IOWA | Department of Natural Resources

Annual Performance Report: Fiscal Year 2025

The Iowa Department of Natural Resources (DNR) is dedicated to conserving and enhancing Iowa's natural resources to improve the quality of life and ensure a legacy for future generations.

The DNR's annual performance report for Fiscal Year 2025 details the department's work toward its strategic goals: assessing and optimizing organizational performance and ensuring that Iowans connect with nature and have a healthy and safe environment for work and play.

The report provides a comprehensive overview of the initiatives, measures, and key performance indicators (KPIs) managed by its divisions and bureaus, including the Conservation and Recreation Division (CRD) and the Environmental Services Division (ESD).

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.

Quick Reference:

Opportunity	Page
CES.1 Health & Safety	5
COM.1 Conservation Education	6
COM.2 Marketing	7
COM.3 Records Digitization	8
COM.4 Customer Engagement	8
CRD.1 Resource Enhancement & Protection	9
Forestry.1 Forest Health	10
Forestry.2 State Forest Nursery	11
Forestry.3 Urban & Community Forests	12
PFP.1 Asset Inventory ***(Strategic KPI)***	14
PFP.2 Derelict/Underutilized Buildings	15
PFP.3 State Park Wastewater System Infrastructure	16
PFP.4 Snowmobile Fund	17
PFP.5 Off-Highway Vehicle	17
Fish.1 Aquatic Vegetation	18
Fish.2 Fish Local	19
Fish.3 Fish Management	20
LE.1 Law Enforcement Alignment ***(Strategic KPI)***	22
L&W.1 Accessible Design	23
L&W.2 Lake Restoration	24
L&W.3 Lake Restoration Partnership	26

Opportunity	Page
L&W.4 Low-head Dam Assistance	27
Wildlife.1 Forest Stewardship	28
Wildlife.2 Wildlife Management	29
Wildlife.3 Private Lands Assistance	30
LQ.1 Underground Storage Tanks	31
LQ.2 Derelict Buildings	32
LQ.3 Pollution Prevention	33
LQ.4 Floodplain Development	34
WQ.1 Clean Water	35
WQ.2 National Pollutant Discharge Elimination System (NPDES)	36
WQ.3 Beach Monitoring	37
WQ.4 Water Use	38
WQ.5 State Revolving Loan Fund	39
WQ.6 Drinking Water	41
AQ.1 Air Quality Construction ***(Strategic KPI)***	42
AQ.2 Ambient Air Monitoring	44
AQ.3 Air Title V	45
FS.1 Animal Feeding Operations	46
Organizational Chart	47
Strategic Goals	47

EXECUTIVE SUMMARY

This Annual Performance Report provides a detailed account of the Iowa DNR's efforts across its numerous programs, demonstrating the commitment of its staff to the Mission and Vision of the department. The subsequent pages offer a comprehensive look at specific opportunities, strategic goals, and key metrics in areas such as Conservation Education, Law Enforcement, Lake Restoration, and Air Quality. The detailed sections, accessible through the quick reference table on the previous page, are organized by opportunity and outline how the department's dedicated staff, working within the Director's Office, two primary divisions, and several bureaus, fulfills these vital roles for the citizens of Iowa.

Across multiple bureaus, the DNR demonstrated significant success in meeting or exceeding key targets, often by leveraging collaborations and strategic shifts. In the Conservation and Recreation Division, the Forestry Section exceeded its target for creating new Forest Stewardship Plans, completing 12 plans against a target of 5. The Fisheries Bureau surpassed its target for aquatic vegetation treatment, managing 71 public waterbodies compared to a 50-waterbody goal. The Law Enforcement Bureau successfully implemented its Law Enforcement Alignment strategy, achieving a 25% reduction in overtime hours in pilot counties from January through June 2025, validating enhanced operational efficiencies. Furthermore, the Land & Waters Bureau's Lake Restoration Partnership measure exceeded its target for leveraging outside funds, achieving a 35% cost-share against a 25% target.

In the Environmental Services Division, the DNR achieved a high compliance rate and streamlined efficiency in various protection programs. The Land Quality Bureau surpassed its inspection target for Underground Storage Tanks and achieved an 80.10% material diversion rate in its Derelict Buildings Grant Program, well above the required 30% and the 70% target. In the Water Quality Bureau, the department nearly completed its goal for permitting all major nutrient-reducing facilities under the NPDES program, leaving only one of the original 163 facilities yet unpermitted (0.6%). The Air Quality Bureau successfully confirmed that 100% of ambient air monitoring sites met the National Ambient Air Quality Standards (NAAQS). However, challenges were noted, such as a missed target for processing Water Use Permits due to reduced staff capacity, and an increase in drinking water monitoring and reporting violations related to new required compound sampling. The DNR continues its efforts to optimize performance and ensure safe, healthy environments for all Iowans.

Ultimately, the work detailed in this report confirms that the DNR's efforts deliver a significant "Impact Across Iowa," supporting healthy environments and recreational opportunities—ranging from protecting and enhancing natural resources and public lands to collaborating with communities on vital infrastructure projects that ensure clean air and water for all citizens.

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.

Table of Organization and Strategic Goals are found on Page 43

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.

CES.1 - Health & Safety

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.

Governor's Priority:
- Saving Iowans Money

DNR Strategic Goal:
- The DNR will assess and optimize organizational performance in order to serve Iowans and the environment.
- The DNR will hire a diverse and highly-skilled workforce and ensure employees' success by providing training, necessary equipment and investing in evolving technology.

Measure Code: 542_67001_003

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	99% Compliance

Data Source: Customer Service Training Officer and H&S staff; Workday Reports

Results: The target completion rate of 100% was missed primarily due to a small number of active assignments remaining incomplete or in-progress across both training programs (10 in Fundamentals, 31 in Field Foundations), and a lag in Workday recognition where some employees had completed the training but failed to mark the final required acknowledgment.



Staff from Parks, Forest and Preserve and Wildlife bureaus, partner with NGOs, including volunteer fire departments and non-profit organizations, to conduct prescribed burns in the Loess Hills during the annual Cooperative Burn Week.

Staff undertake extensive training in prescribed fire and personal protective equipment (PPE).

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.

COM.1 - Conservation Education

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 young learners.

Governor's Priority:
- Student-Focused Education from PreK-12

DNR Strategic Goal:
- 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.

