

5-year Work Plan – 2020-2024

See Chapter 11. Glossary for definitions of abbreviations used here.

Goal 1: Protect and enhance wetlands and surface water quality.

Objective (Highest priority is first)	Activities (Highest priority is first)	Responsible Agencies (Lead agency in bold)	Measurement Tools (Annual)
A. Protect and restore shoreland buffers	<ol style="list-style-type: none"> 1. Encourage landowners to establish shoreland buffers. 2. Assist in research and design of a demonstration shoreland buffer project. 3. Provide technical and financial (cost share) assistance to riparian landowners. 4. Assist P&Z to provide technical assistance to landowners that require mitigation. 5. Use the WI Buffer Initiative dataset to create a high priority site list. 6. Encourage landowners to establish pollinator gardens. 	<p>LWCD, EXT</p> <p>LWCD, EXT, DNR</p> <p>LWCD, DATCP, NRCS</p> <p>P&Z, LWCD</p> <p>LWCD, DNR</p> <p>LWCD, EXT, DNR</p>	<p>Give 1 presentation to lake associations. Update website 6 times. Write 2 news releases.</p> <p>1 contact.</p> <p>1 lake association presentation.</p> <p>1 contractor/landscaper presentation (bi-annually).</p> <p>1 shoreland zoning fact sheet.</p> <p>High priority site list developed. Outreach to 2 high priority sites.</p> <p>2 pollinator gardens established.</p>
B. Administer cost share program	<ol style="list-style-type: none"> 1. Establish a monitoring schedule for completed cost share projects. 2. Obtain SWRM funding. 3. Increase agricultural and river/stream projects. 4. Develop a watershed priority list for cost share projects. 5. Continue to feature cost share projects on oclw.org. 6. Work with LIO to map all Oneida County cost share projects. 	<p>LWCD, DATCP</p> <p>LWCD, DATCP</p> <p>LWCD, DATCP, Forestry</p> <p>LWCD, DATCP</p> <p>LWCD</p> <p>LIO, LWCD</p>	<p>Monitoring schedule established. Monitor 3 cost share sites.</p> <p>Obtain funding for 4 landowners.</p> <p>Design & implement 1 river/stream project and 2 agriculture projects.</p> <p>Priority list developed. Use priority list.</p> <p>Update website 2 times per month.</p> <p>2 meetings per year. Projects mapped.</p>

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		LWCD, DATCP		Incorporate pollinator plantings in 2 cost share projects.
C. Encourage conservation and restoration of wetland function	.7. Promote pollinator plantings on cost share projects.			
	1. Promote the importance of wetlands to landowners and local units of governments.	LWCD, DNR		1 Towns Association presentation. 1 workshop.
	2. Utilize available grant programs to provide cost sharing for restoration of wetland function(s).	LWCD, NRCS		Pursue grant(s) for 1 wetland restoration.
D. Promote a watershed approach to protect and restore water quality				
	1. Increase educational outreach on watersheds.	LWCD, DNR		1 workshop. 2 classroom visits.
	2. Using the WDNR Watershed Restoration Viewer, develop a priority watershed list for Oneida County.	LWCD, DNR		Priority list developed 2020. Use list to prioritize stream crossings.
	3. Continue to collect water quality data on Oneida County lakes.	LWCD, DNR,		Collect water quality for 15 lakes.
	4. Begin to collect water quality data on streams and rivers.	LWCD, DNR		Collect data on 2 streams/rivers.
	5. List Oneida County watersheds on oclw.org.	LWCD, LIO, DNR		Watersheds mapped on website. 2020 goal.
	6. Work with LIO to understand how LiDAR can be used to help identify soil erosion at the watershed level.	LWCD, LIO		Meet 2 times per year. Begin identifying areas in priority watersheds that have greatest potential for soil erosion. 2020.
E. Reduce erosion caused by road stream crossings (e.g. culverts)	7. Promote pollinator gardens and the use of native plants.	LWCD, NRCS, DNR, EXT		Continue to maintain a pollinator webpage. Hold 1 workshop. Give 2 presentations.
	1. Inventory and prioritize stream crossings.	LWCD, LIO, Forestry, EM, TU, HWY, DNR, City NCWRPC, Towns		Stream crossings mapped and prioritized (5-year goal).
	2. Obtain grant funding to hire 1 LTE.	LWCD, DNR		Grant awarded 2020, 2022.
	3. Provide technical and financial (cost sharing) assistance to reduce erosion.	LWCD, DNR, DATCP, EM		Promote 1 workshop.

