



The Iowa Department of Natural Resources (DNR) is committed to preserving and enhancing Iowa’s natural resources for today’s generation and protecting those resources for posterity. The DNR strives to make Iowa a preferred place to live, recreate, and do business by providing access to natural areas and promoting nature-based activities. This is partly accomplished by fostering collaborative partnerships with citizens, industry, and federal, state and local governments. DNR’s success is due, in large part, to the fact that its employees work hand-in-hand within the communities they serve.

DNR works diligently to educate and empower all citizens on the significance of, and benefits that derive from, Iowa’s natural resources. At all times, the DNR strives for excellence and stays focused on its founding purpose and Mission.

DNR Mission: To conserve and enhance our natural resources in cooperation with individuals and organizations to improve the quality of life in Iowa and ensure a legacy for future generations.

DNR Vision: Leading Iowans in caring for our natural resources.

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Within the Iowa Department of Natural Resources, there are individual staff members, as well as two divisions and a Director's office, which fulfill vital roles for the Department, and most importantly for the citizens of Iowa. Those staff members work as liaisons between DNR employees, Iowans, media and legislators. Every day, the Director's office field inquiries from both citizens and media, and collaborate with employees and assist other state departments and branches of government to serve, give back and fulfill the department's mission.

DIRECTOR'S OFFICE

Kayla Lyon, Director

The Director serves as the head of the Department of Natural Resources. The Director is appointed by the Governor and confirmed by the Iowa Senate.

Kayla Lyon was appointed Director of the Department of Natural Resources in July 2019. Before joining the Department, she served as the agriculture and natural resources policy advisor for Governor Branstad and Governor Reynolds before Governor Reynolds asked her to serve as her legislative liaison for the 2019 General Assembly.



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Deputy Director & Executive Officer

The Deputy Director is responsible for coordinating and consulting with the Director related to Departmental priorities, initiatives, goals and objectives. The Deputy Director supervises the Executive Officer, Division Administrators for the Conservation and Recreation Division and the Environmental Services Division, Budget and Finance, Customer and Employee Services, Communication, Outreach and Marketing and Legal Bureaus.

The Executive Officer assists on daily tasks and operations hand-in-hand with the Director and the Deputy Director.

Legislative Liaison

The DNR has one legislative liaison who serves as the contact for legislators and legislative staff requests for information. The liaison analyzes legislation for department impacts and helps educate legislators, stakeholder groups and other lobby interests on Department positions on proposed legislation. During non-session time, the liaison attends stakeholder meetings and other departmental priorities to maintain partnerships/relationships.

COMMISSIONS

The Director works closely with the Natural Resource Commission and Environmental Protection Commission.

Environmental Protection Commission

The Environmental Protection Commission (EPC) is a panel of nine citizens who provide policy oversight over Iowa's environmental protection efforts. EPC members are appointed by the Governor and confirmed by vote of the Senate for four year terms. The EPC meets monthly, generally the third Tuesday of each month.

Natural Resource Commission

The Natural Resource Commission (NRC) consists of seven citizens, appointed to four year terms by the Governor and confirmed by the Senate. The Commission reviews and approves hunting and fishing administrative rules, public land projects construction projects; general business contracts; leases; and grants. The commission meets monthly, generally the second Thursday.

Legal Services Bureau

The DNR Legal Services Bureau provides legal advice to department staff and the Natural Resource Commission, Environmental Protection Commission, and the State Advisory Board for Preserves. The Legal Services Bureau consists of a bureau chief (titled as DNR General Counsel) and nine staff attorneys. Staff attorneys provide general counsel and enforcement support to assigned programs; each attorney is a subject matter expert in a particular area of either natural resources or environmental law. Staff attorneys research and deliver legal opinions, both oral and in writing, to their clients. They draft or review administrative rules, legislation, and contracts. Finally, staff attorneys respond to legal questions from the general public.

Budget and Finance Bureau

The Budget and Finance Bureau is responsible for all financial operations of the Department. The Bureau is responsible for all accounts payable and receivable, schedule, and coordinate major construction procurement (projects over \$100,000) and minor construction procurement (projects under \$100,000) through solicitation of formal and informal sealed bids and provide statewide oversight to ensure the Department's capital assets totaling more than \$600 million and over 668 state-owned vehicles are properly inventoried, depreciated, and managed. This bureau is also the direct liaison with 10 federal grant agencies (U.S. Fish and Wildlife Service; U.S. Environmental Protection Agency; U.S. Forest Service; National Park Service; U.S. Coast Guard; U.S. Department of Defense; U.S. Geological Survey; U.S. Army Corps of Engineers; Natural Resource Conservation Service; and the Federal Emergency Management Agency) in order to manage single and multi-year federal grants totaling more than \$50 million, including ensuring fiscal and program compliance, preparation and timely submission of reports, tracking expenditures, and preparing draws. They also administer over 200 grants and agreements annually to ensure recipients understand and follow all state and federal program rules and regulations.



Customer and Employee Services Bureau

The Customer and Employee Services Bureau (CESB) supports both the business-related needs and internal functions within the DNR as well as provides quality service and support to the general public. This bureau provides the main oversight and management of the Go Outdoors Iowa electronic licensing system used to sell 360 types of outdoor recreation and commercial privileges to the public and processes nearly 1.3 million privileges annually, 340,000 boat renewals and registrations during a three year renewal cycle and approximately 80,000 off highway vehicle (OHV) and snowmobile registrations and renewals annually.

