



United States Department of Agriculture

# IOWA CURRENT DEVELOPMENTS

Fall 2020

## NO-TILL NOVEMBER GOES NATIONWIDE

PAGE 6

## SIBLEY RESOURCE TEAM DELIVERS LUNCHES TO FARMERS

PAGE 7

NATURAL RESOURCES  
CONSERVATION SERVICE  
[www.ia.nrcs.usda.gov](http://www.ia.nrcs.usda.gov)



Cattle graze in Adam Smith's Davis County pasture. Smith is just one of many livestock producers who signed up for conservation practices through EQIP in 2018 after a two-year drought hit southeast Iowa.

## WHAT'S INSIDE?

- 3 Message from State Conservationist Jon Hubbert
- 4 FY2021 Strategic Priorities
- 5 Quality and Quantity Equally Important
- 6 No-Till November Goes Nationwide
- 7 Sibley Resource Team Delivers Lunches to Farmers
- 8 Dakotas Road Trip Offers Soil Health Education
- 9 Back in the Day: Jeff Zimprich Announces Retirement
- 10 Employee Spotlight: Adam Clark
- 11 Employee Spotlight: Jacob Hawes
- 12 Video Spotlight: 4R Plus Intro to Conservation Practices
- 12 Reorganization and Staffing Update
- 13 Meyer-Dideriksen Returns to Outreach Position
- 13 Use Plain Language When Working with the Public
- 14 Guidance for Handling, Disposing of Hand Sanitizer
- 14 Soil Lab Data Mart Web Page and Map Updated
- 15-16 Iowa NRCS Personnel Changes
- 17 IDALS-DSCWQ Personnel Changes

# IOWA CURRENT DEVELOPMENTS

*Current Developments* is a product of the USDA's Natural Resources Conservation Service in Des Moines, Iowa, published bimonthly by the Iowa NRCS Public Affairs Staff in cooperation with NRCS and partner agency employees from across the state.

## CURRENT DEVELOPMENTS STORIES AND PHOTOS

Please submit your Current Developments story ideas and photos to Public Affairs Specialist Jason Johnson at [jason.r.johnson@usda.gov](mailto:jason.r.johnson@usda.gov). Past issues can be found at [https://www.nrcs.usda.gov/wps/portal/nrcs/ia/people/employees/nrcs142p2\\_008273/](https://www.nrcs.usda.gov/wps/portal/nrcs/ia/people/employees/nrcs142p2_008273/).



United States Department of Agriculture

[www.ia.nrcs.usda.gov](http://www.ia.nrcs.usda.gov)  
USDA-Natural Resources Conservation Service  
210 Walnut Street, Room 693  
Des Moines, IA 50309  
515-284-4769



@IowaNRCS

*An equal opportunity provider, employer and lender.*

## a **Message**

from the

## State Conservationist



*Jon Hubbert,  
State Conservationist*

Iowa NRCS and Partner Staff:

Thank you for welcoming me as your new State Conservationist! I'm honored to serve all of you in my new capacity.

As we enter a new Federal Fiscal Year, I wanted to share some of the key priorities for NRCS in the current fiscal year and for the foreseeable future.

My main message is to let you know that we are "staying the course" with the strategic priorities that we already have in place. Farm Bill implementation based on solid conservation planning and quality customer service, as well as continuing to implement our reorganization plan by filling positions and developing space to meet the new needs, will be a continued priority as we move ahead.

Over the course of the next several months, I will be meeting with NRCS and partner staff as well as leadership

from our conservation partners to seek input on 3 key questions. This will be a combination of in-person and virtual meetings (as COVID -19 related protocols allow). The 3 questions are:

1. What are we doing right?
2. What do we need to do better?
3. What is our biggest opportunity?

I will be doing a lot of listening and note-taking during my visits, and I will be bringing your ideas back to the Iowa NRCS Leadership Team and to the Iowa Conservation Partnership to help drive our future priorities.

Thank you all for your personal and professional commitment to help put conservation on the land in partnership with Iowa's landowners and operators. I look forward to working with you to enhance our future conservation efforts. I also look forward to connecting with you during upcoming meetings and events, both virtual and in-person.

