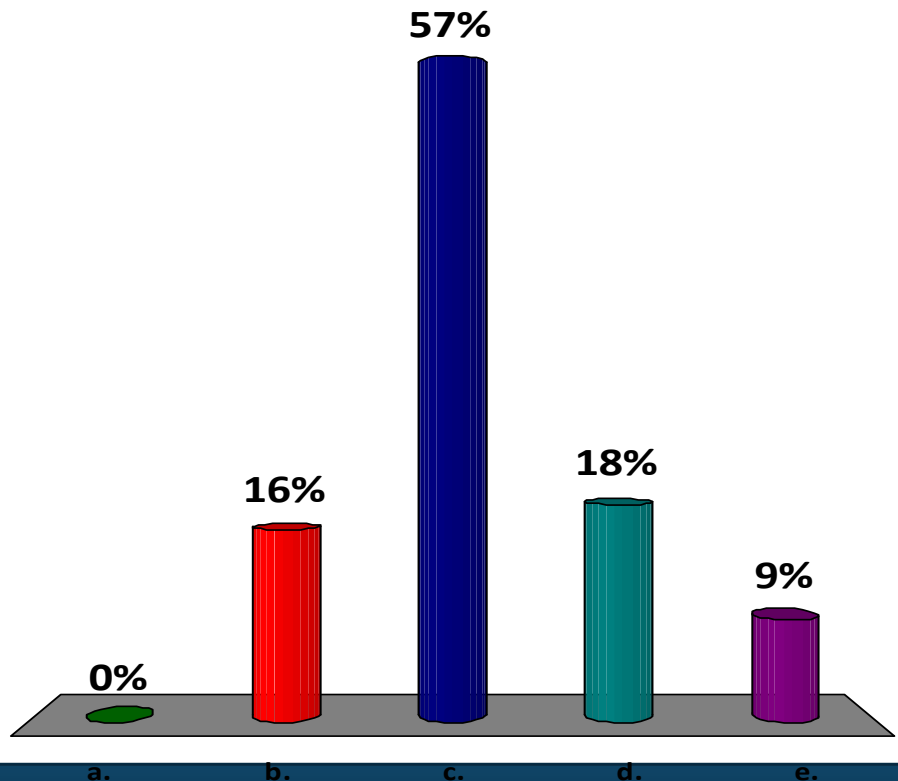


SWCD Employees and Cost-Share Spent

Number of Employees	Number of Districts	Cost-Share Minimum	Cost-Share Maximum
1	6	\$18,710	\$128,287
2	65	\$31,576	\$502,071
3	35	\$11,753	\$670,217
4	6	\$189,418	\$516,805
5	2	\$475,743	\$716,361

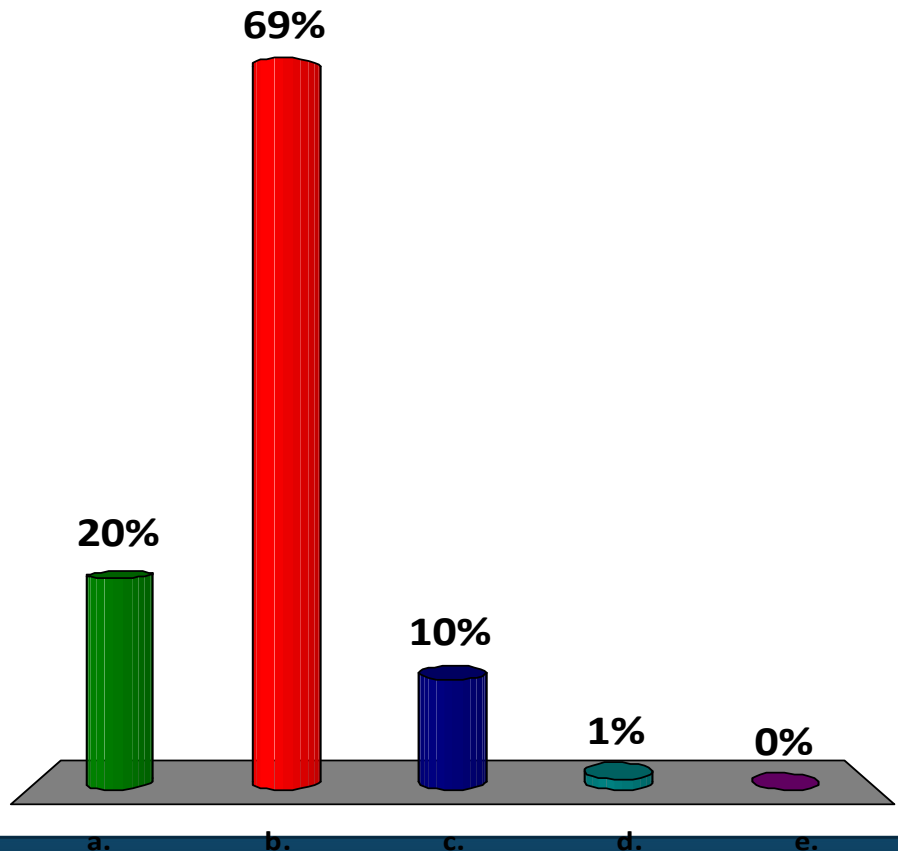
The maximum number of SWCD employees per district should be?