Measure Code: 542_25100_005

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	70,012 students

Data Source: Project Wild, Aquatic Wild, Growing Up WILD, Conservation Education, Hunter Education and Archery programs.
Baseline: 80,120 students received conservation programing in 2023
DNR Website Resource: https://www.iowadnr.gov/Conservation/For-Teachers

Results: The primary reason for the decreased student reach was a strategic shift in resource allocation. More time was spent certifying and training 180 educators this year in conservation education compared to direct in-class time with students. These efforts included utilizing partnerships with AEA, the SHAPE conference, Regional Science Teacher Trainings with the Department of Education (reaching 100 districts), School of the Wild, and direct trainings to college students (UNI, Loras, Hawkeye Community College, Blank Park Zoo, ISU Extension). The focus was placed on building long-term capacity within the formal education system.



COM.2 - Marketing

Opportunity: The Department provides information and opportunities through a variety of networks and platforms to engage with Iowa's recreational users. For those that hunt or fish, digital marketing campaigns help elevate awareness of educational offerings, license opportunities and season opening reminders among others. Recent data shows that seasonal email and automated marketing campaigns have very successful delivery and open rates, which has the Department currently exceeding the industry average for click-through rate (CTR). CTR is a common industry performance metric to assist marketers in gauging the effectiveness of digital ad campaigns driving users to visit a brand's website and move farther into purchase or action.

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_25100_001, 002, 003

Bureau Goal	Measure	Metric	
		Target	Actual
Connect with recreational users, primarily hunters and anglers, to provide updates and information relevant to their interests and outdoor recreational pursuits.	Utilizing email campaigns, automated marketing and direct ad purchases, the department will strive to create content that meets or exceeds the industry average for click-through rate (CTR).	Seasonal email and automated marketing: 1% CTR Industry average is .3%	Seasonal email and automated marketing: 1.75% CTR Industry average is .3%

Data Source: Go Outdoors Iowa Electric Licensing System
Baseline: In 2023 -Seasonal Email - 92.1% Delivery Rate, 38.69% Open Rate, 1.08% CTR -Automated Marketing - 93% Delivery Rate, 43.7% Open Rate, 1.16% CTR - Social Media Ad Purchase - .5%CTR

Results: Performance for the Seasonal Email Campaign included a 98.7% Delivery Rate, a 32.45% Open Rate, and a 2.16% Click-Through Rate (CTR). The Automated Marketing efforts achieved a 96.87% Delivery Rate, a significantly higher 50.94% Open Rate, and a 1.35% CTR. Finally, the Social Media Ad Purchase yielded a 0.7% CTR.

COM.3 - Records Digitization

Opportunity: Over the last 5 years the Department has prioritized digitizing files located in the records center of the Central Office, formerly located in the Wallace State Office Building. Work flow and application submission is conducted primarily through electronic systems, thus a need to retrieve and review documents more efficiently by staff and interested publics when requested.

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_25100_004

Bureau Goal	Measure	Metric	
		Target	Actual
By the end of 2025 all active physical records, located with the Central Office, will be digitized to improve employee productivity and customer engagement.	Physical records will be digitized at a pace of approximately 7,500 documents monthly, a 20% increase in total overall in accessibility to records by end of FY25.	20% increase	20% increase

Data Source: Iowa DNR Records Center
Baseline: In 2024, 90,550 physical records scanned. An increase of 19.8% over the records scanned the previous year.
DNR Website: https://programs.iowadnr.gov/documentsearch/

COM.4 - Customer Engagement

Opportunity: In a digital-first era, natural resource agencies and park and recreation organizations need to get information to platforms that are easy for Iowans and future Iowans to find. Users use these resources to find new places to go, learn how to use new tools to help make their experiences more productive or fun, or finding a "partner" in which to participate in the activity with. Engagement rates depict how engaging the social media posts based on how many people have seen the post and have interacted with it. It also signifies the degree of relevant, interesting and valuable content provided. The Department significantly outpaces industry averages across all social media metrics.

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_25100_006

Bureau Goal	Measure	Metric	
		Target	Actual
The Department's goals for use of social media is to grow customer and resident relationships, build the DNR brand and engage, inspire and encourage Iowans.	Through all of the Department's social media offerings, maintain an engagement rate that is consistent with, or exceeds industry standards.	5%	5.3%

Data Source: Analytics
Baseline: In 2024, results were 4.20%.

CONSERVATION & RECREATION DIVISION

The Conservation and Recreation Division (CRD) consists of the Division Administrator (DA), one Executive Officer, 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.

CRD.1 - Resource Enhancement & Protection (REAP)

Opportunity: Funds received in the Resource Enhancement and Protection Fund go into eight different programs managed by Iowa's Department's of Ag and Land Stewardship, Transportation, Administrative Services and Natural Resources based upon percentages that are specified in the law. Annually, agencies provide the REAP Coordinator data for program expenditures. That data is logged and reports generated for each county of Iowa. Reports include expenditures from 1989 through current year and are placed on the Department of Natural Resources website

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_16101_001

Bureau Goal	Measure	Metric	
		Target	Actual
The department shall provide Iowans information regarding resource enhancement and protection expenditures.	Number of REAP Expenditure by County Reports will be placed on the Department's website by the end of each calendar year.	99 Reports Complete	99 Reports Complete

Data Source:REAP Expenditures
Baseline: In 2024, 99 Reports were complete
DNR Website Resource: https://www.iowadnr.gov/programs-services/resource-enhancement-protection-reap



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.

FORESTRY.1 - Forest Health

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.

Governor's Priority:
- Saving Iowans Money

DNR Strategic Goal:
- 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.
- Data and sound science will inform decision making.

Measure Code: 542_16103_002, 003, 004

Bureau Goal	Measure	Metric	
		Target	Actual
**Forest Action Plan Goal* Maximize forest health and productivity. • Protect the forests from current and future threats.	In order to determine the status, changes, and trends in forest health conditions, maintain a consistent number of survey traps for spongy moth and walnut twig beetle and the number of maples surveyed for Asian long horned beetle.	• 4,000 Spongy Moth Traps • 500 Walnut Twig Beetle Traps • 5,000 Maples Surveyed	• 5,385 Spongy Moth Traps • 221 Walnut Twig Beetle Traps • 3,158 Maples surveyed

Data Source: Forest Health Program Data
Baseline: In 2023, 3,445 spongy moth traps; 604 twig beetle traps; 7,582 maples examined
DNR Website Resource: https://www.iowadnr.gov/programs-services/forestry-resources/forest-tree-health

Results: 459 male Spongy Moths were captured during this period, but neither Walnut Twig Beetles nor the Asian Longhorned Beetle were detected in the surveyed areas.

