



## Lessard-Sams Outdoor Heritage Council

### 2026 Accelerating the USFWS Habitat Conservation Easement Program Laws of Minnesota 2026 Accomplishment Plan

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#### General Information

**Date:** 06/05/2026

**Project Title:** 2026 Accelerating the USFWS Habitat Conservation Easement Program

**Funds Recommended:** \$4,509,000

**Legislative Citation:** ML 2026, Ch. 126, Art. 1, Sec. 2, subd. 2(i)

**Appropriation Language:** \$4,509,000 the second year is to the commissioner of natural resources for agreements to restore and enhance wetland and prairie habitat on habitat easements of the United States Fish and Wildlife Service as follows: \$3,019,000 to Ducks Unlimited and \$1,490,000 to Pheasants Forever.

#### Manager Information

**Manager's Name:** Logan Shoup

**Title:** Regional Biologist - NW Minnesota

**Organization:** Ducks Unlimited

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#### Location Information

**County Location(s):** Otter Tail, Grant, Douglas, Swift, Pope and Big Stone.

#### Eco regions in which work will take place:

Forest / Prairie Transition

Prairie

#### Activity types:

Restore

Enhance

**Priority resources addressed by activity:**

Wetlands

Prairie

**Narrative****Abstract**

DU and PF will help accelerate USFWS wildlife habitat easements by restoring and enhancing 1,275 acres of protected private grasslands and wetlands in Minnesota's Prairie and Transition Sections. These are working lands under permanent federal conservation easements that allow delayed haying and/or grazing while protecting restored wetlands and prairie grasslands for nesting ducks, pheasants, and other wildlife. By restoring and enhancing protected grassland and wetland habitat while allowing for continued landowner use of these working private lands, USFWS habitat easements buffer existing protected lands and provide important conservation easement options that are compatible with working agricultural operations.

**Design and Scope of Work**

In Phase VI of this grant program, Ducks Unlimited (DU) and Pheasants Forever (PF) will restore and enhance wetlands and prairie on private lands protected by the US Fish & Wildlife Service (USFWS) in Minnesota through federal USFWS grassland habitat conservation easements. DU and PF will restore drained wetlands and cropland back to prairie grassland and enhance existing habitats. USFWS has robust Migratory Bird Conservation Fund (MBCF) budgets to purchase habitat conservation easements, but these funds cannot restore or enhance lands protected. By restoring grasslands and wetlands for USFWS with OHF support DU and PF will accelerate the rate at which USFWS can protect grassland and wetlands in key focus landscapes in which there are also many state and federal wildlife lands owned and managed in fee-title, and other lands under more restrictive conservation easements. These are some of the most productive landscapes in the state for breeding waterfowl and other prairie wildlife including pheasants and many non-game grassland bird species. These private working land conservation easements complement other federal, state, and private conservation easement options available to landowners.

USFWS habitat conservation easements not only include protection measures that prevent wetland/prairie conversion and land development/subdivision, but importantly, they also secure rights to restore wetlands and prairie grassland where feasible too - which is the primary purpose of this OHF easement program. Partnering with the USFWS, DU and PF will restore and enhance private lands eased by USFWS with technical guidance from their private lands biologists and using private contractors to seed native prairie grass, remove trees, and restore wetlands. DU engineers will survey/design larger complex wetland restorations and manage restoration contracts to private earth-moving firms. As some of these working land easements allow managed livestock grazing, some restoration and enhancement work will include paying contractors to remove old fences and install new fences to facilitate managed rotational grazing systems. Such systems protect grassland and wetland habitats, enhance wildlife habitat by limiting trees and invasive plants, and provide landowners the opportunity to actively manage/maintain their land.

USFWS Habitat Easements have been purchased in Minnesota for over three decades and are a habitat protection tool designed to complement public lands habitat complexes such as federal Waterfowl Production Areas and state Wildlife Management Areas. These easements keep privately owned restored grassland and wetland habitat intact and on county tax rolls while allowing for working use of the land. These easements provide landowners with the option of either delayed haying (after July 15) or both grazing and delayed haying, which results in adequate habitat for wetland and upland nesting birds and a working land use option that appeals to some private

landowners. Importantly, these working land easements also help manage plant succession on their land, which is critical to prevent the encroachment of woody vegetation and invasive plant species. Well-managed grazing, delayed haying, and USFWS prescribed fire also benefits those grassland bird species that prefer more open prairie habitats, such as northern pintail, marbled godwit, snipe, and many other prairie species.

### **Explain how the plan addresses habitat protection, restoration, and/or enhancement for fish, game & wildlife, including threatened or endangered species conservation**

This proposal will restore/enhance wetlands and grasslands to create/expand prairie wetland habitat complexes. USFWS easements can be grazed and delay hayed, land uses which are compatible with grassland nesting birds as per scientific research. Prairies and emergent marshes are identified as critical habitats for many “Species of Greatest Conservation Need” listed in Minnesota’s “Tomorrow’s Habitat for the Wild & Rare: An Action Plan for Minnesota Wildlife”. Grassland nesting birds have shown the largest population decline of any of the bird groups. Specific species listed in the Action Plan as requiring prairie (page 255) include seven species of butterflies and three bird species that are native prairie specialists: chestnut-collared longspur, Sprague’s pipit, and Baird’s sparrow. Specific species listed in the Action Plan as requiring emergent marshes (page 267) include least bittern, American bittern, marsh wren, and Virginia rail. The Prairie Parkland has 139 species listed on the SGCN with 13 of these species being unique to the section. Grasslands are also critical to a diverse suite of declining pollinator species.