Sincerely,  
Jon Hubbert, State Conservationist

# STATE CONSERVATIONIST FY21 STRATEGIC PRIORITIES: "STAYING THE COURSE"

## 1. Deliver the NRCS Vision and Mission.

**Mission:** We deliver conservation solutions so agricultural producers can protect natural resources and feed a growing world.

**Vision:** A world of clean and abundant water, healthy soils, resilient landscapes and thriving agricultural communities through voluntary conservation.

Guiding principles to provide science-based, voluntary incentive-based conservation on privately owned land.

## 2. Workload Priorities: Focus on quality customer service and addressing natural resource concerns.

- » Conservation/Soil Health Management Planning
- » Conservation Implementation
- » Conservation Program Delivery
- » Conservation Compliance

Variations in priorities are expected based on the work team's role.

## 3. Employee and partner staff development and support

- » Training
  - New/Newly-positioned Employees
  - Technical/Soft Skills
  - Administrative
  - Business Tools
- » Mentoring new and newly-positioned employees
- » Reorganization
  - Communications
  - Resource Teams (staffing)
  - Training - improve our staffing expertise + efficiency (specialty staff with enhanced technical training)

## 4. Partner Engagement

- » Work with partners to deliver conservation where our mission and goals align.



## QUALITY AND QUANTITY EQUALLY IMPORTANT

*by Jon Hubbert, State Conservationist*

I have heard recent discussion about whether quality or quantity is more important in regard to the work we do. The answer for me is the same for every other profession I can think of. It is essential for us to consider both the quality and the quantity of the services that we provide.

For our customers, the conservation plan and conservation practices that we help them develop and implement are important. This means taking the time to visit the field, so we better understand the resource issues of a farm. Take the time to listen to the landowner to better understand his or her objectives. If we provide friendly and professional assistance that helps producers develop a conservation plan and practices that address their objectives, and resource needs, that is a high-quality plan.

For executive and congressional branch leadership, department and agency leadership, the public and our conservation partners that entrust NRCS with public funding, it is important that we use resources wisely and aggressively to address the identified resource concerns and achieve the planned program objectives. For them, both quality and quantity are important.

With our current business tools, measuring quantity is built into Conservation Desktop (CD) and ProTracts. We still have some items that are reported directly into PRS and other data collection tools. In many ways, measuring quantity has become easier in recent years.



When it comes to measuring quality, the process is much more complex. We have developed detailed quality criteria in the form of handbooks, manuals, standards and specifications that are updated and changed as new science and technology emerges.

To measure the quality of our conservation plans and practice designs, we need to pull samples and take a closer look. As our staff works to complete the spot check process this year, consider the quality standards that we are expected to meet, and the top-notch conservation plans and conservation designs that we expect. It is important for us to deliver both quality and quantity conservation benefits.

Thank you for taking this responsibility seriously and for making our staff the go-to source for conservation assistance.

## NO-TILL NOVEMBER GOES NATIONWIDE



NRCS is encouraging Iowa farmers to “keep the stubble” on their harvested crop fields and improve soil health during No-Till November again. But this year, the campaign went national.

First launched in 2017, the NRCS project is mirrored after the national cancer awareness *No Shave November* campaign that encourages people not to shave during the entire month. The NRCS campaign encourages farmers to keep tillage equipment in their machine sheds this fall and keep the crop stubble on their fields. The campaign has reached more than 1.5 million people through Twitter and local media since 2017.

“No-till farming is a cornerstone soil health conservation practice, which also promotes water quality while saving farmers time and money,” says Iowa NRCS State Conservationist Jon Hubbert. “One of the first soil health principles is ‘do not disturb’. This campaign is a fun way to remind farmers about the important relationship between tillage and soil health.”

More information about No-Till November is available on our [website](#).



Jasper County District Conservationist Nichole Baxter and her three boys - Marshall, Cooper and Owen - show off their No-Till November stubble.