FORESTRY.2 - State Forest Nursery

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:
- Saving Iowans Money

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

Measure Code: 542_16103_005

Bureau Goal	Measure	Metric	
		Target	Actual
**Forest Action Plan Goal* Strategically Grow Iowa's Forests • 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	980,175 Trees and/or shrubs sold and distributed

Data Source: Nursery Sales Reports
Baseline: In 2024, 886,401 trees and shrubs sold.
DNR Website Resource: https://www.iowadnr.gov/programs-services/forestry-resources/state-forest-nursery

Results: The decrease in sales was primarily driven by two key factors: the persistent statewide drought conditions in 2023 and 2024, which reduced public confidence in bare-root seedling survivability, and the expected tapering off of Derecho recovery plantings that had fueled an unusual sales uptick from 2021–2023. We anticipate a slight sales bounce-back in the next cycle, and achieving the goal of one million seedlings sold remains an attainable priority for the Nursery.



All seedlings available at the State Forest Nursery are grown from Iowa seed sources to harvest the bounty of native genetics that have thrived in our soils and weather against disease, insects, droughts and floods for many thousands of years.



FORESTRY.3 - Urban & Community Forests

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:
- Saving Iowans Money

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

Measure Code: 542_16103_001

Bureau Goal	Measure	Metric	
		Target	Actual
**Forest Action Plan Goal* Strategically Grow Iowa's Forests. • 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 • 100 projects	• 413 communities served • 64 Projects

Data Source: Community Forests Program
Baseline: FY2023 302 Communities; 100 projects provided federal assistance
DNR Website Resource: https://www.iowadnr.gov/programs-services/forestry-resources/urban-forestry

Results: This effort is supported by federal funding. Data is based on the federal fiscal year.

Making an Impact Across Iowa

Urban Forestry Recovery: Community Forestry Grant Program For Derecho Recovery Replanting

Beginning in the Fall of 2021, the Iowa Legislature appropriated state Rebuild Iowa Infrastructure Funds (RIIF) to the Iowa Department of Natural Resources (DNR) for a community-based tree planting grant program for derecho recovery tree plantings in counties impacted by the August 10, 2020 derecho.

The Community Forestry Grant was available to state and local government entities, schools, volunteer organizations and service organizations involved with local urban and community forest services to buy and plant trees on publicly owned lands in Iowa. A wide range of public lands were acceptable, but areas that most highly benefited the local community as well as the natural environment and ecosystems were prioritized.

This grant evolved over the past four years, in efforts to reach as many Iowa communities impacted by the significant storm.

Spring 2024- Fall 2024
The Iowa State Legislature appropriated a third round of $250,000 for Iowa communities to fund derecho recovery tree plantings starting in Spring 2024. Similar to the year prior, the grant was open to various entities to plant trees on public lands.

The DNR no longer had USDA Forest Service Sustainable Urban Forest Resilience funds to provide an equal match for Spring 2024. Local entities were required to provide an equal or greater cash match for applications capping at $5,000. In efforts to reach more Iowa communities that could not provide an equal match, the Fall 2024 grant session removed the local match requirement and increased the funding limit to $10,000.

Between Spring and Fall 2024, 51 grants were awarded with 2,269 trees planted in various Iowa communities.

Spring 2025
The Iowa State Legislature appropriated a fourth round of $250,000 for Iowa communities to fund derecho recovery tree plantings starting in Spring 2025. Similar to the year prior, the grant was open to various entities to plant trees on public lands, with no local match requirement, capped at $10,000.

Between Spring and the anticipated Fall 2025, 28 grants were awarded and 1,247 trees were planted in various Iowa communities.



For information about the Derecho Recovery please see the DNR's 5 Years of Derecho Recovery StoryMap

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.

PFP.1 - Asset Inventory, Key Performance Indicator

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.

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_58001_005

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 by end of Fiscal Year 2025.	558 Assets Correct and Accurate in FY2025, additional & Entered into System	706 Assets (38%) Correct and Accurate & Entered into System

Data Source: State Parks, Forests and Preserves Bureau; Number of assets reviewed and marked as complete monthly
Baseline: Asset data, including details such as location and condition, was historically fragmented across multiple disparate sources.

PFP.2 - Derelict/Underutilized Buildings

Opportunity: Currently Iowa State Parks has a total of 105 derelict/underutilized/abandoned/unsafe assets in the system. All efforts are made to dispose of assets through other available options, such as offering at auction for removal, however if attempts are not successful, demolition is the remaining solution in order to protect the health and safety of staff and visitors to parks.

Use of Legislatively appropriated infrastructure funds for demolition of assets is not permitted unless the asset will be replaced with new and/or alternate structure. Underutilized assets with no replacement planned, or needed, must be demolished with operational funds. Targets set for this KPI are within what can be achieved with current, available funding.

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_58001_007

Bureau Goal	Measure	Metric	
		Target	Actual
Iowa State Parks, Forests and Preserves strive to protect resources (cultural and natural) with a combined focus on safety for the recreational pursuits of it's visitors.	Number of derelict/ underutilized/abandoned/unsafe vertical infrastructure assets removed to protect the health and safety of staff and visitors in Iowa State Parks.	2 Assets	4 Assets

Data Source: State Parks
Baseline: In 2024, 2 Assets

Results: Additional funds were available to remove an additional asset, and a volunteer fire department was able to assist with removal of another by conducting a training burn.

Iowa's first state park was Backbone State Park. The boat house is one of the most iconic park assets in the system..



PFP.3 - State Park Wastewater System Infrastructure

Opportunity: Iowa State Parks provide recreational opportunities for around 13.5 million people each year. Beyond recreational activities (hiking, biking, camping, fishing) each park also maintains and operates horizontal infrastructure similar to municipalities such as roads, water and wastewater facilities. As required of all horizontal infrastructure, it has to meet compliance requirements of the Clean Water Act, permitted through the Department's NPDES Program. Currently, Iowa State Parks has 26 wastewater systems and 27 water treatment systems that need to maintain or achieve compliance with NPDES or SDWA and 14 wastewater systems are non-compliant following new permit requirements. Where applicable, connecting to rural or municipal water and wastewater supply systems is the long-term goal.

Governor's Priority:
- Saving Iowans Money

- **DNR Strategic Goal:**
- Iowans will connect with nature and have a healthy and safe environment for work and play.

