
AGENCY OVERVIEW

602 DEPARTMENT OF AGRICULTURE

Date: 12/13/2006

Time: 07:40:49

STATUTORY AUTHORITY

North Dakota Century Code Chapters 4-01, 4-05.1, 4-09, 4-10.1, 4-10.2, 4-10.3, 4-10.4, 4-10.5, 4-10.6, 4-10.7, 4-12.1, 4-12.2, 4-13.1, 4-13.2, 4-14, 4-14.1, 4-14.2, 4-21.1, 4-27, 4-28, 4-30, 4-32, 4-33, 4-35, 4-35.1, 4-37, 4-38, 4-40, 4-41, 19-13.1, 19-14, 19-18, 19-20.1, 19-20.2, 36-01, 36-04, 36-05, 36-05.1, 36-07, 36-14, 36-14.1, 36-15, 36-21.1, 36-24, and 63-01.1.

AGENCY DESCRIPTION

The commissioner is statutorily responsible to enforce agriculture related regulations, collect and publish agricultural and labor statistics, and serve as commissioner of immigration. The responsibilities have expanded to include a leadership role in the formulation of policies affecting the state's agricultural industries, the advocacy of the needs and concerns of farmers and ranchers on the state and national levels, the administration of fair and timely mediation services to farmers and ranchers, the promotion and marketing of North Dakota products, and the distribution of information concerning agricultural issues to the governor, legislature and the general public.

AGENCY MISSION

The North Dakota Department of Agriculture fosters the long-term wellbeing of North Dakota by promoting a healthy economic, environmental and social climate for agriculture and the rural community through leadership, advocacy, education, regulation and other services. To carry out its mandate, the Department of Agriculture is committed to the following responsibilities:

- Serving as an advocate for family farmers and ranchers and for rural North Dakota
- Providing services that ensure safe, high quality and marketable agricultural products
- Developing new markets and expanding existing markets for North Dakota agricultural products
- Reducing the risk of monetary loss to agricultural producers and buyers and sellers of agricultural commodities
- Ensuring compliance with laws administered by the Agriculture Department through understandable regulations, information, education and even-handed enforcement
- Ensuring applicator safety and a healthy environment through the proper use of pesticides
- Providing services to reduce agricultural losses from noxious weeds, predatory animals, birds, insects and disease
- Gathering and disseminating information concerning agriculture to the general public
- Providing fair and timely dispute resolution services to agricultural producers, their creditors, and others
- Protecting the health of livestock and ensuring the humane treatment of animals
- Ensuring that commercial feeds, livestock medicines, pesticides and fertilizers are safe and effective
- Ensuring the safety of anhydrous ammonia facilities and equipment.

AGENCY PERFORMANCE MEASURES

The agency performance measures would be a compilation of the three program area performance measures.

