



Durham Soil and Water  
Conservation District

And

Natural Resources  
Conservation Service

Joint Annual Plan of  
Work

*July 1, 2011 - June 30, 2012*

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# MAJOR OBJECTIVES

- I.** Carry out effective Durham County Conservation Programs
- II.** To install and demonstrate Stream Restoration and Stormwater Projects
- III.** Maintain NC Agriculture Cost Share Program
- IV.** Maintain the Community Conservation Assistance program (CCAP)
- V.** Maintain a strong Environmental Education Program
- VI.** Support the Federal Farm Bill
- VII.** Enhance District Image
- VIII.** Seek new funding sources for District activities
- IX.** Support the implementation of the Countywide Farmland Protection Plan
- X.** Work closely with Durham City, County, State and Federal Government in the implementation of a strong water quality improvement program
- XI.** To assist with implementing State Regulations pertaining to the Upper Neuse River & Jordan Lake Watershed Basins
- XII.** Carry out effective EEO Program

# ASSOCIATING AGENCIES

- I.** City of Durham
    - a. Storm Water Services
    - b. Environmental Resources
  
  - County of Durham
    - a. General Services
  
  - Durham Parks and Recreation
  - Durham Public School System
  - NC Big Sweep
  - NC Stream Watch
  - One NC Naturally
  - NC Division of Soil & Water Conservation
  - Wildlife Resources Commission
  - Durham County Government
- 
- II.** City of Durham
  - a. Storm Water Services
  - b. Environmental Resources
- 
- Durham County Government
  - a. General Services
- 
- Durham Correctional Center
- NRCS
- Clean Water Management Trust Fund
- EPA
- NC Water Resources
- 
- III.** Division of Soil and Water Conservation
- NC Department of Environment and Natural Resources (NCDERN)
- Division of Water Quality
- Durham County Government
- Farm Service Agency
- Natural Resource Conservation Service
- NC Department of Ag and Consumer Services (NCDA)
- NC Cooperative Extension Service
- NC Association of Soil and Water Conservation Districts
- NC Forestry Service
- 
- IV.** Durham County Government
- Durham Parks and Recreation
- Durham Public School System
- NC Division of Soil & Water Conservation
- Durham County Government/ Health Department
- Durham CES
- City of Durham

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- V.** NC Division of Soil and Water Conservation  
 NC Department of Environment and Natural Resources (NCDERN)  
 NC Division of Water Quality  
 Durham City Government  
 Durham County Government  
 Durham Parks and Recreation  
 Durham Public School System  
 US Environmental Protection Agency  
 Natural Resource Conservation Service, USDA  
 NE Central Community Youth Groups  
 North Carolina State University
  - a. Biological and Agricultural Engineering
  - b. NCSU Cooperative Extension Service
 NC Office of Environmental Education  
 NC Association of Soil and Water Conservation Districts  
 NC Forestry Service  
 National Association of Conservation Districts
  
- VI.** United States Department of Agriculture
  - a. Farm Service Agency
  - b. Natural Resources Conservation Service
  - c. Wildlife Resources Commission
 NC Division of Soil and Water Conservation  
 NC Department of Environment and Natural Resources (NCDERN)
  
- VII.** Herald Sun, News & Observer, WTVD channel 11, WRAL channel 5/Fox 50, Channel 17, etc
  
- VIII.** Agricultural Advisory Service  
 NC Division of Soil and Water Conservation  
 NC Department of Environment and Natural Resources (NCDERN)
  - Durham City Environmental Resources Department
    - a. Water Treatment
  - Durham City Engineering Department
    - a. Stormwater Management
  - Durham Parks and Recreation  
 Environmental Protection Agency
    - a. Air Quality
    - b. Water Quality
  - Durham County Government  
 NC Forest Service  
 NC Wildlife Resource Commission
    - a. Fish Biologist
    - b. Enforcement

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- IX.** Durham County Tax Office  
Farmland Advisory Board  
Durham County Government  
NC Department of Ag and Consumer Services (NCDA)  
NC Cooperative Extension Service
  
- X.** Durham County Stormwater  
Durham City Public Works
  - a. Stormwater ManagementDurham County/City Environmental Affairs Board  
Eno River Association  
New Hope Creek Corridor Committee  
Environmental Engineering  
Upper Neuse River Basin Association  
Durham City Environmental Resources Department
  - a. Water treatmentDurham County Government
  
