

# NRCS Fiscal Year 2016 Business Plan

**Vision:** Productive Lands - Healthy Environment

**Mission:** Helping People Help the Land

- Priorities:**
1. Getting More Conservation on the Ground
  2. Increasing Organizational Effectiveness & Efficiency
  3. Creating a Climate Where Private Lands Conservation Will Thrive

## **Strategic Goal: Get More Conservation on the Ground**

### **Objectives**

*1.1. Advance the performance of voluntary, incentive-based conservation solutions*

*1.2. Proactively recognize and address emerging natural resource issues*

### **Strategic Initiatives**

- ◆ Solve natural resource concerns at local and landscape scales
- ◆ Effectively deliver conservation technical assistance and programs to agricultural producers & landowners
- ◆ Improve development and delivery of technical expertise
- ◆ Help farmers & ranchers comply with existing environmental regulation and obviate the need for further regulation
  
- ◆ Assess the needs of the land in order to strategically deliver products & services at farm & landscape scales.
- ◆ Design standards & deliver assistance to address emerging resource concerns
- ◆ Accelerate the development & transfer of conservation technologies for use in the field
- ◆ Support the development of markets for environmental goods

## **Management Initiative: Increase Organizational Effectiveness & Efficiency**

### **Objectives**

*2.1. Improve quality and accountability to deliver better products and services*

### **Strategic Initiatives**

- ◆ Maximize conservation assistance in the field by streamlining the Agency's structure & processes
- ◆ Simplify & efficiently deliver conservation assistance to customers
- ◆ Deploy technology, training & equipment to provide more cost-effective service
- ◆ Improve internal controls for key Agency functions
- ◆ Incorporate continuous process improvement into the Agency's operations
- ◆ Improve data integrity & analysis

## Objectives

*2.2. Strengthen and streamline financial management*

## Strategic Initiatives

- ◆ Invest in human resources & information technology systems to strengthen & streamline financial management performance
- ◆ Successfully deliver the Agency's financial audit remediation plan
- ◆ Achieve a clean audit

## **Management Initiative: Create a Climate Where Private Lands Conservation Will Thrive**

### Objectives

*3.1. Build and strengthen partnerships and coalitions*

*3.2. Promote an ethic of conservation stewardship among America's farmers, ranchers, forestland owners & stakeholders*

*3.3. Expand opportunities to deliver conservation products & services to new & under-served customers*

*3.4. Employ, develop & retain a highly skilled & diverse workforce*

### Strategic Initiatives

- ◆ Strengthen relationships with agriculture, conservation & community organizations and other mission stakeholders
- ◆ Help build & support coalitions of public & private partners based on ecologic & industry needs
- ◆ Develop & launch a conservation education initiative to increase public understanding of the value of conservation & natural resource protection
- ◆ Increase landowner & operator involvement in implementing conservation systems
- ◆ Deliver flexible outreach strategies to reach traditionally underserved customers
- ◆ Develop flexible outreach strategies to reach urban/suburban stakeholders & international partners
- ◆ Develop & implement a strategic comprehensive communications plan for external & internal customers
- ◆ Develop & deploy an innovative Agency recruitment & employee development strategy