In addition to these specific wildlife species listed as SGCN in the Action Plan, restored prairie and wetlands in the Prairie Parkland will provide habitat of significant value for other species listed in Appendix B of the Action Plan. Restored and protected prairie will provide habitat of significant value for other SGCN including bird species: upland sandpiper, bobolink, burrowing owl, Le Conte’s sparrow, grasshopper sparrow, eastern meadowlark, swamp sparrow, sharp-tailed grouse, short-eared owl, northern harrier, dickcissel, Henslow’s sparrow, and Nelson’s sharp-tailed sparrow. Upland nesting waterfowl will also benefit including waterfowl listed as SGCN; northern pintail and lesser scaup, which have both seen declines in continental populations. Wetland associated birds such as trumpeter swan, black tern, American bittern, Wilson’s phalarope, and marbled godwit will benefit from wetlands restored and buffered in the prairie landscape through the habitat easements. Mammals including northern grasshopper mouse and Richardson’s ground squirrels, reptiles such as lined snake and Blanding’s turtle, and amphibians such as northern cricket frog and common mudpuppy are SGCN in the Prairie Parkland.

### **What are the elements of this plan that are critical from a timing perspective?**

USFWS currently has a large list of landowners with thousands of acres who want to protect their grasslands and wetlands with USFWS habitat conservation easements. Increased interest has resulted through word of mouth, but USFWS needs help and funding to restore/enhance their eased lands. USFWS also has over 100+ purchased easements that need restoration/enhancement.

Timing is critical for many landowners with expiring CRP contracts, business decisions related to expanding livestock operations, and sometimes estate planning or other family decisions. When USFWS is not able to move forward quickly enough, landowners may choose less ecologically desirable uses for their land that often include putting land back into row crop production, especially in the case of expiring CRP. Often, landowners cannot afford to forego annual income after CRP contracts expire, and without other options, are forced to return land to row crop production, even when doing so is not preferred.

## **Describe how the plan expands habitat corridors or complexes and/or addresses habitat fragmentation:**

USFWS biologists score and rank each grassland habitat easement proposal based on ecological site attributes and landscape juxtaposition of protected lands. This ranking process was designed to be relatively simple and evaluate the capability of the proposed easement to provide biological benefits for wetland and grassland dependent wildlife species by considering the habitat on the easement tract as well as its contribution and benefits to other protected lands in the surrounding area. Periodically, the USFWS Minnesota Wetland Acquisition Office in Fergus Falls uses these rankings to re-prioritize the proposals to assure that the USFWS is working on and purchasing the highest ranking proposals throughout the year. DU and PF will rely on the high level of science-based expertise of the USFWS to ensure that easement opportunities are prioritized, and will work closely as a partnership to share the workload and accelerate the easement program in west-central Minnesota. Ducks Unlimited, Pheasants Forever, and USFWS will work together to use science-based targeting to focus promotion of this accelerated habitat conservation easement program, with focus on tracts near existing federal WPAs, state WMAs, and other permanent private land easements. High priority tracts will be those with restorable drained wetlands and converted prairie or expiring CRP that, once fully restored, will build and expand prairie-wetland complexes for ducks, pheasants, and migratory birds in landscapes with a high density of other protected habitats. Science-based models such as the U.S. Fish & Wildlife Service (USFWS) “Thunderstorm Maps” and “Restorable Wetlands Inventory” will help us determine landscape importance to breeding waterfowl, as will the state Pheasant Plan and Minnesota's Prairie Conservation Plan that helps guide prairie conservation efforts within Complexes, Core, and Corridor areas of western Minnesota. Finally, parcels near sites with relatively high biological diversity and significance based on the Minnesota DNR County Biological Survey (MCBS) will be a priority, and parcels with unique ecological values will be shared with other conservation easement program partners to ensure collaboration, avoid duplication of effort, and that the best conservation easement program option is offered to private landowners.

## **Which top 2 Conservation Plans referenced in MS97A.056, subd. 3a are most applicable to this project?**

Long Range Duck Recovery Plan

Long Range Plan for the Ring-Necked Pheasant in MN

## **Explain how this plan will uniquely address habitat resilience to climate change and its anticipated effects on game, fish & wildlife species utilizing the protected or restored/enhanced habitat this proposal targets.**

This proposal will address long-term climate resilience by restoring and enhancing prairie and wetland habitats within and around existing habitat complexes. USFWS easements are ranked and bought within high priority landscapes. Building off existing habitat cores within these landscapes helps to increase climate resiliency by connecting habitats and allowing for increased movement and migration of native species in response to changing climate and conditions. Additionally, having more contiguous native habitat allows for larger, more robust game, fish, and wildlife populations. More robust wildlife populations are better able to handle disturbances and long-term changes.

## **Which LSOHC section priorities are addressed in this program?**

**Forest / Prairie Transition**

Protect, enhance, and restore wild rice wetlands, shallow lakes, wetland/grassland complexes, aspen parklands, and shoreland that provide critical habitat for game and nongame wildlife

## **Prairie**

Protect, enhance, or restore existing wetland/upland complexes, or convert agricultural lands to new wetland/upland habitat complexes

## Outcomes

### **Programs in forest-prairie transition region:**

Wetland and upland complexes will consist of native prairies, restored prairies, quality grasslands, and restored shallow lakes and wetlands ~ *USFWS habitat easements will add restored and protected grassland and small wetland acres to augment existing public lands and other permanent easements to create prairie-wetland complexes with a more diverse mix of habitats and conservation options for private landowners. The measure of success will be the number of functioning prairie wetland complexes that provide adequate wetland and grassland acres within a landscape. This is a long-term, programmatic landscape conservation effort that will take time to achieve.*

### **Programs in prairie region:**

Agriculture lands are converted to grasslands to sustain functioning prairie systems ~ *USFWS easements restore and enhance lands that have previously been in row crop agriculture or at threat of conversion to row crop agriculture. These protected lands are free from the threat of future conversion and, as part of the easement, are converted to native grassland. This supports functioning prairie and wetland landscapes while also providing landowners with an income stream from managed haying or grazing. This is a long-term, programmatic landscape conservation effort that will take time to achieve.*

### **Per MS 97A.056, Subd. 24, Please explain whether the request is supplanting or is a substitution for any previous funding that was not from a legacy fund and was used for the same purpose.**

This OHF funding request does not supplant or substitute for any previous funding. This new OHF funding will be used for new conservation work to accelerate USFWS conservation easement delivery in Minnesota to accelerate protection and restoration of wetlands and prairie, and provide working land conservation easements options for landowners.

