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2009 BWSR ACADEMY

**SHARING RESOURCES ACROSS
LGU BOUNDARIES**

**CASS SWCD-CASS COUNTY
SERVICE AGREEMENT**

John Sumption, Cass SWCD District Manager
Jim Ballenthin, Cass SWCD Chairman

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SWCD-County Background

- Long standing working relationship
- District Manager-County position since 1977
- 1998 LGU budget crisis--sound familiar?
- County reviewed mandated services and spending—we weren't one of them
- County options—Add responsibilities or discontinue support
- Began negotiations on an agreement based on Rock County model

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**SWCD-COUNTY SERVICE
AGREEMENT--PROS**

- County staff to service SWCD program—no payroll administration
- Co-location with Environmental Services Department—no rent
- Access to all County facilities and equipment
- Formal peer relationship with County Board

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SWCD-COUNTY SERVICE AGREEMENT--CONS

- Perceived loss of autonomy
- Competition for staff time with other ESD priorities
- Additional Board responsibilities

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SWCD-COUNTY SERVICE AGREEMENT DUTIES OF THE COUNTY

- Provide all office space, equipment, utilities, and supplies—County retains ownership
- Provide all personnel for the SWCD. Personnel are employees of the County and under its direction and control.
- Make space available for NRCS to fulfill their service obligation to the SWCD.
- SWCD may have part-time and/or temporary employees at its own expense .

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SWCD-COUNTY SERVICE AGREEMENT DUTIES OF THE SWCD

- Retain planning, policy, and program delivery powers, authority and responsibility enumerated in M.S. 103C.331
- Develop policy and annual plan of work, and administer:
 - a. Education programs related to land stewardship, water quality, and resource conservation
 - b. Advisory input to the Environmental Services and Land Departments
 - c. Appoint SWCD representative to the Board of Adjustment.

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SWCD-COUNTY SERVICE AGREEMENT OTHER PROVISIONS

- SWCD retains control of administrative and project funds in segregated accounts
- Presents annual operating budget to the County
- Establishes Liaison Committee—2 Supervisors, 2 Commissioners to review policy and budget
- Gives SWCD input on ESD Director hiring

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Concepts for Success

- Act with Integrity
- Support County goals in Comprehensive Plan and Land Use Ordinances
- Communicate
- Be Political
- Develop Key Relationships
- Be Strategic
- One Success Might Be Enough – Maybe . . .
- Seize the Opportunity
- Offer services/advice/input
- Accept Responsibilities
- Don't Be Preoccupied with Payment
- Use Talents of Supervisors and staff
- Get Education and Training
- Do Your Homework

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Questions??

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SHARING RESOURCES ACROSS LGU BOUNDARIES CONCEPTS FOR SUCCESS

Act with Integrity: Agree/disagree/find common ground; not necessary to compromise key principles; be open to re-examining principles, but don't allow artificial roadblocks (pride, status, self-interest) that prevent cooperation.

Support County goals in Comprehensive Plan and Land Use Ordinances: Get involved to shape these to complement SWCD goals and State Soil and Water Policy (MN Stat. 103C); set SWCD goals to complement County goals

Communicate: Let County know what you are doing, effectiveness of what you are doing, \$\$\$ flowing into the County because of what you are doing

Be Political: Pursue a defined end goal but be willing to weather the storms and conflicts which may lengthen the journey to get there; achieving goals is the art of the possible

Develop Key Relationships: Who do you need to work with to build success, who has the influence, who is the leverage person?

Be Strategic: You can't do it all, but what you do - do well; pick the 1, 2 or 3 things that are important and do them well; allocate your time/resources on what you do well; give up what you aren't doing well but if that is truly important, then get training to increase capacity/performance to do that well also; build a record of success

One Might Be Enough - maybe: One big success in a County/SWCD relationship is a lot of capital, which will go a long way for a lasting, smooth relationship; but it won't last forever - you can't rest on your laurels too long

Seize the Opportunity: What we want most often doesn't fit; take the opportunity available and make the most of it to move towards what "fits"

Offer services/advice/input: What does the County need to better meet its goals that the SWCD can provide?

Accept Responsibilities: Where there is a reasonable fit with SWCD goals or which may enhance the positive relationship with the County

Don't Be Preoccupied with Payment: We all like to get paid, but as Supervisors be willing to volunteer time and expertise without asking for or expecting payment for everything; be conservative when making requests for payment, volunteer, get involved

Use Talents of Supervisors and staff: Avoid egos and personalities of "who" wants to or should do it versus "who" can do it, "who" has the relationship, "who" can best succeed; if the "should do it" person does not have the talent, the "should do it" needs to be a visible support leader but lets the "can do it" person be out front and get the credit

Get Education and Training: Especially in leadership, conflict resolution, negotiating, communications, listening, organization, goal setting, and goal accomplishment

Do Your Homework: Success usually lies in knowing more and being better prepared than anyone else