MAJOR ACCOMPLISHMENTS

- Conducted 32 Project Safe Send collections to dispose of unusable pesticides and other hazardous waste. More than 150,000 tons of waste pesticides were collected and destroyed during 2004 and 2005.
- Expanded the state meat inspection program to 13 processing plants with the approval of nine official state slaughter and processing plants grants of inspection and met federal requirements to inspect poultry products
- Worked with county and city weed control officers and with youth groups to implement a program for home gardeners to exchange their lythrum, a noxious weed, for liatrous, a native plant;
- Cooperated with the North Dakota Geological Survey and Natural Resource Conservation Service to convert the state's soil maps into the geographic information system (GIS) format;
- Signed an agreement to join the Multi-State Partnership for Security in Agriculture, a 12-state cooperative effort to deal with naturally occurring and artificially induced biological threats to agriculture;
- Concluded a major investigation into illegal use of sodium cyanide in the state. Nine NDDA employees were honored by the U.S. Environmental Protection Agency for their efforts in the investigation;
- Established the 12-member Organic Advisory Board to provide organic industry stakeholders with a forum to work with the Department of Agriculture in developing and promoting organic production, processing and marketing
- Commissioner Johnson was elected chairman of the 36-state Interstate Pest Control Compact (IPCC).
- Led a trade delegation to the 23rd Havana International Trade Fair. The Cuban government agreed to buy a record-high \$20 million worth of North Dakota agricultural commodities.
- Led the development of National Association of State Departments of Agriculture farm bill recommendations;
- Sponsored successful renewable energy summits in Mandan in October 2004 and Fargo in December 2005.
- Distributed federal grant money to organic producers to assist with certification costs;
- Held Pride of Dakota Wholesale Gift Shows in Bismarck.
- Contracted the Ag in the Classroom activities in response to legislative directive.
- Coordinated successful Pride of Dakota Holiday Showcase events in Bismarck, Minot, Fargo and Grand Forks.
- Conducted annual Pride of Dakota school lunch day programs.
- Co-sponsored annual farmers' market conferences.
- Held successful Taste of Dakota events in Minot, Fargo, Grand Forks and Bismarck;
- Increased sales through shopnd.com, a Pride of Dakota e-commerce marketing site for Pride of Dakota members.
- Assisted counties in developing a successful biocontrol program for leafy spurge and for Canada thistle.
- Testified in Washington, D.C., on the Pesticide Harmonization Act;
- Conducted courses to help North Dakota meat processors better understand mandatory sanitation procedures and to improve their production strategies.
- Cooperated with federal and state agencies in the development of a new website, the "Invasive Species Web-Based Manual" which is hosted on the department's website.
- Assisted dairy producers with waste management and water quality issues through the federal EPA 319 program.
- Provided negotiation, mediation, and beginning farmer assistance to 535 producers in fiscal years 2004 and 2005.
- Testified before the U.S. Senate Commerce, Science and Transportation Committee against the pricing practices of the Burlington Northern Santa Fe (BNSF) railroad.
- Conducted a series of four crop insurance forums across the state.
- Conducted annual Commissioner's Weed Forums for city and county weed officials.
- Worked with farm organizations to coordinate the celebration of Ag Day and Ag Earth Week.
- Co-sponsored with the North Dakota Stockmen's Association a feedlot tour for livestock producers.
- Conducted a tour for group of Mexican cattle producers interested in buying North Dakota feed products.
- Started the conversion of the pesticide registration files to an electronic format.

FUTURE CRITICAL ISSUES

This budget request is the same amount as the current biennium, despite increased costs of gasoline and IT. As a result, funding levels were adjusted to better reflect current spending and priorities.

REQUEST SUMMARY

602 DEPARTMENT OF AGRICULTURE

Biennium: 2007-2009

Bill#: SB 2009

Date: 12/13/2006

Time: 07:40:49

Description	Expenditures 2003-2005 Biennium	Present Budget 2005-2007	Budget Request Change	Requested Budget 2007-2009 Biennium	Optional Budget Request
BY MAJOR PROGRAM					
EXECUTIVE SERVICES	2,633,096	3,313,338	99,660	3,412,998	521,576
PLANT SERVICES	5,211,341	5,306,153	70,823	5,376,976	357,552
LIVESTOCK SERVICES	4,548,393	5,390,153	396,512	5,786,665	1,189,384
TOTAL MAJOR PROGRAMS	12,392,830	14,009,644	566,995	14,576,639	2,068,512
BY LINE ITEM					
SALARIES AND WAGES	4,934,941	5,783,517	17,957	5,801,474	877,915
OPERATING EXPENSES	4,060,986	4,255,875	514,471	4,770,346	868,087
CAPITAL ASSETS	6,315	5,000	0	5,000	0
GRANTS	1,694,865	1,774,225	0	1,774,225	0
BOARD OF ANIMAL HEALTH	1,680,652	2,036,027	9,567	2,045,594	252,510
WILDLIFE SERVICES	0	130,000	0	130,000	70,000
STATE MEAT INSPECTION	0	0	0	0	0
CROP HARMONIZATION BOARD	15,071	25,000	25,000	50,000	0
TOTAL LINE ITEMS	12,392,830	14,009,644	566,995	14,576,639	2,068,512
BY FUNDING SOURCE					
GENERAL FUND	4,238,036	4,523,112	60,937	4,584,049	1,017,364
FEDERAL FUNDS	4,393,916	4,978,896	629,110	5,608,006	611,671
SPECIAL FUNDS	3,760,878	4,507,636	-123,052	4,384,584	439,477
TOTAL FUNDING SOURCE	12,392,830	14,009,644	566,995	14,576,639	2,068,512
TOTAL FTE	57.00	61.00	.00	61.00	8.50