### **How will you sustain and/or maintain this work after the Outdoor Heritage Funds are expended?**

The U.S. Fish & Wildlife Service is responsible for long-term annual monitoring and enforcement. The terms of the easement allow limited delayed haying after July 15 or delayed haying and grazing, but require wetlands and grasslands to be maintained by the private landowner. The easement terms allow DU and PF, under the direction of the U.S. Fish & Wildlife Service, to restore and help enhance wetland restorations or improve grasslands in the future when determined by the Service to be necessary for wildlife habitat management purposes. Through this proposal, DU and PF will assist USFWS in restoring and enhancing easements with state OHF grant funds after USFWS protects the land through easement acquisition with MBCF funding. Long-term habitat management and compliance with easement provisions will be the responsibility of the federal USFWS.

**Actions to Maintain Project Outcomes**

Year	Source of Funds	Step 1	Step 2	Step 3
2026	U.S. Fish & Wildlife Service	Annually Monitor Easements	Identify Problems, if any	Work with Private Landowners to Resolve

**Provide an assessment of how your program celebrates cultural diversity or reaches diverse communities in Minnesota, including reaching low- and moderate-income households:**

DU, PF, and USFWS conserve wetlands and prairie for wildlife and people alike. Our habitat projects restore natural infrastructure, which helps to alleviate society’s climate impacts and provide clean water for BIPOC communities, who are disproportionately impacted by the effects of wetland loss and climate change. PF and DU have organizational initiatives to increase the inclusion of BIPOC and to ensure a sense of belonging among all people. USFWS purchases easements from willing sellers, including individuals that identify as BIPOC and other underserved citizens.

Wetlands recharge groundwater in aquifers, providing clean, dependable water supplies while removing pollutants and reducing downstream flooding. Generational wealth in BIPOC communities is compromised by a lack of natural infrastructure such as wetlands. BIPOC community resiliency is enhanced by the function of wetlands and adjacent grassland habitats that clean water and help absorb impacts from severe weather events.

Restoring wetlands in the Mississippi River watershed benefits BIPOC communities who draw their water from the river such as Minneapolis, St. Paul, and St. Cloud. Minneapolis alone draws 21 billion gallons of water a year from the Mississippi to produce 57 million gallons of drinking water/day.

Indigenous communities may benefit from DU wetland enhancements and restorations that create suitable conditions for wild rice to proliferate. Wetlands deliver a return on investment that helps to support the health, resiliency, and well-being of BIPOC communities.

USFWS works strategically to purchase easements on lands with drained wetlands and restorable prairie that are important to waterfowl, prairie wildlife, and people. DU and PF will restore drained pothole wetlands and adjacent uplands back to native prairie grasslands for both wildlife habitat and the public using competitively-selected contractors following state procurement guidelines, including minority and women-owned businesses. Additionally, USFWS easements are most often implemented in rural, low to middle income areas. The associated easement payments and dollars from habitat work go into these communities. Maintaining these easements as working lands can lead to more stability for the small farms and ranches that rent/own them, which in turn leads to more vibrant rural communities and higher quality of life in rural Minnesota.

**Activity Details**

**Requirements**

**If funded, this program will meet all applicable criteria set forth in MS 97A.056?**

Yes

**Will restoration and enhancement work follow best management practices including MS 84.973 Pollinator Habitat Program?**

Yes

**Is the restoration and enhancement activity on permanently protected land per 97A.056, Subd 13(f), tribal lands, and/or public waters per MS 103G.005, Subd. 15 or on lands to be acquired in this program?**

Yes

**Where does the activity take place?**

Permanently Protected Conservation Easements

## Land Use

**Will there be planting of any crop on OHF land purchased or restored in this program, either by the proposer or the end owner of the property, outside of the initial restoration of the land?**

Yes

**Explain what will be planted and include the maximum percentage of any acquired parcel that would be planted into foodplots by the proposer or the end owner of the property:**

Some temporary planting of non-neonicotinoid soybeans (up to 1-2 years, no corn planting) may be required as site preparation for prairie restoration on parcels where herbicides with long (18+ month) residual carryover have been used or where conversion of old fields infested with invasive plants such as smooth brome and reed canary grass may require a year of cropping with herbicides for restoration purposes. No food plots are planned through this program.

**Will insecticides or fungicides (including neonicotinoid and fungicide treated seed) be used within any activities of this program either in the process of restoration or use as food plots?**

No

## Timeline

Activity Name	Estimated Completion Date
Remaining easements restored or enhanced by DU and PF.	June 2031
Some easements restored or enhanced while other restoration plans continue being developed by DU and PF.	December 2027
Some easement restoration plans finalized by DU and PF.	June 2027
Easements closed by USFWS and restoration plans drafted.	December 2026

**Date of Final Report Submission:** 11/01/2031

### **Availability of Appropriation:** Subd. 7. Availability of Appropriation

(a) Money appropriated in this section may not be spent on activities unless they are directly related to and necessary for a specific appropriation and are specified in the accomplishment plan approved by the Lessard-Sams Outdoor Heritage Council. Money appropriated in this section must not be spent on indirect costs or other institutional overhead charges that are not directly related to and necessary for a specific appropriation. Money appropriated for fee title acquisition of land may be used to restore, enhance, and provide for public use of the land acquired with the appropriation. Public-use facilities must have a minimal impact on habitat in acquired lands.