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F. Reduce urban non-point source pollution	1. Promote the use of rain gardens and rain barrels.	LWCD, EXT, City	Hold 1 workshop. Develop Backyard Conservation Program (5-year goal). 1 press release.
	2. Provide outreach on sources of urban pollution.	LWCD, DNR	Create flier.
	3. Increase educational outreach efforts on construction site erosion.	LWCD, DATCP, DNR	
G. Maintain county mining ordinance(s)	1. Maintain working knowledge of mining.	FLRC, P&DC	As needed.
	2. Stay abreast of new research/policies.	LWCD, P&Z	As needed.
	3. Attend workshops/seminars that expand staff knowledge base.	LWCD, P&Z	Attend 1 conference/webinar.
H. Protect surface water and wetlands from the negative effects of mining	1. Provide input to the Mining Oversight/Local Impact Committee.	LWCD, P&Z	As needed.
	2. Maintain a mining webpage at oclw.org.	LWCD, P&Z	Update as needed.
	3. Provide technical assistance to P&Z and Forestry.	LWCD	As needed.
	4. Assist with educational outreach material.	LWCD	As needed.
	5. Increase public awareness on ERW & ORW waters.	LWCD, P&Z	Provide background and list ERWs & ORWs online. 1 podcast or video.
I. Reduce agricultural non-point source pollution	1. Promote agricultural BMP's to agricultural producers.	DATCP, LWCD, NRCS	BMPs listed on oclw.org. Share BMPs via email 1 time.
	2. Estimate P Load Reductions from non-point sources in priority areas using STEPL.	LWCD, DATCP, DNR	2 priority areas estimated.
	3. Promote rotational grazing.	LWCD, DATCP, DNR	2 priority areas estimated.
	4. Work with NRCS to develop a rotational grazing plan.	LWCD, NRCS	1 plan developed.
J. Promote nutrient management planning	1. Promote nutrient management training sessions in Lincoln and Langlade counties.	LWCD, NRCS	Promote on website and 1 press release.
	2. Promote development of nutrient management plans.	LWCD, NRCS	1 news release, meet with NRCS one time, create certified crop consultant list for website, 1 nutrient management plan.

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K. Properly manage animal waste			
	1. Create a county animal waste storage and livestock-siting ordinance (which may include CAFO language).	P&Z, LWCD, DATCP	Ordinance created. (2-year goal).
	2. Provide technical and financial (cost share) assistance for animal waste storage facilities.	LWCD, NRCS	As needed.
	3. Promote rotational grazing.	LWCD, NRCS	As needed.

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Goal 2: Increase our community’s level of natural resource knowledge and inspire stewardship.

