

2012-2016 WORK PLAN

Chapter 6

Based upon the resource concerns identified by the CAC, the resource information available, and the TAC, the Work Plan was updated from the 2006-2011 plan. Goals, objectives, and actions in the Work Plan are listed in priority order. This 2012-2016 Work Plan will focus LWCD activities on an annual basis with regular reviews by the LWCC.

The LWCD along with agency partners will implement the action items listed in the Work Plan as staff and funding become available.

The LWCD has available staff to complete most of the Work Plan activities.

The estimated costs listed in the *Estimated Annual LWCD Staff Hours/Cost* column are annual hours projected to be used by staff to complete the objectives. Costs listed are based upon salary and fringe benefits of LWCD staff in 2011 dollars. Information strategy implementation production costs for Work Plan activities are coming from other departments and therefore are not listed.

The *Measurement Tools for County Departments* column provides targeted actions that represent measurable outcomes to each goal. LWCD staff will use these actions to determine progress on each Work Plan activity on an annual basis.

General administrative activities, including grant, financial, personnel management, and information and education activities listed in Chapter 9 are not included in the LWCD staff hours. We anticipate using 1,820 hours (one FTE) to perform these activities at an estimated cost of \$62,600 annually based upon salary and fringe benefits in 2011 dollars.

Goal 1: Slow the spread of non-native invasive species.*(Anticipated Outcome – To protect native ecosystems.)*

Objective (Highest priority listed first)	Activities (Highest priority listed first)	Responsible Agencies (Lead agency in bold)	Estimated Annual LWCD Staff Hours/Cost	Measurement Tools For County Departments
A. Control aquatic, non-native, invasive species.				
	1. Seek second DNR grant to cost share a part-time aquatic invasive species position to coordinate county activities.	LWCD , Forestry	252 hours \$5,900	Apply for and implement DNR 1 grant of \$50,000 annually.
	2. Work with FCAL to coordinate and monitor invasive control & education activities.	AIS Coordinator , LWCD , Zoning, UWEX	120 hours \$3,000	Attend 12 meetings of FCAL per year. Create and maintain county database. Make 2 presentations. Attend at least 6 local lake association meetings annually.
B. Control terrestrial, non-native, invasive species.				
	1. Distribute educational materials for terrestrial invasive species to the general public by posting online.	LWCD , Forest County Lakes Association, AIS Coordinator	184 hours \$4,300	Provide information on LWCD website update as needed to keep site current. Distribute 500 pieces of educational materials to 10 public places annually.
	2. Encourage National Forest to manage forest to curtail spread of invasive species.	Forestry, County Board		Send 3 attendees annually to Conservation Congress Meetings.
	3. Continue participation with Wild Rivers Invasive Species Coalition (WRISC) across Forest, Florence, and Marinette Counties.	LWCD , Forestry, AIS Coordinator, DNR, UWEX, Zoning	40 hours \$1,000	Attend minimum of 6 meetings of WRISC. Distribute materials to USFS, lake associations, 3 bait shops, Forest County Area Chamber, and local county libraries.
	4. Use non-invasive species soil stabilizing seed stock.	Highway , LWCD Zoning, Forestry, UWEX	8 hours \$200	Meet with Highway Commissioner twice annually.

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	5. Encourage farmers to plant food plots with non-invasive forage plants.	NRCS, LWCD, UWEX	8 hours \$200	Create fact sheet with names of non-invasive forage plants and place on LWCD website. Provide info. in UWEX newsletter.
	6. Seek grants or other funding sources to offer cost sharing on shoreline restoration practices.	LWCD, Zoning NRCS, UWEX, DNR	20 hours \$400	Seek at least one DNR grant of \$20,000 annually. Continue providing letters of support as requested.

Goal 2: Maintain a healthy and vigorous forest.

(Anticipated Outcome – Promote forest consumption through proper silvicultural activities and various recreational pursuits.)