Measure Code: 542_58001_008

Bureau Goal	Measure	Metric	
		Target	Actual
Iowa State Parks, Forests and Preserves strive to protect resources (cultural and natural) with a combined focus on safety for the recreational pursuits of it's visitors.	With available funding, in order to achieve compliance with NPDES by the year of 2034, bring 2 wastewater systems into compliance annually.	2 WW System Under Construction or Complete Annually	1 WW system under construction

Data Source: State Parks
Baseline: In 2024, 1 waste water system under construction.

Results: Beeds Lake wastewater system is a more complex project and is currently under construction with an expected completion date of May 2026. 3 other projects (Ledges, Lake Wapello, & Backbone) are currently being designed by a consultant and are expected to begin construction in 2026.

An estimated 13.5 million people visit Iowa's State Parks per year.



PFP.4 - Snowmobile Fund

Opportunity: The department has an agreement with the Iowa Snowmobile Association for the transfer of 70% of those funds. The Association can draw on those funds when they are ready to utilize them in the grant program they administer.

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_16102_001

Bureau Goal	Measure	Metric	
		Target	Actual
Work in partnership with the Iowa Snowmobile Association to fulfill requirements of snowmobile registration funds collected.	Percent of funds received in the Snowmobile Registration Fund are transferred to political subdivision or an incorporated private organization for distribution through snowmobile-related grants, cost-share agreements, or contracts. (per 571.47.10)	70% of funds available for transfer	70% of funds available for transfer

Data Source: State Parks
Baseline: In 2024, 70% of funds were transferred.

PFP.5 - Off-Highway Vehicle Fund

Opportunity: The Department has an annual grant program for Off-Highway Vehicles and annually 50% of the funds are available for applications that meet requirements of 571.28. Any funds remaining after eligible grant requests have been awarded stay in the fund for future grant rounds.

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_31100_001

Bureau Goal	Measure	Metric	
		Target	Actual
In partnership with the Iowa OHV Association and local riding clubs, create opportunities through grants for development of areas that are safe and enjoyable for recreational users.	Percent of registration revenues received in the All- Terrain Vehicle Fund are distributed through grant programs for construction or maintenance of riding areas or trails for ATV riding. (per 571.28)	50% Available for Grant Programs	50% Available for Grant Programs

Data Source: State Parks
Baseline: In 2024, 50% of the funds were available for grants.

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 Iowans 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.

Fish.1 - Aquatic Vegetation Management

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.

Governor's Priority:
- Saving Iowans Money

DNR Strategic Goal:
- 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.
- Data and sound science will inform decision making.

Measure Code: 542_61104_003

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	71 Waterbodies

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.

Results: The original management plan forecast was exceeded this year due to two primary factors: an exceptional abundance of non-native curly-leaf pondweed which required the development and execution of additional treatment plans across more lakes and ponds, and successful utilization of innovative drone operations to address American Lotus problem areas that were previously unreachable.

Fish.2 - Fish Local!

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:
- Saving Iowans Money

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.

Measure Code: 542_61104_004

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.	4.64% Increase from baseline

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: Results of 2023 and 2024 Fish License Sale data.
DNR Website Resource: https://www.iowadnr.gov/things-do/fishing/where-fish/fish-local

Results: Although the target of a 5% increase was narrowly underperformed at 4.64% above baseline, the positive results were largely driven by progressive efforts in communities such as Altoona, which has leveraged REAP Grants to update numerous facilities, including community fishing ponds, and has successfully partnered with DNR's Fish Local program while actively communicating opportunities through social media.

Altoona's Townsend Pond





Fish.3 - Fish Management

Opportunity: Iowa has been managing fish and game resources for the recreational user since 1857 when the first fish and game laws were established. According to Statewide Comprehensive Outdoor Recreation Program survey of Iowans, collected every 5 years, both fishing and hunting have maintained stable statistics both in data on current reporting of participation and future desires to participate with fishing averaging around 40% and hunting averaging 30%. Maintaining a stable level or increasing license sales is important as each year around 8,000 lifetime angling licenses and 3,000 lifetime hunter licenses are sold. Those participants after meeting requirements and purchasing the lifetime license no longer purchase in future years. Landowners, as long as they fish or hunt on their land also do not have to purchase a license and are not counted or contributing financially to the management of fish and game resources, although there are landowners that seek technical assistance from wildlife, forestry and fisheries staff to improve habitat on their land.

Governor's Priority:
- Saving Iowans Money

DNR Strategic Goal:
- 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.
- Data and sound science will inform decision making.

Measure Code: 542_61104_001

Bureau Goal	Measure	Metric	
		Target	Actual
Provide quality fishing opportunities in Iowa's lakes, rivers and streams.	Maintain number of individuals purchasing a fishing license (residents and non-residents).	Not more than 5% decrease per year	2.56% increase over 2023

Data Source: Fisheries Bureau Reporting
Baseline: In 2023, 286,985 licenses sold

Making an Impact Across Iowa

Federally endangered pallid sturgeon discovered in Iowa's Des Moines River

The Iowa Department of Natural Resources (DNR) announced the first-ever collection of the federally endangered pallid sturgeon from the lower Des Moines River. The discovery of two pallid sturgeon this spring came a week a part during the Iowa DNR's annual spring sturgeon sampling effort.

This sampling has been conducted since 2014, but until this year, only shovelnose sturgeon, and an occasional lake sturgeon, have been collected. "To find a pallid sturgeon was a surprise, but to find a second one in nearly the same spot a week later was truly remarkable," said Joe Larscheid, chief of the Iowa DNR's Fisheries Bureau.

Pallid sturgeon are one of the rarest and most endangered species in North America. They were placed on the federal endangered species list in 1990 due to slow and continual declines in their populations throughout the Missouri and lower Mississippi River basins. The declines were due to limited natural recruitment often attributed to habitat loss and fragmentation caused by dams, which blocked migration routes for spawning adults and reduced or limited critical flow needed for larval development. While pallid sturgeon have been the focus of recovery efforts in the Missouri River, they have never been officially documented in the Des Moines River.

"The presence of these wild, likely decades-old sturgeon, alongside other native sturgeon species preparing to spawn, reinforces the value of this river stretch," Larscheid said.

While the discovery is monumental, Mark Flammang, fisheries biologist for the Iowa DNR, said the wild population remains critically small and is not self-sustaining.

"Nearly nine out of ten pallid sturgeon collected from the Iowa section of the Missouri River were originally stocked from a hatchery. Finding two naturally reproduced individuals is a game changer for how the Iowa DNR and its partners manage the Des Moines River. This is a positive milestone, but does not mean the species has recovered," Flammang said.

Pallid sturgeon are slow-growing and late to mature, with females not spawning until they are 15-20 years old.