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Goal	1	Get More Conservation on the Ground <i>(Performance Measures include: maintain productive working farms &amp; ranches; eliminate &amp; reduce impairments to water bodies &amp; help prevent the designation of additional waterbodies to impaired list; decrease threats to candidate &amp; threatened/endangered species; increase number of conservation practices standards that address emerging issues such as energy; increase conservation treatments in critical areas; increase number of agreements to help agricultural producers be in compliance w/ federal environmental regulations)</i>					
Objective	1.1	Advance the performance of voluntary, incentive-based conservation solutions	Start Date	End Date	Lead	Complete (%)	Comments
Actions	1.1.1	Provide technical assistance to land users to protect cropland, pastureland, forest land and water quality through the development or revision of conservation plans.	10/1/2015	9/30/2016	F. Arroyo		
	1.1.2	Implement 90-100 of performance 6.90, Conservation applied to improve environmental quality, acres.	10/1/2015	9/30/2016	F. Arroyo		
	1.1.3	Provide technical assistance to land users to improve fish & wildlife habitat quality through the development or revision of conservation plans by the end of FY14 (3.21).	10/1/2015	9/30/2016	J. Valentin, M. Morales, E. Mas		
	1.1.4	Provide engineering assistance in the Guánica/Rio Loco Watershed EQIP Special Project.	10/1/2015	3/31/2016	D. Medina, H. Miro, L.H. Rosado	85%	ON GOING ACTIVITY, END DATE REVISED
	1.1.5	Provide ecological sciences assistance in the USDA Guánica/Rio Loco Watershed Project; including partnering with FWS to assist in establishing wildlife corridor between Maricao and Guilarte Forests.	10/1/2015	9/30/2016	J. Valentin, E. Mas, M. Morales		
	1.1.6	Provide soil technical assistance (on-site, others) to NRCS Field Offices, as requested by District Conservationists.	10/1/2015	9/30/2016	MLRA staff/SSS		
	1.1.7	Provide soil technical support to State agencies, Federal agencies, and general public, as requested.	10/1/2015	9/30/2016	MLRA staff/SSS		
	1.1.8	Provide engineering support to the Caribe SCD in the Coastal Ground Water Conservation Project of the Juana Diaz Field Office.	10/1/2015	6/30/2016	D. Medina H. Miro, L.H. Rosado R. Collazo	75%	ON GOING ACTIVITY, END DATE REVISED
	1.1.9	Provide ecological sciences support to the Caribe SCD in the Coastal Ground Water Conservation Project of the Juana Diaz Field Office.	10/1/2015	9/30/2016	J. Valentin, E. Mas		
	1.1.10	Lead EWP program activation/implementation and coordinate with PR Sponsors.	10/1/2015	9/30/2016	D. Medina H. Miro		
	1.1.11	Provide ecological sciences & engineering assistance to USVI partners for restoration / conservation in the St Croix East End Priority Watersheds Project.	10/1/2015	9/30/2016	J. Valentin, D. Medina, L.E. Collazo		
	1.1.12	Provide engineering support to the Caribe SCD in the Santa Isabel Special Project of the Juana Diaz Field Office.	10/1/2015	9/30/2016	D. Medina H. Miro, L.H. Rosado R. Collazo	50%	ON GOING ACTIVITY
	1.1.13	Provide engineering support to the Noroeste SCD in the Coloso Special Project of the Juana Diaz Field Office.	10/1/2015	6/30/2016	D. Medina H. Miro, L.H. Rosado R. Collazo	85%	ON GOING ACTIVITY, END DATE REVISED
	1.1.14	Provide latest SSURGO certified data to all field offices geodata folder, for conservation plan, GIS, RUSLE, WIN-PST and other applications	10/1/2015	9/30/2016	State Soil Scientist		

