







Ways we have made TSP more Efficient

- n Training
- n Assigned Responsibility
- n Electronic Invoices
- n Monthly Invoices – Daily Entry
- n Allocations based on workloads
- n NRCS is a client



Historical TSP Funding

2004 – \$1 million

2005 – \$500,000

2006 – \$250,000

2007 – \$180,000

2008 – \$226,000



TODAYS TSP ISSUES

- n 15 of 75 offices don't participate
- n Allocation process not effective
- n \$33,000 EQIP funding lost in 2007
- n Building technical capacity difficult



10 to 15 Offices don't participate - Problems

- n Offices have employees with no time to assist NRCS through TSP
- n Newer district employees do not have ability at this time to assist NRCS
- n DCs who will not delegate work to district employees
- n Poor NRCS-Districts relations
- n District board does not want to participate



10 to 15 Offices do not Participate – Solutions:

- n Training scheduled for district employees
- n TSP established as a priority for DCs
- n ANRC encourages CD employees and directors to participate

Allocation of TSP funding - Problems



- n Use of projected farm bill and CTA workloads inefficient because a county that has a high Farm Bill or CTA workload is not a guarantee this county will be a high user of TSP funds



Allocation of TSP Funding - Solution

- n Funds will be allocated based on dollars earned in last two years
- n Each office making application will receive a minimum of \$200 for CTA & \$300 for EQIP



\$33,000 in EQIP funds allocated to Districts not earned - Problems

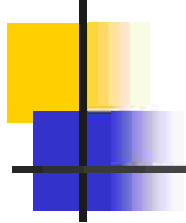
- n Do not have consistent timeline for billing
- n Districts tend to wait until the last minute to earn and charge TSP hours
- n Districts not committed to earn dollars they are allocated
- n Some districts not earning TSP\$



\$33,000 in EQIP funds allocated to Districts not earned - Solution

- n Allocation process - \$ earned in lieu of projected workload
- n Quarterly allocation process established
 - 35%-15%-35%-15%
- n Offices could lose allocation for quarter if not used

Building Technical Capacity Difficult



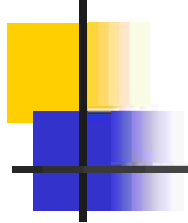
(One goal is to build the capacity of district employees to allow them to work independently)

- n Insufficient funds to allow employment of technical employees from one year to the next.
- n NRCS budgets unpredictable



Building Technical Capacity Difficult -Solution

- n New TSP position funded this year
 1. State Employee
 2. Will operate as private TSP
 3. Engineering, Agronomy, etc.
professional support will be
provided by ANRC.



- n Grants to District Funds – priority established on technical positions. Employees encouraged to work on TSP.
- n Encourage TSP funds to be used on Technical NRCS workloads



Summary

- n Addressing issues in a proactive manner
- n NRCS-Conservation Districts-ANRC working together
- n District employees accepting changes with positive attitude



From **ANRC**