<p>Opportunity: The Department considers no aspect of its daily operations more important than the health and safety of its employees. Coordination, planning and communication includes considerations for full-time and seasonal employment while being responsive to the varied needs and requirements of such a diverse workforce.</p>			
<p>Governor’s Priority:</p> <ul style="list-style-type: none"> • Supporting Health and Well-being • Holding Government Accountable 			
<p>DNR Strategic Goal:</p> <ul style="list-style-type: none"> • The DNR will assess and optimize organizational performance in order to serve Iowans and the environment. <ul style="list-style-type: none"> ▪ The DNR will hire a diverse and highly-skilled workforce and ensure employees’ success by providing training, necessary equipment and investing in evolving technology. 			
<p>Core Function:</p> <ul style="list-style-type: none"> • Resource Management (542-67001) 			
Bureau Goal	Measure	Metric	
		Target	Actual
Health and safety training is provided to protect staff from injury and illness on the job and ensure compliance with occupational health and safety regulations.	Percent of Department staff (full-time and seasonal) current with basic levels of health and safety training as per position requirements.	100% Compliance	
<p>Data Source: Customer Service Training Officer and H&S staff: LMS and Workday Reports</p>			
<p>Results:</p>			

Communication, Outreach and Marketing Bureau

The Communications, Outreach and Marketing Bureau provides programs, education, public information and training to engage the public in the enjoyment and conservation of Iowa’s natural resources. The bureau manages the DNR’s website, social media, Iowa Outdoors magazine, and marketing efforts to inform the public about environmental regulations, events, and opportunities for public engagement.

Additionally, the bureau administers educational programs that promote shooting sports and archery education among youth in Iowa. The programs provide opportunities for students to learn about firearm safety and archery skills, as well as develop self-discipline, sportsmanship, and teamwork. The Iowa DNR offers boating, paddling, and hunting safety programs to promote responsible outdoor recreation.

Opportunity: Teaching young Iowans about the natural world in their backyard is key to building curiosity, knowledge, and skills about the environment and conservation. The time-proven effective programs and activities not only meet the grade-level science and math standards but also support current STEM initiatives, making a tangible difference in the lives of these young learners.			
Governor’s Priority:			
<ul style="list-style-type: none"> • Elevating Education for Every Student • Supporting Health & Well-being 			
DNR Strategic Goal:			
<ul style="list-style-type: none"> • Iowans will connect with nature and have a healthy and safe environment for work and play. <ul style="list-style-type: none"> ▪ The DNR will develop and implement accessible and informative environmental and natural resource programs to encourage conservation and promote recreation. ▪ All Iowans will have access to open spaces, know where to find them, and what they have to offer. 			
Core Function:			
<ul style="list-style-type: none"> • Enforcement and Investigation (542-31001) 			
Bureau Goal	Measure	Metric	
		Target	Actual
Work in partnership with formal education systems to grow understanding of conservation and participation in the outdoors through programming delivered to pre-K through high school.	Maintain numbers of students reached through conservation programs.	80,000 students reached.	
Data Source: Project WILD, Aquatic and Growing Up programs.			
Baseline: 80,120 students received conservation programming in 2023			
DNR Website Resource: https://www.iowadnr.gov/Conservation/For-Teachers			
Results:			

The Department partners with schools providing resources and materials to assist teachers both in the classroom and as they venture out on school sponsored field trips. In addition, the Department works with a variety of after-school clubs and organizations to broaden the reach, in order to help youth connect with the outdoors.



CONSERVATION AND RECREATION DIVISION

The Conservation and Recreation Division (CRD) consists of the Division Administrator (DA), two Executive Officers, a Health and Safety Coordinator, the State Forester, and the Chiefs of five Bureaus: Fisheries, Land and Waters, Law Enforcement, State Parks, and Wildlife, who oversee the DNR’s management of state-owned recreation lands and waters and associated infrastructure throughout Iowa. The CRD Management Team helps set policies and budgets, and ensures the bureaus are working together to optimize the resources each brings to the table.

Forestry Section

The Forestry Section works to help Iowans and local governments expand and care for the state’s roughly 2.8 million acres of rural and urban forests. In addition, the Forestry Section manages a State Forest Nursery that provides at cost seedlings to enhance, protect, and restore Iowa’s forest resources. The Forestry Section is comprised of urban forestry, forest health, land stewardship, forest legacy, fire training and management, and the bonded timber buyer program.

<p>Opportunity: Proper forest management, forest diversity, pest monitoring and pest control or eradication will help preserve Iowa’s forests for future generations. Aerial surveys mapped a total of 1,264,906 acres to determine forest health problems and potential management plans. Ground confirmations were conducted to resolve any issues identified in the aerial survey. District foresters worked with impacted landowners on appropriate salvage and reforestation efforts in areas with oak wilt, Dutch elm disease, oak tatters, aspen decline, bur oak blight storm, and flood damage.</p>			
<p>Governor’s Priority:</p> <ul style="list-style-type: none"> Supporting Health & Well-Being Holding Government Accountable 			
<p>DNR Strategic Goal:</p> <ul style="list-style-type: none"> The DNR will assess and optimize organizational performance in order to serve Iowans and the environment. <ul style="list-style-type: none"> The DNR’s divisions, bureaus and sections will work together to ensure the effective implementation of environmental and conservation goals. Data and sound science will inform decision making. 			
<p>Core Function:</p> <ul style="list-style-type: none"> Conservation, Preservation & Stewardship (542_16002) 			
Bureau Goal	Measure	Metric Target	Actual
<p><i>*Forest Action Plan Goal</i> Maximize forest health and productivity.</p> <ul style="list-style-type: none"> Protect the forests from current and future threats. 	<p>Number of installed, monitored and collected spongy moth and walnut twig beetle monitoring traps across the state.</p>	<p>4,000 traps installed, monitored and collected</p>	
<p>Data Source: Forest Health Program Data Baseline: In 2023, 4,925 traps were placed around the state. DNR Website Resource: www.iowadnr.gov/Conservation/Forestry/Forest-Health</p>			
<p>Results:</p>			

