



NOTICE OF GRANT AND AGREEMENT AWARD

1. Award Identifying Number NR235F48XXXXC016	2. Amendment Number	3. Award / Project Period Date of Final Signature - 09/30/2028	4. Type of Award Instrument Cooperative Agreement
5. Agency (Name and Address) Natural Resources Conservation Service 8030 Excelsior Drive, Suite 200 Madison, WI 53717		6. Recipient Organization (Name and Address) Wisconsin Waterfowl Association PO Box 427 Wales, WI 53183-0427 UEI Number / DUNS Number: VZGXKMJBNS3 / 121801760	
7. NRCS Program Contact Name: Eric Allness Phone: 608-662-4422 Email: eric.allness@usda.gov	8. NRCS Administrative Contact Name: Kimberly Johnson Phone: 202-772-6028 Email: kimberly.johnson2@usda.gov	9. Recipient Program Contact Name: Bruce Ross Phone: 262-224-4949 Email: bross@wisducks.org	10. Recipient Administrative Contact Name: Kelcy Boettcher Phone: 262-968-1722 Email: kboettcher@wisducks.org
11. CFDA 10.069,10.072,10.931	12. Authority 16 U.S.C 3831-3835a 16 U.S.C. 3837-3837f 16 U.S.C. 3865 et seq.	13. Type of Action New Agreement	14. Program Director Name: Bruce Ross Phone: 262-224-4949 Email: bross@wisducks.org
15. Project Title/ Description: Easement and CRP Monitoring			
16. Entity Type: M = Nonprofit with 501C3 IRS Status (Other than Institution of Higher Education)			
17. Select Funding Type			
Select funding type:	<input checked="" type="checkbox"/> Federal	<input type="checkbox"/> Non-Federal	
Original funds total	\$300,419.00	\$0.00	
Additional funds total	\$0.00	\$0.00	
Grand total	\$300,419.00	\$0.00	
18. Approved Budget			

Personnel	\$0.00	Fringe Benefits	\$0.00
Travel	\$0.00	Equipment	\$0.00
Supplies	\$0.00	Contractual	\$0.00
Construction	\$0.00	Other	\$300,419.00
Total Direct Cost	\$300,419.00	Total Indirect Cost	\$0.00
		Total Non-Federal Funds	\$0.00
		Total Federal Funds Awarded	\$300,419.00
		Total Approved Budget	\$300,419.00

This agreement is subject to applicable USDA NRCS statutory provisions and Financial Assistance Regulations. In accepting this award or amendment and any payments made pursuant thereto, the undersigned represents that he or she is duly authorized to act on behalf of the awardee organization, agrees that the award is subject to the applicable provisions of this agreement (and all attachments), and agrees that acceptance of any payments constitutes an agreement by the payee that the amounts, if any, found by NRCS to have been overpaid, will be refunded or credited in full to NRCS.

Name and Title of Authorized Government Representative TYRONE R. LARSON State Conservationist	Signature	Date
Name and Title of Authorized Recipient Representative BRUCE ROSS Executive Director	Signature	Date

NONDISCRIMINATION STATEMENT

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PRIVACY ACT STATEMENT

The above statements are made in accordance with the Privacy Act of 1974 (5 U.S.C. Section 552a).

Statement of Work

Purpose

A. This agreement is made by and between the United States Department of Agriculture, Natural Resources Conservation Service, hereafter referred to as "NRCS", and Wisconsin Waterfowl Association, Inc., hereafter referred to as "WWA". The collective name of both entities is hereafter referred to as the "Parties".

B. The Parties in this agreement have a mutual interest in helping to bring about the conservation and wise use of land, water, wildlife, and related resources in Wisconsin. The purpose of this agreement is to accelerate implementation of USDA-NRCS Farm Bill wetland conservation easement programs and the Conservation Reserve Program (CRP) to the benefits of restoring drained and degraded wetlands, and improving vegetative habitat to provide for waterfowl and other wetland, grassland, and woodland dependent flora and fauna. Through this agreement, the Parties will collaborate to monitor easements and CRP and provide CRP signup outreach all primarily in central and eastern Wisconsin Glacial Habitat Restoration Area.

