

Strategic Plan

Clinton County Conservation District



2016–2018

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Strategic Plan

2016 - 2018

This Strategic Plan was adopted by the Clinton County Conservation District Board of Directors at their May 21, 2015, Board Meeting. It will serve as guidance for Conservation District programs Goals and Objectives over the next three years. Thank you to all who contributed to this document.



Charles Dotterer, Chairman



Susie Peters, Secretary

Strategic Plan 2016

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Introduction

The Clinton County Conservation District is a subdivision of state government created to administer conservation work within its boundaries. We are local people working toward improving land, water, and related resources in Clinton County. Funding for the District is provided by the Clinton County Commissioners, the Pennsylvania State Conservation Commission, the Pennsylvania Department of Environmental Protection, the Pennsylvania Department of Agriculture, and the Unconventional Gas Well Fund. The Board of District Directors consists of: five farmer District Directors who derive a major portion of their livelihood from farming or forestry; three public District Directors; and a County Commissioner.

This Strategic Plan was developed due to the ever-changing land use issues facing our county. Our Board of District Directors felt it was important to look to the future, while incorporating lessons learned from past experience. A Strategic Plan should be viewed as an ever-changing document, that may change due to the current issues we face.

This plan combines priorities that were identified in prior Strategic Plans and Long Term Goals established by the District. This document will serve as the long range plan for District programs and short term goals will be established Annually. We realize that this plan is not all encompassing, but it addresses most of our program responsibilities and future efforts. We plan to address and review this plan in 2018.

Mission Statement:

The Clinton County Conservation District provides quality leadership, education and service for the stewardship and conservation of the county's natural resources.

Function: To provide technical, financial and educational resources, to help county residents conserve soil, water and related natural resources.

We serve: Clinton County residents

Why: The Clinton County Conservation District was organized at the request of county citizens interested in soil and water conservation, land use planning and flood prevention. The county was declared a District by the County Board of Commissioners on December 19th, 1946.

2015 Board of District Directors:

Charles Dotterer, Chairperson	William Hunter
Paul Courter, Vice Chairperson	James H. Maguire/Coreena Meyer
Larry Butler, Treasurer	Ron Brungart
James Harbach	Jeff Snyder, County Commissioner
Dr. Ralph Harnishfeger	

2015 Associate District Directors:

Philip Courter
Rob Bowman
Elam Stoltzfus Jr.
Thomas Shervinskie
Jeff Krape
R. Stewart Ramm
James P. Webb, Jr.

2015 Staff:

Mary Ann Bower, District Manager
Susie Peters, Program Assistant/ Board Secretary
Lisa Blazure, Agricultural Resource Conservationist
Scott Koser, Watershed Specialist/ Education Coordinator
Lexis Butler, Resource Conservationist
Robbie Fulton, Resource Technician

District Committees:

1. Land and Water—includes an Agriculture Farm Plan & Nutrient Management Plan Review subcommittee
2. Education and Public Relations
3. District Operations & Legislation—includes the following subcommittees: Personnel, Audit, Budget and Operations

Significant Facts on Clinton County:

Farmland consists of 56,626 acres. Forestland consists of approximately 420,000 acres.

The population is 39,261 people. (2010 Census)

The County is home to five State Parks: Bucktail, Hyner Run, Hyner View, Kettle Creek, and Ravensburg.

Clinton County has 17,842 people employed. (2011-2013)

The unemployment rate is 6.5%. (Aug 2014)

The top five employers in Clinton County are:

1. First Quality Products, Inc.
2. Keystone Central School District
3. Lock Haven University
4. First Quality Tissue, Inc.
5. Truck Lite Co., Inc.

Largest employment sectors in Clinton County are Manufacturing, Education, and Local Government.

Population by Municipality

Allison Township – 146 residents	Flemington Borough – 1,313 residents	Pine Creek Township – 3,232 residents
Avis Borough – 1,873 residents	Gallagher Township – 304 residents	Porter Township – 1,703 residents
Bald Eagle Township – 2,172 residents	Greene Township – 1,834 residents	Renovo Borough – 1,156 residents
Beech Creek Borough – 661 residents	Grugan Township – 74 residents	South Renovo Borough – 491 residents
Beech Creek Township – 881 residents	Lamar Township – 2,526 residents	Wayne Township – 1,522 residents
Castanea Township – 1,074 residents	Leidy Township – 153 residents	West Keating Township – 17 residents
Chapman Township – 728 residents	Lock Haven City – 9,750 residents	Woodward Township – 2,273 residents
Colebrook Township – 284 residents	Logan Township – 775 residents	
Crawford Township – 898 residents	Loganton Borough – 474 residents	
Dunnstable Township – 925 residents	Mill Hall Borough – 1,671 residents	
East Keating Township – 19 residents	Noyes Township – 332 residents	

(Data taken from the Clinton County Economic Partnership 2015 Community Profile & Membership Directory)

Programs Administered:

Chapter 102 Erosion & Sediment Pollution Control
Chapter 105 Waterway Encroachment Permits
National Pollutant Discharge Elimination System Permits
Nutrient Management Act 38
Dirt & Gravel and Paved Low Volume Roads Maintenance for Municipalities

Other Responsibilities:

Chesapeake Bay Program project implementation
Special projects for watershed protection & assistance to local watershed groups
Environmental Education programs (Envirothon, conservation summer camp, 6th grade conservation field days, school booklets, seedlings to schools; school group visits, public displays, poster contest, workshops for LHU pre-service teachers)
Act 167 Stormwater Management Planning
Floodplain Management Assistance
Soil survey maps and information
Farm-City Family Festival
Tree seedling sale
Assistance to local landowners, contractors, engineers, and municipalities