Objective (Highest priority is first)	Activities (Highest priority is first)	Responsible Agencies (Lead agency in bold)	Measurement Tools (Annual)
A. Provide youth education	<ol style="list-style-type: none"> Coordinate county-level WI Land & Water Poster and Speaking Contest. Coordinate the Northwoods’ Invasive Species Poster Contest. Students to attend conservation camp. Encourage schools to include conservation education in their curriculum. 	<p>LWCD, WLWCA</p> <p>LWCD, Partner with 18 Co. LWC departments; 30+ schools and 20+ District Libraries</p> <p>LWCD, WLWCA</p> <p>LWCD, DNR, EXT</p>	<p>Update teacher list. Receive 100+ posters, bring on 2 new teachers.</p> <p>Receive 300+ posters. Update teacher list. 9 press releases/updates.</p> <p>Sponsor up to 3 students to attend camp.</p> <p>Participate in 2 student events at the Cedric A. Vig Outdoor Classroom (CAVOC).</p>
B. Build capacity	<ol style="list-style-type: none"> Continue to participate in regional projects with partners. Attend WI Land & Water meetings and events. Organize, host, and participate in regular meetings among conservation partners. Work with P&Z staff to develop technical/educational material that will benefit field staff. Promote and participate in multi-agency conservation projects. Promote Town Lakes Committees or Town Natural Resource Committees. 	<p>LWCD</p> <p>LWCD, WLWCA</p> <p>LWCD, Multiple Agencies</p> <p>LWCD, P&Z</p> <p>LWCD, Multiple Agencies</p> <p>LWCD, Towns</p>	<p>1 regional project.</p> <p>Attend 3 events.</p> <p>Host and/or participate in 4 events/meetings.</p> <p>1 material developed.</p> <p>1 project.</p> <p>Develop/hold 1 workshop.</p>

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C. Provide workshops and training opportunities				
	1. Continue to list local conservation workshops and webinars on website.		LWCD	Update as needed.
	2. Host a cost share project field day.		LWCD, DNR, DATCP	1 every other year.
	3. Host one 'new' conservation training opportunity.		LWCD, DNR, DATCP	1 workshop held.
	4. Develop on-line training opportunities.		LWCD, DNR, DATCP	Create one video or podcast.
D. Promote citizen science				
	1. Hold citizen science monitoring workshops.		LWCD, DNR, EXT	Hold two formal workshops. Train 5 citizen scientists.
	2. Secure funding to offer citizen science opportunities.		LWCD, DNR	1 grant secured.
	3. Involve youth in citizen science projects.		LWCD, DNR, EXT	1 classroom visit.
E. Participate in professional development				
	1. Attend conferences that expand staff's knowledge base.		LWCD, WLWCA	Attend 2 conferences.
	2. Share knowledge obtained at conferences.		LWCD, WLWCA	Update Committee after event. Post entry on oclw.org after event
	3. Continue participation in the WLWCA LCD email listserv.		LWCD, WLWCA	As needed.
F. Provide news and updates				
	1. Continue to update website with weekly conservation "news clips."		LWCD, WLWCA	2 times per month.
	2. Continue to send out Department updates to 'lake list' 'pollinator/farmer', 'teacher', and 'media' email groups.		LWCD	6 times.
	3. Promote department and conservation through the media.		LWCD, Media	2 radio interviews, 3 TV interviews, write 4 articles.
	4. Research, develop, and air podcast(s) for the Department.		LWCD, OCLRA	Create and distribute 2 podcasts.

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G. Increase awareness of sensitive areas and species					
	1. Develop a sensitive area webpage.	LWCD		Web page developed. (2-year goal).	
	2. Increase awareness of hubs, corridors and landscape connectivity.	LWCD, DNR		Incorporate material in 1 presentation. Distribute one educational piece.	
	3. Support landowners utilizing easements, land trusts, and incentive payments to protect sensitive and critical areas.	Northwoods Land Trust, LWCD		Communicate with Northwoods Land Trust 1 time for updates.	
	4. Provide technical assistance to lake associations/districts to identify and protect sensitive areas.	LWCD, DNR, OCLRA		Promote development of 2 lake management plans. Encourage implementation of lake management plans via OCLRA.	
	5. Support local governments in adopting ordinances to protect sensitive areas and species.	P&Z, LWCD, DNR		As needed.	
	6. Support the Oneida County Forestry & Outdoor Recreation Dept. to protect/manage 'exceptional resources' in county forests.	DNR, Forestry LWCD		1 new exceptional resource area every 5 years.	
H. Increase forestry outreach					
	1. Promote water quality BMP's.	LWCD, DNR, Forestry		1 presentation, 1 article written.	
	2. Expand outreach on invasive species that affect forests.	DNR, WHIP, LWCD		Continued partnership with WHIP. Hold officer positions within WHIP.	
	3. Increase communication between LWCD and Forestry & Outdoor Recreation Departments.	Forestry, LWCD		Meet 2 times.	