- XI.** Division of Water Quality  
Durham County Government
  
- XI.** Carry out effective EEO Program  
Durham County Government

# OBJECTIVE I – CARRY OUT EFFECTIVE DURHAM COUNTY CONSERVATION PROGRAMS

## Goal 1 – Perform Community Conservation Activities

	<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1)	Partner with City to coordinate city/county-wide Adopt-a-Stream Program	Staff Full Board	All Year
2)	Coordinate Rain Barrel sale for water saving benefits to county and city citizens.	Staff Full Board	All Year
3)	Coordinate composting bin sale to county and city citizens.	Staff Full Board	All Year
4)	Engage public/private schools, community groups, local businesses, and interested individuals in community conservation activities	Full Board Staff	All Year
4)	Publicize accomplishments	Staff	All Year

## Goal 2 – Sponsor Countywide Big Sweep Stream Cleanup

	<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1)	Attend Big Sweep Orientation Meeting	Staff	As Scheduled
2)	Coordinate County’s Big Sweep efforts	Staff	August -Oct
3)	Seek sponsors from area businesses	Full Board Staff	All Year
4)	Conduct countywide stream cleanups	Staff Volunteers	October
5)	Publicize results	Staff	All Year

Goal 3 – Assist urban landowners with natural resource concerns

	<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1)	Conduct drainage and erosion inventory and evaluation As requested	Staff	All Year
2)	Provide technical assistance as needed	Staff	All Year

Goal 4 – Support development of Central Park

	<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1)	Actively participate in City and County initiatives concerning Central Park	Staff	All Year
2)	Provide technical assistance for the development Of the park	Staff	As requested

Goal 5 – Maintain the Beaver Management Program

	<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1)	Review ranking system and cost share rates	Staff	August
2)	Promote program to citizens through means of website, newsletter, media, etc.	Staff	All Year
3)	Solicit additional funding for managing additional sites	Full Board	March

## OBJECTIVE II – TO INSTALL AND DEMONSTRATE STREAM RESTORATION AND STORMWATER PROJECTS

### Goal 1 – Seek Additional Stream Restoration Projects

<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1) Solicit partnerships in projects	Full Board Staff	All Year
2) Select sites for possible	Full Board Staff	All Year
3) Conduct Tours	Full Board Staff	All Year
4) Promote to Media	Full Board Staff	All Year

### Goal 2 – Seek Grant Funding for Additional Projects

<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1) Seek a cooperative relationship with Grant funding Agencies	Staff	All Year
2) Apply for area, local, State and Federal grant monies for rehabilitation of streams and the implementation of stormwater projects in the Neuse and Cape Fear River Basin	Full Board	All Year

### Goal 3 – Become educated on the latest technology

<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1) Attend various training on stream restoration and Stormwater techniques	Staff	All Year
2) Solicit additional funding for training	Full Board	March

# OBJECTIVE III- MAINTAIN NORTH CAROLINA AGRICULTURE COST SHARE PROGRAM

## Goal 1 – Update Cost Share Strategy Plan for addressing BMP concerns

<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1) Meet with agricultural agency heads to gather data for the plan	Staff	May
2) Update the plan showing estimated funding needs, acres treated and water quality priority areas	Staff	May

## Goal 2 – Implement Program by assisting landowners with the installation of conservation practices

<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1) Prioritize water quality problems within the District	Full Board	All Year
2) Continue to contact landowners to encourage participation in Cost Share Program	Full Board Staff	All Year
3) Conduct Annual 5% Spot Check to ensure practices Meet standards	Minimum one Board Member	May/June
4) Plan, design and install needed BMPs through NCACSP to meet yearly goals	Staff	All Year

## Goal 3 – Maintain State and County funding for districts Cost Share Programs

<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1) Lobby Durham Legislative delegation for continued support of Cost Share Program	Full Board	December February
2) Lobby State Soil and Water Conservation Commission for increased allocation of Cost Share monies to Durham County	Full Board	August January March June
3) Lobby County Commissioners for increased funding of the Districts Resource Conservation Programs	Full Board	All Year

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Goal 4 – Participate in Area IV Ag Cost Share Committee

- |    |                                    |                 |              |
|----|------------------------------------|-----------------|--------------|
| 1) | Actively attend Committee Meetings | Layton<br>Staff | as Scheduled |
|----|------------------------------------|-----------------|--------------|