(b) Money appropriated in this section is available as follows:

- (1) money appropriated for acquiring real property is available until June 30, 2030;
- (2) money appropriated for restoring and enhancing land acquired with an appropriation in this section is available for four years after the acquisition date with a maximum end date of June 30, 2034;
- (3) money appropriated for restoring or enhancing other land is available until June 30, 2031;
- (4) notwithstanding clauses (1) to (3), money appropriated for a project that receives at least 15 percent of its funding from federal funds is available until a date sufficient to match the availability of federal funding to a maximum of six years if the federal funding was confirmed and included in the original approved draft accomplishment plan; and
- (5) money appropriated for other projects is available until the end of the fiscal year in which it is appropriated.

**Budget**

*Budget reallocations up to 10% do not require an amendment to the Accomplishment Plan.*

**Grand Totals Across All Partnerships**

<b>Item</b>	<b>Funding Request</b>	<b>Leverage</b>	<b>Leverage Source</b>	<b>Total</b>
Personnel	\$467,000	\$88,000	FWS and NAWCA - Staff, FWS IRA and NAWCA - Staff, USFWS	\$555,000
Contracts	\$3,856,000	\$59,000	NAWCA Grants - Contracts, NAWCA Grants - Contracts	\$3,915,000
Fee Acquisition w/ PILT	-	-	-	-
Fee Acquisition w/o PILT	-	-	-	-
Easement Acquisition	-	\$293,000	USFWS Migratory Bird Funds (Duck Stamp Dollars)	\$293,000
Easement Stewardship	-	-	-	-
Travel	\$35,000	-	-	\$35,000
Professional Services	-	-	-	-
Direct Support Services	\$51,500	-	-	\$51,500
DNR Land Acquisition Costs	-	-	-	-
Capital Equipment	-	-	-	-
Other Equipment/Tools	\$38,000	-	-	\$38,000
Supplies/Materials	\$61,500	-	-	\$61,500
DNR IDP	-	-	-	-
<b>Grand Total</b>	<b>\$4,509,000</b>	<b>\$440,000</b>	-	<b>\$4,949,000</b>

## Partner: DU

**Totals**

Item	Funding Request	Leverage	Leverage Source	Total
Personnel	\$331,000	\$59,000	FWS and NAWCA - Staff, FWS IRA and NAWCA - Staff	\$390,000
Contracts	\$2,565,000	\$39,000	NAWCA Grants - Contracts	\$2,604,000
Fee Acquisition w/ PILT	-	-	-	-
Fee Acquisition w/o PILT	-	-	-	-
Easement Acquisition	-	\$293,000	USFWS Migratory Bird Funds (Duck Stamp Dollars)	\$293,000
Easement Stewardship	-	-	-	-
Travel	\$23,000	-	-	\$23,000
Professional Services	-	-	-	-
Direct Support Services	\$34,000	-	-	\$34,000
DNR Land Acquisition Costs	-	-	-	-
Capital Equipment	-	-	-	-
Other Equipment/Tools	\$25,000	-	-	\$25,000
Supplies/Materials	\$41,000	-	-	\$41,000
DNR IDP	-	-	-	-
<b>Grand Total</b>	<b>\$3,019,000</b>	<b>\$391,000</b>	-	<b>\$3,410,000</b>

**Personnel**

Position	Annual FTE	Years Working	Funding Request	Leverage	Leverage Source	Total
DU Engineering Staff	0.2	3.5	\$105,000	\$9,000	FWS and NAWCA - Staff	\$114,000
DU Regional Biologist	0.1	3.5	\$54,000	\$20,000	FWS IRA and NAWCA - Staff	\$74,000
DU Field Biologists	0.5	3.5	\$172,000	\$30,000	FWS IRA and NAWCA - Staff	\$202,000

**Partner: PF****Totals**

Item	Funding Request	Leverage	Leverage Source	Total
Personnel	\$136,000	\$29,000	USFWS	\$165,000
Contracts	\$1,291,000	\$20,000	NAWCA Grants - Contracts	\$1,311,000
Fee Acquisition w/ PILT	-	-	-	-
Fee Acquisition w/o PILT	-	-	-	-
Easement Acquisition	-	-	-	-
Easement Stewardship	-	-	-	-
Travel	\$12,000	-	-	\$12,000
Professional Services	-	-	-	-
Direct Support Services	\$17,500	-	-	\$17,500
DNR Land Acquisition Costs	-	-	-	-
Capital Equipment	-	-	-	-
Other Equipment/Tools	\$13,000	-	-	\$13,000
Supplies/Materials	\$20,500	-	-	\$20,500
DNR IDP	-	-	-	-
<b>Grand Total</b>	<b>\$1,490,000</b>	<b>\$49,000</b>	-	<b>\$1,539,000</b>

**Personnel**

Position	Annual FTE	Years Working	Funding Request	Leverage	Leverage Source	Total
Pheasants Forever Biologist, Lands, and Legal Staff	0.4	3.5	\$136,000	\$29,000	USFWS	\$165,000

**Amount of Request:** \$4,509,000**Amount of Leverage:** \$440,000**Leverage as a percent of the Request:** 9.76%**DSS + Personnel:** \$518,500**As a % of the total request:** 11.5%**Easement Stewardship:** -**As a % of the Easement Acquisition:** -**How will this program accommodate the reduced appropriation recommendation from the original proposed requested amount?**

This program will accommodate the reduced appropriation recommendation by reducing the overall project acreage goals in an amount commensurate with the reduction in funding. Since this program is fully scalable this should not be an issue.