Brief Overview of Clinton County

In 1839, Clinton County became the fifty-fifth county in Pennsylvania when it was created from parts of Centre and Lycoming Counties. The county is named after the famous New York canal builder, Dewitt Clinton. Clinton County encompasses 575,123 acres (899 square miles), all of which lie within the Chesapeake Bay Watershed. The majority of acreage in Clinton County is forested while approximately 9.8% (or 56,626 acres) of the acreage is agriculture. The West Branch of the Susquehanna River bisects the county diagonally with several main watershed tributaries draining into the River. The land use in the county consists of three main regions; Northern Half, Southern Half, and South Central River Corridor (which includes the city of Lock Haven). The Northern two-thirds consists primarily of forestland and provides recreational opportunity and wildlife habitat along the Allegheny Plateau. The Southern one-third consists primarily of farmland in the Ridge and Valley Province. The South Central River Corridor consists of the manufacturing and business districts along with residential areas.

Pollutants vary depending on the region. Acid Mine Drainage from historic coal and clay mining impacts some streams in the northern two-thirds of the county. The Southern one-third is primarily farmland in the valleys and nutrient pollution and sedimentation is the principal concern in this region. The South Central River Corridor is a combination of suburban and urban interface, interspersed with prime farmland along the Susquehanna River and Bald Eagle Creek floodplains. Water Quality issues in this region of the county include urban stormwater runoff, nutrient pollution, and sedimentation.

Plan Development:

This is the fourth version of the Clinton County Conservation District Strategic Plan . The original Strategic Plan was adopted in June 2002. The second version was updated and adopted in May 2006. The third version was adopted for 2012—2015. In conjunction with the Strategic Plan, the District also develops annual goals for each of the three program areas: Land and Water; Education and Public Relations; and District Operations and Legislation.

Since 2012, the Strategic Plan serves as the single source of long range planning which can be used as the foundation to set the annual short term goals. The critical issues identified in this plan represent a broader scope of the issues addressed with District programs. Prior issues have been combined under a common category and new categories have been created.

A committee of District Directors, District staff, and our Conservation Partners worked to identify critical resource concerns facing the county and evaluated program responsibilities to address those concerns. The entire Board of Directors, Staff, and Conservation Partners worked through the 2012 Strategic Plan to update, revise, and add new planning topics and goals with a Planning Meeting held in January 2015. The draft document was then presented to the entire Board and discussed at a meeting in February 2015. The final draft was presented in April 2015, for final approval at the May 2015, Board Meeting.

This plan serves as the guiding document for the next three years. At a planning meeting held each year in January, the committees will establish the annual goals to achieve the action items set forth in this plan. An annual review of action items will be conducted at the July meeting. Annual goals will be considered as an addendum to this document.

Plan Distribution:

The Clinton County Conservation District Strategic Plan will be publicized on the County website. In addition, copies will be distributed to all cooperating partners. This will be accomplished before the July 2015, District Board of Directors Meeting.

List of Acronyms:

AMD – Acid Mine Drainage/Abandoned Mine Drainage

BAMR – DEP, Bureau of Abandoned Mine Reclamation

ACOE—Army Corps of Engineers

BCWA – Beech Creek Watershed Association

BMP – Best Management Practices

CAO—Concentrated Animal Operations

CAFO—Concentrated Animal Feeding Operations

CCCD – Clinton County Conservation District

CREP – Conservation Reserve Enhancement Program

DCNR—Dept. of Conservation and Natural Resources

DEP - Department of Environmental Protection

E&SPC – Erosion & Sediment Pollution Control

ESCGP-1—Erosion & Sediment Control General Permit
(specific to gas industry)

FEMA – Federal Emergency Management Agency

FSA – Farm Service Agency

GIS—Geographic Information System

KCWA – Kettle Creek Watershed Association

NMP—Nutrient Management Plan

NPDES – National Pollutant Discharge Elimination System

NRCS – Natural Resources Conservation Service

OSM—Department of the Interior, Office of Surface Mining

PCSWMP—Post Construction Stormwater Mgmt Plan

PDA – Pennsylvania Department of Agriculture

PFBC – Pennsylvania Fish & Boat Commission

PGC – Pennsylvania Game Commission

SCC – State Conservation Commission

SVWA—Sugar Valley Watershed Association

TU – Trout Unlimited

WBSRC—West Branch Susquehanna Restoration Coalition

WPCAMR – Western PA Coalition for Abandoned Mine
Reclamation

Five Critical Natural Resource Issues

The following is a brief synopsis of the critical issues identified in this plan. More detail is provided in the body of the document at the beginning of each section.

1. Erosion & Sedimentation Control

Erosion and sedimentation have a large potential to impact resources in the county. Erosion of topsoil can change the characteristics and productivity of the land. Sediment that discharges to a waterbody can impact the biotic life and alter hydrology. The District addresses these potential impacts by reviewing E&SPC plans for construction activities and encouraging farmers to follow their conservation or agriculture E&SPC plans and implement Best Management Practices.

2. Water Quality

The impacts to water quality can be from many sources: sediment, excess nutrients, abandoned mine drainage, or natural gas extraction activities. District programs are designed to minimize or remedy the impacts on water quality.