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Goal 3: Protect groundwater quality.

Objective (Highest priority is first)	Activities (Highest priority is first)	Responsible Agencies (Lead agency in bold)	Measurement Tools (Annual)
A. Properly maintain septic systems	1. Work with area septic service companies to provide information.	P&Z	Meet with P&Z 1 time a year for updates.
	2. Support efforts to conduct regular monitoring and maintenance of septic systems.	LWCD, P&Z	Meet with P&Z 1 time for updates.
	3. Educate landowners about septic system maintenance through oclw.org, listservs, and media.	LWCD, P&Z	1 press release, 1 info sheet. Website post.
B. Properly maintain wells	1. Educate landowners about proper well monitoring.	Health, EXT, LWCD, DNR	Educate 20 landowners, create fact sheet for website.
	2. Offer technical and financial assistance (cost sharing) to properly abandon wells.	LWCD, DATCP	1 press release, 1 presentation, assist with abandonment as needed.
	3. Support efforts to increase private well water testing.	Health, LWCD, EXT	Have 1 meeting with Health/EXT.
	4. Assess and share results of collected well water data.	LWCD, EXT, Health	Publish on oclw.org.
C. Prevent hazardous waste from contaminating groundwater	1. Provide educational outreach on proper disposal of batteries, oil, anti-freeze, medications, paint, etc.	Solid Waste, LWCD	1 Clean Sweep event. Groundwater info on website. # of attendees/workshop.
D. Protect groundwater from the negative effects of mining.	1. Develop a groundwater webpage on oclw.org.	LWCD	Update website as needed.
	2. Provide technical assistance to P&Z and Forestry.	LWCD	As needed.
	3. Assist with educational outreach material.	LWCD	As needed.
	4. Provide input to the Mining Oversight/Local Impact Committee.	LWCD	As needed.

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Goal 4: Protect native species, habitats, and landscapes from invasive species.

Objective (Highest priority is first)	Activities (Highest priority is first)	Responsible Agencies (Lead agency in bold)	Measurement Tools (Annual)
A. Continue providing education and outreach			
	1. Obtain funding to assist with invasive species efforts.	LWCD	Hire 3 LTEs.
	2. Encourage the use of invasive species BMP's.	LWCD (AIS), WHIP (TIS), Highway	Meet with Hwy Commissioner 2 times. Meet with Co. Forester 2 times, attend 2 meetings of trail users groups, distribute BMPs electronically to 20, meet once with Towns Association.
	3. Provide Clean Boats, Clean Waters (CBCW) Watercraft Inspection coverage at high-priority boat landings.	LWCD, WDNR, EXT	Conduct 625 hours of CBCW inspections; 500 hours will occur at lakes >500 acres and 125 hours will occur at Stacks Bay Landing (AIS Source Water).
	4. Support lake groups, towns, and individuals with CBCW efforts.	LWCD, WDNR, EXT	Provide 3 CBCW workshops. Work with 20 lake groups and 13 media entities.
	5. Continue to promote and participate in Statewide AIS Campaigns.	LWCD, WHIP, WDNR, EXT, RAW	Host 1 Drain Campaign, 1 Landing Blitz, and 1 AIS Snapshot Day event. Write 1 Waterfowl Campaign news release. Recruit 10 bait shops to participate in Bait Dealer Initiative. Work with 20 lake groups and 13 media entities.
	6. Work with area schools to create and implement ways of integrating invasive species topics into curriculum. Conduct field trips when possible.	LWCD (AIS), WHIP (TIS)	Give 5 classroom presentations and host 2 field trips. Invite 13 media entities to field trips.
	7. Provide AIS education during fishing tournaments and speed boat races.	LWCD, WDNR, EXT	Give 1 presentation at a fishing tournament. Work with 3 lake groups and 13 media entities.