Objectives

A. The objectives of the agreement include, but not limited to:

1. WWA will monitor easement and CRP agreement compliance.
2. WWA's site visits will provide vegetation and infrastructure assessments together with management plans and estimated costs.
3. Provide outreach for promotion and increased signup for CRP.

Budget Narrative

A. The official budget described in this Budget Narrative will be considered the total budget as last approved by the Federal awarding agency for this award. Amounts included in this budget narrative are estimates. Reimbursements will be based on actual expenditures, not to exceed the total agreement obligation.

Personnel: \$201,181
Fringe Benefits: \$15,176
Travel: \$46,177
Supplies: \$1,656
Other: \$8,918
Total Direct Costs: \$273,108
Indirect Costs: \$27,311
Grand Total: \$300,419

B. NRCS will provide a maximum financial reimbursement of \$300,419 to WWA based on the budget categories and amounts listed below. This financial contribution reflects the estimated cost to complete the deliverables below.

1. Personnel: NRCS will reimburse WWA based on actual cost expenses as identified on WWA payroll documentation.

Expense calculation (estimate):

Position	*Annual Salary (\$)	% Effort	Annual Estimate (\$)	**Total
WWA Executive Director	58,240	3%	1,747	5,963
WWA Project Leader	62,400	6%	3,744	12,778
WWA Ecologist	50,960	100%	50,960	173,921
WWA Administrative Director	49,920	5%	2,496	8,519
		**Total	58,947	201,181

*Salary is estimated to increase annually due to cost-of-living increases

**Total quantity of years estimate at 3.419 (rounded)

2. Fringe Benefits: NRCS will reimburse WWA based on actual cost expenses as identified on WWA payroll documentation for the fringe benefit expenses. The fringe benefit rate shall be based on WWA personnel policy.

\$201,181 (Personnel) x 7.543% (estimate, rounded) = \$15,176

3. Travel: NRCS will reimburse WWA based on actual cost expenses for travel associated with the implementation of agreement deliverables. Mileage shall be based on current federal mileage reimbursement rate.

Expense Calculation (estimate): 70,500 miles x \$0.655 = \$46,177

4. Supplies: NRCS will reimburse WWA based on actual cost receipts for supplies necessary for the implementation of agreement deliverables. The Parties shall consult and concur on all supply purchases prior to acquisition.

Supplies Cost Estimate: (laptop computer, etc.) = \$1,656

5. Other: NRCS will reimburse WWA based on actual cost receipts for supplies necessary for the implementation of agreement deliverables. The Parties shall consult and concur on all purchases prior to acquisition.

Other Cost Estimate: (monthly internet, monthly cellular data plan, computer software, miscellaneous field supplies, etc.) = \$8,918

6. Indirect Costs: WWA has elected to use the de minimis indirect cost rate (10%).

Indirect Cost Estimate: \$273,108 x 10% = \$27,311

C. Adjustments between the NRCS financial contributions identified for the object class categories may be accommodated in accordance with the Prior Approval Requirements of the General Terms and Conditions.

D. The NRCS financial codes associated with this agreement are:

NR.RA.ACP8.55.RN2T.22XXR (\$123,000)

NR.SI.WRPG.55.0000.09XXT (\$17,000)

NR.SI.ACP8.55.STEW.23XXT (\$20,419)

NR.SI.CRPG.55.0000.23XXT (\$140,000)

Responsibilities of the Parties

A. If inconsistencies arise between the language in this Statement of Work (SOW) and the General Terms and Conditions document attached to the agreement, the language in this SOW shall take precedence.

B. WWA RESPONSIBILITIES:

1. Perform the work and produce the deliverables as outlined in this Statement of Work.

2. Comply with the applicable version of the General Terms and Conditions.

3. Assign ecologists to monitor easement and CRP sites and develop assessments to achieve the program objectives and site-specific plans.