3. Nutrient Pollution

Excess nutrients in streams and rivers has received increased attention because of the historical degradation of the Chesapeake Bay. Clinton County lies entirely within the Chesapeake Bay Watershed. Pennsylvania has set nutrient reduction goals and District programs are tailored to help meet those goals.

4. Environmental Education & Public Outreach

Education programs continue to have a large role in District responsibilities. It is important to lead programs for both the youth and adults about the potential impacts of their activities and to motivate individuals to make behavioral changes that will help protect and preserve our natural resources.

5. Land Development

Land development represents a broad category that includes large natural gas construction projects (gathering lines and major transmission lines), floodplain impacts, stormwater issues, the Farmland Preservation program, and Forestry Management. The level of District involvement in these issues varies but all relate to promoting responsible development that will have the lowest potential impact to the natural resources.

Erosion & Sedimentation Control

Whenever soil is exposed and there is no vegetative cover, there is the potential for erosion. In this region, most of that erosion occurs during rainfall events. Productive soil is a precious resource and it can sometimes take 500 years to develop one inch of top soil. In a significant storm under the right conditions, an inch of topsoil can be eroded in a single rain event. The productivity of the land will continue to degrade under continuous loss of this topsoil layer. Protecting the topsoil layer is critical for the sustainability of productive county soils.

Erosion often leads to sediment pollution and is derived from several sources. Common sources of sediment pollution are construction activities, plowing and tilling, farm fields without a cover crop, timber harvest activities, stormwater issues, and poorly maintained gravel roads. Sediment pollution is most often associated with streams and rivers. Excess sediment in these systems can alter macro-invertebrate and fish habitat by filling the void spaces in cobble and gravel beds. The depth of in-stream pools can be reduced and new gravel bars created which may alter the hydrology of the system. Nutrients, most often phosphorus, is often attached to soil particles and compound the problem.

The District has several programs that address erosion and sediment pollution. The office has delegation agreements with the State of Pennsylvania to administer the following programs:

- Chapter 102 Erosion and Sediment Pollution Control Program
- NPDES General Permit Program (addressed in the Land Development section)
- Chapter 105 Waterways Encroachment Permit Program
- Dirt, Gravel and Paved Low Volume Roads Environmentally Sensitive Maintenance Program

In addition the District works with county landowners and provides technical assistance with:

- Agricultural Conservation Plans and farm best management practices
- No-till farming techniques and cover crops
- Manure Management Plans
- Stormwater Management issues
- Streambank stabilization
- Stream Improvement Projects

Erosion & Sedimentation Control

1.A. Non-permitted construction projects

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To review construction activities under 1 acre disturbance (or program threshold) for potential resource concerns.</p> <p>To encourage landowners and contractors to implement Best Management Practices for sediment runoff.</p> <p>To review Timber Harvest plans submitted to our office.</p>	<p>Implement the E&S review process and administer the Chapter 102 Erosion Control program.</p> <p>Implement a review fee to defray costs and maintain staff positions.</p> <p>To provide technical assistance to contractors, PADOT, DCNR, & municipalities.</p> <p>Respond to complaints and assist with resolutions.</p>	<p>Resource Conservationist</p> <p>Resource Technician</p> <p>District Manager</p> <p>Program Assistant</p>	<p>GIS Technology</p> <p>DEP</p> <p>Local governments</p> <p>DCNR Bureau of Forestry</p> <p>Local Municipalities</p>	<p>Ongoing</p>	<p>To perform the plan review within 20 days or according to program thresholds, after receiving an administratively complete application.</p>

Erosion & Sedimentation Control

1.B. Permitted Construction Projects

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To administer the NPDES Permit program and review projects that require a permit for potential natural resource concerns.</p> <p>To review multi-municipality natural gas pipeline construction activities.</p> <p>To review large scale forestry projects that require permits.</p> <p>To encourage low impact development.</p>	<p>Follow the established guidelines for NPDES reviews pertaining to E&S and PCSWM controls.</p>	<p>Resource Conservationist</p> <p>Resource Technician</p> <p>District Manager</p> <p>Program Assistant</p>	<p>DEP</p> <p>Engineers</p>	<p>Ongoing</p>	<p>To perform the NPDES Permit Administrative completeness review within the timeline set by program guidelines.</p> <p>Perform the initial NPDES E&S Plan technical review within the timeframe established under the Permit Decision Guarantee.</p>

Erosion & Sedimentation Control

1.C. Agricultural E&S Plans or Conservation Plans

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
For all county farms to implement plans that comply with Chapter 102 standards.	<p>Educate farmers on the need for these plans.</p> <p>Assist farmers with the developments of these plans.</p> <p>Refer farmers to partner agencies and technical assistance providers.</p> <p>Increase outreach efforts by District Directors.</p>	<p>Chesapeake Bay Technical Staff</p> <p>Ag Resource Conservationist</p> <p>Resource Technician</p> <p>District Manager</p> <p>District Directors</p>	<p>NRCS</p> <p>FSA</p> <p>DEP</p>	Ongoing	To have 75 plans written by 2018.