Objective (Highest priority listed first)	Activities (Highest priority listed first)	Responsible Agencies (Lead agency in bold)	Estimated Annual LWCD Staff Hours/Cost	Measurement Tools For County Departments
A. Encourage sustainable forestry practices on private and public lands.				
	1. Have Forest Service coordinate their Forest Management plan with all county and local plans to manage the forest for multiple uses and harvest the resource to the greatest extent possible.	County Board, Forestry		Invite representatives of Forest Service to attend one county board meeting annually. Have county and local plans available to the public in office and online.
	2. Support forestry groups such as Wisconsin Productivity Council, Trees for Tomorrow, Wisconsin Woodland Owners, Forestry Industry Safety Training Alliance (FISTA), and Wisconsin County Forests Association.	DNR, Forestry, LWCD	8 hours \$200	Attend 4 Wisconsin County Forestry Association meetings annually. Attend an additional 4 meetings forestry related annually.
	3. Provide private woodland owners with information about BMPs through existing FISTA workshops.	DNR, USFS, Forestry, LWCD, NRCS, UWEX	8 hours \$200	Provide BMP updates to loggers annually who bid on timber sales.
	4. Provide input on USFS forestry management plan implementation.	Forestry		Attend annual meetings with the USFS.

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B. Reduce erosion and habitat degradation from unauthorized ATV use.				
	1. Continue ATV Trail Ambassador program training & Ride Smart program.	Forestry, Sherriff, ATV Clubs		Attend a minimum of 6 meetings annually of local ATV clubs. Distribute 10,000 Forest County ATV Maps annually. Distribute 500 Nicolet State Trail maps and Wolf River State Trail maps annually. Update maps annually.
C. Reduce illegal garbage dumping on commercial, county, state, and federal forest lands.				
	1. Establish at least 5 common garbage drop off sites for weekend visitor trash throughout the county.	Zoning, Towns		Coordinate 5 garbage drop-off sites throughout County.
	2. Educate the public with brochures, radio ads, newspaper, and Internet postings.	UWEX, Forestry, DNR, USFS, Zoning		Provide fact sheet of places of drop off sites in County.
	3. Encourage enforcement at the town and county level.	Sheriff, Forestry, DNR, USFS		Continue enforcement in 13 towns and City of Crandon.
	4. Promote existing clean up days using volunteer organizations.	Forestry, DNR, USFS, Private Land Owners		Advertise in 2 newspapers of spring and fall clean up days.
	5. Review and consolidate solid waste contracts countywide.	Zoning		Monitor and review one contract annually.
D. Encourage landowners and land management agencies to properly construct and maintain roads.				
	1. Work with towns and industry to design proper road and culvert design to prevent erosion.	Highway, DNR, USFS, Towns, LWCD, UWEX, FISTA	8 hours \$200	Highway to host annual training workshop for towns. LWCD to meet with Highway Committee annually.

Goal 3: Protect shoreland areas.*(Anticipated Outcome – Minimize water quality degradation from land disturbing activities.)*

Objective (Highest priority listed first)	Activities (Highest priority listed first)	Responsible Agencies (Lead agency in bold)	Estimated Annual LWCD Staff Hours/Cost	Measurement Tools For County Departments
A. Promote best management practices to restore and maintain riparian habitat.				
	1. Seek second DNR grant to cost share a part-time aquatic invasive species position to coordinate county activities.	LWCD , Forestry	(Already accounted under Goal 1, A, 1.)	Apply for and implement DNR 1 grant of \$50,000 annually.
	2. Develop a habitat restoration web page for riparian property owners to use.	LWCD , NRCS, UWEX, DNR, Forest County Lakes Assoc.	16 hours \$400	Habitat restoration webpage accessible on county and FCAL websites.
	3. Provide sources of information for riparian property owners at the library.	LWCD , NRCS, UWEX	8 hours \$200	Refresh brochure racks and reservable CD-ROM at 3 libraries in County.
	4. Hold educational workshop to teach contractors, real estate agents, and riparian owners about natural shoreline restoration practices.	LWCD , NRCS, UWEX, DNR, Forest County Lakes Assoc.	184 hours \$4,300	Annual workshop attended by 5 contractors, 3 real estate agents, and 5 lake association boards.
B. Promote shoreland stewardship.				
	1. Distribute AIS placemats to restaurants, and provide brochures at festivals and libraries.	AIS Coordinator , LWCD, Zoning, Lake Associations	40 hours \$1,000	Distribute 10,000 AIS placemats to 20 local restaurants/bars. Present information at 3 festivals, and within all 3 county libraries.
	2. Furnish educational handout explaining shoreland zoning, and post it online.	Zoning , LWCD, NCWRPC, UWEX	8 hours \$200	Educational handout available in office and online.
	3. Provide a contact list to landowners of agencies that regulate shorelands and wetlands, and post it online.	Zoning , LWCD, DNR, Towns, UWEX	8 hours \$200	Contact list available to landowners in office and online.