## SIBLEY RESOURCE TEAM DELIVERS LUNCHES TO FARMERS

Members of the Sibley Resource Team delivered 880 sack lunches to farmers harvesting in the field on Oct. 7-8 as part of their *Feed the Farmer* outreach project.

Ann Byers, Resource Team Leader in Sibley, says this was the third year for the outreach event in Lyon and Osceola Counties and the first year expanding it to all four counties (Sioux and O'Brien).

"The event was a fun team builder and a great way for us to give something back to the farmers who we work with," said Byers.

The team included outreach materials with the sack lunches, including information about the new resource team structure, soil health materials, a pollinator seed packet, and hand sanitizer.

Soil and Water Conservation District Commissioners from Lyon, Sioux, Osceola and O'Brien Counties provided financial support for the lunches. "While COVID made this year a little different, we were able to adjust and make the event a success," said Byers.



**Top:** Soil Conservationist Ben Brady delivers lunch and outreach materials to a farmer during corn harvest on Oct. 8.

**Above:** Soil Conservationist Dawn Henderson delivers lunches to a farmer in October.

**Left:** The *Feed the Farmer* lunch bag included a pollinator seed packet, soil health information and other outreach materials.



# ANNUAL DAKOTAS ROAD TRIP OFFERS SOIL HEALTH EDUCATION

*Submitted by Hillary Olson,  
Soil Health Specialist*

In August, 20 NRCS staff from across the state traveled to North and South Dakota to learn more about soil health.

The first stop was the Menoken Farm, where we met with Jay Fuhrer, retired North Dakota Soil Health Specialist and long-time District Conservationist in Burleigh County. Jay understands how challenging it can be to work on soil health while still trying to manage your program workload. We saw a variety of things at the farm, including grazing, row crop systems, high tunnel and garden demonstration sites.

His grazing system included 25 yearlings that were rotated between pasture, 60" corn and annual covers that included cereal rye, wheat/clover mix and pea/canola mix. They're using a BRIX Refractometer to measure the photosynthetic rate of the forages; this allows them to move the herd daily when the sugar content of the plants is the highest and should translate to more pounds gained. The cattle had the highest Average Daily Gain on the cereal rye at 3.4 lbs./day.

We learned about the farm's use and production of bioinoculant (aka worm juice). Jay makes it himself using giant tubs, compost and tubes that allow air exchange and 30 lbs. of worms from Uncle Jim's Worm Farm. They apply the worm juice with the planter in-furrow. Worm juice is not a fertilizer – it has low amounts of N, P and K but a lot of microbes. No commercial fertilizer, fungicide, or pesticides are used (they do use herbicides). They average 170 bu/ac of corn. The county average is 132 bu./ac.

"Be willing to stand up for the resource," Fuhrer says. "Say 'yes' to something outside your comfort zone. Soil health replaces inputs with management."

The next day we went to the 17,000-acre Black Leg Ranch near Bismarck, owned by Jerry Doan. To bring his three sons back to the ranch, they diversified it to include hunting lodges, guided hunts, a wedding reception facility and a brewery.

Jerry custom feeds cattle by grazing them on diverse



*Jerry Doan leads a discussion with Iowa NRCS staff in August. Doan owns Black Leg Ranch near Bismarck, ND.*

annual cover crop mixtures. Grass finished beef is the fastest growing segment of the cattle industry. He believes that soil health is the cornerstone because it translates to better forage health which leads to better rumen health, which means better human health.

Jerry understands how challenging family dynamics can be in farming/ranching operations. He says that communication is key. You don't have to love each other, but you must respect each other.

"Cover crops are a biological ag waste system because they put urine and manure back into the system," he said.

We finished the trip at Dakota Lakes with Dwayne Beck in Pierre, SD. Dwayne focuses on diverse crop rotations, including continuous corn, wheat, beans, wheat. He started no-till on the farm in the '80s and haven't looked back. The farm began as an irrigation research farm, but most farmers in the area no longer irrigate due to lift issues.

We also met with three local farmers that afternoon and I found it interesting that they all no-till and give each other a bad time if someone does tillage and has erosion.

"We're getting better at doing the wrong things and if tillage was good at getting rid of weeds they should all be gone by now," said Beck.