Erosion & Sedimentation Control

1.D. Streambank Stabilization

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To reduce sediment loading from streambank erosion.</p> <p>Assist Landowners with proper stream bank stabilization and stream habitat methods and the necessary permitting.</p>	<p>Evaluate county streams for erosion locations.</p> <p>Explore funding opportunities for projects.</p> <p>Assist landowners to install structures to stabilize streambanks and create habitat.</p> <p>Support stabilization projects conducted by partnering agencies.</p>	<p>Watershed Specialist</p> <p>Chesapeake Bay Technical Staff</p> <p>Resource Conservationist</p> <p>Resource Technician</p> <p>District Manager</p>	<p>PA Fish & Boat Commission</p> <p>DEP</p> <p>Trout Unlimited</p> <p>NRCS</p> <p>North Central Pennsylvania Conservancy</p> <p>Watershed Associations</p>	<p>Ongoing</p>	<p>Lead one project per year and support projects conducted by partnering agencies.</p>

Erosion & Sedimentation Control

1.E. No-till, Cover Crops and Soil Health

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To encourage adoption of no-till techniques and establishment of cover crops.</p> <p>To improve soil health using no-till and cover crop methods.</p>	<p>Promote the no-till drill and InterSeeder rental program.</p> <p>Promote the benefits soil health through workshops, newsletters and individual technical assistance</p> <p>Collect baseline soil health tests and infiltration data</p>	<p>Chesapeake Bay Technical Staff</p> <p>Ag Resource Conservationist</p> <p>Resource Technician</p> <p>District Directors</p>	<p>NRCS</p> <p>FSA</p> <p>Penn State Extension</p> <p>Farmer District Directors</p> <p>No-till Drill & InterSeeder</p> <p>PA No-till Alliance</p>	<p>Annually</p>	<p>To facilitate the planting of 300 acres per year with the no-till drill and 100 acres of inter-seeding.</p> <p>To have one workshop and one field day per year to promote soil health.</p>

Erosion & Sedimentation Control

1.F. Dirt & Gravel and Paved Low Volume Road Program

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To facilitate the Dirt & Gravel and Paved Low Volume Road environmentally sensitive maintenance program with municipalities and eligible public road entities to address sedimentation issues.</p> <p>To protect or improve water quality by reducing sediment from road drainage issues and erosion.</p>	<p>Provide funding to eligible public road owning entities for road projects based on ranking criteria.</p> <p>Provide technical assistance with identifying concerns and potential solutions.</p> <p>Employ staff as needed to accomplish program goals.</p>	<p>Resource Conservationist</p> <p>Resource Technician</p> <p>District Manager</p> <p>Program Assistant</p> <p>Roads Maintenance Technician</p>	<p>Penn State Center for Dirt & Gravel Roads</p> <p>PFBC</p> <p>NRCS</p> <p>District Directors</p>	<p>Annually</p>	<p>To allocate our allotted funds as required to local public road owning entities that qualify for funding.</p> <p>To hold at least one meeting of the Quality Assurance Board to review applications, and policies, and perform site visits, as needed.</p>

Erosion & Sedimentation Control

1.G. Technical Assistance on Programs and Regulations

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To assist the public and other entities with implementation of erosion control best management practices and stream encroachment regulations.</p>	<p>Provide technical assistance with interpreting and implementing applicable regulations to the public, including landowners, operators, engineers, local municipalities, and agencies such as, PADOT, DCNR & PA Game Commission, etc.</p> <p>Keep the website updated and user friendly so the public can find information needed to stay in compliance.</p>	<p>Resource Conservationist</p> <p>Resource Technician</p> <p>District Manager</p> <p>Program Assistant</p>	<p>GIS Technology</p> <p>DEP</p> <p>Local governments</p> <p>District Directors</p>	<p>Annually</p>	<p>To provide the public assistance to remain in compliance with erosion control environmental regulations.</p>

Water Quality

The majority of streams in Clinton County are designated under Chapter 93 as either High Quality (HQ) or Exceptional Value (EV). We are fortunate to have these superb resources within our boundaries and we must work diligently to protect and preserve them. Because of these classifications, activities in the watersheds are held to higher standards to minimize any potential impacts. Under the Chapter 105 delegation, the District reviews activities along streams and rivers and issues General Permits for those projects .

The county has several streams that do not meet their designated uses and have been deemed impaired by the State. One of these watersheds is Tangascootack Creek which is impacted by acid/abandoned mine drainage from historical coal and clay mining activities. The District and its partners have been involved with restoration efforts in this watershed since 1998 and have constructed numerous passive treatment systems. The District monitors both water chemistry and biological life in the streams to evaluate watershed improvements from restoration efforts.

A second watershed deemed impaired in Clinton County is Fishing Creek in Sugar Valley. The State determined that sections of this stream are impaired from agricultural sources of sediment and nutrient pollution. The District has worked for many years to implement best management practices on farms in this valley with the goal of reducing pollution. The District is promoting soil health principals as a core agricultural program. Agricultural lands with healthy soils infiltrate more water, thereby reducing soil erosion and stormwater runoff. Healthy soils produce healthier plants that require less fertilizer and pesticides inputs, thereby reducing the chance that these products will enter local waterways. Continued emphasis will be placed on enhancing riparian buffers and installing streambank fencing. Forested buffers will shade the stream, reduce water temperatures, provide wildlife habitat, and support the stream ecology.