Anglers fishing in this stretch of the river who may incidentally catch a sturgeon will need to know how to identify the different species. The Iowa Fishing Regulations includes images identifying characteristics for the lake sturgeon, the pallid sturgeon, and the shovelnose sturgeon. Pallid sturgeon have a smooth belly; its outer barbels are twice as long as the inner barbels; and the base of barbels is "U" shaped, with inner two set out in front.

Of the three, only the shovelnose sturgeon may be kept – the lake and pallid sturgeon must be immediately released unharmed.

Pallid Sturgeon, U.S. Fish & Wildlife Service



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.

LE.1- Law Enforcement Alignment, Key Performance Indicator

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.

Governor's Priority:
- Saving Iowans Money

DNR Strategic Goal:
- 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.
- DNR Resources will be strategically allocated to ensure core business is prioritized.

Measure Code: 542_61104_007

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 2024 fiscal year data as baseline. *Overtime recorded due to training will not be considered.	25% reduction	From January -June, 2025 the bureau saw a 25% reduction in overtime month over month.

Data Source: Workday data per pay period by month and end of year financial expenditure for overtime.

Results: While the full staffing necessary for Law Enforcement Alignment in pilot counties was not achieved until October 2024, and schedules needed adjustment to manage the high seasonal workload of State Parks, lakes, and streams (July–September) and the primary hunting season (September–December), the bureau successfully met its operational goal. Demonstrating enhanced operational efficiencies, the alignment ultimately resulted in a 25% reduction in overtime hours in the pilot counties from January through June 2025, validating the ability to optimize resource use.

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.

L&W.1 - Accessible Design

Opportunity: When properties managed by the Department are scheduled for new development or renovation, opportunities exist for evaluating public safety, usability, accessibility, environmental impacts and recreational uses with long-term sustainability.

Governor's Priority:
- Saving Iowans Money

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.

Measure Code: 542_58001_006

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) that utilize accessible design.	**100% of projects bid	100% of projects bid

Data Source: Land & Waters Bureau, Engineering Section data from bid documents.
*As defined in the *2010 ADA Standards for Accessible Design*
**Projects excluded from this measure include where it is structurally impractical or has historic significance.



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.

L&W.2 - Lake Restoration

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:
- Saving Iowans Money

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.

Measure Code: 542_52001_001

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 • 5 publicly owned shallow lakes/wetlands identified	• 35 significant public owned lakes • 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: https://www.iowadnr.gov/environmental-protection/water-quality/lake-restoration

Green Valley Lake Image courtesy of Travel Iowa



Making an Impact Across Iowa

Managing Internal Phosphorus Loading in Iowa's Lakes: Green Valley Lake Alum Treatment

All aquatic life requires basic nutrients to survive, including nitrogen (N) and phosphorus (P) but an overabundance of these nutrients causes a host of water quality issues in our lakes. Multiple forms of phosphorus can be found in our lakes with some forms of phosphorus more bioavailable to algae. Many of Iowa's lakes periodically stratify, allowing for the bottom waters to go anoxic (no oxygen) and release phosphorus from the sediments into the bottom waters. When the lake mixes, this phosphorus then becomes available to algae at the surface and can trigger an algae bloom, which is why controlling internal phosphorus cycling is important.

The Lake Restoration Program completed a multi-year study with researchers from Iowa State and the University of Wisconsin to better understand mechanisms for internal loading and how to best manage internal loading in our lakes from 2020-2023. Alum was identified as a useful management tool for two of the internal loading mechanisms identified— the redox mediated phosphorus release pathway and the perpetual P cycle, both of which are typically associated with low/no-oxygen environments.

Alum (aluminum sulfate) is a nontoxic substance used in everything from cooking to treatment of drinking water. It is commonly used to reduce phosphorus concentrations in lakes. When applied to a lake, alum binds with the phosphorus in the water and settles as a thin flocculant on the lake bottom, where it will continue to inactivate phosphorus being released from the sediments. This process can significantly reduce the likelihood of HABs, which can be harmful to the ecosystem and limit recreation.

Green Valley Lake has experienced several significant HABs over the past few years and generally has very poor water clarity. Several research efforts have shown that watershed inputs and internal phosphorus recycling are driving these blooms, and a series of alum applications will likely help alleviate the frequency and duration of HABs. The alum was applied using specialized barges over a period of two weeks, in April and May. Initial results were very positive will continued to be monitored.



L&W.3 - Lake Restoration Partnerships

Opportunity: The Lake Restoration Program invests funding on projects with multiple benefits, such as improved water quality, habitat, watershed protection, infrastructure and recreational opportunities at Iowa's publicly owned lakes. The Department actively works to build partnerships with local stakeholders, private landowners and natural resource professionals to ensure restoration projects are successful. A local commitment to lake and watershed protection is critical to a successful lake restoration effort.

Restoration at a given lake is completed over multiple fiscal years. KPI results are an average of total match compiled for those restoration projects completed within the fiscal year of the Lake Restoration Annual Report.

Governor's Priority:
- Saving Iowans Money

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.

Measure Code: 542_16100_001

Bureau Goal	Measure	Metric	
		Target	Actual
Develop local partnerships and resources, which include leveraging local, federal and state funds to match Lake Restoration Program funds implement projects to meet program goals.	Continue efforts to leverage Lake Restoration Program funds through cost-sharing with local, federal, and other state partners.	25%	35%

Data Source: Lake Restoration Program Annual Report/Plan
Baseline: Average of 35% cost share for major projects across the program's history. This number fluctuates annually depending on the number of projects, type of restoration effort, and location of the project. DNR Website Resource: https://www.iowadnr.gov/environmental-protection/water-quality/lake-restoration

L&W.4 - Low-head Dam Assistance

Opportunity: Low-head dams are extremely dangerous and have led to fatalities of Iowa anglers, boaters, paddlers, tubers, swimmers, and would-be rescuers. Powerful recirculating hydraulics at these small dams can trap and drown unsuspecting river users.

Projects with low-head dam safety and fish passage mitigation are usually complex to navigate and technical assistance from initiation through to mitigation construction in order to plan the correct action that protects the safety of the recreational user and the resource is critical to successful outcomes. Out of 38 projects completed, zero fatalities have happened at these sites or are expected in the future. Some projects do drop out prior to completion, but prior to significant proportions of the funds being committed.

Governor's Priority:
- Saving Iowans Money

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.