Goal 5 – Increase Public Awareness of the NCACSP

- |    |   |       |           |
|----|---|-------|-----------|
| 1) | Design and distribute promotional brochures and pamphlets.  | Staff | All Year  |
| 2) | Publish and distribute NCACSP projects through newsletters. | Staff | Bi-annual |

## OBJECTIVE IV – MAINTAIN THE COMMUNITY CONSERVATION ASSISTANCE PROGRAM (CCAP)

Goal 1 – Update Cost Share Strategy Plan for addressing BMP concern

- |    | <u><b>ACTION</b></u>   | <u><b>WHO</b></u>   | <u><b>WHEN</b></u> |
|----|--|---------------------|--------------------|
| 1) | Meet with stakeholders to gather data for the Strategy Plan.                       | Staff<br>Full Board | May                |
| 2) | Update the strategy plan showing estimated funding needs and BMP Practices needed. | Staff<br>Full Board | May                |

Goal 2 – Reduce the delivery of residential, suburban and urban non-point source pollution into the watercourses of the state.

- |    | <u><b>ACTION</b></u>  | <u><b>WHO</b></u>   | <u><b>WHEN</b></u> |
|----|---|---------------------|--------------------|
| 1) | Develop a ranking system that addresses water quality problems within the County. | Full Board          | All Year           |
| 2) | Continue to contact landowners to encourage participation in CCAP Program         | Full Board<br>Staff | All Year           |

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- |    |  |                     |          |
|----|--|---------------------|----------|
| 3) | Conduct Annual 25% Spot Check to ensure practices meet standards | Full Board<br>Staff | May/June |
| 4) | Plan, design and install needed CCAP BMPs to meet yearly goals   | Staff               | All Year |

**Goal 3 – Maintain State and County funding for CCAP Program**

- |    | <b><u>ACTION</u></b>  | <b><u>WHO</u></b> | <b><u>WHEN</u></b> |
|----|---|-------------------|--------------------|
| 1) | Lobby Durham Legislative delegation for increased funding and support of CCAP Program.                            | Full Board        | All Year           |
| 2) | Lobby State Soil and Water Conservation Commission For increased allocation of Cost Share monies to Durham County | Full Board        | All Year           |
| 3) | Lobby County Commissioners for increased funding for CCAP position.   | Full Board        | All Year           |

**Goal 4 – Increase Public Awareness of CCAP Program**

- |    | <b><u>ACTION</u></b>   | <b><u>WHO</u></b> | <b><u>WHEN</u></b> |
|----|--|-------------------|--------------------|
| 1) | Contact newspapers through press releases related to CCAP Projects | Staff             | All Year           |
| 2) | Design and distribute promotional brochures and pamphlets.         | Staff             | All Year           |
| 3) | Publish and distribute CCAP projects through newsletters.          | Staff             | Bi-annual          |

**Goal 5 – Solicit Additional Funding for the Installation of BMP's**

- |    | <b><u>ACTION</u></b>  | <b><u>WHO</u></b> | <b><u>WHEN</u></b> |
|----|---|-------------------|--------------------|
| 1) | Apply for grants on behalf of district                                  | Staff             | All Year           |
| 2) | Partner with various entities to seek additional funding for CCAP BMP's | Staff             | All Year           |

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# OBJECTIVE V – MAINTAIN A STRONG ENVIRONMENTAL EDUCATION PROGRAM

## Goal 1 – Increase Public Awareness of District Activities

	<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1)	Contact newspapers through press releases related to District activities	Staff	All Year
2)	Design and distribute promotional brochures and pamphlets	Staff	All Year
3)	Publish and distribute newsletter	Staff	Bi-annual
4)	Maintain Conservation Awards Program	Full Board Staff	May

## Goal 2 – Provide Educational Resources to public and private, primary and secondary schools and area Universities and colleges, as well as local groups, clubs and organizations

	<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1)	To provide teachers and instructors with classroom presentations	Staff	All Year
2)	Design and distribute a newsletter for teachers	Staff	Summer

## Goal 3- Sponsor Environmental Field Days

	<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1)	Work with various County, City and State Depts to coordinate the Environmental Field Days	Staff	All Year
2)	Contact public and private schools to establish interest and participation	Staff	All Year
3)	Make necessary arrangements regarding date, time, location, subject matter, etc.	Staff	All Year
4)	Hold event and publicize its success	Full Board Staff	Fall