We're hoping to continue to hold annual soil health trips in the future. Please let your ASTC-FO know if you are interested in being considered for future trips.

# BACK IN THE DAY

## SD STATE CONSERVATIONIST & FORMER IOWA ASTC-FO IN ATLANTIC SETS RETIREMENT DATE

Jeff Zimprich, who spent 24 years in Iowa - the last 18 as Assistant State Conservationist for Field Operations in Atlantic, is retiring Jan. 2, 2021, after serving NRCS for nearly 40 years. Zimprich is currently the State Conservationist in South Dakota.

Zimprich started out as a student trainee and began his career in Montana after graduating from the University of Montana. He moved to Iowa in 1988 to become the Area Resource Conservationist (ARC) in Fort Dodge. In 1991, he took the position of State Crop Residue Management Specialist at the State Office in Des Moines, before leaving for his AFO position in Atlantic.

Zimprich's Iowa legacy includes installing conservation practice signs and outreach with cyclists along the RAGBRAI route. He is passionate about no-till and helped develop several no-till campaigns while in Iowa.



**Top Right:** Zimprich in 2010 while serving as ASTC-FO in Atlantic.

**Above:** Zimprich with his wife and daughters providing water to RAGBRAI cyclists in 2008.

**Right:** Zimprich reviewing a brochure, "MAX", a publication in partnership with Successful Farming, that used real farmer data to evaluate the economic success of different farming systems. It was an effort to promote no-till and conservation tillage.



**EMPLOYEE  
SPOTLIGHT**

**Adam  
Clark**



*Adam Clark*

**Title:** GIS Specialist  
State Office (Des Moines)

**College Education:**

- » Master of Geographic Information Systems (MGIS), Penn State University, May 2021
- » Graduate Certificate in Remote Sensing and Earth Observation, Penn State University, October 2020
- » B.A. in Environmental Science, Central College, Pella, IA, December 2014

**Military:**

United States Marine Corps, 2001 – 2006

**How did you become interested in geospatial technology?**

Following 5 years in the U.S. Marine Corps, I returned to Iowa and worked as an iron worker where I constructed steel and pre-cast buildings. I worked on the Wellmark Blue Cross Blue Shield building (downtown Des Moines), MercyOne West Des Moines Medical Center, parking garages, and the University of Dubuque Field House.

After my time as an iron worker, I found myself at Central College earning a B.A. in Environmental Science, while managing a 6,500 head hog nursery unit.

My initial exposure to geospatial technologies occurred during my undergrad where my advisor convinced me to take an introductory GIS course and I was hooked. I eventually completed additional courses and capitalized on internship opportunities with the U.S. Fish and Wildlife Service and the Iowa Department of Transportation. Prior to arriving at the USDA NRCS, I served as the GIS Coordinator for Hamilton County, Iowa.

**Why did you decide to work for NRCS and what are your career goals?**

I've always placed a high value on Natural Resources and the

agency's values and vision align with my own. My immediate goals are to gain an understanding of the business cycle of the agency and identify where and how geospatial technologies are used. Further, I have strong interest in the development of workflows to extract information from remotely sensed data (Orthophotography and Lidar).

**What do you enjoy doing outside of work?**

I spend a lot of time with my wife, three young children, and our yellow lab, Sparky. In addition, I spend a significant amount of time hunting, fishing, kayaking, and exploring anything that nature has to offer while educating my children. My favorite place to be is not on the way to anywhere else.

I enjoy walking, snow skiing, cooking, camping, and spending time with my family.

**EMPLOYEE  
SPOTLIGHT**

**Jacob  
Hawes**

**Title:** Soil Conservationist,  
Allamakee County

**College Education:**

Bachelor's Degree, 2012:  
Upper Iowa University (Conservation  
Management)

**Where did you grow up?**

I grew up right here in Allamakee County on a beef farm north of Harpers Ferry. As a kid, I spent much of my time hunting, fishing, and just tromping around the woods of our farm wondering how I could make it better for wildlife. This is where my passion for conservation started.