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	8. Create and distribute invasive species educational and outreach information.	LWCD, WHIP, WDNR, EXT	Develop 1 brochure, distribute at 6 events, and post on website.
	9. Maintain an inventory of each boat landing in Oneida County and regularly check for proper AIS signage, including replacement of that signage as necessary.	LWCD, WDNR, LIO	Inspect 15 landings, update signage as needed, and update database. Work with 1 resort.
	10. Maintain and build upon email “lakes listserv” and AIS website for communicating AIS news.	LWCD	Increase listserv by 10. Write 12 AIS updates. Maintain AIS website as needed.
	11. Continue to promote and encourage citizens to plant native species after controlling invasive species.	LWCD (AIS), WHIP (TIS)	Host 1 Seed Sowing Party. Collect and germinate 10 species of local native seeds. Work with 13 media entities.
	12. Support efforts that eliminate the spread of invasive species in the distribution of soil, gravel, rock, and sand.	LWCD, Hwy	Send information packets to 50 owners/operators of non-metallic mines.
	13. Maintain working relationship with the media.	LWCD	Work with 7 newspapers, 5 radio stations, and 1 TV station.
B. Continue early detection and rapid response of invasive species			
	1. Conduct invasive species early detection monitoring.	LWCD (AIS), WHIP (TIS), WDNR, EXT	Monitor 2 known TIS locations and 10 known AIS locations. Monitor 15 lakes, 1 wetland, and 5 boat landings. One lake to be within or adjacent to SNA or other publically owned land.
	2. Promote and encourage lake groups and individuals to participate in the Citizen Lake Monitoring Network (CLMN) volunteer program.	LWCD, WDNR, EXT	Provide 1 CLMN workshop. Work with 13 media entities.
	3. Train groups and individuals in invasive species identification and monitoring.	LWCD (AIS), WHIP (TIS), WDNR, EXT, RAW	Work with 3 lake groups. Host 1 Invasive Species ID Day.
	4. Respond to newly discovered invasive species following WDNR protocols.	LWCD, WHIP, WDNR, EXT	As needed.
	5. Maintain database and mapping of invasive species locations and restoration sites.	LWCD (AIS), WHIP (TIS), WDNR	As needed.
	6. Provide guidance to groups interested in developing rapid response plans for specific AIS.	LWCD	Work with 1 lake group.

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	7. Coordinate and implement a CLMN zebra mussel monitoring program.	LWCD, WDNR, EXT	Work with 1 lake group and provide 1 workshop.
C. Control and manage invasive species			
	1. Control invasive species utilizing WDNR protocols.	LWCD (AIS), WHIP (TIS), WDNR,	As needed.
	2. Provide technical assistance in developing invasive species control and management strategies.	LWCD (AIS) WHIP (TIS), WDNR, EXT	Work with 5 lake groups.
	3. Continue to control and monitor Purple loosestrife, Yellow iris, Phragmites, and <i>Glyceria maxima</i> sites.	LWCD, WDNR	Continue purple loosestrife biocontrol program. Rear 15,000 beetles, work with 3 lake groups, and 13 media entities. Visit 3 Phragmites sites and 1 <i>Glyceria maxima</i> site.
	4. Document control and management efforts.	LWCD (AIS), WHIP (TIS), LIO	As needed.
	5. Explore the feasibility of placing decontamination stations at locations with high potential for spreading AIS.	LWCD, WDNR, EXT	Review 2 studies and funding.
D. Restore native species and habitat after invasives are removed			
	1. Monitor restoration sites and reevaluate for further management and restoration activities.	LWCD (AIS), WHIP (TIS), WDNR, LIO	Monitor 4 sites. Develop 1 restoration evaluation component.
	2. Develop and implement site-specific restoration plans.	LWCD (AIS), WHIP (TIS), WDNR, EXT	Plant native species at 4 sites.
	3. Continue using native plants, including nectar-rich species at invasive species controlled sites.	LWCD (AIS), WHIP (TIS), WDNR, EXT	Collect and germinate 10 species of local native plant seeds. Plant native species at 4 sites.
	4. Encourage the use of native plant species for soil stabilization and re-vegetation on road right-of-way.	LWCD, Hwy, Forestry, WHIP, WDNR	Meet with Hwy Commissioner 2 times annually.
	5. Collect and share information on BMP's for restoring native species and habitats.	LWCD (AIS), WHIP (TIS), WDNR, EXT	Distribute at 6 events, work with 1 lake group, work with 13 media entities, and post on websites.