4. Follow the standards and specifications of NRCS practices found in the electronic Field Office Technical Guide: <https://www.nrcs.usda.gov/resources/guides-and-instructions/field-office-technical-guides>.

5. Coordinate with NRCS on all news releases and information materials produced to publicize, announce, or promote the projects, activities, and events resulting from this agreement. Acknowledge NRCS support on any publications written or published or any audiovisual produced with NRCS financial support and, if feasible, on any publication reporting the results of, or describing this supported activity.

6. Work with and recognize NRCS in any public or legislative outreach deemed appropriate for aiding citizens in understanding the use of public funds and natural resources conservation benefits derived as a result of this cooperative effort.

7. Submit reports and payment requests to the ezFedGrants system or the Farm Production and Conservation (FPAC) Grants and Agreements Division via email to FPAC.BC.GAD@usda.gov as outlined in the applicable version of the General Terms and Conditions. Reporting frequency is as follows:

Performance Reports: Annual

C. NRCS RESPONSIBILITIES:

1. Provide consultative assistance to WWA in completing all work items covered by this agreement.
2. Agree to the easements and CRP contracts that will be monitored through this agreement and determine the ancillary data needed to be collect and in what format best assists the agency.
3. Provide interpretation of applicable NRCS standards, policies, and guidelines. Work products produced as a result of the agreement will be periodically reviewed to ensure compliance with applicable NRCS standards and policies.
4. Work with and recognize WWA in any public or legislative outreach deemed appropriate for aiding citizens in understanding the use of public funds and natural resources conservation benefits derived as a result of this cooperative effort.

Expected Accomplishments and Deliverables

A. WWA will coordinate the completion of the following tasks and deliverable items:

1. WWA ecologist will review a combination of either 320 CRP properties OR 200 wetland reserve easements annually, as desired and determined with NRCS.
2. WWA will provide a summary of easements and CRP monitored and data provided for:
 - a. Specific sites monitored and compliance results.
 - b. Results of vegetation assessment, restoration plan and cost estimates.
 - c. Results of infrastructure survey, maintenance required and cost estimates.
3. Within 30 days of each site visit, WWA's ecologists will submit a report in the agreed format that documents site compliance, vegetation quality, and the visible infrastructure condition of the property. If warranted, there will be an accompanying multi-year remediation plan and estimated costs. This can be shared with the landowner if desired by the NRCS.
4. Project manager will supervise the ecologists and oversee the program. Annual program reviews each spring will examine the current state of the program. In advance of this review, WWA will provide a report showing:
 - a. Sites monitored since the start of the program vs goal.
 - b. Reports generated on the vegetation quality and infrastructure condition for each site monitored.
 - c. Problems encountered.
 - d. Recommended adjustments to the program.
5. Conduct timely outreach for CRP Signup periods.

Resources Required

- A. WWA will provide staff resources as needed; and coordinate and oversee completion of deliverable task items.
- B. NRCS will provide staff assistance as needed for oversight of deliverable task items.

Milestones

- A. No later than 1 month after the project start date WWA and NRCS will agree on which Wisconsin easements will fall under this agreement for monitoring. In addition, WWA and NRCS will agree on what ancillary data (i.e., vegetation and infrastructure survey data) will be collected, and in what format.
- B. No later than Spring 2024 WWA will engage its workforce of three ecologists in the effort contemplated under this proposal and commence hiring/onboarding a fourth ecologist to be on board not later than spring 2024.
- C. WWA will work with NRCS continuously to determine which CRP contracts will be monitored.

D. Months in advance of CRP signups program outreach will occur. Outreach methods will be determined through a collaborative effort.

E. Note the agreement expiration date has been identified as September 30, 2028 to accommodate potential additional time that may be needed to complete the deliverable tasks due unforeseen delays that may arise.

GENERAL TERMS AND CONDITIONS

Please reference the below link(s) for the General Terms and Conditions pertaining to this award:
<https://www.fpacbc.usda.gov/about/grants-and-agreements/award-terms-and-conditions/index.html>