Water Quality

2.A. Acid/Abandoned Mine Drainage

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To alleviate the impacts of historical coal and clay mining and restore aquatic life to the streams.</p>	<p>Construct treatment systems, maintain existing systems, and identify new sources of AMD pollution.</p> <p>Seek and acquire funding for projects that improve AMD impaired streams and allow for removal from the impaired list.</p> <p>Support AMD restoration efforts of partnering organizations</p>	<p>Watershed Specialist</p> <p>District Manager</p>	<p>DEP</p> <p>NRCS</p> <p>Trout Unlimited</p> <p>Grant funds</p> <p>Private engineers and consultants</p> <p>WPCAMR</p> <p>PFBC</p> <p>WBSRC</p>	<p>By 2018</p>	<p>To lead construction of 1 new treatment system by 2018, as funding allows or based on discharges, and maintain existing systems when required.</p>

Water Quality

2.B. Chapter 105—General Permits

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To administer the Chapter 105 responsibilities delegated to the District.</p>	<p>Provide technical assistance to landowners with stream related projects and necessary permits.</p> <p>Acknowledge Chapter 105 General Permits</p>	<p>Resource Conservationist</p> <p>Resource Technician</p> <p>District Manager</p> <p>Program Assistant</p>	<p>DEP</p> <p>ACOE</p> <p>PFBC</p>	<p>Ongoing</p>	<p>Review projects and General Permit applications— issue acknowledgement letters within the timeframe established under the Permit Decision Guarantee.</p>

Water Quality

2.C. Agricultural Impacts

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>Assist with establishing buffers on county streams.</p> <p>To encourage landowners to maintain existing buffers.</p> <p>Have landowners install fencing to limit animal access to streams.</p> <p>Eliminate polluted barnyard runoff to streams, waterways, and groundwater.</p>	<p>Assist landowners with installing streambank fencing, promote the CREP program, educate landowners on the importance of buffers.</p> <p>Seek and acquire funding that allows for the installation of BMPs.</p> <p>Provide outreach and technical assistance to landowners with resource concerns.</p>	<p>Chesapeake Bay Technical Staff</p> <p>Ag Resource Conservationist</p> <p>Watershed Specialist</p>	<p>CREP staff</p> <p>NRCS</p> <p>DEP</p> <p>Grant funds</p> <p>PGC</p>	<p>By 2018</p>	<p>Assist landowners in establishing 2 acres of buffers and 2500 feet of streambank fencing.</p> <p>Complete one barnyard project to eliminate nutrient and sediment runoff by 2018.</p>

Water Quality

2.D. Monitoring

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>Monitor water quality to evaluate the effectiveness of restoration projects and installation of BMPs.</p>	<p>Collect water, fish, and macroinvertebrate samples.</p> <p>Compile data and provide reports for project effectiveness or recommendations.</p>	<p>Watershed Specialist</p>	<p>DEP</p> <p>Trout Unlimited</p> <p>PFBC</p> <p>OSM</p> <p>WBSRC</p> <p>County Watershed Associations</p> <p>USGS</p>	<p>Ongoing</p>	<p>Use data to document conditions and show trends in water quality.</p>

2.E. Watershed Association Technical Support

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To support County Watershed Associations with technical assistance, grant administration, and project implementation.</p>	<p>Provide technical assistance to Watershed Association members.</p> <p>Pursue grant funding opportunities.</p>	<p>Watershed Specialist</p> <p>Chesapeake Bay Technical Staff</p>	<p>DEP</p> <p>Grant funds</p> <p>PFBC</p> <p>NRCS</p> <p>Trout Unlimited</p>	<p>Ongoing</p>	<p>To assist Watershed Associations with meeting organizational goals.</p> <p>Attend at least 80% of each Watershed Association's meetings.</p>

Water Quality

2. F. Soil Health

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To improve the soil health of county agricultural lands.</p> <p>To reduce the amount of fertilizer and pesticide usage in the county.</p> <p>To reduce stormwater runoff into local waterways.</p>	<p>Provide technical assistance to landowners for implementing soil health principals.</p> <p>Host meetings and fields days.</p> <p>Experiment with management strategies in the demonstration plots.</p> <p>Collect baseline soil health and infiltration data</p> <p>Survey soil health cooperators about fertilizer and pesticide usage</p>	<p>Chesapeake Bay Technical Staff</p> <p>Ag Resource Conservationist</p> <p>Watershed Specialist</p> <p>District Directors</p>	<p>NRCS</p> <p>PA No-Till Alliance</p> <p>Soil & Water Conservation Society</p>	<p>Ongoing</p>	<p>Encourage landowners to collect at least 50 baseline soil health and water infiltration tests in 3 years.</p> <p>To host one meeting and one workshop every year.</p>

Nutrient Pollution

Larger emphasis has been placed on nutrient pollution in the last several years due to the degradation of the Chesapeake Bay and the responsibility of the states within the Bay watershed to implement programs to reduce nutrient inputs. Nitrogen and phosphorus are the nutrients of largest concern since excess amounts can increase algal growth and subsequent low oxygen levels when the algae decays. Nitrogen readily dissolves in water, but phosphorus is typically attached to soil particles. One of the most effective ways to reduce phosphorus levels is to control soil erosion. Typically the focus for nutrient reductions falls on farmers and wastewater treatment plants.

Nutrient pollution reductions can be achieved through simple management changes as well as large scale construction projects such as manure storages or roofed heavy use areas. Soil and manure testing is an important component of this program. Improving soil health can also lead to reduced fertilizer inputs and reduce the risk of nutrient losses to surface and groundwater. Outreach and technical assistance also needs to be prioritized on farms which have direct discharges to surface or groundwater.

District staff will be involved in outreach and education efforts to remind farmers of the need for basic compliance with agricultural laws. District staff will assist landowners with developing manure management and agricultural erosion and sediment control plans.

The District has a delegation agreement to administer the Act 38 Nutrient Management Rules and Regulations. These regulations apply to farms classified as a Concentrated Animal Operation (CAO) or Confined Animal Feeding Operation (CAFO). These farms are required to have a nutrient management plan and there is much more oversight of the operation and the record keeping by District staff.