REQUEST DETAIL

Date: 12/13/2006

602 DEPARTMENT OF AGRICULTURE

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Biennium: 2007-2009

Description	Expenditures 2003-2005 Biennium	Present Budget 2005-2007	Budget Request Change	Requested Budget 2007-2009 Biennium	Optional Budget Request
SALARIES AND WAGES					
SALARIES - PERMANENT	3,560,755	4,032,351	104,535	4,136,886	387,408
SALARIES - OTHER	213,966	405,862	-405,862	0	321,759
TEMPORARY SALARIES	0	0	252,408	252,408	18,600
FRINGE BENEFITS	1,160,220	1,345,304	66,876	1,412,180	150,148
SALARY INCREASE	0	0	0	0	0
BENEFIT INCREASE	0	0	0	0	0
TOTAL	4,934,941	5,783,517	17,957	5,801,474	877,915
SALARIES AND WAGES					
GENERAL FUND	2,720,439	2,980,057	111,184	3,091,241	511,052
FEDERAL FUNDS	1,493,195	1,927,337	2,611	1,929,948	353,206
SPECIAL FUNDS	721,307	876,123	-95,838	780,285	13,657
TOTAL	4,934,941	5,783,517	17,957	5,801,474	877,915
OPERATING EXPENSES					
SALARIES - PERMANENT	13	0	0	0	0
SALARIES - OTHER	1,926	0	0	0	0
FRINGE BENEFITS	4,995	0	0	0	0
TRAVEL	774,997	793,785	37,048	830,833	399,824
SUPPLIES - IT SOFTWARE	39,838	24,150	11,750	35,900	0
SUPPLY/MATERIAL-PROFESSIONAL	12,316	14,488	-3,578	10,910	12,685
FOOD AND CLOTHING	868	4,200	-1,700	2,500	0
BLDG, GROUND, MAINTENANCE	805	4,511	-319	4,192	0
MISCELLANEOUS SUPPLIES	31,810	61,885	7,222	69,107	450
OFFICE SUPPLIES	13,069	25,324	2,676	28,000	450
POSTAGE	52,763	56,933	1,881	58,814	1,500
PRINTING	69,817	53,203	-1,973	51,230	600
IT EQUIP UNDER \$5,000	34,981	56,139	-8,595	47,544	38,500
OTHER EQUIP UNDER \$5,000	2,686	12,300	-12,300	0	0
OFFICE EQUIP & FURN SUPPLIES	18,879	32,800	-15,891	16,909	900
INSURANCE	13,644	17,180	-1,930	15,250	600
RENTALS/LEASES-EQUIP & OTHER	35,214	21,174	-12,374	8,800	300
RENTALS/LEASES - BLDG/LAND	550,652	314,640	50,378	365,018	205,328
REPAIRS	11,803	9,600	-650	8,950	150
IT - DATA PROCESSING	47,293	48,474	1,392	49,866	40,870
IT-COMMUNICATIONS	74,864	60,490	1,420	61,910	29,730
IT CONTRACTUAL SERVICES AND RE	5,160	50,402	1,198	51,600	1,332
PROFESSIONAL DEVELOPMENT	118,149	107,212	-16,284	90,928	3,000