Opportunity: Trees provide an incredible array of benefits, including: food and habitat for wildlife and pollinators; reduced soil erosion along streambanks and waterways; reduced heating and cooling costs for homes and other buildings; cleaner water through removal of chemicals such as nitrogen and phosphorous; cooler temperatures, cleaner air and reduced noise pollution in towns and cities and aesthetic and other benefits. With the onslaught of tree loss due to insects and disease and recent weather events such as the derecho storm, repopulating our public/private lands and communities with trees is critical.

Governor’s Priority:

- Supporting Health & Well-Being
- Holding Government Accountable

DNR Strategic Goal:

- Iowans will connect with nature and have a healthy and safe environment for work and play.

Core Function:

- Reconciliation Clearing Account (542_16002)

Bureau Goal	Measure	Metric	
		Target	Actual
<p><i>*Forest Action Plan Goal</i></p> <p>Strategically Grow Iowa’s Forests</p> <ul style="list-style-type: none"> ▪ Expand public and private forest land. ▪ Use trees and forests to grow Iowa’s economy and improve the health and wellbeing of Iowans. 	Number of State Forest Nursery tree sales maintained or slightly increased annually.	1 Million trees and/or shrubs sold and distributed	

Data Source: Nursery Sales Reports

Baseline: FY2023 with drought conditions prevalent over much of Iowa, 1,049,425 seedlings were sold.

DNR Website Resource: www.iowadnr.gov/Conservation/Forestry/State-Forest-Nursery

Results:

Watering tree seedlings at the State Forest Nursery located in Ames, Iowa



Opportunity: The Urban and Community Forestry Program continues to provide technical, educational and financial assistance to communities, individuals and organizations. The main components of assistance continue to be tree inventories, forestry management plans and emerald ash borer (EAB) preparation especially in communities under 5,000 in population. Loss in urban tree canopy from disease, pests and derecho type events adds significant planning and cost to individuals and communities when those trees have to be removed.

Governor’s Priority:

- Supporting Health & Well-Being
- Holding Government Accountable

DNR Strategic Goal:

- Iowans will connect with nature and have a healthy and safe environment for work and play.

Core Function:

- Conservation, Preservation & Stewardship (542_1600)

Bureau Goal	Measure	Metric	
		Target	Actual
<p><i>*Forest Action Plan Goal</i> Strategically Grow Iowa’s Forests.</p> <ul style="list-style-type: none"> ▪ Expand public and private forest land. ▪ Use trees and forests to grow Iowa’s economy and improve the health and wellbeing of Iowans. 	Maintain, at a minimum, current levels of community assistance provided across Iowa.	300 communities served	

Data Source: Community Forests Program

Baseline: FY2023 302 Communities.

DNR Website Resource: www.iowadnr.gov/Conservation/Forestry/Urban-Forestry

Results:



State Parks, Forests and Preserves Bureau

The State Parks, Forests and Preserves Bureau oversees 70 of Iowa’s state parks and recreation areas and 10 state forests, which encompass over 95,000 acres. Another 20 state parks are managed by other local political entities. The State Preserves System consists of 97 preserves encompassing 10,795 acres. State parks, recreation areas and forests are some of Iowa’s most special places and provide outstanding natural resources and a multitude of recreational opportunities. Staff in this bureau provide natural resource management, recreation planning and development, facility and grounds maintenance, interpretation, law enforcement, park management, public outreach, and grant, program and policy administration.

Strategic Plan - Key Performance Indicator

<p>Opportunity: State Park asset data is currently held in multiple systems/spreadsheets within the agency. In order for alignment to a larger Division/Bureau strategic imperative that considers fiscal prudence, risk management and return on investment, data needs to be compiled into one system. Once compiled and assessed for accuracy and completeness, DNR can assess viability of assets, scheduling of capital improvements and routine maintenance. This will allow for the development of a comprehensive operational and capital asset management plan in order to protect the health and safety of Iowans and the resource.</p>			
<p>Governor’s Agenda:</p> <ul style="list-style-type: none"> • Holding government accountable to the people 			
<p>DNR Strategic Goal:</p> <ul style="list-style-type: none"> • The DNR will assess and optimize organizational performance in order to serve Iowans and the environment. <ul style="list-style-type: none"> ▪ The DNR will innovate and adapt to change through the use of continuous improvement processes. ▪ Data and sound science will inform decision making. ▪ DNR Resources will be strategically allocated to ensure core business is prioritized. 			
<p>Core Function:</p> <ul style="list-style-type: none"> • Recreation (542-58001) • Physical Assets Management (542-52001) 			
Bureau Goal	Measure	Metric	
		Target	Actual
Ensure facilities, amenities and resources are well-maintained to prolong the lifespan and historic protection, or improved for safety and accessibility for park visitors.	With 1,860 assets on inventory for Iowa State Parks, Forests and Preserves, 30% will be compiled, assessed and entered into a new system for completeness and accuracy in Fiscal Year 2025.	558 Assets Correct and Accurate & Entered into System	
<p>Data Source: State Parks, Forests and Preserves Bureau; Number of assets reviewed and marked as complete monthly</p>			
<p>Results:</p>			

Fisheries Bureau

The Fisheries Bureau manages nearly 71,000 miles of streams and 300,000 acres of Iowa waters to improve fishing and recreational opportunities for more lowans in more places. Iowa’s fishing opportunities are as diverse as the species of fish you can catch. More than 150 million fish are stocked each year into Iowa waters. Most of the walleyes, muskellunge, trout, and channel catfish in our lakes began their life in DNR hatcheries.