**Detail leverage sources and confirmation of funds:**

The USFWS will spend \$293,000 of federal funds appropriated from the Migratory Bird Conservation Fund to purchase grassland and wetland easements, which DU and PF will help restore with OHF grant funds. DU and PF will leverage \$147,000 from NAWCA grants and FWS IRA contracts.

**Does this project have the ability to be scalable?**

Yes

**If the project received 50% of the requested funding**

**Describe how the scaling would affect acres/activities and if not proportionately reduced, why?**

This Phase 5 funding request will be scaled proportionately to the funding provided. Acres and Activity Outcomes would be reduced proportionately.

**Describe how personnel and DSS expenses would be adjusted and if not proportionately reduced, why?**

This Phase 5 funding request will be scaled proportionately to the funding provided. Acres and Activity Outcomes would be reduced proportionately.

**Personnel**

**Has funding for these positions been requested in the past?**

Yes

**Contracts**

**What is included in the contracts line?**

Contracts are for prairie and wetland restoration/enhancement work contracted to private sector firms, including activities such as field site preparation, tree removal, prairie grass and wetland seeding, old fence removal and new fence installation, ditch plugging, drain tile and sediment removal, dike and berm construction, and water control structures.

**Travel**

**Does the amount in the travel line include equipment/vehicle rental?**

No

**Explain the amount in the travel line outside of traditional travel costs of mileage, food, and lodging**

None - all travel funding will be used for in-state mileage, meals, and lodging, as necessary.

**I understand and agree that lodging, meals, and mileage must comply with the current MMB Commissioner Plan:**

Yes

**Direct Support Services**

**How did you determine which portions of the Direct Support Services of your shared support services is direct to this program?**

Minnesota DNR grants staff previously reviewed and approved DU accounting methodology for Direct Support Services, which are calculated and included in DU staff costs. DU Direct Support Services constitute approximately 10% of DU overall staff costs on average among DU conservation staff billing categories. DU breaks out and invoices for Direct Support Service expenses approved by DNR for reimbursement separately from Personnel expenses. In accordance with 2 CFR 200, DU uses the direct allocation method of allocating costs to programs and

final cost objectives. This process of allocating costs is accomplished through the use of hourly rates. The direct cost of activities, including direct support expenses, is included in these hourly rates. The rates are comprised of costs for salaries, benefits, office space, general insurance, support staff, office supplies, and other various direct expenses incurred at the regional offices and conservation department at the home office. All costs are assigned to conservation projects (net of applicable personnel and other costs that are non-conservation related). Hourly charges represent the amount that DU charges conservation projects per hour for each staff member working on the project. These costs represent expenses that directly support the labor cost necessary for the development of a specific water/wetlands conservation project.

PF utilizes the Total Modified Direct Cost de minimis method. This methodology is annually approved by the U.S. Department of Interior's National Business Center as the basis for the organization's Indirect Cost Rate agreement. PF's allowable direct support services cost is 15%. In this proposal, PF has discounted its rate to 12.5% of personnel. We are donating the difference-in-kind.

### **Other Equipment/Tools**

#### **Give examples of the types of Equipment and Tools that will be purchased?**

Equipment and Tools include gear used to survey and design wetland restorations such as laser levels and GPS survey devices. This may also include rent of GPS survey equipment.

### **Federal Funds**

#### **Do you anticipate federal funds as a match for this program?**

Yes

#### **Are the funds confirmed?**

Yes

#### **Is Confirmation Document attached?**

Yes, on file

Cash : \$440,000

In Kind : \$100,000

Output Tables**Acres by Resource Type (Table 1)**

Type	Wetland	Prairie	Forest	Habitat	Total Acres
Restore	210	315	-	-	525
Protect in Fee with State PILT Liability	-	-	-	-	-
Protect in Fee w/o State PILT Liability	-	-	-	-	-
Protect in Easement	-	-	-	-	-
Enhance	100	650	-	-	750
<b>Total</b>	<b>310</b>	<b>965</b>	<b>-</b>	<b>-</b>	<b>1,275</b>

**Total Requested Funding by Resource Type (Table 2)**

Type	Wetland	Prairie	Forest	Habitat	Total Funding
Restore	\$738,000	\$1,120,000	-	-	\$1,858,000
Protect in Fee with State PILT Liability	-	-	-	-	-
Protect in Fee w/o State PILT Liability	-	-	-	-	-
Protect in Easement	-	-	-	-	-
Enhance	\$353,000	\$2,298,000	-	-	\$2,651,000
<b>Total</b>	<b>\$1,091,000</b>	<b>\$3,418,000</b>	<b>-</b>	<b>-</b>	<b>\$4,509,000</b>

**Acres within each Ecological Section (Table 3)**

Type	Metro/Urban	Forest/Prairie	SE Forest	Prairie	N. Forest	Total Acres
Restore	-	350	-	175	-	525
Protect in Fee with State PILT Liability	-	-	-	-	-	-
Protect in Fee w/o State PILT Liability	-	-	-	-	-	-
Protect in Easement	-	-	-	-	-	-
Enhance	-	500	-	250	-	750
<b>Total</b>	<b>-</b>	<b>850</b>	<b>-</b>	<b>425</b>	<b>-</b>	<b>1,275</b>

**Total Requested Funding within each Ecological Section (Table 4)**

Type	Metro/Urban	Forest/Prairie	SE Forest	Prairie	N. Forest	Total Funding
Restore	-	\$1,241,000	-	\$617,000	-	\$1,858,000
Protect in Fee with State PILT Liability	-	-	-	-	-	-
Protect in Fee w/o State PILT Liability	-	-	-	-	-	-
Protect in Easement	-	-	-	-	-	-
Enhance	-	\$1,767,000	-	\$884,000	-	\$2,651,000
<b>Total</b>	<b>-</b>	<b>\$3,008,000</b>	<b>-</b>	<b>\$1,501,000</b>	<b>-</b>	<b>\$4,509,000</b>