REQUEST DETAIL

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Bill#: SB 2009

Time: 07:40:49

Biennium: 2007-2009

Description	Expenditures 2003-2005 Biennium	Present Budget 2005-2007	Budget Request Change	Requested Budget 2007-2009 Biennium	Optional Budget Request
OPERATING FEES AND SERVICES	2,001,479	2,238,275	608,560	2,846,835	31,838
FEES - PROFESSIONAL SERVICES	122,253	232,210	-123,760	108,450	100,030
MEDICAL, DENTAL AND OPTICAL	238	500	300	800	0
OTHER EXPENSES	9,964	16,000	-10,000	6,000	0
OPERATING BUDGET ADJUSTMENT	0	0	0	0	0
GRANTS, BENEFITS & CLAIMS	10,510	0	0	0	0
TOTAL	4,060,986	4,255,875	514,471	4,770,346	868,087
OPERATING EXPENSES					
GENERAL FUND	999,397	1,018,034	-37,620	980,414	261,952
FEDERAL FUNDS	1,471,043	1,257,382	548,709	1,806,091	250,315
SPECIAL FUNDS	1,590,546	1,980,459	3,382	1,983,841	355,820
TOTAL	4,060,986	4,255,875	514,471	4,770,346	868,087
CAPITAL ASSETS					
EQUIPMENT OVER \$5000	6,315	5,000	0	5,000	0
TOTAL	6,315	5,000	0	5,000	0
CAPITAL ASSETS					
GENERAL FUND	0	0	0	0	0
FEDERAL FUNDS	0	5,000	0	5,000	0
SPECIAL FUNDS	6,315	0	0	0	0
TOTAL	6,315	5,000	0	5,000	0
GRANTS					
OPERATING FEES AND SERVICES	909	0	0	0	0
GRANTS, BENEFITS & CLAIMS	1,693,956	1,774,225	0	1,774,225	0
TOTAL	1,694,865	1,774,225	0	1,774,225	0
GRANTS					
GENERAL FUND	108,722	89,920	-22,103	67,817	0
FEDERAL FUNDS	424,567	338,251	82,883	421,134	0
SPECIAL FUNDS	1,161,576	1,346,054	-60,780	1,285,274	0
TOTAL	1,694,865	1,774,225	0	1,774,225	0

REQUEST DETAIL

Date: 12/13/2006

602 DEPARTMENT OF AGRICULTURE

Bill#: SB 2009

Time: 07:40:49

Biennium: 2007-2009

Description	Expenditures 2003-2005 Biennium	Present Budget 2005-2007	Budget Request Change	Requested Budget 2007-2009 Biennium	Optional Budget Request
SPECIAL LINES					
BOARD OF ANIMAL HEALTH	1,680,652	2,036,027	9,567	2,045,594	252,510
WILDLIFE SERVICES	0	130,000	0	130,000	70,000
CROP HARMONIZATION BOARD	15,071	25,000	25,000	50,000	0
TOTAL	1,695,723	2,191,027	7,067	2,225,594	322,510
SPECIAL LINES					
GENERAL FUND	409,478	435,101	9,476	444,577	244,360
FEDERAL FUNDS	1,005,111	1,450,926	-5,093	1,445,833	8,150
SPECIAL FUNDS	281,134	305,000	30,184	335,184	70,000
TOTAL	1,695,723	2,191,027	34,567	2,225,594	322,510
FUNDING SOURCES					
GENERAL FUND	4,238,036	4,523,112	60,937	4,584,049	1,017,364
FEDERAL FUNDS	4,393,916	4,978,896	629,110	5,608,006	611,671
SPECIAL FUNDS	3,760,878	4,507,636	-123,052	4,384,584	439,477
TOTAL FUNDING SOURCES	12,392,830	14,009,644	566,995	14,576,639	2,068,512

CHANGE PACKAGE SUMMARY

602 DEPARTMENT OF AGRICULTURE

Biennium: 2007-2009

Bill#: SB 2009

Date: 12/13/2006

Time: 07:40:49

Description	FTE	General Fund	Federal Funds	Special Funds	Total Funds
AGENCY BUDGET CHANGES					
Cost To Continue	.00	120,660	-7,482	-93,154	20,024
2 Ag in the Classroom Operating	.00	-30	0	-100,370	-100,400
3 Ag Mediation Operating	.00	-31,599	3,670	-5,957	-33,886
4 Marketing Operating	.00	30	110,000	214,568	324,598
5 Plant Protection Operating	.00	1,585	35,039	0	36,624
6 Pesticide Operating	.00	0	0	0	0
8 Crop Harmonization Board	.00	0	0	27,500	27,500
9 Noxious Weed Operating	.00	-21,103	87,883	-58,245	8,535
10 Waterbank Operating	.00	0	100,000	-116,000	-16,000
12 Dairy Operating	.00	0	300,000	0	300,000
13 Meat Inspection Operating	.00	-8,606	0	8,606	0
Agency Total	.00	60,937	629,110	-123,052	566,995
OPTIONAL REQUEST					
15 Meat Inspection Enhancement	6.00	412,144	380,430	0	792,574
17 Ag in the Classroom Enhancement	.00	0	0	100,000	100,000
18 Motorpool/ITD Rate Increase Enhancement	.00	92,832	86,384	55,820	235,036
19 Wildlife Services Enhancement	.00	0	0	70,000	70,000
21 Board of Animal Health Enhancement	2.00	236,210	0	0	236,210
22 Dairy Testing Enhancement	.00	5,000	0	0	5,000
23 Waterbank Enhancement	.00	0	0	200,000	200,000
24 Ag Mediation Enhancement	.00	30,824	46,237	0	77,061
25 Salary Market Enhancement	.00	240,354	72,396	9,009	321,759
26 Pesticide .5 FTE Enhancement	.50	0	26,224	4,648	30,872
Optional Total	8.50	1,017,364	611,671	439,477	2,068,512