<p>Opportunity: Conditions in ponds, lakes and river systems are highly variable hindering a one-size fits all approach for management. For continued success of Iowa’s fishery, management of aquatic vegetation, both native and invasive, is critical and water clarity can be improved with optimal vegetative cover. The Department focuses on state-owned resources but assists communities and landowners with best practices and resources.</p>			
<p>Governor’s Priority:</p> <ul style="list-style-type: none"> • Holding Government Accountable 			
<p>DNR Strategic Goal:</p> <ul style="list-style-type: none"> • The DNR will assess and optimize organizational performance in order to serve lowans and the environment. <ul style="list-style-type: none"> ▪ The DNR’s divisions, bureaus and sections will work together to ensure the effective implementation of environmental and conservation goals. ▪ Data and sound science will inform decision making. 			
<p>Core Function:</p> <ul style="list-style-type: none"> • Conservation, Preservation and Stewardship (542_16002) • Physical Assets Management (542_52001) 			
Bureau Goal	Measure	Metric	
		Target	Actual
Improve water quality and physical habitat in lakes, rivers, and streams.	Number of public waterbodies treated per the vegetation management plan (herbicide treatment and vegetation removal).	*50 Waterbodies	
<p>Data Source: Fisheries Bureau Reporting Baseline: Treating 50 waterbodies on average. *If non-native or native plants do not emerge due to environmental factors then no treatment necessary.</p>			
<p>Results:</p>			

Opportunity: Many Iowa communities are growing with city parks and residential areas including existing and new opportunities for community fishing ponds. In order for these resources to thrive, city managers and community leaders need tools and tips and financial resources, such as grants, in order to manage the resource and create opportunities.

Governor’s Priority:

- Supporting Health & Well Being
- Holding Government Accountable

DNR Strategic Goal:

- Iowans will connect with nature and have a healthy and safe environment for work and play.
 - All Iowans will have access to open spaces, know where to find them, and what they have to offer.
 - The DNR will increase technical assistance in an effort to coach and educate individuals and organizations on how to be lawful and effective stewards of Iowa’s environment and natural resources.

Core Function:

- Conservation, Preservation and Stewardship (542-16002)
- Recreation (542_58002)

Bureau Goal	Measure	Metric	
		Target	Actual
Build and expand a Community Fishing program that focuses on providing high-quality family fishing opportunities close to home.	Increase (%) fish license sales in communities that over that last 3 years received REAP City Parks & Open Spaces grant funding specific for community fishing pond improvements.	5% increase from baseline for identified community/zip codes where grant projects are complete.	

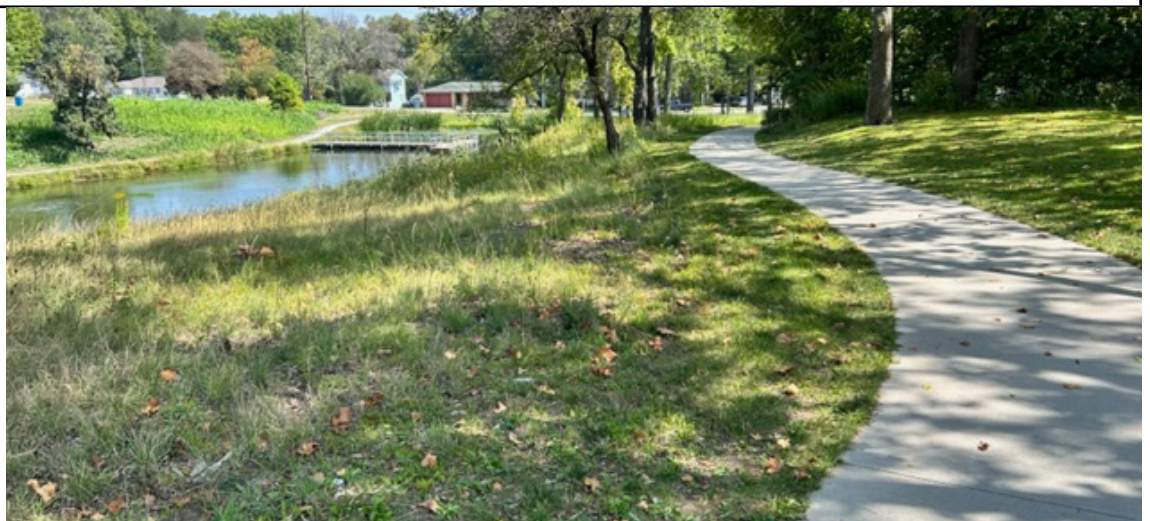
Data Source: Fish License data pulled is determined by zip codes of communities selected that received REAP City Parks & Open Spaces Grants in the past 3 years that included requests for community pond improvements.

Baseline: TBD - assessing data for the communities/zip codes for baseline.

DNR Website Resource: www.iowadnr.gov/fishing/fish-local

Results:

Beaverdale Neighborhood Association image of Whitmer Park. The City of Des Moines received REAP City Parks & Open Spaces funding to put in trails and restore the fishing pond. Fish Local helped with planning and stocking when the pond was complete. Open Fall of 2023.