**Average Cost per Acre by Resource Type (Table 5)**

Type	Wetland	Prairie	Forest	Habitat
Restore	\$3,514	\$3,555	-	-
Protect in Fee with State PILT Liability	-	-	-	-
Protect in Fee w/o State PILT Liability	-	-	-	-
Protect in Easement	-	-	-	-
Enhance	\$3,530	\$3,535	-	-

**Average Cost per Acre by Ecological Section (Table 6)**

Type	Metro/Urban	Forest/Prairie	SE Forest	Prairie	N. Forest
Restore	-	\$3,545	-	\$3,525	-
Protect in Fee with State PILT Liability	-	-	-	-	-
Protect in Fee w/o State PILT Liability	-	-	-	-	-
Protect in Easement	-	-	-	-	-
Enhance	-	\$3,534	-	\$3,536	-

**Target Lake/Stream/River Feet or Miles**

## Parcels

### Parcel Information

#### Sign-up Criteria?

No

#### Explain the process used to identify, prioritize, and select the parcels on your list:

Easements are selected by USFWS biologists who score and rank each grassland habitat easement proposed based on ecological site attributes and landscape juxtaposition using a scoring process that is developed internally with science-based guidance from their Habitat & Population Evaluation Team science staff in Fergus Falls. This ranking process was designed to be relatively simple and evaluate the capability of the proposed easement to provide biological benefits for wetland and grassland dependent wildlife species by considering the habitat on the easement tract as well as its contribution and benefits to other protected lands in the surrounding area.

Periodically through out the year, the USFWS Minnesota Wetland Acquisition Office in Fergus Falls uses these rankings to re-prioritize the proposals to assure that the USFWS is working on and purchasing the highest ranking proposals throughout the year. DU and PF will rely on the high level of science-based conservation expertise and rigorous easement selection process of the USFWS to ensure that easements acquired prioritized appropriately and therefore subsequently already prioritized for wetland and grassland habitat restoration and enhancement activities by DU and PF.

### Restore / Enhance Parcels

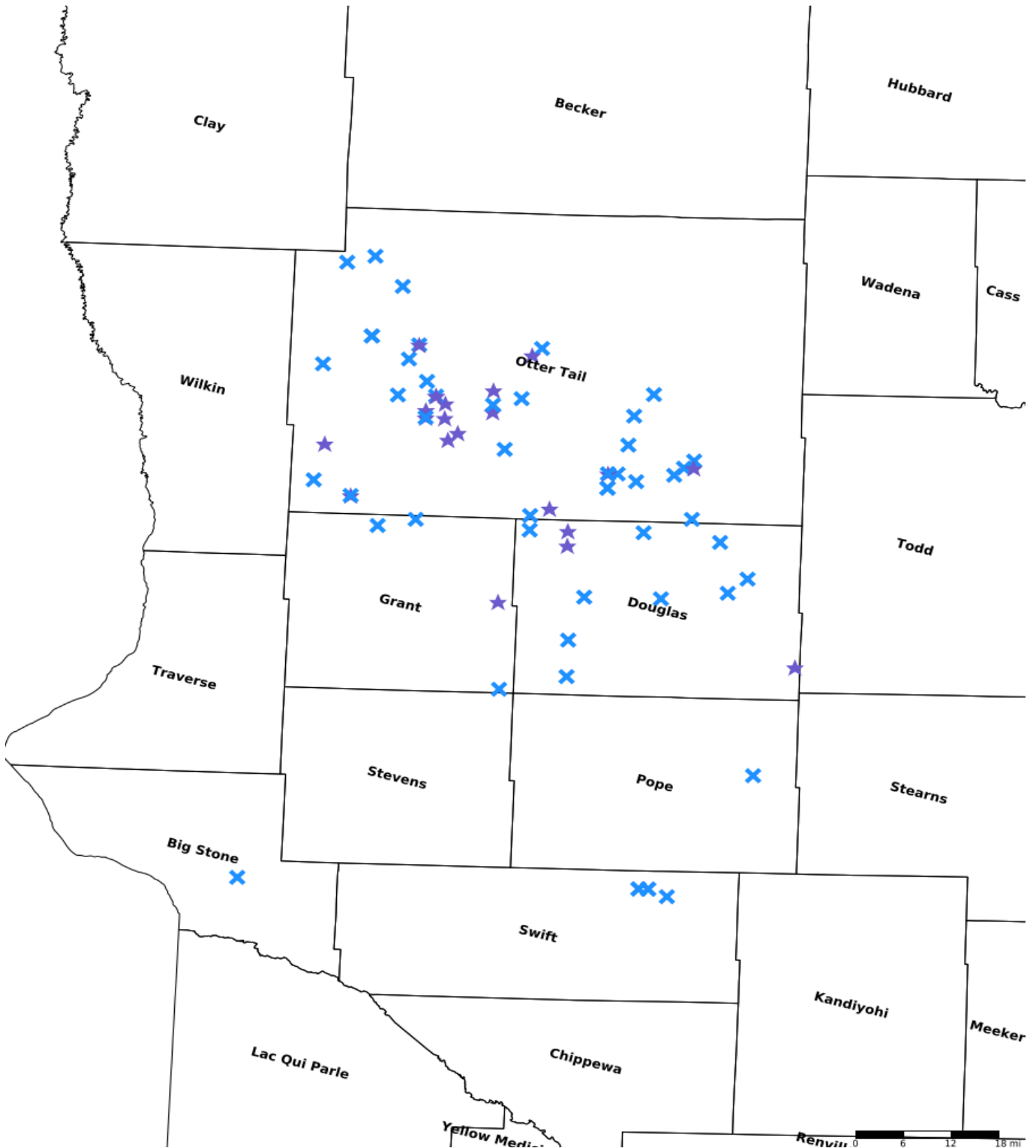
Name	County	TRDS	Acres	Est Cost	Existing Protection	Description
Bentsen Bay Farm Easement Enhancement	Big Stone	12245217	237	\$240,000	Yes	Habitat enhancement on a USFWS easement.
BJ Bjorge S Easement Enhancement	Douglas	12937223	80	\$140,000	Yes	Habitat enhancement on a USFWS easement.
Camp Cartona USFWS Easement DU Enhancement	Douglas	12936207	140	\$287,500	Yes	DU wetland and grassland enhancement on USFWS easement.
Craig Haaseman Easement Enhancement	Douglas	12939229	30	\$150,000	Yes	Habitat enhancement on a USFWS easement.
Dan and Justin Evavold Easement Restoration	Douglas	13040224	65	\$125,000	Yes	Habitat restoration on a USFWS easement.
Ed Coons Easement Enhancement	Douglas	12740224	80	\$225,000	Yes	Habitat enhancement on a USFWS easement.
Joel Kangas Easement Enhancement	Douglas	12840225	6	\$25,000	Yes	Habitat enhancement on a USFWS easement.
John Herd et al. Easement Enhancement	Douglas	13038208	50	\$250,000	Yes	Habitat enhancement on a USFWS easement.
Keith Wilson Easement Enhancement	Douglas	12938227	40	\$250,000	Yes	Habitat enhancement on a USFWS easement.
Kenny Behrens USFWS Easement DU Restoration	Douglas	13040212	12	\$45,000	Yes	DU prairie and wetland restoration on USFWS easement.
Tim Zunker Easement Enhancement	Douglas	13037215	45	\$70,000	Yes	Habitat enhancement on a USFWS easement.
Bach's Slough USFWS Easement DU Enhancement	Grant	12741235	135	\$287,500	Yes	Large DU wetland enhancement on USFWS easements.
City of Herman Easement Restoration	Grant	12736212	185	\$462,500	Yes	Habitat restoration on a USFWS easement.