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Goal 4 – Sponsor Pond Workshop

<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1) Make necessary arrangements; date, time & location.	Staff	March
2) Hold event and publicize its success	Staff	June

Goal 5 – Sponsor Teacher’s Workshop

<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1) Make necessary arrangements re: date, time, location, and subject matter regarding program	Staff	July
2) Hold event and publicize its success	Full Board Staff	As Scheduled

Goal 6 – Promote Clean Water Week, National Wildlife Week, Poster and Essay Contests, Public Speaking Contest, Earth Day Celebration, and Conservation Activities

<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1) Solicit participation for the above conservation events	Staff	All Year
2) Conduct annual completion of the above conservation Program events	Staff	All Year
3) Publicize the above conservation events through media	Staff	All Year

## OBJECTIVE VI – SUPPORT THE FEDERAL FARM BILL

*Goal 1 – Educate Landowners and Interagency partnerships on Total Resources Management Concepts and USDA Program Guidelines for development of local resource needs and objectives*

<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1) Provide information and education through - newsletter, website, and other forms of media	Staff	All Year
2) Hold a meeting of the local work group to identify and discuss resource concerns of Durham County.	Full Board	July 2011
3) Maintain a close relationship with FSA, Forest Service, Wildlife Resources Commission, CES, and other partners, in an effort to coordinate assistance to farmers	Staff	All Year
4) Support and participate in basin-wide priority area efforts	Full Board Staff	All Year

*Goal 2 – Implement USDA Programs to provide Cost Share for Resource Management Systems (RMS)*

<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1) Provide technical assistance to landowners in developing total resource conservation plans as needed	Staff	All Year
2) Process USDA Program applications, review eligibility of application, and notify applicants of their eligibility status within 1 month of receiving applications.	DC	All Year
3) Develop contracts on all pre-approved USDA Program applications within 1 month of receiving authorization by the program manager.	Staff	Per Program regulations

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***Goal 3 – Continue to promote and implement The Conservation Reserve Program (CRP)***

	<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1)	<b>Inform</b> landowners of upcoming sign up periods through one district newsletter and one newspaper article.	Staff	All Year
2)	Promote the continuous CRP to assist two landowners in installing 500 feet of riparian buffer	Staff	All Year
3)	After receiving approved CRP applications from USDA-FSA, complete plans, and write contracts within 1 month of receiving notification.	Staff	Per Program regulations

***Goal 4 – Promote and Implement the Conservation Reserve Enhancement Program (CREP)***

	<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1)	Promote CREP through <del>two</del> news articles and other Local media.	Staff	All Year
2)	Visit four interested landowners to discuss application options.	Staff	All Year
3)	Assist landowners and FSA with application process.	Staff	All Year
4)	Complete plans within 1 month of approval by FSA.	Staff	All Year

***Goal 5 – Actively Participate in the Piedmont Conservation & Development Council (RC&D)***

	<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1)	Solicit County for qualified committee members	Layton Staff	All Year
2)	Educate citizens and Public Officials on RC&D projects	Layton Staff	All Year
3)	Solicit two projects for RC&D funding within the County	Staff	All Year

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|----|---|--------------------|----------|
| 4) | Work with RC&D Coordinator in securing grants for RC&D Projects | Staff              | All Year |
| 5) | Attend and actively participate in Council meetings             | Layton<br>Director | All Year |

## OBJECTIVE VII – ENHANCE DISTRICT IMAGE

### Goal 1 – Press Relations

<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1) Solicit a good working relationship with the local media	Full Board Staff	All Year

### Goal 2 – Promote District Programs through in-house media outlets

<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1) Create and distribute newsletter as needed	Full Board Staff	Bi-annual
2) Maintain web site	Staff	All Year
3) Staff booths at civic events	Full Board Staff	All Year
4) Maintain awards program by recognizing worthy contestants	Full Board Staff	May

## OBJECTIVE VIII- SEEK FUNDING SOURCES FOR DISTRICT ACTIVITIES

### Goal 1 – To seek funding for District activities

	<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1)	Solicit scholarship assistance to send additional Students to Resource Conservation Workshop	Full Board Staff	All Year
2)	Solicit contributions and in-kind assistance for certificates banners and educational brochures	Full Board Staff	All Year
3)	Solicit contributions and grant funding for video production, newsletters and outreach materials	Full Board Staff	All Year
4)	Solicit contributions and grant funding for Environmental Education materials	Full Board Staff	All Year
5)	Maintain wildflower, bird boxes, rain barrel and composting bin sales.	Staff	All Year
6)	Solicit endowments for environmental awards	Full Board	All Year