Law Enforcement Bureau

It is the mission of the Law Enforcement Bureau to protect the State’s natural resources, to provide public safety and to educate and serve the public. We enhance, promote, and protect the natural resources of this state through public relations, education, and law enforcement, thus ensuring for future generations the rights, privileges and benefits we now enjoy.

Strategic Plan - Key Performance Indicator

<p>Opportunity: Alignment of DNR Law Enforcement creates a customer-focused, high performance system maintaining the long-standing culture of protection of natural resources and citizens of Iowa. Key to this alignment’s success is implementing a system that increases coverage, has the right number of officers in the right place while providing a consistent presence on all public lands and waters and improving communication between law enforcement personnel.</p>			
<p>Governor’s Agenda:</p> <ul style="list-style-type: none"> • Holding government accountable to the people 			
<p>DNR Strategic Goal:</p> <ul style="list-style-type: none"> • The DNR will assess and optimize organizational performance in order to serve Iowans and the environment. <ul style="list-style-type: none"> ▪ The DNR’s divisions, bureaus and sections will work together to ensure the effective implementation of environmental and conservation goals. ▪ DNR Resources will be strategically allocated to ensure core business is prioritized. 			
<p>Core Function:</p> <ul style="list-style-type: none"> • Enforcement and Investigation (542-31001) 			
Bureau Goal	Measure	Metric	
		Target	Actual
Enhance operational efficiencies ensuring that the structure and use of resources results in optimized performance.	Overtime hours in pilot counties implementing Law Enforcement Alignment will be reduced by 25% per month(*) based on 2023 fiscal year data as baseline. *Overtime recorded due to training will not be considered.	25% reduction	
<p>Data Source: Workday data per pay period by month and end of year financial expenditure for overtime.</p>			
<p>Results:</p>			

Land & Waters Bureau

The Land and Waters Bureau works collaboratively to ensure the effective implementation of environmental and conservation goals for the benefit of Iowa’s citizens, providing a range of natural resource services to internal and external DNR stakeholders, including facility maintenance and improvement, restoration and resource enhancement, conservation and compliance, land protection and outdoor recreation.

Opportunity: When properties managed by the Department are planning for new development or considering renovation, opportunities exist for evaluating public safety, usability, accessibility, environmental impacts and new and upcoming recreational uses balanced with long-term sustainability.			
Governor’s Priority:			
<ul style="list-style-type: none"> • Supporting Health and Well-being • Holding Government Accountable 			
DNR Strategic Goal:			
<ul style="list-style-type: none"> • Iowans will connect with nature and have a healthy and safe environment for work and play. <ul style="list-style-type: none"> ▪ All Iowans will have access to open spaces, know where to find them and what they have to offer. 			
Core Function:			
<ul style="list-style-type: none"> • Recreation (542_58001) • Physical Assets Management (542_52001) 			
Bureau Goal	Measure	Metric	
		Target	Actual
Provide and implement safe cost-effective infrastructure solutions through analysis, design, and construction contract administration.	Percent of public facility* construction (new or new alterations) utilize accessible design.	**100% of projects bid	
Data Source: Land & Waters Engineering data from bid documents.			
*As defined in the <i>2010 ADA Standards for Accessible Design</i>			
**Projects excluded from this measure include where it is structurally impractical or has historic significance.			
Results:			



Lake Manawa State Park’s Dream Playground is the largest accessible playground in Iowa. Designed in the 90’s it was re-designed with many new accessible features updated or added.

Opportunity: Iowans value clean water and desire safe, healthy lakes that offer many aesthetic, natural and recreational opportunities. Clean lakes improve the quality of life for Iowans and help bring economic growth to communities. Annually the Lake Restoration Program will submit a lake restoration plan prioritizing the effort (initial outreach through to implementation) fiscal year and report on previous year’s work, to the joint appropriations subcommittee on transportation, infrastructure, and capitals and the legislative services agency.

Governor’s Priority:

- Holding Government Accountable

DNR Strategic Goal:

- Iowans will connect with nature and have a healthy and safe environment for work and play.
 - The DNR will expand existing collaborative efforts with stakeholder groups.
 - The DNR will increase technical assistance in an effort to coach and educate individuals and organizations on how to be lawful and effective stewards of Iowa’s environment and natural resources.

Core Function:

- Physical Assets Management (542_52001)

Bureau Goal	Measure	Metric	
		Target	Actual
Actively protect and manage Iowa’s lands including lakes, wetlands, forests, scenic areas, prairies, wildlife and fish habitat, and rare species habitat.	Maintain a list of publicly owned lakes and shallow lakes/wetlands prioritized for funding based on the feasibility for restoration and the use or potential use of the lake, if restored.	35 significant public owned lakes and 5 publicly owned shallow lakes/wetlands identified	

Data Source: Lake Restoration Program Annual Report/Plan

Baseline: Requirements per Iowa Code 456A.33B

DNR Website Resource: www.iowadnr.gov/Environmental-Protection/Water-Quality/Lake-Restoration

Results:

Wildlife Bureau

The Wildlife Bureau is responsible for managing the estimated three percent of Iowa lands held as public wild places. These areas and the species that call them home, provide recreational opportunities to an estimated 250,000 Iowans who hunt and nearly 850,000 who enjoy watching wildlife. The Wildlife Bureau takes a proactive approach to prevent and control diseases, battle invasive plant and animal species, and engage constituents and customers. It manages each public area using an ecosystem-based approach to support all species dependent upon this habitat, from insects to huntable species to protected non-game to species of greatest conservation need.