We will encourage landowners to work with the Conservation District to develop plans, implement best management practices, and improve soil health.

Nutrient Pollution

3.A. Manure Management Plans

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To educate farmers on the need for proper nutrient use and encourage development and implementation of their manure management plans.</p> <p>To serve as the local coordinator between county landowners and state/federal agencies.</p>	<p>Make one-on-one contact with farmers in Clinton County.</p> <p>Provide assistance with developing plans and guidance on record keeping.</p>	<p>Chesapeake Bay Technical Staff</p> <p>Nutrient Management Staff</p> <p>Resource Technician</p> <p>District Directors</p>	<p>DEP</p> <p>SCC</p> <p>NRCS</p> <p>Private consultants</p>	<p>Ongoing</p>	<p>Development of 30 plans by 2018 and to encourage implementation of the plans that will reduce nutrient runoff.</p>

Nutrient Pollution

3.B. Act 38 Nutrient Management Plans

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>For all CAO and CAFO farms in the county to have and implement a nutrient management plan.</p>	<p>Identify all CAO farms in the county.</p> <p>Review NMPs according to state guidelines and provide Board approval.</p> <p>Perform annual reviews of the plan and records.</p>	<p>Nutrient Management Staff</p> <p>District Directors</p>	<p>SCC</p> <p>Private consultants</p>	<p>Annually</p>	<p>To visit every regulated farm at least once a year to review records and plan implementation.</p> <p>Write or review plans as needed.</p> <p>To request records of manure haulers and importers.</p>

Nutrient Pollution

3.C. Soil and Manure Testing

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To inform landowners on proper nutrient use and the importance of soil and manure testing.</p> <p>Encourage residential landowners to have urban lawn soils tested and to make them aware of impacts from over-application of nutrients.</p>	<p>To distribute soil and manure kits.</p> <p>Educate county residents through newsletters and media.</p> <p>Assist farmers with soil and manure sample collection.</p> <p>Pursue grant funds to purchase test kits.</p> <p>Promote the Soil Health Test</p>	<p>Chesapeake Bay Technical Staff</p> <p>Nutrient Management Staff</p> <p>Ag Resource Conservationist</p>	<p>Grant funding to purchase kits</p> <p>SCC</p> <p>NRCS</p>	<p>Annually</p>	<p>To distribute 75 soil kits and 10 manure kits.</p> <p>Collect 50 soil health tests.</p>

Nutrient Pollution

3. D. Outreach and Farm Visits

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To educate county landowners about manure management plans, erosion control plans, and the need for BMPs.</p> <p>Make more frequent visits (at least 2 per year) to farms that have a resource concern or high potential for pollution.</p> <p>Better educate residents on proper application of nutrients, even in urban areas.</p>	<p>One-on-one visits, workshops, and media outreach.</p> <p>Encourage farms with resource concerns to install BMPs to reduce pollution.</p> <p>Make visits to area golf courses and lawn care companies to discuss the impacts of over-application of nutrients.</p>	<p>Chesapeake Bay Technical Staff</p> <p>Ag Resource Conservationist</p> <p>Resource Technician</p>	<p>Barn sheets and publications</p> <p>DEP</p> <p>SCC</p> <p>NRCS</p> <p>PSU Master Gardeners</p>	<p>Annually</p>	<p>To make contact with the number of farms required by state programs.</p>

Nutrient Pollution

3.E. Best Management Practice Implementation Funding

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To support farmers wishing to install BMPs to reduce sediment and nutrient pollution.</p>	<p>Pursue funding sources for design and construction projects.</p> <p>Provide technical assistance to farmers and construction oversight.</p>	<p>Chesapeake Bay Technical Staff</p> <p>Nutrient Management Staff</p> <p>Ag Resource Conservationist</p>	<p>Grant funding</p> <p>SCC</p> <p>NRCS</p> <p>DEP</p> <p>Private engineers and consultants</p>	<p>Work within grant time frames.</p>	<p>To be awarded BMP funds through a successful grant application process.</p>

Education Outreach & Public Relations

Education has been a historical and critical component of the Conservation District activities. Education occurs at all age levels and among various groups. Initial efforts focused on teaching farmers about conservation practices to protect their soils, but outreach efforts have expanded to include regulatory programs for contractors, engineers, and municipalities, as well as traditional environmental education programs for our youth.

The Conservation District has many well established annual youth education events. Some of those events include the Envirothon program, Conservation Summer Camp, Conservation Field Days for sixth grade students, and the Conservation Poster Contest. The office also fields several requests per year from teachers and youth organizations for programs. Additionally, the District pursues grant funding for both youth and adult education programs and the topics for these events vary based on community needs.

Information about District programs and activities is distributed to the general public through news articles, newsletters, direct mailings, direct contacts, and the website.