**What did you do before coming to NRCS?**

Following graduation, I worked for the Iowa DNR in various capacities managing wildlife habitat on public lands, before landing in Northwest Iowa. I worked in that part of the state for four years restoring and managing native prairies, natural wetlands and shallow lakes. I also worked on several projects using prescribed grazing with cattle and goats to promote species diversity and control invasive species within those ecosystems.

Despite the areas I was working on were providing critical habitat for wildlife and generating ecosystem services, they were essentially a postage stamp in a black desert of

heavily manipulated crop fields devoid of life outside of the growing season. The negative impacts from these practices were hard to ignore and often made the impacts of my own efforts feel insignificant.

Growing eager to return closer to home and knowing I could have a potentially greater impact of promoting conservation on a broader landscape, I decided to take my career in a slightly different path and began working for Southwest Badger RC&D and later Golden Sands RC&D as a Soil Conservationist/Grazing Specialist working alongside the staff with NRCS in Prairie du Chien, Wisconsin. My primary task there was to provide additional support for the agency by creating conservation plans to implement conservation practices on cropland and writing prescribed grazing plans for eligible applicants within the county seeking cost share funding through EQIP. Working side by side with local producers, promoting conservation practices and helping to improve their operations has proved to be more rewarding than I ever imagined.



*Jacob Hawes*

**What brought you to NRCS?**

I was fortunate enough to take on a new position again this May and joined the NRCS team here in Allamakee County. You don't have to look very hard to find a number of conservation practices already on the landscape in this county: no-till farming, contour strips, conservation crop rotations, and cover crops to name a few. Although each practice is good in its own right, there is no silver bullet or stand-alone practice that will permanently address the number of resource concerns common in our county.

My goal with NRCS is to continue to encourage the good practices that our customers are currently doing, as well as help introduce them to new practices. By taking advantage of the many programs that NRCS has to offer, producers can incorporate new conservation practices that work hand in hand with their existing practices to generate a system that not only promotes good soil health, but can also improve the sustainability of the land and profitability of their operation.

# SPOTLIGHT VIDEO

## 4R Plus: Introduction to Conservation Practices for Your Farm

The “Plus” in 4R Plus involves in-field and edge-of-field agronomic and conservation practices that increase the resiliency and soil health, retain nutrients and moisture for the crop, reduce soil erosion and runoff losses and improve water quality. These practices help your soil remain productive, especially under variable weather conditions. The end result of healthier soil is higher productivity, better return on investment, less nutrient loss and cleaner water.

Every farm is different, so the conservation practices that may help to keep soil and water in place on one farm may be different than those for a farmer in another part of Iowa. To that end, 4R Plus has developed three videos to provide information about conservation practices on different landscapes.



[https://4rplus.org/conservation-practices/?utm\\_source=social&utm\\_medium=twitter&utm\\_campaign=conservation](https://4rplus.org/conservation-practices/?utm_source=social&utm_medium=twitter&utm_campaign=conservation).

## REORGANIZATION AND STAFFING UPDATE

With big gains in staff throughout the spring and summer months, more staff shuffling than gains took place this fall. For example, many veteran staff members took advantage of promotion opportunities, leaving more vacancies to fill.

Although several District Conservationist (DC) positions were filled during the past three months, there are still the same number of DC positions permanently filled as there were in August - 78. (Click on the map at the right to see a larger pdf version.) And, 18 of the 25 Resource Team Leader positions are now filled as of Nov. 20, 2020.



Overall, Iowa NRCS currently has 502 staff - which includes five Pathways returning in 2021. Mission critical positions will continue to be advertised as needed.

Check out the Iowa Personnel Changes report to view staffing changes over the last several months. If you have questions about the reorganization or

other staffing, contact your immediate supervisor, the assistant state conservationist for field operations (ASTC-FO) at the Area Office, or Jaia Fischer, assistant state conservationist for management and strategy (ASTC-MS), at the State Office (515-284-4525).