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E. Build capacity through cooperation with other groups	<ol style="list-style-type: none"> 1. Host Oneida County Stewardship Awards Banquet. 2. Attend lake groups, OCLRA, partner meetings, and events. 3. Stay informed of, and participate in, the development and implementation of current invasive species management and research activities. 4. Support lake groups' grant applications with letters of support. 5. Continue to be active in WHIP. 	<p style="text-align: center;">LWCD</p> <p style="text-align: center;">LWCD, WHIP</p> <p style="text-align: center;">LWCD, WHIP</p> <p style="text-align: center;">LWCD</p> <p style="text-align: center;">LWCD</p>	<p>Host 1 banquet</p> <p>Increase partnerships by 2 and listserv contacts by 10. Work with 13 media entities. Attend 15 meetings. Give 5 presentations.</p> <p>Attend 1 WI Lakes Partnership Convention, 2 AIS Coordinators meetings, 4 WHIP meetings, 1 OCLRA meeting, and 1 citizen science meeting.</p> <p>Write 1 letter of support and commitment of project resources (in-kind time) as needed.</p> <p>Hold 1 officer position, attend 4 WHIP meetings, and assist WHIP with administrative duties.</p>
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Goal 5: Protect, enhance, and restore soil resources.

Objective (Highest priority is first)	Activities (Highest priority is first)	Responsible Agencies (Lead agency in bold)	Measurement Tools (Annual)
A. Promote healthy croplands and pastures	1. Promote rotational grazing.	LWCD, NRCS	1 listserv share. Update website 2 times.
	2. Provide technical and financial assistance (cost sharing) to landowners who promote healthy cropland and pastures.	LWCD, NRCS	As needed.
	3. Promote conservation tillage.	LWCD, NRCS	1 listserv share. Update website 2 times.
	4. Participate in venison program.	LWCD, APHIS, DNR	Annually.
	5. Provide technical and financial assistance to agricultural producers to reduce wildlife damage.	APHIS, LWCD	As needed.
	6. Provide information on the Wildlife Damage Abatement and Claims Program.	LWCD, DNR, APHIS	1 news release Update website 2 times.
	7. Provide technical & financial assistance to hobby farms.	LWCD, DATCP, NRCS	As needed.
	8. Promote the use of buffer strips, to include nectar-rich plant species.	LWCD, NRCS, DNR, EXT	Development of 1 outreach piece. 1 news release. Contact with 1 farmer.
B. Reclaim abandoned mining sites	1. Provide technical assistance to restore abandoned mining sites.	LWCD, DNR, P&Z	As needed.
	2. Use native plant species for soil stabilization and re-vegetation.	LWCD, NRCS, DNR, P&Z	As needed.
	3. Use Invasive Species BMP's.	LWCD, DNR, WHIP, P&Z	As needed.
C. Preserve productive farmland	1. Consider establishing farmland preservation zoning.	P&Z	1 meeting with P&Z.
	2. Maintain County Farmland Preservation Plan.	P&Z, NCWRPC LWCD	Annual review/ Update every 10 years.