Education Outreach & Public Relations

4.A. Youth Programs

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To educate county youth on the importance of natural resources.</p> <p>Provide hands-on programming about natural resources.</p>	<p>Host and support environmental education events.</p> <p>Distribute environmental education materials.</p>	<p>Education Coordinator</p> <p>Watershed Specialist</p> <p>District staff</p> <p>District Directors</p>	<p>Educational displays, models, lesson plans, and associated tools.</p> <p>DCNR</p> <p>PFBC</p> <p>PGC</p> <p>NRCS</p> <p>Local School Districts</p> <p>PACD</p> <p>District Directors</p>	<p>Annually</p>	<p>To reach 5000 youth each year.</p>

Education Outreach & Public Relations

4.B. Workshops

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To provide environmental education opportunities to county adults including programs regarding agency regulations and requirements.</p>	<p>Host workshops and events.</p> <p>Keep abreast of current agency regulations and relay that information to the public.</p>	<p>All District Staff</p> <p>District Directors</p>	<p>DEP</p> <p>NRCS & FSA</p> <p>SCC</p> <p>LHU</p> <p>DCNR—Bureau of Forestry</p>	<p>Annually</p>	<p>Three workshops or meetings per year.</p>

Education Outreach & Public Relations

4.C. Media

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To inform the public about District programs using available media sources.</p>	<p>To develop outreach efforts using newsletters, press releases, website, and social media.</p> <p>Enhance the District website and evaluate on a quarterly basis to ensure that information is current.</p>	<p>All District staff</p> <p>District Directors</p>	<p>Software</p> <p>Lock Haven Express</p> <p>Local Radio Stations</p> <p>County Website</p>	<p>Annually</p>	<p>Two newsletters and six press releases Annually. To investigate and implement a communication internship program.</p> <p>Maintain the District's website to provide information on our programs.</p>

Education Outreach & Public Relations

4.D. Tree & Shrub Establishment

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To promote the establishment of trees and shrubs in the county to enhance wildlife habitat, riparian zones, and urban forestation.</p>	<p>Offer trees and shrubs to the public during our Annually tree sale program.</p> <p>Distribute Game Commission trees to county residents.</p> <p>Assist local groups participating in the Tree Vitalize program.</p> <p>Encourage woody plantings along stream corridors.</p>	<p>Program Assistant</p> <p>District Staff</p> <p>District Directors</p>	<p>Local nurseries</p> <p>PGC</p> <p>Tree Vitalize</p>	<p>Annually</p>	<p>To promote our annual tree sale program by contacting 150 residents to encourage tree planting each year.</p> <p>Assist watershed associations and partner organizations with 1 tree planting per year.</p>

Education Outreach & Public Relations

4.E. Farm-City Family Festival Event

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To educate the public about the importance of the farm and urban relationship in providing food to American families.</p> <p>Educate event attendees about conservation and stewardship of our farm land and promote the interaction between urban and farm residents.</p>	<p>Direct and plan the Farm-City event by organizing and structuring committee meetings leading to the event.</p>	<p>Program Assistant District Manager Chesapeake Bay Technical Staff District Directors</p>	<p>Clinton County Fair Association Clinton County Government Farm Bureau Mill Hall Kiwanis NRCS PSU Extension</p>	<p>Yearly event in September</p>	<p>To plan a successful Farm-City Family Festival that is attended by 1000 people.</p>

Land Development

Growth in the county is inevitable, especially with the recent influx of natural gas activities. Growth will occur with large-scale industrial projects, as well as, small scale individual projects. While the District is not directly involved with the review and inspection of most gas activities, it is still important to keep abreast of natural gas related projects within the county.

We will continue to work with Municipal and County Planning Commissions to develop land use policies. We will also assist municipalities with implementing their programs and ordinances through a Memo of Understanding.

The District provides technical assistance to landowners with stormwater and floodplain issues despite the fact that we have no delegated authority for these programs.

We support the Farmland Preservation program to ensure that valuable farmland is not converted to urban or industrial uses. Starting in July 2015, the Conservation District will again be assuming administration of this important program, that assists farmers with easements on their farm land to remain as farms and not be developed.

Forestry is a large component of the County land area. The District reviews permits for logging activities disturbing 25 acres or more over the life of the entire project, while smaller operations are reviewed on an as needed basis. The District is sometimes an initial point of contact for landowners planning some type of development, and we are able to refer them to the appropriate agency to resolve their issues.

With the opportunity to review large scale construction projects at the planning stage, we can encourage low impact development to ensure that there are minimal impacts to the County's natural resources.

Land Development

5.A. Floodplain Management

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
To assist county landowners with floodplain determinations and provide guidance about the permitting requirements for development in the floodplain.	To maintain a dataset of mapped floodplains in the county via paper maps and the GIS system.	Resource Conservationist Resource Technician District Manager	Floodplain maps DEP Municipalities GIS County Planning Office	Ongoing	To provide timely and responsive service to all requests made of our office for assistance within 7 days.

Land Development

5.B. Stormwater

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To provide county landowners with technical assistance on stormwater issues and provide guidance to resolve stormwater problems.</p> <p>To reduce the amount of stormwater runoff from agricultural lands by improving infiltration rates.</p>	<p>Keep abreast of state and municipal stormwater policies or ordinances.</p> <p>To encourage low impact development.</p> <p>To collect baseline infiltration rate data on 25 farms and re-evaluate in 2018</p>	<p>Resource Conservationist</p> <p>Resource Technician</p> <p>District Manager</p> <p>Watershed Specialist</p> <p>Chesapeake Bay Technical Staff</p>	<p>Act 167 Stormwater Plans</p> <p>DEP</p> <p>Municipalities</p> <p>County Planning Office</p> <p>NRCS</p>	<p>Ongoing assistance</p> <p>Re-evaluate infiltration rates by 2018.</p>	<p>To provide timely and responsive service to all requests made of our office within 7 days.</p> <p>To document an increase in water infiltration rates on soil health cooperating farms.</p>