Daryl Frykman USFWS DU Restoration	Grant	12941235	27	\$110,000	Yes	DU wetland restoration on USFWS easement.
Tom and Bob Welle USFWS Easement PF Enhancement	Grant	13043210	70	\$170,000	Yes	PF prairie and wetland enhancement on USFWS easement.
Abby Volden Easement Enhancement	Otter Tail	13239234	85	\$140,000	Yes	Habitat enhancement on a USFWS easement.
Ben Miller (Quirino Farms LLC) USFWS Easement PF Enhancement	Otter Tail	13139210	40	\$140,000	Yes	PF prairie and wetland enhancement on USFWS easement.
Clambey/Truax Easement Restoration	Otter Tail	13342210	170	\$250,000	Yes	Habitat restoration on a USFWS easement.
Cook Waterfowl USFWS Easement DU Enhancement	Otter Tail	13643225	45	\$287,500	Yes	DU wetland enhancement on USFWS easement.
Dan Stenoien Easement Enhancement	Otter Tail	13341215	50	\$125,000	Yes	Habitat enhancement on a USFWS easement.
Doug Bjorkland Easement Enhancement	Otter Tail	13338204	61	\$152,500	Yes	Habitat enhancement on a USFWS easement.
Eli Pachel Easement Enhancement	Otter Tail	13241214	17	\$100,000	Yes	Habitat enhancement on a USFWS easement.
Gary and Susan Clambey Easement Restoration	Otter Tail	13342210	14	\$30,000	Yes	Habitat restoration on a USFWS easement.
Gaylen and Mary Rockswold USFWS PF Enhancement	Otter Tail	13139210	40	\$130,000	Yes	PF prairie and wetland enhancement on USFWS easement.
Greg and Danny Melkert USFWS Easement PF Enhancement	Otter Tail	13543233	80	\$225,000	Yes	PF prairie and wetland enhancement on USFWS easement.
Greg and Deann Melkert USFWS Easement PF Enhancement	Otter Tail	13543233	5	\$10,000	Yes	PF prairie and wetland enhancement on USFWS easement.
Harold Busko Jr. Easement Enhancement	Otter Tail	13342228	50	\$300,000	Yes	Habitat enhancement on a USFWS easement.
Harry and Lori Krog USFWS Easement PF Enhancement	Otter Tail	13343212	10	\$45,000	Yes	PF prairie and wetland enhancement on USFWS easement.
Jeff Drechsel USFWS Easement PF Enhancement	Otter Tail	13442218	40	\$115,000	Yes	PF prairie and wetland enhancement on USFWS easement.
Jeremy Schmidgall Easement Enhancement	Otter Tail	13239212	22	\$150,000	Yes	Habitat enhancement on a USFWS easement.
Jim Burkett (Bluebill) USFWS Easement PF Enhancement	Otter Tail	13143219	100	\$250,000	Yes	PF wetland enhancement on USFWS easement.
Jim Burkett Easement Enhancement	Otter Tail	13040208	15	\$100,000	Yes	Habitat enhancement on a USFWS easement.
Joe Luetmer USFWS Easement PF Restoration	Otter Tail	13342214	5	\$45,000	Yes	PF wetland restoration on USFWS easement.
John Olesen Easement Restoration	Otter Tail	13239234	80	\$140,000	Yes	Habitat restoration on a USFWS easement.
Joseph Borgos Easement Restoration	Otter Tail	13242211	24	\$60,000	Yes	Habitat restoration on a USFWS easement.
Josh and Shelley LLC USFWS Easement DU Enhancement	Otter Tail	13140232	120	\$275,000	Yes	DU prairie and wetland enhancement on USFWS easement.
Judy Adamec USFWS Easement DU Restoration	Otter Tail	13342226	25	\$130,000	Yes	DU wetland restoration on USFWS easement.