<p>Opportunity: The Department is responsible for managing 390,706 acres of conservation lands in Iowa. To assist with management of forested lands, Forest Stewardship Plans have been developed to guide management practices. The planning process includes opportunities for input from citizens before plans are finalized and placed on the Department’s website.</p>			
<p>Governor’s Priority:</p> <ul style="list-style-type: none"> • Holding Government Accountable 			
<p>DNR Strategic Goal:</p> <ul style="list-style-type: none"> • The DNR will assess and optimize organizational performance in order to serve Iowans and the environment. <ul style="list-style-type: none"> ▪ The DNR’s divisions, bureaus, and sections will work together to ensure the effective implementation of environmental and conservation goals. ▪ The DNR will use customer feedback to improve services. ▪ Data and science will inform decision making. 			
<p>Core Function:</p> <ul style="list-style-type: none"> • Conservation, Preservation & Stewardship (542_16002) 			
Bureau Goal	Measure	Metric	
		Target	Actual
Healthy ecosystems incorporate diverse wildlife habitats capable of sustaining viable wildlife populations.	Number of new Forest Stewardship Plans created for properties managed by the Department with implementation to follow upon approved final plan.	5 plans in process or final annually	
<p>Data Source: Wildlife Bureau reporting and new draft/final plan posting to the website. Baseline: Average completed, 5 per year DNR Website Resource: www.iowadnr.gov/hunting/places-to-hunt-shoot/wildlife-management-areas/forest-stewardship-plans</p>			
<p>Results:</p>			

Opportunity: The Department manages, on behalf of the State of Iowa approximately 1% of the 36 million acres in Iowa. Working with private landowners to provide assistance on implementation of conservation practices to benefit wildlife and the landowner is accomplished in partnership with organizations such as Natural Resource Conservation Service (NRCS), Farm Service Agency (FSA) the Soil and Water Conservation Districts (SWCD) and non-government organizations. The Department provides assistance on restoration of wetlands, restoring/establishing grasslands and forest management.

Governor’s Priority:

- Holding Government Accountable

DNR Strategic Goal:

- Iowans will connect with nature and have a healthy and safe environment for work and play.
 - The DNR will expand existing collaborative efforts with stakeholder groups.
 - The DNR will increase technical assistance in an effort to coach and educate individuals and organizations on how to be lawful and effective stewards of Iowa’s environment and natural resources.

Core Function:

- Conservation, Preservation & Stewardship (542_16002)

Bureau Goal	Measure	Metric	
		Target	Actual
Develop diverse wildlife communities on public and private lands and waters through adaptive ecological management principles.	Maintain, at a minimum, current levels of landowner assistance for wildlife and forest plans provided across Iowa.	1,500 Plans in process or final	

Data Source: Private Lands Program

Baseline: Average over the last 3 years is 1,170 plans in process or final.

DNR Website Resource: www.iowadnr.gov/conservation/wildlife-landowner-assistance

Results:



Landowner observing progress of habitat improvement

ENVIRONMENTAL SERVICES DIVISION

The Environmental Services Division (ESD) consists of the Division Administrator and the Chiefs of four Bureaus: Air Quality, Field Services & Compliance, Land Quality and Water Quality all responsible for implementing the laws and regulations necessary to protect the quality of Iowa’s air, land, and water. The ESD Management Team helps set policies and budgets, and ensures the bureaus are working together to optimize the resources each brings to the table.

Land Quality Bureau

The Land Quality Bureau works to protect Iowa’s groundwater, flood plains and land resources through technical assistance and oversight to industries and organizations. Areas of responsibility include: contaminated sites, underground petroleum storage tanks such as those at gas stations, proper solid waste management at landfills, construction activities in Iowa flood plains, safety of dams on Iowa waterways, geographic information systems (GIS) coordination, and development of sustainable environmental practices through financial and professional assistance.

<p>Opportunity: The Department is responsible for the registration and maintenance of records for active Underground Storage Tanks (UST) sites while also overseeing the operation, maintenance and closers of UST systems. This is a pollution prevention program to protect public health and safety from petroleum and other hazardous substance releases.</p>			
<p>Governor’s Priority:</p> <ul style="list-style-type: none"> • Supporting Health and Well Being • Holding Government Accountable 			
<p>DNR Strategic Goal:</p> <ul style="list-style-type: none"> • Iowans will connect with nature and have a healthy and safe environment for work and play. <ul style="list-style-type: none"> ▪ The DNR will increase technical assistance in an effort to coach and educate individuals and organizations on how to be lawful and effective stewards of Iowa’s environment and natural resources. 			
<p>Core Function:</p> <ul style="list-style-type: none"> • Regulation and Compliance (542-61003) 			
Bureau Goal	Measure	Metric	
		Target	Actual
Work in partnership with owners of UST sites on the detection, prevention and correction of releases of products from underground tanks with the goal of preventing petroleum releases.	Number of inspections and audits completed for underground storage tanks.	1,000 Inspections and Audits	
<p>Data Source: Land Quality Bureau Reports Baseline: Average 956 DNR Website Resource: https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798</p>			
<p>Results:</p>			

Opportunity: Businesses, industries, institutions and governmental agencies have saved money and improved their operational efficiency by working with Pollution Prevention (P2) Services. This technical assistance, confidential and non-regulatory, helps identify waste reductions and efficiencies in water, solid waste, hazardous waste and energy use culminating in an assessment report. Implementation of P2 practices usually result in a company’s financial savings, enhanced employee safety, and reduced liability and risks.