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Objective	1.2	Proactively recognize & address emerging natural resource issues	Start Date	End Date	Lead	Complete (%)	Comments
Actions	1.2.1	Maximize the utilization of CCPI and CIG to promote irrigation, energy and organic initiatives in the USVI and PR.	10/1/2015	9/30/2016	J. Valentin, E. Mas		2016 still awaiting asignment of funds
	1.2.2	Integrate climate change strategies in conservation program delivery process to minimize wildfires and drought impact in the agricultural ecosystem.	10/1/2015	9/30/2016	J.A. Castro		
	1.2.3	Seek and provide leadership on special initiatives (Coral Reefs, Organic, Energy) and identify local initiatives to help protect natural resources and support implementation and delivery of program sevicees to clients (i.e. Seasonal High Tunnels, Energy and Biofuels with EQIP, etc).	10/1/2015	9/30/2016	J.A. Castro		
	1.2.4	Revise 20 Ecological Science practice standards & job sheets in eFOTG.	10/1/2015	9/30/2016	J. Valentin, STG committee	90%	ON GOING ACTIVITY
	1.2.5	Revise 25 engineering practice standards & job sheets/specifications in eFOTG.	10/1/2015	9/30/2016	D. Medina		ON GOING ACTIVITY
	1.2.6	Gather data from all completed CIG agreements and develop Technical Notes from completed projects.	10/1/2015	9/30/2016	J. Valentin, E. Mas		
	1.2.7	Provide training in new land uses and resource concerns to field staff.	10/1/2015	9/30/2016	J. Valentin \ I. Curbelo		On Going activy
	1.2.8	Provide training in Wetlands to new employees (Plants, Soils, Hydrology)	10/1/2015	9/30/2016	CR Wetland Team		
	1.2.9	Conduct 2013 NRI Data Collection and certify it.	10/1/2015	9/30/2016	I. Matos/C. Santiago		
	1.2.10	Conduct workshop on Soil Health Initiative for farmers and producers (3 sessions).	10/1/2015	9/30/2016	ENTSC/CB SOILS		
	1.2.11	Participate of Cinco Dias con nuestra Tierra and promote the Internation Year of Soils.	10/1/2015	9/30/2016	CB Soils		
GOAL	2	<b>Increase Organizational Effectiveness &amp; Efficiency</b> <i>Performance Measures include: increase customer satisfaction; increase field office time spent working w/ customers to 75%; increase number of technical personnel providing direct service to customers to 80-90%; eliminate 80% of administrative &amp; clerical time associated with program mgt; decrease time to develop &amp; deploy Farm Bill conservation programs; decrease defects in the delivery of conservation to the customer; decrease or eliminate financial mgt deficiencies; increase integrity &amp; reliability of data; increase reliability &amp; productivity of information technology</i>					
Objective	2.1	Improve quality & accountability to deliver better products & services	Start Date	End Date	Lead	Complete (%)	Comments
Actions	2.1.1	Update CB business plan in a quarterly basis.	10/1/2015	9/30/2016	J.A. Castro		
	2.1.2	Provide training and information to field staff regarding farm bill rules and regulations updates.	10/1/2015	9/30/2016	J.A. Castro		
	2.1.3	Update Workload Analysis Tool to conduct a workload and time analysis to setup performance measure goals and define staffing strategies.	10/1/2015	9/30/2016	J.A. Castro		
	2.1.5	Implement actions in the Caribbean Area Quality Assurance Plan.	10/1/2015	9/30/2016	All Program Managers		
	2.1.6	Meet 100% of program target dates for sign-ups, ranking, selections, and applications entered, and funds obligation per NHQ guidance.	10/1/2015	9/30/2016	J.A. Castro		
	2.1.7	Analyze integrated accountability system data on a monthly basis to ensure it is integrated, accurate and is in compliance with policy requirements for reporting and accountability.	10/1/2015	9/30/2016	J.A. Castro		
	2.1.8	Correct 90 - 95% of state deficiencies by established deadlines.	10/1/2015	9/30/2016	All Program Managers		
	2.1.10	Provide training in planning and engineering practices to field employees.	10/1/2015	9/30/2016	D. Medina J. Valentin		