### Goal 2 – Seek financial assistance, in addition to county funding for district operations

	<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1)	Solicit contracts with other units of government to carry out conservation education and district activities	Full Board	All Year
2)	Seek government grants to implement conservation programs and district activities	Full Board	All Year
3)	Solicit endowment for perpetual funding of district operations	Eurquhart Full Board	All Year

### Goal 3 – Enhance Associates Memberships Program

1)	Solicit businesses, educational institutes, and others to become associate members	Full Board	All Year
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# OBJECTIVE IX – SUPPORT THE IMPLEMENTATION OF THE COUNTYWIDE FARMLAND PROTECTION PLAN

## Goal 1 – Develop Broad-Based Support for Farmland Protection

	<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1)	Revise existing Durham County Farmland Protection Ordinance	Spann Staff	Fall
2)	Actively participate in the Durham Farmland Protection Program	Spann Layton Staff	All Year  As Practical
3)	Solicit landowners and submit applications to programs such as USDA, Farmland & Ranchland Protection Program, NCDA, Agricultural Development & Preservation Program and the Natural Heritage Trust Fund.	Staff	All Year
4)	Work closely with a variety of community groups to gain support for protecting farmland	Full Board	All Year
5)	Develop and implement farm conservation plans	Staff	All Year
6)	Lobby appropriate officials for adequate funding in the purchasing of easements	Full Board	All Year
7)	Provide information relating to preparing proposals for the Farm and Ranchland Protection Program	Staff	All Year
8)	Attend meetings as scheduled	Spann Layton Staff	As Scheduled  As Practical
9)	Provide staff support to the Farmland Advisory Board	Staff	All Year

Goal 2 – Implement County Farmland Plan

<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1) Create a data base of existing and potential new farmers	Staff	All Year
2) Identify and assist farmers with transition	Staff	All Year
3) Seek 2 grants that supports the goal and objectives of Durham County's Countywide Farmland Preservation Plan	Staff	Fall/Spring
4) Provide technical expertise to assist organizations with the creation/expansion of agriculture plans	Staff	All Year
5) Seek 1 grant to assist Jordan High School FFA and provide assistance in fund raising activities	Staff	All Year
6) Mentor youth seeking a career in agriculture and find farmers willing to assist with individual SAEP's	Staff	All Year
7) Broaden the Voluntary Agriculture Districts membership	Staff	All Year

Goal 3 - Identify any statutory or regulatory impediments to the development of a Comprehensive Program

<u>ACTION</u>	<u>WHO</u>	<u>WHEN</u>
1) Review with County attorney and Tax and Planning Departments local land use ordinances that adversely impact agricultural stability	Spann	All Year
2) Encourage local legislators to enact a Transfer of Development Rights Program for Durham County	Spann	All Year
3) Encourage local legislators to repeal tax laws that adversely affect agricultural lands	Spann	All Year

# OBJECTIVE X – WORK CLOSELY WITH DURHAM CITY, COUNTY, AND STATE GOVERNMENT IN THE IMPLEMENTATION OF A STRONG WATER QUALITY IMPROVEMENT PROGRAM

## *Goal 1 – Reduce the impact of Agriculture and Urban Development on Durham County’s natural resource base*

<u><b>ACTION</b></u>	<u><b>WHO</b></u>	<u><b>WHEN</b></u>
1) Target areas around reservoirs and streams for participation in Federal and State Cost Share Program	Full Board Staff	All Year
2) Promote cooperative relationships with Upper Neuse Basin Association, Environmental Affairs Board (EAB), New Hope Creek Corridor Committee, Eno River Association, Ellerbe Creek Watershed Association and other associations	Rosenthal Adams	All Year

## *Goal 2 – Encourage maintenance of strong water quality regulations*

1) Continue to lobby Commissioners and Council Members to maintain strong water quality regulations including forest land	Full Board	All Year
2) Educate public on the importance of a strong ordinance through a public relations campaign	Full Board	All Year
3) Create a sense of conservation awareness among commercial, industrial and residential developers	Full Board Staff	All Year
4) Provide technical assistance to developers within Water Supply Watersheds	Staff	All Year
5) Participate in Durham County/City Environmental Affairs Board in examining water quality and proposed ordinances	Rosenthal Staff	All Year
6) Work with Local and State Officials in monitoring BMPs on major road construction projects and their Impact on water quality	Full Board	All Year