- Governor’s Priority:**
- Supporting Health & Well-Being
 - Holding Government Accountable

- DNR Strategic Goal:**
- Iowans will connect with nature and have a healthy and safe environment for work and play.
 - The DNR will increase technical assistance in an effort to coach and educate individuals and organizations on how to be lawful and effective stewards of Iowa’s environment and natural resources.

- Core Function:**
- Conservation, Preservation & Stewardship (542-16001)

Bureau Goal	Measure	Metric	
		Target	Actual
Assisting Iowa businesses with innovation pollution prevention programs, protecting land resources and improving the health and safety of all Iowans.	Number of assessments completed.	11 Assessments	

Data Source: Land Quality Bureau Reports
Baseline: Average 11 per year.
DNR Website Resource: <https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798>

Results:

Water Quality Bureau

The Water Quality Bureau works to protect and enhance Iowa’s waters to ensure sufficient quality and quantity of water for aquatic life and the use of our citizens, now and into the future. Areas of responsibility include: drinking water and wastewater oversight and technical assistance, water monitoring and assessment, watershed project technical assistance and financial assistance to communities for the funding of water infrastructure improvements. The DNR works to enhance and protect water quality so Iowans have safe, clean water for drinking, household use and outdoor recreation. From drinking water to wastewater and from wetlands to lakes, ensuring clean water is a priority for Iowa.

<p>Opportunity: Wastewater systems collect sewage from residence areas, business and industrial sites prior to it being discharged onto the land or into a waterbody. Permitting processes are intended to foster coordination, communication and cooperation between all involved. Ultimately, through this process, public health and clean water vital to all Iowans is protected.</p>			
<p>Governor’s Priority:</p> <ul style="list-style-type: none"> • Supporting Health & Well-Being • Holding Government Accountable 			
<p>DNR Strategic Goal:</p> <ul style="list-style-type: none"> • The DNR will assess and optimize organizational performance in order to serve Iowans and the environment. <ul style="list-style-type: none"> ▪ Data and sound science will inform decision making. • Iowans will connect with nature and have a health and safe environment for work and play. <ul style="list-style-type: none"> ▪ The DNR will increase technical assistance in an effort to coach and educate individuals and organizations on how to be lawful and effective stewards of Iowa’s environment and natural resources. 			
<p>Core Function:</p> <ul style="list-style-type: none"> • Conservation, Preservation & Stewardship (542-16003) 			
Bureau Goal	Measure	Metric	
		Target	Actual
Enhance and protect water quality so Iowans have safe, clean water for drinking, household use and outdoor recreation.	Number of Wastewater Construction applications processed and permitted.	350 - 450 applications processed and permitted.	
<p>Data Source: Clean Water Program Reporting Baseline: 350 applications processed on average DNR Website Resource: https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798</p>			
<p>Results:</p>			

Opportunity: Public water systems are critical to Iowans health and safety. Through the process of construction permitting, the Department in partnership with communities ensure drinking water meets health-based standards.

Governor’s Priority:

- Holding Government Accountable

DNR Strategic Goal:

- The DNR will assess and optimize organizational performance in order to serve Iowans and the environment.
 - Data and sound science will inform decision making.
- Iowans will connect with nature and have a health and safe environment for work and play.
 - The DNR will increase technical assistance in an effort to coach and educate individuals and organizations on how to be lawful and effective stewards of Iowa’s environment and natural resources.

Core Function:

- Regulation & Compliance (542_61002)

Bureau Goal	Measure	Metric	
		Target	Actual
Enhance and protect water quality so Iowans have safe, clean water for drinking, household use and outdoor recreation.	Number of drinking water applications processed and permitted.	1,000 Applications Processed and permitted	

Data Source: Drinking Water Program Reporting

Baseline: 1,000 applications processed on average

DNR Website Resource: <https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798>

Results:



Air Quality Bureau

The Air Quality Bureau works to assure that National Ambient Air Quality standards for public health and welfare protection complements continued economic growth in the state. In collaboration with the Iowa Economic Development Authority, local business development groups, large and small business, and the public, the bureau employs Lean government techniques to streamline application and permitting processes and technical and regulatory assistance.

Strategic Plan - Key Performance Indicator

<p>Opportunity: When companies look for a place to locate, lead time—the time it takes to obtain an air construction permit—can make the difference in whether they choose to build in Iowa. The DNR’s Air Quality Bureau construction permit staff, through assistance provided to large and small businesses, continue to have some of the fastest permit turnaround times in the country, with other states taking more than a year. The work we do helps make Iowa an attractive choice for new and growing industries, without sacrificing our environmental review, ensuring clean air for all Iowans.</p>			
<p>Governor’s Priority:</p> <ul style="list-style-type: none"> • Holding government accountable to the people • Supporting health and well-being 			
<p>DNR Strategic Goal:</p> <ul style="list-style-type: none"> • The DNR will assess and optimize organizational performance in order to serve Iowans and the environment. <ul style="list-style-type: none"> ▪ DNR Resources will be strategically allocated to ensure core business is prioritized. ▪ The DNR will use customer feedback to improve services. 			
<p>Core Function:</p> <ul style="list-style-type: none"> • Regulation and Compliance (542_61001) 			
Bureau Goal	Measure	Metric	
		Target	Actual
Streamline permit applications to improve efficiency for regulated businesses; issue permits in a timely manner.	For standard construction projects, the average lead time for issuance is 30 days from the date an application is received if fully staffed.	30 Days	
<p>Data Source: Number of standard projects received, number of standard projects completed/issued, average lead time.</p> <p>DNR Website: https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798</p>			
<p>Results:</p>			

Opportunity: Facilities over certain emissions thresholds are required to obtain a Title V operating permit per Title V of the federal CAA. Every five years that permit must be renewed. The permits contain requirements to ensure equipment at these facilities continues to perform as designed, and in a manner that protects air quality. Iowa has approximately 275 sources with Title V operating permits and roughly 1/5, or 55, of those must be reissued every year in order to meet our obligations to EPA under the CAA.