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Objective	2.2	Strengthen & streamline financial management	Start Date	End Date	Lead	Complete (%)	Comments
Actions	2.2.1	Integrate the Contract Implementation Ratio internal control measure in the CB Contracting Tool to reduce late rates and increase disbursement rate.	10/1/2015	9/30/2016	J.A. Castro		
	2.2.2	Complete review of all open obligations on quarterly basis and FMD audits.	10/1/2015	9/30/2016	J.A. Castro		
	2.2.3	Provide training to employees on FY16 Payment Schedule & CDSI.	10/1/2015	9/30/2016	J. Valentin, D. Medina		
GOAL	3	<b>Create a Climate Where Private Lands Conservation Will Thrive</b> <i>(Performance Measures include: increase outreach &amp; delivery of NRCS products &amp; services to underserved customers; increase leveraging of investments &amp; resources with traditional &amp; non-traditional partners; increase employee job satisfaction &amp; retention)</i>					
Objective	3.1	Build & strengthen partnerships & coalitions	Start Date	End Date	Lead	Complete (%)	Comments
Actions	3.1.1	Execute MOU to streamline CNMP process and EQB regulations for confined animals operations.	10/1/2015	9/30/2016	F. Arroyo, J. Valentin, D. Medina		
	3.1.2	Promote the Community Garden Initiative with groups such as "Estudiantes Agricultores del Colegio" and similar groups.	10/1/2015	9/30/2016	J. Valentin, E. Mas		
	3.1.3	Work with FSA, RD, DA and other partner agencies to develop community gardens in the Caribbean.	10/1/2015	9/30/2016	J. Valentin, E. Mas		
	3.1.4	Continue to Meet with partners to refine and update policies for CNMP.	10/1/2015	9/30/2016	F. Arroyo, J. Valentin, D. Medina		
	3.1.6	Provide training to new partners on EWP program implementation and sponsor responsibilities.	10/1/2015	3/31/2016	D. Medina H. Miro		
	3.1.7	Provide training to partner agencies & organizations on the use of the Web Soil Survey and Soil Health Initiative.	10/1/2015	9/30/2016	MLRA Staff/SSS		
	3.1.8	Assist the National Water and Climate Center with the upgrade of Soil Climate Analysis Network (SCAN) in the Caribbean Area	10/1/2015	9/30/2016	MLRA Staff/SSS		
	3.1.9	Continue to partner with PR MIDF and To-Ricos Poultry Association to promote implementation of ONFEI.	10/1/2015	9/30/2016	J.A. Castro		
	3.1.10	Continue to partner with Suroeste SCD to implement conservation practices in the USDA Guánica/Rio Loco Watershed Project.	10/1/2015	9/30/2016	F. Arroyo		
	Objective	3.2	Promote an ethic of conservation stewardship among America's farmers, ranchers, forestland owners and stakeholders	Start Date	End Date	Lead	Complete (%)
Actions	3.2.1	Conduct meetings for CIG promotion and delivery with PR and USVI stakeholders.	10/1/2015	9/30/2016	J Valentin		
	3.2.2	Assist CIG applicants to ensure compliance with program policies and regulations for new applications.	10/1/2015	9/30/2016	J Valentin		
	3.2.3	Conduct meetings for RCPP promotion and delivery with PR and USVI stakeholders.	10/1/2015	9/30/2016	J Castro		
	3.2.4	Assist RCPP applicants to ensure compliance with program policies and regulations for new applications.	10/1/2015	9/30/2016	J Castro		
	3.2.3	Increase service to NRCS customers through technical service providers, Agriculture Conservation Enrollees Seniors Project, Student Conservation Association, partners, and volunteers.	10/1/2015	9/30/2016	J Valentin D Medina		

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Objective	3.3	Expand opportunities to deliver conservation products & services to new & under-served customers	Start Date	End Date	Lead	Complete (%)	Comments
Actions	3.3.1	Expand CB Newsletter / GovDelivery / social media subscriber base	10/1/2015	9/30/2016	J. Wright		
	3.3.2	Completed documentation and upload of SDJR projects approved for FY16	10/1/2015	9/30/2016	MLRA staff		
	3.3.3	Completed Quality assurance of SDJR projects, uploaded and committed CB Soil Surveys to the Web Soil Survey.	10/1/2015	9/30/2016	MLRA staff/SSS		
	3.3.4	Update and coordinate implementation of the Caribbean Area Outreach Plan to increase technical and financial assistance to underserved customers	10/1/2015	9/30/2016	J.A. Castro		
	3.3.5	Update CB website on a monthly basis	10/1/2015	9/30/2016	J. Wright		
	3.3.6	Post notices, announcements, publications to website, social media, GovDelivery as needed	10/1/2015	9/30/2016	J. Wright		
Objective	3.4	Employ, develop & retain a highly skilled and diverse workforce	Start Date	End Date	Lead	Complete (%)	Comments
Actions	3.4.1	Establish a Caribbean Area Leadership Development Program to create leaders within, and to promote the development of leaders.	10/1/2015	9/30/2016	All Program Managers		
	3.4.2	Provide training on engineering practices to field employees	10/1/2015	9/30/2015	D. Medina ENG Staff		
	3.4.3	Coordinate and conduct Caribbean Area MLRA-NCSS meeting.	10/1/2015	9/30/2016	C.Santiago, MLRA staff		
	3.4.4	Follow-up to CB employees to complete the process to obtain COR certification.	10/1/2015	9/30/2016	D. Medina, O. Velez		