Measure Code: 542_16100_002 and 003

Bureau Goal	Measure	Metric	
		Target	Actual
Educate river users about lowhead dam hazards and provide support for dam owners to install warning signs in vicinities of dams, and work to mitigate safety hazards and fish passage barriers at dams.	Maintain program levels of service delivery/technical assistance to owners of low-head dams, or their designated partners, from project initiation through mitigation.	• 10 Ongoing Projects • 2 Complete	• 12 Ongoing Projects • 2 Complete

Data Source:
Baseline: In 2024, 10 ongoing projects; 1 complete.
Resource: https://www.iowadnr.gov/things-do/paddling-river-recreation/safety-regulations#low-head-dams



Dam converted into a whitewater opportunity with improved fish passage.

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.

Wildlife.1 - Forest Stewardship

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.

Governor's Priority:
- Saving Iowans Money

DNR Strategic Goal:
- 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 use customer feedback to improve services.
- Data and science will inform decision making.

Measure Code: 542_61104_005

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	12 plans in process or final.

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

Results: The actual achievement of 12 plans in process or finalized significantly surpassed the annual target of five, encompassing new Forest Stewardship Plans for 13 Wildlife Management Areas and one state park property.

Wildlife.2 - Wildlife Management

Opportunity: Iowa has been managing fish and game resources for the recreational user since 1857 when the first fish and game laws were established. According to Statewide Comprehensive Outdoor Recreation Program survey of Iowans, collected every 5 years, both fishing and hunting have maintained stable statistics both in data on current reporting of participation and future desires to participate with fishing averaging around 40% and hunting averaging 30%. Maintaining a stable level or increasing license sales is important as each year around 8,000 lifetime angling licenses and 3,000 lifetime hunter licenses are sold. Those participants after meeting requirements and purchasing the lifetime license no longer purchase in future years. Landowners, as long as they fish or hunt on their land also do not have to purchase a license and are not counted or contributing financially to the management of fish and game resources, although there are landowners that seek technical assistance from wildlife, forestry and fisheries staff to improve habitat on their land.

Governor's Priority:
- Saving Iowans Money

DNR Strategic Goal:
- The DNR will assess and optimize organizational performance in order to serve Iowans and the environment.
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- The DNR will use customer feedback to improve services.
- Data and science will inform decision making.

Core Function: 542_61104_002

Bureau Goal	Measure	Metric	
		Target	Actual
Diverse wildlife communities will be developed on public and private lands and waters through the use of adaptive ecological management principles while providing opportunities for Iowan's to enjoy wildlife in its many forms.	Maintain number of individuals purchasing a hunting license (residents and non-residents). *Excludes specialty tags (i.e. turkey, deer) sold.	Not more than 1% decrease per year as compared to national trends seeing a range of 2.4-4.8% decrease.	3.89% decrease over 2023

Data Source: Wildlife Bureau reporting and new draft/final plan posting to the website.
Baseline: In 2023, 191,823 licenses sold

Results: While the 3.89% decrease in the number of individuals purchasing a hunting and/or trapping license exceeded the internal 1% target, this decline remains less significant than the high end of the national trend, which saw decreases up to 4.8%.



Wildlife.3 - Private Lands Assistance

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: • Saving Iowans Money			
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.			
Measure Code: 542_61104_006			
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	900 plans for 26,937 acres
Data Source: Private Lands Program **Baseline:** Average over the last 3 years is 1,170 plans in process or final. **DNR Website Resource:** https://www.iowadnr.gov/programs-services/wildlife-landowner-assistance			



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.

LQ.1 - Underground Storage Tanks

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.			
Governor's Priority: • Saving Iowans Money • Rebuilding Our Communities			
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.			
Measure Code: 542_61103_004			
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	1,107 Inspections and Audits
Data Source: Land Quality Bureau Reports **Baseline:** Average 956 **DNR Website Resource:** https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798			
Results: Of the total 1,107 inspections and audits performed, 970 were inspections and 137 were audits.			

LQ.2 - Derelict Buildings

Opportunity: The Derelict Building Grant Program was created to address the environmental, health, safety, and budget concerns that abandoned commercial/public buildings pose to small communities of 5,000 or less in population. On average 16 communities apply annually for funding. Of those applications that meet the eligibility requirements of the program, around 65% on average receive funding.

Each project selected for deconstruction must divert a minimum of 30% of the total structures by weight from the landfill to reduce the amount of construction and demolition materials in Iowa landfills. Grantees can further reduce their cost-share amounts if they produce higher rates of diversion in their application.

Governor's Priority:
- Saving Iowans Money
- Rebuilding Our Communities

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.

Measure Code: 542_61103_002

Bureau Goal	Measure	Metric	
		Target	Actual
Through available technical and financial assistance, support the ability of eligible communities to assess the volume of construction and demolition waste generated and diverted from landfills	Maintain an overall 70% diversion rate for the grant program when only a 30% diversion rate is required for any individual project.	70%	80.10%

Data Source: Land Quality Bureau Reports
Baseline: In 2024, 88%
DNR Website Resource:
https://www.iowadnr.gov/environmental-protection/land-quality/derelict-building-program

Results: For the grant round 2024-FY25, the program demonstrated significant engagement and positive results. The round received 11 applications, ultimately selecting 8 projects for funding. These applicants collectively requested $410,838.50 in grant funds and committed a substantial $181,591.25 in matching funds. The projects selected covered a range of activities including 7 Asbestos Projects, 6 Deconstruction Projects and 2 Renovation Projects.

The completed projects generated a total of 1,768 tons of material, of which 1,416.98 tons were successfully diverted from landfills, achieving an average diversion percentage of 80.10%. This diversion resulted in an estimated $46,955.25 in landfill disposal savings. Furthermore, 45.13 tons of asbestos were successfully abated across the relevant projects. The program disbursed $276,287.87 in reimbursements to the successful applicants.

LQ.3 - Pollution Prevention Assistance

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:
- Saving Iowans Money
- Rebuilding Our Communities

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.

Measure Code: 542_61103_003

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	11 Assessments

Data Source: Land Quality Bureau Reports
Baseline: Average 11 per year.
DNR Website Resource: https://www.iowadnr.gov/environmental-protection/land-quality/pollution-prevention-services



LQ.4 - Floodplain Development

Opportunity: Flooding of our rivers and streams is a common occurrence in Iowa. Regulations have been developed to help protect new construction from potential flood levels and that development won't create additional hazards when flooding does occur. For construction along most of Iowa's waterways, a floodplain development permit is required. Applicants can submit and track progress through the PERMT system.

Governor's Priority:
- Saving Iowans Money
- Rebuilding Our Communities

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.