Governor’s Priority:

- Holding government accountable to the people
- Supporting health and well-being

DNR Strategic Goal:

- The DNR will assess and optimize organizational performance in order to serve Iowans and the environment.
 - DNR Resources will be strategically allocated to ensure core business is prioritized.

Core Function:

- Regulation & Compliance (542-61001)

Bureau Goal	Measure	Metric	
		Target	Actual
Provide safe, clean air to support high quality recreational opportunities and deliver environmental equality across the state.	Number of Title V (initial or renewal) air operating permits issued.	48 permits issued	

Data Sources: Air Quality database, Title V Permits up for renewal

Baseline: NA

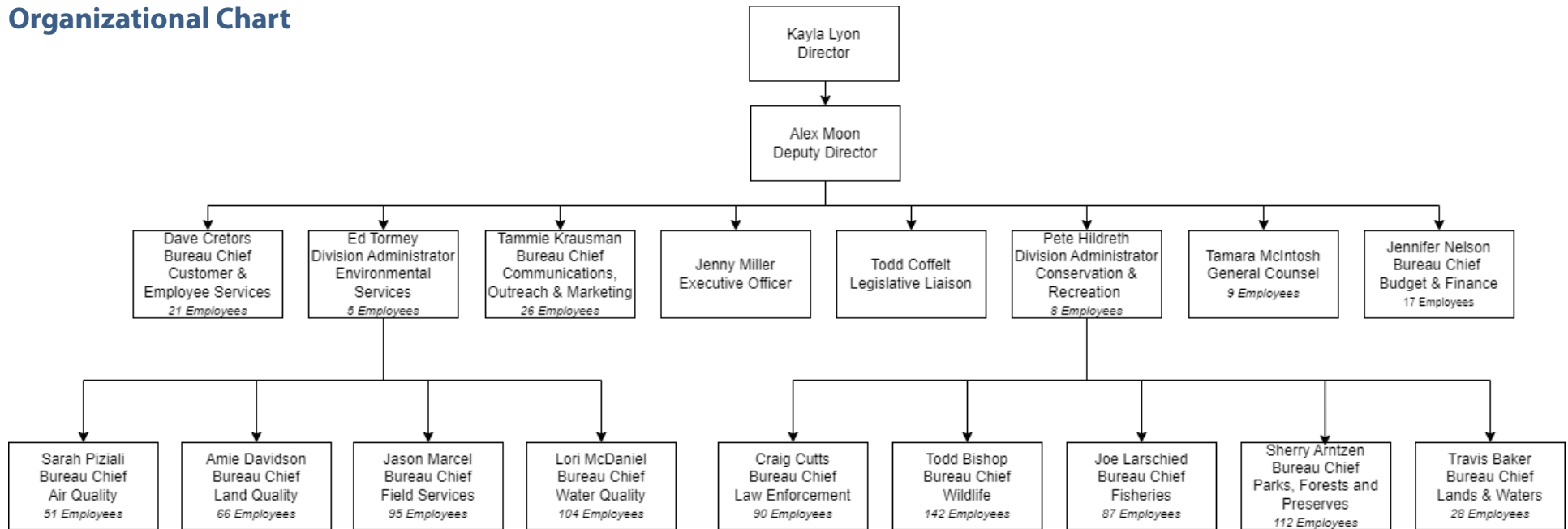
DNR Website: <https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798>

Results:

Field Services & Compliance Bureau

The Field Services & Compliance Bureau helps citizens, businesses, industries, and municipalities achieve compliance with Iowa’s environmental programs. We serve as local responsive contact points in six regional field offices to help protect Iowa’s air, land and water resources. Technical assistance and oversight is provided in program areas that include safe drinking water, wastewater, storm water, source water protection, air quality, solid waste, underground tanks and leaking underground tanks, animal feeding operations, floodplains, and emergency response.

Organizational Chart



Strategic Goals

The DNR will assess and optimize organizational performance in order to serve Iowans and the environment.

- The DNR's divisions, bureaus, and sections will work together to ensure the effective implementation of environmental and conservation goals.
- The DNR will innovate and adapt to change through the use of continuous improvement processes.
- DNR resources will be strategically allocated to ensure core business is prioritized.
- The DNR will hire a diverse and highly-skilled workforce and ensure employees' success by providing training, necessary equipment, and investing in evolving technology.
- The DNR will use customer feedback to improve services.
- Data and sound science will inform decision making.
- The DNR will adhere to the law and timely update administrative rules for compliance and effective outcomes.

Iowans will connect with nature and have a healthy and safe environment for work and play.

- The DNR will develop and implement accessible and informative environmental and natural resource programs to encourage conservation and promote recreation.
- All Iowans will have access to open spaces, know where to find them, and what they have to offer.
- The DNR will increase technical assistance in an effort to coach and educate individuals and organizations on how to be lawful and effective stewards of Iowa's environment and natural resources.
- The DNR will expand existing collaborative efforts with stakeholder group