BUDGET CHANGES NARRATIVE
602 DEPARTMENT OF AGRICULTURE

Date: 12/13/2006
Time: 07:40:49

Change Group: A	Change Type: A	Change No: 2	Priority:
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Ag in the Classroom Operating - The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

Change Group: A	Change Type: A	Change No: 3	Priority:
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Ag Mediation Operating - The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

Change Group: A	Change Type: A	Change No: 4	Priority:
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Marketing Operating - The request has been adjusted to better reflect projected spending in the 2007-09 biennium

The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

Change Group: A	Change Type: A	Change No: 5	Priority:
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Plant Protection Operating - The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

Change Group: A	Change Type: A	Change No: 6	Priority:
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Pesticide Operating - The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

Change Group: A	Change Type: A	Change No: 8	Priority:
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Crop Harmonization Board - The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

Change Group: A	Change Type: A	Change No: 9	Priority:
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Noxious Weed Operating - The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

Change Group: A	Change Type: A	Change No: 10	Priority:
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Waterbank Operating - The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

Change Group: A	Change Type: A	Change No: 12	Priority:
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Dairy Operating - The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

Change Group: A	Change Type: A	Change No: 13	Priority:
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Meat Inspection Operating - The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

The request has been adjusted to better reflect projected spending in the 2007-09 biennium.

Change Group: A	Change Type: A	Change No: 100	Priority:
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OMB ITD and M.Pool Inc. - \$235,036 - \$92,832 Gen.Fund.

Executive Recommendation to increase operating by \$235,036 (\$92,832 gen., \$86,384 fed., and \$55,820 spec.)for additional operating funds to offset significant increases in motorpool, data processing and telephone charges. The agency has a large number of employees located around the state, dependent on using their vehicle daily in order to do their routine job functions. .

Change Group: A	Change Type: A	Change No: 101	Priority:
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OMB Meat Inspect. Inc. - \$666,472 (\$347,472 Gen., \$319,000 Fed.) (OA 15)

Executive Recommendation: This request is to provide additional salary and operating funds and FTEs to the state meat inspection program to meet projected growth due to increased demand for inspection services by small meat processors in the state. This also includes \$15,000 for replacement of FAIM computers and \$7,000 to reflect increased per diem for existing employees.

Change Group: A	Change Type: A	Change No: 102	Priority:
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OMB Ag. Mediation - \$77,061 (\$30,824 Gen., \$46,237 Fed). OA24

Executive Recommendation to provide additional state general funds to respond to the projected increase in demand for services due to drought and increased fuel and fertilizer expenses.

Change Group: A	Change Type: A	Change No: 103	Priority:
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OMB Wildlife Services - \$130,000 Game and Fish Funds

Executive Recommendation to transfer \$130,000 contingency funds from Game and Fish for Wildlife Services. The transfer moves the funds from a special line item to regular operating. The total Game and Fish funds for Wildlife Services is \$680,000.

Change Group: A	Change Type: A	Change No: 104	Priority:
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OMB Ag. in the Classroom - \$100,000 from ERP fund (OA17)

Executive Recommendation to provide \$100,000 in ERP funds to the Ag in the Classroom program to fund contracts to conduct agricultural education programs for teachers and in classrooms around the state.

Change Group: A	Change Type: A	Change No: 105	Priority:
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OMB Brd. of Animal Health - \$172,138 (\$117,638 Gen.; \$54,500 Game and Fish)

Executive Recommendation to add 1.00 Veterinarian position to be funded with Game and Fish funds and General fund dollars. The Game and Fish funds are based on the estimated amount of staff time spent on non-traditional livestock.