## MEYER-DIDERIKSEN RETURNS TO STATE OUTREACH POSITION

*On September 13, 2020, Tanya Meyer-Dideriksen began her duties as the NRCS Outreach Coordinator located in the state office in Des Moines.*

I look forward to being involved in outreach efforts once again. I was the Outreach Coordinator until 2010. I'm passionate about working with different groups across the state that haven't been involved with NRCS but could benefit from our technical and financial assistance. I also enjoy assisting NRCS and partner staff at the local level to address their outreach opportunities.

### Job Duties

My duties will include working with leadership to develop an annual statewide outreach plan that will implement and execute a comprehensive outreach strategy for Iowa, providing training and guidance for all staff on outreach and opportunities, working with the Civil Rights Advisory Committee (CRAC) and assisting in implementation of outreach projects. Through outreach, ultimately NRCS in Iowa will gain greater trust and acceptance from non-traditional and underserved communities. Additionally, since I am part of the Partnerships Team, I will have duties that include NRCS grants and agreements.

### Audiences

Examples of outreach audiences in Iowa include, but are not limited to, women landowners and operators, small farm operators, new and beginning farmers, organic farmers and producers transitioning to organic agriculture, (military) veteran farmers, limited resource farmers, specialty crop producers, and socially disadvantaged

customers. There are currently several outreach projects that involve these groups, most notably Women, Land and Legacy (WLL).

### Women, Land and Legacy

Women landowners and operators are the group that presents the most significant outreach opportunity across Iowa. WLL

currently includes 35 counties, with plans for expansion. The WLL process begins with a Listening Session, in which local women interact and provide guidance to agencies and organizations to meet their educational and resource needs. From there, Learning Sessions and other activities are planned and implemented to meet the needs identified in the Listening Session. Over the years, more than 5,000 women have benefited from WLL, and participating agencies have noticed an increase in program participation as a result.

Contact Tanya with outreach-related questions at [tanya.meyer@usda.gov](mailto:tanya.meyer@usda.gov) or 525-323-2265.



**Tanya Meyer-Dideriksen**

## USE PLAIN LANGUAGE WHEN COMMUNICATING WITH THE PUBLIC

The Department of Agriculture (USDA) is committed to improving our service by writing in plain language. Plain writing must be used in any new or substantially revised document that:

- » Provides information about any of our services or benefits;
- » Is necessary to obtain any of our benefits or services; or,
- » Explains how to comply with a requirement that we administer or enforce.

After you write a document, ask yourself the following questions to be sure it is clear, useful, and understandable to your intended audience:

- » **Audience:** Who are my readers? What do my readers need to know?
- » **Organization:** Is information presented logically? Is the purpose of the document clear? Does the most important information come first? Can the reader quickly and easily find what they are looking for? Have

I used heading, subheadings, lists and charts?

- » **Words:** Have I defined unfamiliar terms and acronyms? Have I avoided using jargon?
- » **Sentences:** Have I written in the Active voice? Have I written each sentence with only one idea? Have I avoided using double negatives?

For additional information and resources on the Plain Writing Act and using plain writing, visit [www.plainwriting.gov](http://www.plainwriting.gov) or [usda.gov/plain-writing](http://usda.gov/plain-writing).

## GUIDANCE FOR MANAGING, DISPOSING OF HAND SANITIZER

As part of the protection of its employees during the current coronavirus pandemic, USDA agencies are purchasing increased quantities of hand sanitizer, in accordance with the recommendation by the Centers for Disease Control and Prevention (CDC). Effective hand sanitizers typically contain 60-95% ethyl or isopropyl alcohol. At this alcohol concentration, hand sanitizer is classified as a Class 3 Flammable Liquid, which has specific handling and disposal requirements.

Recently, the Food and Drug Administration (FDA) warned consumers that several companies are marketing hand sanitizers that contain methanol or 1-propanol. The FDA stated methanol and 1-propanol are not acceptable active ingredients for hand sanitizers and must not be used due to their toxic effects. FDA's investigation noted that hand sanitizers containing these toxic alcohols are incorrectly labeled as having only ethyl alcohol. The most current information on hand sanitizers tested or suspected to contain methanol and 1-propanol can be found on FDA's website: [www.fda.gov/unsafehandsanitizers](http://www.fda.gov/unsafehandsanitizers).