- a. One
- b. Two
- c. Three
- d. Four
- e. Five

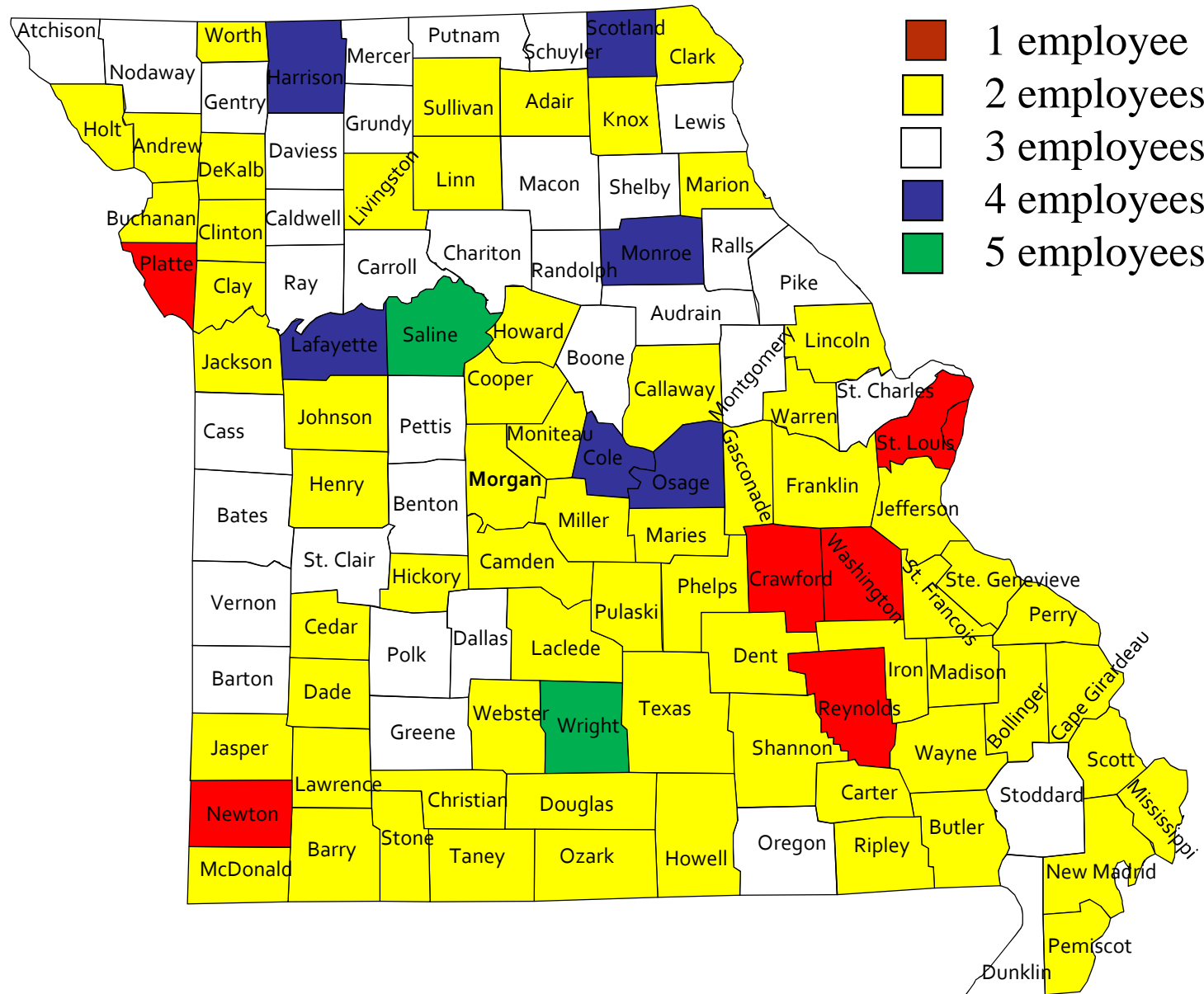


The minimum number of SWCD employees per district should be?