Land Development

5.C. Farmland Preservation

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To administer the county Farmland Preservation Program.</p> <p>Promote the preservation of Prime and Statewide Important Farmland.</p>	<p>Coordinate with the Board and prior administrator of the Farmland Preservation program.</p> <p>Organize County Agriculture Preservation Board meetings. Attend trainings to understand duties and responsibilities involved in administering the program.</p> <p>Keep proper records of farms in the program.</p> <p>Rank applicants for program eligibility.</p>	<p>District Manager</p> <p>District Staff</p>	<p>GIS office</p> <p>USDA soil maps</p> <p>County Agriculture Preservation Board</p> <p>County Commissioners</p> <p>NRCS</p>	<p>Ongoing</p>	<p>To enroll at least one farm per year as funding allows.</p> <p>To provide timely and responsive service to all requests made of our office for new farms.</p> <p>To keep proper documentation and filing of easement files.</p>

Land Development

5.D. Natural Gas Activities

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To minimize the resource impacts from natural gas related operations.</p>	<p>Encourage the need for E&S plans and controls.</p> <p>To review large scale and multi-county pipeline projects.</p> <p>To keep abreast of natural gas activities within the County.</p> <p>Serve on the County Natural Gas Task Force Committee.</p>	<p>Resource Conservationist</p> <p>Resource Technician</p> <p>District Manager</p> <p>District Directors</p>	<p>DCNR- Bureau of Forestry</p> <p>DEP</p> <p>County Natural Gas Task Force Committee</p>	<p>Ongoing</p>	<p>To review ESCGP Permits and E&S plans within 30 days after receiving an administratively complete application.</p> <p>To coordinate with other Counties or municipalities on review of plans.</p>

District Operations

To keep the Conservation District running smoothly and continue to meet our Mission, the Board of District Directors must provide an environment to foster staff and director development, keep abreast of natural resource concerns, and maintain sound finance practices through practical budgeting. We strive to operate the District effectively and efficiently in meeting the needs of our County residents.

The Conservation District will continue to represent its objectives at statewide and local meetings. The District must maintain a line of communication with other cooperating agencies and associations to provide assistance to county landowners and municipalities. The District Directors encourage our office to pursue grant opportunities to continue our services and our conservation objectives.

The District must keep abreast of current legislation that can affect funding for natural resource programs. The District should take action when warranted on statewide environmental issues.

A Conservation District depends on the volunteer District Directors who meet to review current issues and make decisions to guide the District programs. The District encourages nominating organizations to provide nominations of good candidates to serve on the Board. District Directors who have voting powers, support attracting more Associate District Directors to serve in a non-voting capacity and to participate on various committees.

District Operations

6.A. Staff & Director Development

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To provide training and learning opportunities to staff and District Directors to enhance their understanding of natural resource concerns, new programs, and the role of the Conservation District.</p> <p>To keep present District Directors abreast of current issues, and to encourage more Associate District Directors to participate.</p>	<p>Send staff and District Directors to relevant trainings.</p> <p>Attend PACD, DEP, and SCC Annually conferences</p>	<p>All Staff</p> <p>All District Directors</p>	<p>Partner agencies</p>	<p>Ongoing</p>	<p>For each staff member or Director to have the opportunity to attend at least two trainings or meetings per year.</p>

District Operations

6.B. Finances, Policies, and Procedures

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To develop a budget that is prudent and is adaptable to the changes in revenue sources and program expenses.</p> <p>Support a working relationship with and present a budget to the County Commissioners that maintains adequate funding to continue services and manage programs efficiently.</p> <p>Follow District Operating Policy, update as needed.</p>	<p>Develop a budget with all aspects of funding and expenses taken into consideration to properly manage programs.</p> <p>Present the County Budget in a timely manner by date requested.</p> <p>Encourage meetings with the Commissioners.</p>	<p>All Staff</p> <p>District Directors</p>	<p>Partner agencies</p>	<p>Ongoing</p>	<p>To sustain programs and operate the Conservation District in an efficient manner.</p>

District Operations

6.C. Conservation Partners & Representation at Meetings

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>Represent the Conservation District and its objectives at statewide and local conservation related meetings.</p> <p>Keep abreast of current legislation, and its impact on the operations of the Conservation District.</p>	<p>Send staff and District Directors to relevant meetings, such as, PACD, DEP, and SCC conferences; watershed association meetings, etc.</p> <p>Support needed funding and legislation for wise use of our natural resources.</p>	<p>All Staff</p> <p>District Directors</p> <p>District Finance Committee</p>	<p>Partner agencies</p>	<p>Ongoing</p>	<p>For each member to have the opportunity to attend at least two meetings per year.</p>

District Operations

6.D. Assessment of Staff and District Directors

OBJECTIVE	STRATEGY	RESPONSIBLE PARTY	RESOURCES AND PARTNERS	TIME FRAME	GOALS
<p>To provide an evaluation process for volunteer District Directors to determine if goals of the Conservation District are being met. Stated goals and set of measures to determine if the goals are being met should be clearly stated.</p>	<p>District Directors attend District meetings regularly so that a quorum is attained and official business can be conducted.</p> <p>Provide annual evaluations of staff performance.</p> <p>Provide an annual evaluation of Board performance.</p> <p>Survey and/or interview the public about District programs to help assess our goals and objectives.</p>	District Directors	<p>All District Directors</p> <p>DEP Field Representative</p>	Ongoing	<p>To have a quorum present at every regular and special meeting. District Directors attend all meetings unless excused.</p> <p>Participate in staff interviews and written evaluations, if on appropriate subcommittee.</p> <p>Report public survey and interview results to the entire Board at the January planning meeting.</p>