Measure Code: 542_61103_001

Bureau Goal	Measure	Metric	
		Target	Actual
Protect life and property; and to promote the orderly development and wise use of Iowa's flood plains.	Maintain or exceed the average turnaround time of 60 days for floodplain development permits.	60 Days	68 Days

Data Source: Land Quality Bureau Reports
Baseline: In 2024, 55 Days
DNR Website Resource: Through PERMT, any individual, business or organization needing a floodplain development permit can apply through an online system. Individuals can also use the system to find floodplain and sovereign lands construction permits: https://programs.iowadnr.gov/permt/

Results: The target turnaround time for permit issuance was slightly missed, primarily due to the program operating below full staff capacity for the majority of the year. However, efficiency gains were realized by implementing a streamlined application response process, cutting the average turnaround time for non-permit sign-offs from 33 days to 17 days over the course of the fiscal year

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.

WQ.1 - Clean Water

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.

Governor's Priority:
- Saving Iowans Money

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.

Measure Code: 542_61100_006

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.	364 applications processed and permitted

Data Source: Clean Water Program Reporting
Baseline: 350 applications processed on average
DNR Website Resource: https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798



The new Indianola Water Resource Recovery Facility, commissioned in 2022, will replace the aging wastewater treatment plant, reduce the nutrient (nitrogen and phosphorus) loads in to the Middle River to meet the goals of the Iowa Nutrient Reduction Strategy. This new facility has the capability to manage peak wet weather flows utilizing the treated wastewater to irrigate the nearby Indianola Country Club golf course.

WQ.2 - National Pollutant Discharge Elimination System (NPDES)

Opportunity: The Iowa Nutrient Reduction Strategy identifies 160 industrial (54 permits) and municipal wastewater treatment point source facilities (106 permits) that are required to evaluate the amounts of nutrients in their discharges in order to meet the goals of the strategy. Upon receiving a National Pollutant Discharge Elimination System (NPDES) permit under the Strategy, each facility works to develop a feasibility study, which outlines the resources required to achieve nutrient reduction goals and implement the requirements. Facilities yet to be permitted are actively working towards compliance and completion in partnership with the Department.

Point source facilities listed in the strategy are required to monitor raw waste and final effluent for total nitrogen (TN) and total phosphorus (TP).This extensive monitoring effort has generated one of the country's most complete sets of point source nutrient data, and the extent of this data collection will continue to increase as the remaining permits are issued. This data has enabled the facilities and the Iowa Department of Natural Resources to determine current TN and TP loads associated with these point sources, even before additional nutrient reduction technologies are installed. Helping to accurately quantify the overall nutrient reductions achieved by Iowa's cities and industries.

Governor's Priority:
- Saving Iowans Money

DNR Strategic Goal:
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Measure Code: 542_61100_001

Bureau Goal	Measure	Metric	
		Target	Actual
Protect Iowa's water resources, surface water and groundwater, by providing technical assistance to ensure communities and industries meet water quality standards.	Of the NPDES permitted facilities that have implemented requirements, 44% of facilities met nitrogen targets and 20% met phosphorus targets in 2022 with only 2.5% of the total Point Source Facilities remaining and required to be permitted by the Department.	1% forward progress of remaining unpermitted facilities	Another facility was permitted in FY25, so 0.6% of the total facilities are yet unpermitted.

Data Source: Water Quality Bureau Reports
Baseline: In 2023, 2.5% remaining.
DNR Website Resource: Nutrient Reduction Strategy - Point Source Implementation Dashboard, https://www.arcgis.com/apps/dashboards/762823b483b94f16b3de0f94e3a88d77

Results: The program significantly exceeded it's 1% forward progress target by permitting one of the two remaining facilities during the fiscal year, leaving only one of the original 163 facilities yet unpermitted (0.6% of the total).

WQ.3 - Beach Monitoring

Opportunity: Water at Iowa's state-owned swimming beaches is monitored to assess the public health risk from waterborne diseases that may result from immersion in the water. In 2024, the DNR sampled for E. coli and microcystins at 41 state-owned beaches. In addition, the Beach Monitoring Program offers opportunity for other public beaches, county or city owned, to participate in the program. In 2024, local stakeholders sampled 34 beaches through the program.

Governor's Priority:
- Saving Iowans Money

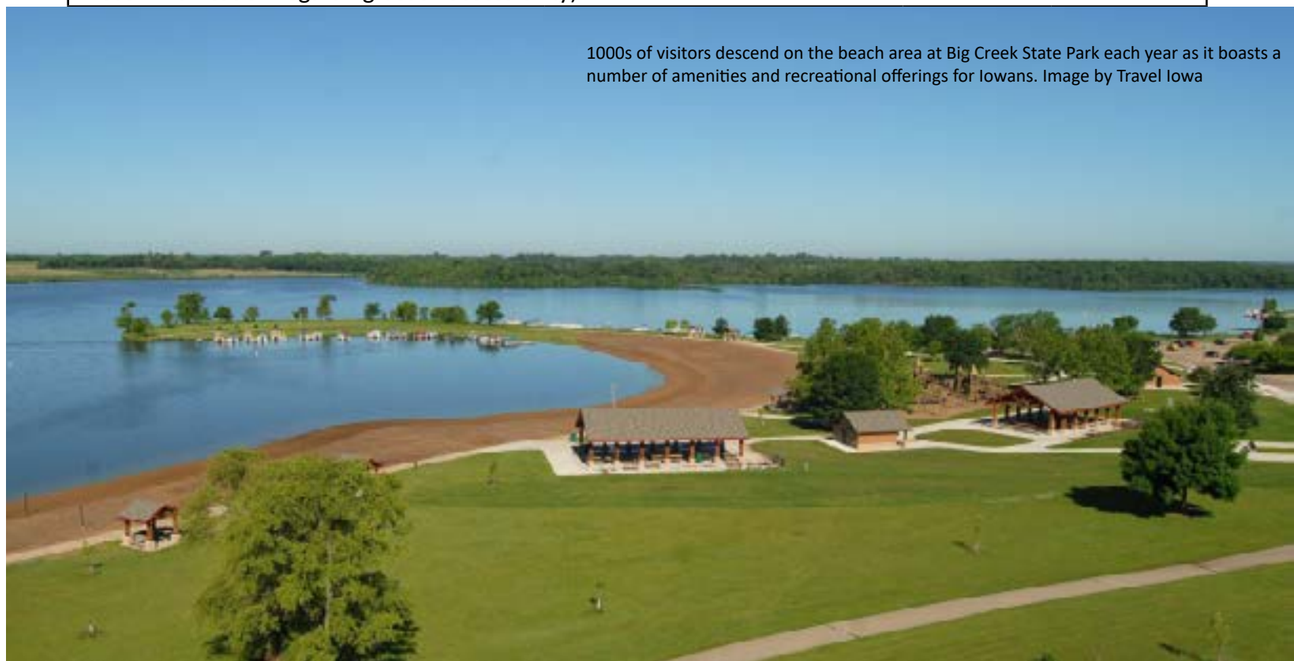
DNR Strategic Goal:
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Measure Code: 542_61100_005