- a. One
- b. Two
- c. Three
- d. Four
- e. Five

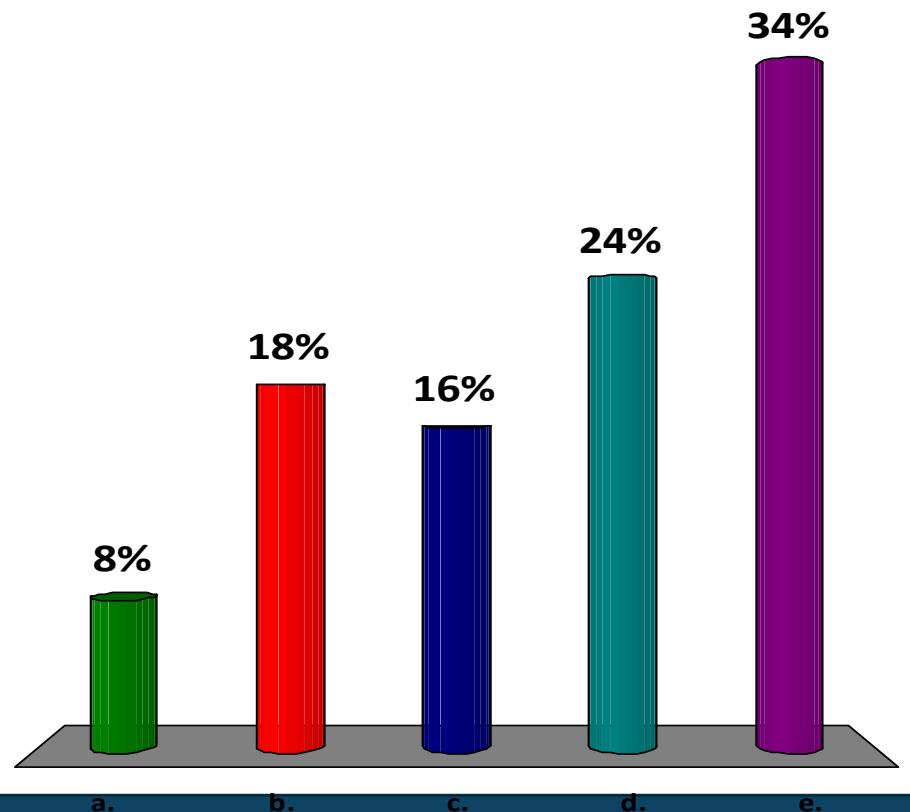


District Staff Funded with Personnel Stipend from SWCP (November 1, 2012)



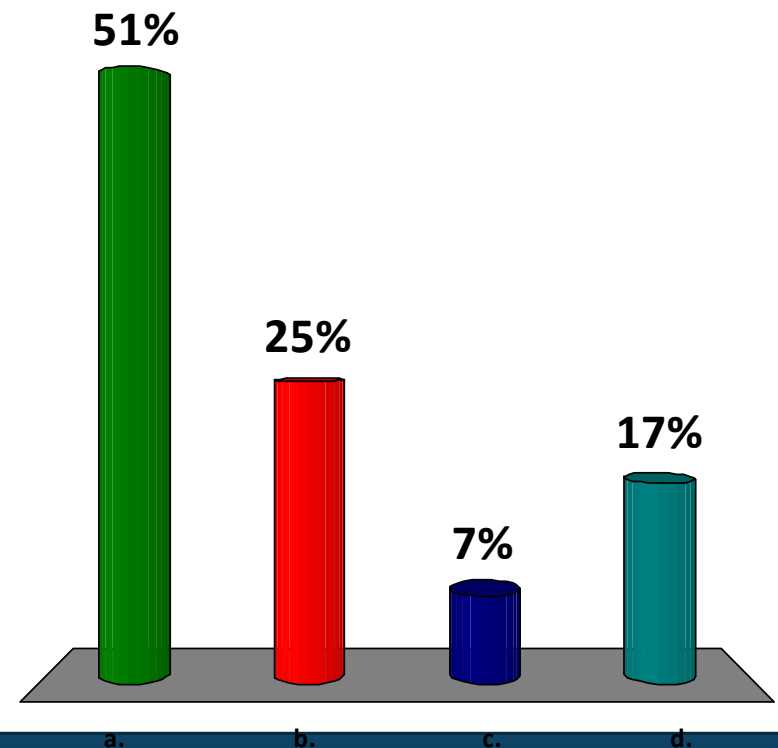
The number of staff in the office is more important than the FTE (i.e. two half time are better than one full time):

