

MISSOURI
DEPARTMENT OF
NATURAL RESOURCES


Michael L. Parson
Governor

Dru Buntin
Director

MEMORANDUM
2025-004

DATE: July 31, 2024

TO: All Soil and Water Conservation Districts

FROM: Jim Plassmeyer, Director 
Soil and Water Conservation Program

SUBJECT: Performance Funding for Soil and Water Conservation Districts

The Soil and Water Conservation Program has been working towards providing a performance-based incentive program for Soil and Water Conservation Districts (SWCD). During the 1st quarter of each fiscal year (FY), districts now have an opportunity to receive more funding based on a formula that considers several measures of district performance.

Beginning in August 2024, each district will receive their performance-based metrics from the program office, as well as instructions about how to claim the additional funding that they are eligible for. This funding can be used for any purpose that is an approved use of state funds such as district salary, health insurance or administrative expenses. If used for salary, the funding may not be given to an employee as a lump sum (bonus) but must be a temporary hourly wage increase for the duration of the FY. Program staff can assist in figuring the hourly rate if needed.

The amount of funding that a district has available will be a maximum of 1% of their previous FY cost-share payments or \$2,000, whichever is more. A formula will be applied to this maximum amount to determine exactly the funding amount each district is eligible to receive. One fourth of the funding will be based on each of the following measures: Acres served in previous FY, quarterly report returns in the previous FY, diversity of practices paid in the previous FY, and the board meeting the trainings/meetings progression line requirements.

If you have any questions, please contact your district coordinator. Thank you.