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*Goal 3 – Assist the County Environmental Engineering Staff in effective installation of Sediment and Erosion Control Plans*

<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1) Continue to review and comment on S& E plans submitted by developers	Full Board Staff	All Year
2) Visit sites to better understand the installation process and to stay up-to-date on the developers adherence to S&E plans	Full Board	All Year
3) Encourage proper installation of S&E practices By supporting training sessions for developers	Full Board Staff	All Year

**OBJECTIVE XI – TO ASSIST WITH IMPLEMENTING STATE REGULATIONS PERTAINING TO THE NEUSE RIVER & JORDAN LAKE BASINS**

*Goal 1 – Continue to support the work of various committees*

<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1) Attend scheduled meetings	Staff	As Scheduled
2) Work with Watershed Conservationist to develop Annual Report	Staff	As Scheduled
3) Utilize the Nitrogen Loss Evaluation Worksheet	Staff	All Year

*Goal 2 – Educate Landusers and owners*

<b><u>ACTION</u></b>	<b><u>WHO</u></b>	<b><u>WHEN</u></b>
1) Visit urban and rural landusers and owners to discuss Falls and Jordan Lake rules	Staff	All Year

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|----|---|-------|----------|
| 2) | Produce and distribute broadcast educational informational materials on the Falls and Jordan Lake rules | Staff | All Year |
| 3) | Assist UNRB with implementation of the Upper Neuse Watershed Management Plan                            | Adams | All Year |

Goal 3 – Assist Landusers and Owners with compliance

	<u><b>ACTION</b></u>	<u><b>WHO</b></u>	<u><b>WHEN</b></u>
1)	Work with landusers and owners in developing Conservation Plans to ensure compliance with Falls and Jordan Lake Watershed rules	Staff	All Year
2)	Install riparian buffers and associated BMPs as needed to reach reductions required	Staff	All Year
3)	Conduct spot checks to ensure compliance	Staff	All Year
4)	Maintain current Nitrogen reduction percentages	Staff	All Year
5)	Collect and report baseline data for Jordan Lake Watershed	Staff	All Year

## OBJECTIVE XII – CARRY OUT EFFECTIVE EEO PROGRAM

Goal 1 – Increase Minority Awareness of NRCS and District Activities

	<u><b>ACTION</b></u>	<u><b>WHO</b></u>	<u><b>WHEN</b></u>
1)	Staff will ensure services are provided on an equal opportunity basis	Staff	All Year
2)	Work with limited resource farmers and minority Landusers to ensure understanding of Food Security Act and continued implementation of their plans. <ul style="list-style-type: none"> <li>a. Ensure EEO statement is included in all public information</li> <li>b. Review parity reports monthly to ensure equal opportunity</li> <li>c. Review demographic data annually to ensure accuracy</li> <li>d. Attend EEO training as provided</li> </ul>	Staff	All Year

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|----|---|-------|----------|
| 3) | Install practices with cost share funds on minority farms         | Staff | All Year |
| 4) | Recruit minorities as potential Employees and volunteers          | Staff | All Year |
| 5) | Comply with Federal, State, County EEO, and Civil Rights policies | Staff | All Year |

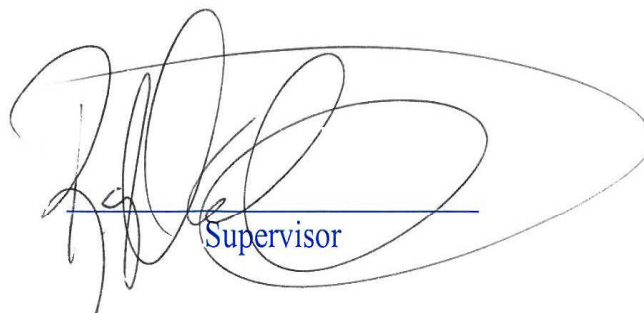
Adapted this Plan of Work for Fiscal Year 2012

  
Chairman

  
Vice Chairman

  
Secretary/Treasurer

  
Supervisor

  
Supervisor

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