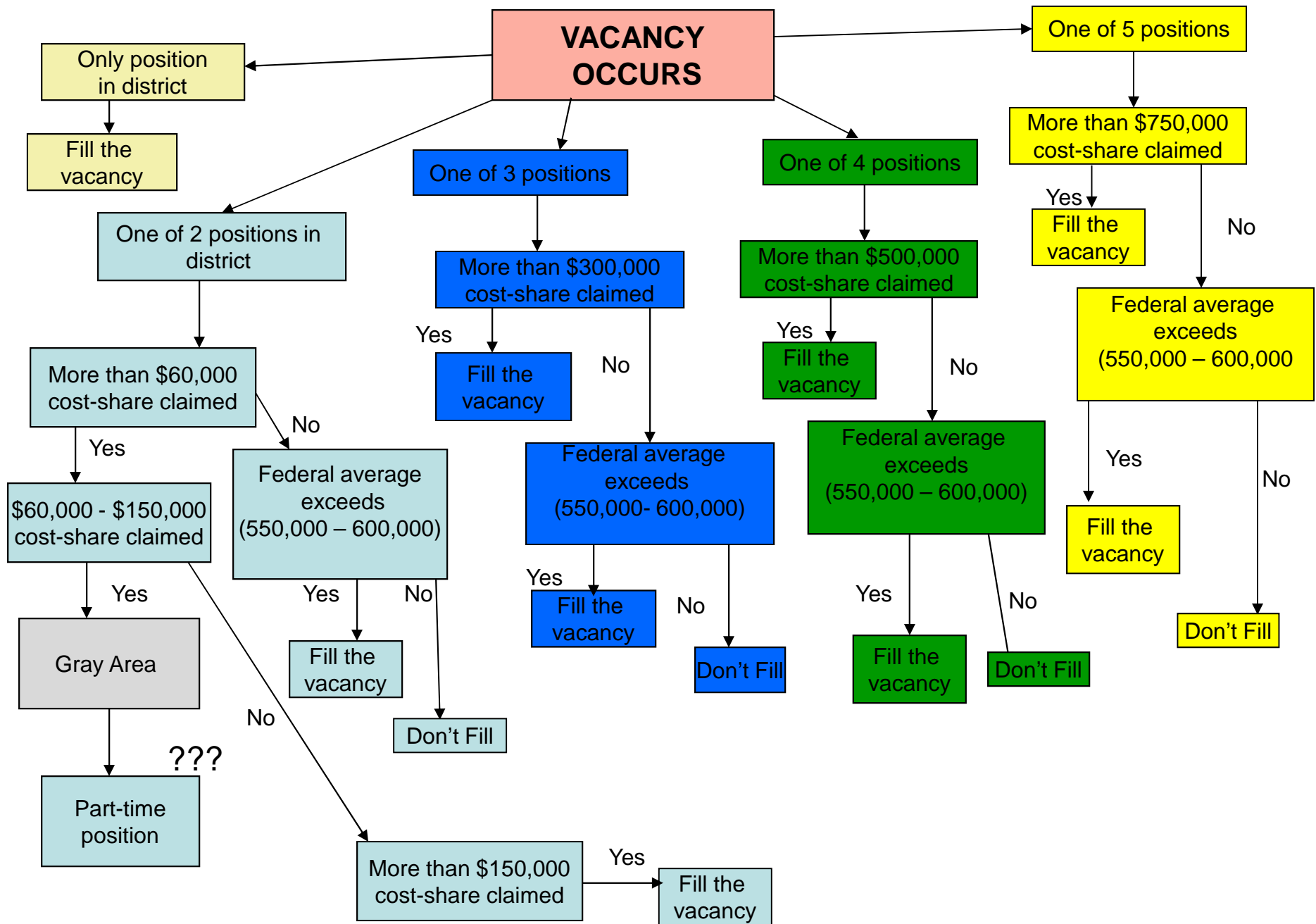
- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree



Benefits should be provided for part-time employees when:

- a. Working $\frac{3}{4}$ time
- b. Working $\frac{1}{2}$ time
- c. Any part-time employment
- d. Never for part-time





Other factors:

- Number of cost-share practices
- Type of cost-share practices
- Other technical staff (NRCS, MDC, SWAT) staff
- District engaged in partner projects
 - (MRBI, Our Missouri Waters, CCPI)
- Outreach programs
- Acres of agricultural land in county
- Number of farms in the county

Better compensation for fewer employees is more important than the number of employees?

- a. Strongly Agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly Disagree