Change Group: O	Change Type: A	Change No: 15	Priority: 3
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Meat Inspection Enhancement - This request is to provide additional salary and operating funds and FTE's to the state meat inspection program to meet projected growth due to increased demand for inspection services by small meat processors in the state. This also includes \$15,000 for replacement of FAIM computers and \$7,000 to reflect increased per diem for existing employees.

This request is to provide additional salary and operating funds and FTEs to the state meat inspection program to meet projected growth due to increased demand for inspection services by small meat processors in the state. This also includes \$15,000 for replacement of FAIM computers and \$7,000 to reflect increased per diem for existing employees.

Change Group: O	Change Type: A	Change No: 17	Priority: 7
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Ag in the Classroom Enhancement - This request is to provide additional funds to the AIC program to fund contracts to conduct agricultural education programs for teachers and in classrooms around the state.

This request is to provide additional funds to the Ag in the Classroom program to fund contracts to conduct agricultural education programs for teachers and in classrooms around the state.

Change Group: O	Change Type: A	Change No: 18	Priority: 1
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Motorpool ITD Rate Increase Enhancement - This request provides additional operating funds to offset significant increases in motorpool, data processing and telephone charges. Our agency has a large number of employees located around the state, dependent on using their vehicle daily in order to do their routine job functions. All of our employees use telephones and computers routinely to do their daily work.

This request provides additional operating funds to offset significant increases in motorpool, data processing and telephone charges. Our agency has a large number of employees located around the state, dependent on using their vehicle daily in order to do their routine job functions. All of our employees use telephones and computers routinely to do their daily work.

Change Group: O	Change Type: A	Change No: 19	Priority: 9
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Wildlife Services Enhancement - This request provides additional operating funds to the agency to assist Wildlife Services in providing assistance to alleviate damage from wildlife in rural and urban settings.

This request provides additional operating funds to the agency to assist Wildlife Services in providing assistance to alleviate damage from wildlife in both rural and urban settings.

Change Group: O	Change Type: A	Change No: 21	Priority: 10
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Board of Animal Health Enhancement - This request provides funds for two FTE's to respond to increased workload due to new animal health issues which threaten North Dakota's livestock industry and public health.

This request provides funds for two FTEs to respond to increased workload due to new animal health issues which threaten North Dakota's livestock industry and public health.

Change Group: O	Change Type: A	Change No: 22	Priority: 6
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Dairy Testing Enhancement - This request provides additional funds due to increased rates in dairy quality testing.

This request provides additional funds due to increased rates in dairy quality testing.

Change Group: O	Change Type: A	Change No: 23	Priority: 11
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Waterbank Enhancement - This request provides additional funds from Game and Fish to provide funds to lease wetlands and associated uplands.

This request provides additional funds from Game and Fish to provide funds to lease wetlands and associated uplands.

Change Group: O	Change Type: A	Change No: 24	Priority: 4
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Ag Mediation Enhancement - This request provides additional state general funds to respond to the projected increase in demand for services due to drought and producers' increased fuel and fertilizer expenses.

This request provides additional state general funds to respond to the projected increase in demand for services due to drought and increased fuel and fertilizer expenses.

Change Group: O	Change Type: A	Change No: 25	Priority: 5
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Salary Market Enhancement - This request provides additional general funds, federal funds and special funds to provide market adjustments to various professional staff including veterinarians, marketing staff and certain administrative staff. Without the adjustment, it will be difficult to retain the current staff who are actively recruited by federal agencies and private enterprise.

This request provides additional general funds, federal funds and special funds to provide market adjustments to various professional staff including veterinarians, marketing staff and certain administrative staff. Without the adjustment, it will be difficult to retain the current staff who are actively recruited by federal agencies and private enterprise.

Change Group: O	Change Type: A	Change No: 26	Priority: 2
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Pesticide .5 FTE Enhancement - This request provides additional special and federal funds to allow an existing .5 FTE pesticide position to become full time. The workload has grown beyond the level for which the position was hired and the half FTE is needed to reflect current workload demands.

This request provides additional special and federal funds to allow an existing .5 pesticide position to become full time. The workload has grown beyond the level for which the position was hired and the half FTE is needed to reflect current workload demands.