USDA Agencies must manage all hand sanitizer as a Class 3 Flammable Liquid, in accordance with 29 CFR § 1910.106 and 1926.152. The Occupational Safety and Health Administration (OSHA) prohibits the storage of these items in office buildings. When stored for future use, accumulations of 25 gallons or more of hand sanitizer, even in multiple small containers, must be placed in a flammable liquid storage cabinet in a non-office building.



Federal disposal guidelines require all alcohol-based hand sanitizers be treated as hazardous waste due to the ignitability characteristic (40 CFR § 261.21). Proper disposal can only be achieved through a waste hauler qualified to manage hazardous waste. It is preferable for any hand sanitizer known or suspected to contain methanol or 1-propanol, to be returned to the supplier, rather than disposed by a USDA agency.

Regardless of whether the hand sanitizer is returned to the provider, or disposed as waste, it should not be thrown into the facility trash or flushed down the drain.

For more information about properly managing hand sanitizer, contact your agency's environmental compliance staff.

## SOIL LAB DATA MART WEB PAGE AND MAP UPDATED

The NRCS National Soil Survey Center recently released geochemical data to the interactive map "National Cooperative Soil Survey (NCSS) Soil Characterization." The map links to a national database of soil characterization data and allows you to locate pedons that have been analyzed.

A pedon is the smallest unit of soil containing all the soil horizons of a particular soil type. Clicking on a pedon location in the map enables you to

access lab data about that pedon. The map is also available from the NCSS Soil Characterization Basic Query website at <https://ncsslabsdatamart.sc.egov.usda.gov/> (click the icon at the bottom left of the page).

## Changes In IOWA NRCS PERSONNEL

NAME	TITLE	NATURE OF ACTION	EFFECTIVE DATE	LOCATION
Cottrell, Benjamin	Assistant ASTC-FO	Promotion	8/16/2020	West Union Area
Dake, Bruce	Engineering Technician	Promotion	8/16/2020	Creston RT
Groth, Jacob	Resource Team Leader	Promotion	8/16/2020	Decorah RT
Hase, Anand	Assistant ASTC-FO	Promotion	8/16/2020	Sioux City Area
Johnson, Jason	State Public Affairs Specialist	Promotion	8/16/2020	Des Moines
Scharlau, Brenton	Soil Conservationist	Appointment	8/16/2020	Carroll
Sellers, Laurel	Wetland Specialist	Promotion	8/16/2020	Oakland
Smith, Gareth	Engineering Technician	Promotion	8/16/2020	Chariton RT
Townley, Gregory	Resource Team Leader	Promotion	8/16/2020	Indianola RT
Winters, Leann	District Conservationist	Promotion	8/16/2020	Donnellson
York, David	Resource Team Leader	Promotion	8/16/2020	Audubon RT
Irwin, Michael	Soil Conservation Tech	Resignation	8/28/2020	Webster City RT
Boersman, Justin	District Conservationist	Promotion	8/30/2020	Orange City
Brotherton, Raymond	Engineering Technician	Promotion	8/30/2020	Denison RT
Butler, Erik	Engineering Technician	Promotion	8/30/2020	Garner RT
Foss, Jason	Engineering Technician	Promotion	8/30/2020	Indianola RT
Franklin, Brandy	Assistant ASTC-FO	Promotion	8/30/2020	Fairfield Area
Freilinger Mohs, Angela	Area Soil Health Specialist	Promotion	8/30/2020	West Union Area
Gatlin, Cynthia	Engineering Technician	Promotion	8/30/2020	Newton RT
Harris, Landen	Soil Conservationist	Appointment	8/30/2020	Wapello RT
Hollingsworth, Jeremy D	Engineering Technician	Promotion	8/30/2020	Ottumwa
Kolbe, Larrette	District Conservationist	Promotion	8/30/2020	Storm Lake
Kuennen, Benjamin	Wetland Specialist	Promotion	8/30/2020	Decorah
Ludwig, Emily	Resource Conservationist	Promotion	8/30/2020	Algona RT
Manternach, Addie	Resource Conservationist	Promotion	8/30/2020	Epworth RT
Mellick, David	Engineering Technician	Promotion	8/30/2020	Decorah RT
Offerman, Quenten	Engineering Technician	Promotion	8/30/2020	Williamsburg RT
Overton, Russell	Engineering Technician	Promotion	8/30/2020	Epworth RT
Paulsen, Gary	Engineering Technician	Promotion	8/30/2020	Vinton RT
Roth, Tessa	Resource Conservationist	Promotion	8/30/2020	Vinton RT