Karen Terry USFWS Easement DU Enhancement	Otter Tail	13342210	25	\$115,000	Yes	DU prairie restoration and wetland enhancement on USFWS easement.
Kelly Thorson USFWS Easement DU Restoration	Otter Tail	13242201	5	\$45,000	Yes	DU wetland restoration on USFWS easement.
Kevin Oehler Easement Enhancement	Otter Tail	13144209	120	\$300,000	Yes	Habitat enhancement on a USFWS easement.
Lee Skold USFWS Easement DU Enhancement	Otter Tail	13238235	50	\$170,000	Yes	DU prairie and wetland enhancement on USFWS easement.
Leigh Barry Easement Restoration - Amor Tract	Otter Tail	13440208	42	\$70,000	Yes	Habitat restoration on a USFWS easement.
Lon Berg Easement Restoration	Otter Tail	13341222	140	\$350,000	Yes	Habitat restoration on a USFWS easement.
Mark Jacobs Trust Easement Restoration	Otter Tail	13342228	20	\$60,000	Yes	Habitat restoration on a USFWS easement.
Matt Jacobsen USFWS Easement DU Restoration	Otter Tail	13140227	18	\$45,000	Yes	DU wetland restoration on USFWS easement.
Melanie Cole Easement Restoration	Otter Tail	13341203	37	\$75,000	Yes	Habitat restoration on a USFWS easement.
Michael and Jasson Mickelson Easement Enhancement	Otter Tail	13239235	170	\$450,000	Yes	Habitat enhancement on a USFWS easement.
Michael and Maureen Nelson USFWS Easement DU Enhancement	Otter Tail	13340207	40	\$100,000	Yes	DU prairie enhancement on USFWS easement.
Michelle Luers (Ridgeway Tract) USFWS Easement DU Restoration	Otter Tail	13244215	28	\$170,000	Yes	DU wetland restoration on USFWS easement.
Mike Vaughan (Otter Trail Crossing North) USFWS Easement DU Enhancement	Otter Tail	13237219	170	\$450,000	Yes	DU prairie and wetland enhancement on USFWS easement.
Mike Vaughan (Otter Trail Crossing South) USFWS Easement DU Enhancement	Otter Tail	13238225	200	\$650,000	Yes	DU prairie and wetland enhancement on USFWS easement.
Paul Jaros Easement Enhancement	Otter Tail	13042205	33	\$82,500	Yes	Habitat enhancement on a USFWS easement.
Ralph Papenheim (Haldorsen Lake) USFWS Easement PF Enhancement	Otter Tail	13444222	45	\$140,000	Yes	PF prairie and wetland enhancement on USFWS easement.
Randy Anderson Easement Enhancement	Otter Tail	13440204	40	\$175,000	Yes	Habitat enhancement on a USFWS easement.
Rod Nordstrom USFWS Easement PF Restoration	Otter Tail	13442205	4	\$17,000	Yes	PF wetland restoration on USFWS easement.
Scott Korkowski Easement Enhancement	Otter Tail	13137231	140	\$140,000	Yes	Habitat enhancement on a USFWS easement.
Shawn Nelson USFWS Easement PF Enhancement	Otter Tail	13442205	78	\$230,000	Yes	PF prairie and wetland enhancement on USFWS easement.
Steve Misegades Easement Enhancement - Part 2	Otter Tail	13338219	275	\$325,000	Yes	Habitat enhancement on a USFWS easement.
Susan Leitch and Wayne Duenow USFWS Easement PF Enhancement	Otter Tail	13442233	47	\$130,000	Yes	PF prairie and wetland enhancement on USFWS easement.
Tim Hawthorne Easement Restoration	Otter Tail	13237230	55	\$100,000	Yes	Habitat restoration on a USFWS easement.
Todd Kvern Easement Restoration	Otter Tail	13342221	18	\$60,000	Yes	Habitat restoration on a USFWS easement.
Tom Haugrud (Oscarade Acres) USFWS Easement PF Enhancement	Otter Tail	13644212	30	\$85,000	Yes	PF prairie enhancement on USFWS easement.

Tom Haugrud Easement Enhancement	Otter Tail	13643204	40	\$100,000	Yes	Habitat enhancement on a USFWS easement.
Tom Hodorff USFWS Easement DU Enhancement	Otter Tail	13138206	60	\$170,000	Yes	DU prairie and wetland enhancement on USFWS easement.
Wayne Norgren USFWS Easement PF Restoration	Otter Tail	13143219	10	\$28,750	Yes	PF wetland restoration on USFWS easement.
Carlson Easement Enhancement	Pope	12536229	331	\$400,000	Yes	Habitat enhancement on a USFWS easement.
Chippewa River Ranch Easement Enhancement - Part 1	Swift	12238223	182	\$275,000	Yes	Habitat enhancement on a USFWS easement.
Chippewa River Ranch Easement Enhancement - Part 2	Swift	12238216	31	\$50,000	Yes	Habitat enhancement on a USFWS easement.
Kerkeide Easement Enhancement	Swift	12238217	40	\$60,000	Yes	Habitat enhancement on a USFWS easement.
Pritchett Easement Enhancement	Swift	12238216	39	\$60,000	Yes	Habitat enhancement on a USFWS easement.
Skarsten Easement Enhancement	Swift	12238217	40	\$60,000	Yes	Habitat enhancement on a USFWS easement.

### Parcel Map



- Protect in Easement
- ▲ Protect in Fee with PILT
- Protect in Fee W/O PILT
- ★ Restore
- ✕ Enhance
- ⊕ Other