



COMMISSION FILE NO: 26-048-4 **DATE INTRODUCED:** April 13, 2026

INTRODUCED BY: Executive Director (Signature on File in the Office of the Commission)

REFERRED BY COMMISSION CHAIRPERSON TO: Policy, Finance, and Personnel Committee

RELATING TO: Approval of Contract W97004P12, Land Manager for the Greenseams® and Working Soils® Programs

SUMMARY:

The Commission is requested to authorize and to direct the Executive Director to execute Contract W97004P12, Land Manager for the Greenseams® and Working Soils® Programs, with Pheasants Forever, Inc., (Pheasants Forever) in an amount not to exceed \$570,200.

The contract duration is one year with an option to extend for an additional two years (May 2026 through April 2029). The contract cost is not to exceed \$187,000 for year one and \$190,000 and \$193,200 for years two and three, respectively, for a total contract cost not to exceed \$570,200. The contract cost includes 75% of the Land Manager salary, five percent for the Pheasants Forever Supervisor salary, and \$300,000 for implementing on-the-ground land management activities. The District will provide office space, a desk phone, and a computer with relevant software for the Land Manager.

Pheasants Forever is covering the remaining salary costs plus transportation, cell phone, field equipment, and professional certification costs. Their financial commitment is \$30,700 for year one, \$31,700 for year two, and \$32,700 for year three, which is 26% of the contract costs. Pheasants Forever funding comes from their local chapters and grants.

ATTACHMENTS: BACKGROUND KEY ISSUES RESOLUTION
FISCAL NOTE SBE OTHER _____

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COMMITTEE ACTION: _____ **DATE:** _____

COMMISSION ACTION: _____ **DATE:** _____

SUMMARY (Cont'd)

Approval of Contract W97004P12, Land Manager for the Greenseams® and Working Soils® Programs

The annual costs are summarized in the table below. The intention is to continue the partnership after this three-year contract, based on performance.

	MMSD Commitment	Pheasants Forever Commitment
Year 1	\$187,000	\$30,700
Year 2	\$190,000	\$31,700
Year 3	\$193,200	\$32,700
Total	\$570,200	\$95,100

BACKGROUND

Approval of Contract W97004P12, Land Manager for the Greenseams® and Working Soils® Programs

The Greenseams® and Working Soils® Programs are part of the District's integrated watershed approach to floodwater management. The Programs preserve existing land features that absorb and store floodwater, such as wetlands, floodplains, hydric soils, and woodlands. The Programs use the land conservation model, where land or the interests in land are permanently protected through acquisitions from willing private landowners. Over 6,100 acres have been acquired to date in the Greenseams® Program. As laid out in the 2035 Vision, the minimum acquisition goal for these programs is 10,000 acres. The District owns over 2,300 acres, with the remaining acreage under conservation easement.

The District is responsible for stewarding the ecosystem services of the sites, including infiltration, water quality, habitat, and weather resiliency, which are in conformance with Program goals and the District's 2035 Vision. To accomplish this, land management is required, which involves planning, restoration, enhancement, and monitoring. The need for a Land Manager arises from the large amount of acreage currently under the two Programs and scaling up stewardship activities for the 2035 Vision minimum goal of 10,000 acres.

Pheasants Forever is a 501(c)(3) charitable organization that conserves wildlife through habitat improvements, public access, education, and conservation advocacy. They partner with government agencies to provide staffing and resources in support of public programs. Pheasants Forever is uniquely qualified to complete the work due to their experience engaging private landowners in the Milwaukee River Watershed, bringing federal and local funding for public and private land management projects, and providing technical expertise for both ecological and agricultural land systems.

The work performed by Pheasants Forever would contribute to improving ecosystem services of District-owned Greenseams® and Working Soils® lands, supporting public and private landowners with stewarding Greenseams® and Working Soils® easements, and engaging watershed stakeholders. Pheasants Forever also brings:

- A larger Pheasants Forever network of staff working for other government agencies, including wetland easement specialists and Farm Bill biologists, that may bring additional capacity, expertise, and funding to Greenseams® and Working Soils® lands; and
- Local Pheasants Forever member chapters that volunteer time to enhance and restore wetland and wildlife habitat.

RESOLUTION

Approval of Contract W97004P12, Land Manager for the Greenseams® and Working Soils® Programs

RESOLVED, by the Milwaukee Metropolitan Sewerage Commission, that the Executive Director is authorized and directed to execute Contract W97004P12, Land Manager for the Greenseams® and Working Soils® Programs, with Pheasants Forever, Inc., for one year beginning upon Commission approval with an option to extend the annual contract for two years for an amount not to exceed \$570,200.