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C. Protect critical habitats and reduce development pressures on small, more sensitive water bodies.				
	1. Assist lake associations with applying for DNR lake grants.	LWCD, DNR	8 hours \$200	Encourage all lake associations to apply for lake grants, and offer letters of support as requested.
D. Reduce eutrophication.				
	1. Promote Title 3 applications among various service clubs.	USFS-RAC		Talk with 3 clubs annually.

Goal 4: Reduce phosphorus loading to surface waters.

(Anticipated Outcome – Maintain or improve existing water quality.)

Objective (Highest priority listed first)	Activities (Highest priority listed first)	Responsible Agencies (Lead agency in bold)	Estimated Annual LWCD Staff Hours/Cost	Measurement Tools For County Departments
A. Reduce phosphorus from septic systems.				
	1. Educate landowners through mailings and newspaper articles on septic system maintenance according to state law.	Zoning, UWEX, LWCD,	15 hours \$330	Provide fact sheet, place on county website, distribute to 15 public places
	2. Continue enforcement and inspections at the county level according state law.	Zoning, LWCD	8 hours \$168	Provide 1,200 inspections annually.
	3. Encourage local technical college to train more sanitary inspectors.	Zoning, LWCD, UWEX	2 hours \$42	Contact the college annually to support more training.
B. Reduce phosphorus pollution from lawns.				
	1. Set up information displays at local stores selling lawn fertilizer.	LWCD, UWEX	92 hours \$2,150	Create and install 3 displays annually.
	2. Encourage retailers to sell "no phosphorus" fertilizers.	LWCD, UWEX	92 hours \$2,150	Meet with 3 store managers annually.
	3. Educate landowners via press releases or news stories that phosphorus fertilizer is not allowed in shoreland areas.	LWCD, UWEX	92 hours \$2,150	2 press releases annually, 1 info sheet on county website, make available to lake associations online and in LCS office

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C. Control soil erosion.				
	1. Educate landowners on proper erosion control by distributing educational information when possible.	NRCS, LWCD	92 hours \$2,150	Hold annual spring workshop for homeowners. Post publications on County and FCAL websites, and make publications available in each local library.
	2. Hold educational workshop to teach contractors, real estate agents, and riparian owners about natural shoreline restoration practices.	LWCD, NRCS, UWEX, DNR, Forest County Lakes Assoc.	(Already accounted under Goal 3, A, 4.)	Annual workshop attended by 5 contractors, 3 real estate agents, and 5 lake association boards.
	3. Support adequate zoning staff levels.	County Board		Provide proper amount of staff in Zoning office as determined by County Board.
	4. Promote construction site erosion control on all riparian sites.	LWCD, Zoning	92 hours \$2,150	Provide BMP brochure to every riparian site applicant.

Goal 5: Promote well planned development.

(Anticipated Outcome – Implement the Comprehensive Plan to minimize negative impacts on land and water resources.)

Objective (Highest priority listed first)	Activities (Highest priority listed first)	Responsible Agencies (Lead agency in bold)	Estimated Annual LWCD Staff Hours/Cost	Measurement Tools For County Departments
A. Implement local and county comprehensive plans.				
	1. Provide necessary technical information to local units of government for planning efforts.	LWCD, Zoning, NCWRPC	184 hours \$4,300	Review and revise county zoning ordinance. Provide zoning assistance to 4 towns.

Goal 6: Reduce mining impacts on water resources.*(Anticipated Outcome – Ready to act on mining proposals.)*

Objective (Highest priority listed first)	Activities (Highest priority listed first)	Responsible Agencies (Lead agency in bold)	Estimated Annual LWCD Staff Hours/Cost	Measurement Tools For County Departments
A. Maintain working knowledge of mining laws.				
	1. Create a countywide mining ordinance.	Zoning , LWCC		Create and adopt ordinance as mining techniques apply and according to law.
B. Non-metallic mining administration.				
	1. Administer non-metallic mining ordinance.	LWCD , LWCC	300 hours \$6,300	Annually review and administer 18 non-metallic mine permits.