RT = Resource Team

## Changes In IOWA NRCS PERSONNEL

NAME	TITLE	NATURE OF ACTION	EFFECTIVE DATE	LOCATION
Steffes, Kay	Engineering Technician	Promotion	8/30/2020	Red Oak RT
Stewart, Jennifer	Resource Team Leader	Promotion	8/30/2020	Newton RT
Thompson, Jacob	Engineering Technician	Reassignment	8/30/2020	Des Moines
Trout, Megan	Admin. Support Specialist	Promotion	8/30/2020	Des Moines
Walde, Corby	Engineering Technician	Promotion	8/30/2020	Sgt. Bluff RT
Weiss, Theresa	District Conservationist	Promotion	8/30/2020	Epworth
Wolf, Russ	Engineering Technician	Promotion	8/30/2020	Epworth RT
Bolinger, Bill	Engineering Technician	Promotion	9/13/2020	Creston RT
Geib, Connor	Soil Conservation Tech	Appointment	9/13/2020	Oakland RT
Hodgson, Andrea	Soil Conservationist	Appointment	9/13/2020	Newton RT
Meyer-Dideriksen, Tanya	State Outreach Specialist	Promotion	9/13/2020	Des Moines
Peek, William	Admin. Support Specialist	Promotion	9/13/2020	Des Moines
Howes, Patricia	Executive Assistant	Appointment	9/27/2020	Des Moines
Calloway, Leigh	Soil Conservationist	Appointment	9/27/2020	Tipton RT
Hartwell, Kristi	Farm Bill Specialist	Appointment	9/27/2020	Newton RT
Eveland, Brooke	Soil Conservationist	Appointment	9/27/2020	Williamsburg RT
Downey, Jessica	Resource Conservationist	Reassignment	9/27/2020	Webster City RT
German, Michelle	District Conservationist	Promotion	9/27/2020	Vinton
Judkins, Matthew	Resource Conservationist	Promotion	9/27/2020	Chariton RT
Shoop, Matthew	District Conservationist	Promotion	9/27/2020	Atlantic
Hubbert, Jon	State Conservationist	Promotion	10/11/2020	Des Moines
Klooster, Wade	Civil Engineer	Transfer	10/11/2020	Des Moines
Little, Jack	Soil Conservationist	Appointment	10/11/2020	Williamsburg RT
Welper, Amber	Farm Bill Specialist	Appointment	10/11/2020	Vinton RT
Santiago-Lopez, Arlene	Soil Conservationist	Resignation	10/16/2020	Newton RT
Castro, Sahary	Farm Bill Specialist	Appointment	10/25/2020	Denison
Day, Charlton	Administrative Management Assistant	Appointment	10/25/2020	Sioux City Area
Turley, Casey	Soil Conservationist	Appointment	10/25/2020	Clarinda
Williams, Nichole	Resource Conservationist	Transfer	11/8/2020	Des Moines

## Changes In IDALS-DSCWQ PERSONNEL

NAME	TITLE	NATURE OF ACTION	EFFECTIVE DATE	LOCATION
Myers, Frances	Conservation Assistant	New Hire	9/24/2020	Adair SWCD
Hickey, Marsha	Conservation Assistant	Resignation	9/30/2020	Webster SWCD
Alderson, Scott	State Conservation Technician	New Hire	10/16/2020	Keokuk SWCD
Davis, Rob	Program Planner (Field Services Bureau)	New Hire	10/19/2020	Central Office
Stewart, Shelly	State Conservation Technician	New Hire	10/30/2020	Muscatine SWCD