Bureau Goal	Measure	Metric	
		Target	Actual
Provide up-to-date information for recreational users at Iowa's state beaches.	100% of state beaches, open and accessible to the public, will be monitored weekly.	100%	99.7%

Data Source: Water Quality Bureau Reports
Baseline: In 2024, 100%; * 1 park location closed for entire season due to construction, Due to flooding many other sites canceled for short periods due to accessibility and/or acute closure due to LE response to emergency situations.
DNR Website Resource: For data collected, and for advisories at state-owned beaches, access the Beach Monitoring Dashboard at: https://programs.iowadnr.gov/aquia/Programs/Beaches?_gl=1*bkyasq*_gcl_au*NTY3ODQ4MTIzLjE3MTU5NjAwMjQ

Results: The program achieved 99.7% of the weekly monitoring target, with the slight deviation resulting from sampling events missed due to a combination of external factors (park closures due to flooding, storm damage, or inclement weather) and two internal operational issues (one vehicle issue and one miscommunication regarding beach accessibility).



1000s of visitors descend on the beach area at Big Creek State Park each year as it boasts a number of amenities and recreational offerings for Iowans. Image by Travel Iowa

WQ.4 - Water Use

Opportunity: Water Use Permits are issued to convey the "right" to use the water if the use can be shown to be "beneficial." A Water Use Permit is required of any person or entity that withdraws at least 25,000 gallons in a 24-hour period during any calendar year and is valid for 10 years. Water Use Permits are typically issued to public water supply systems, industries, agricultural business, irrigation (both agricultural and golf courses), recreational areas, gravel quarry dewatering, etc.

Governor's Priority:
- Saving Iowans Money

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Measure Code: 542_61100_002

Bureau Goal	Measure	Metric	
		Target	Actual
Ensure water use is efficient, non-wasteful and serves a legitimate purpose.	For applications requesting new or major modifications, the average turnaround time for issuance is 60 days.	60 days	74 Days

Data Source: Water Quality Bureau Reports
Baseline: Over the past 4 Fiscal Years, the Department has received an average of 97 applications. 18% of applications in FY2024 exceeded the target.
DNR Website Resource: Environmental Services Water Quality Bureau Dashboard: https://www.iowadnr.gov/Environmental-Protection/Water-Quality/Water-Supply-Engineering/Water-Allocation-Use/

WQ.5 - State Revolving Loan Fund (SRF)

Opportunity: The State Revolving Fund (SRF) is a significant value to communities for improving their human and environmental water quality health through financial assistance with constructing new or improved water quality infrastructure. Projects such as, drinking water, wastewater, water towers, water service line, sewer lines, etc., aid communities with maintaining or achieving compliance with national water quality standards.

Governor's Priority:
- Saving Iowans Money

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Measure Code: 542_13100_001 and 002

Bureau Goal	Measure	Metric	
		Target	Actual
Assist communities with compliance of federal regulations associated with the funding in order to maintain or achieve compliance with national water quality standards.	For standard State Revolving Fund (SRF) Environmental Review projects, the average lead time for issuance of Categorical Exclusions (CX) and Findings of No Significant Impact (FNSI) will meet or exceed targets listed, if fully staffed, so communities can initiate construction on water quality infrastructure projects.	• CX - 180 Days • FNSI- 365 Days	• CX – 225 Days average • FNSI – 345 Days average

Data Source: Water Quality Bureau Reports
Baseline: In 2024, 160 days/280 days; Staff #4.5FTE -2 Contractor
DNR Website Resource: https://www.iowasrf.com/environmental-review/

Results: The average lead times for environmental review issuance increased to 224 days for CX and decreased to 345 days for FNSI. The increase for CX issuance was primarily due to the program operating below full staff capacity, concurrent with the introduction of new Lead Service Line environmental review duties.

Making an Impact Across Iowa

Clean Water State Revolving Fund (CWSRF) Sponsored Project Program
City of Pleasantville (WRR21-007)

The City of Pleasantville, population 1696, invested over $1.3 million dollars in a digester addition and sludge improvements at their wastewater facility which qualified them to apply for the Clean Water State Revolving Fund (CWSRF) Sponsored Project Program. The SP Program provides additional funding to an SRF borrower to conduct nonpoint source projects in the watershed, and through interest rate reductions, the borrower will only be required to repay the amount equal to the wastewater facility investment.

CWSRF contributed $78,000 toward Pleasantville's Shadle Pond retrofit, which included the addition of two forebays and a staged outlet, as well as grading and native vegetation around the shoreline. The project addresses nutrients and sediment, and treats a drainage area of 120 acres. This project is a continuation of Pleasantville's water quality improvements in Shadle Park to reduce nutrient and sediment transport to Red Rock Reservoir. The City completed their first SRF Sponsored Project in 2019, which included permeable pavers and converting a drainage channel to bioretention in the park. The addition of the pond retrofit shows the City's commitment to water quality. The pond not only represents a water quality improvement but will provide access to recreation and fishing. DNR Fisheries collaborated on this project to stock the pond and promote fish habitat. Pleasantville also received an Urban Conservation Water Quality Initiative (WQI) Grant for the project, leveraging the Sponsored Project dollars as a match for this IA Dept of Agriculture and Land Stewardship grant. This project highlights how planning and partnerships can maximize water quality benefits for a community.



WQ.6 - Drinking Water

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:
- Saving Iowans Money

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Measure Code: 542_61100_007 & 542_61100_003 and 004

Bureau Goal	Measure	Metric	
		Target	Actual
Enhance and protect water quality so Iowans have safe, clean water for drinking and household use.	Number of drinking water applications processed and permitted (1).	1,000 Applications Processed and permitted	1,082 Applications received, 870 processed and remaining in review.
	Public Water Supply Systems testing and reporting compliance will meet or exceed health-based standards as set in the Safe Drinking Water Act (2)	96% Testing to Health-based Standards 100% Reporting Compliance	97.2% Testing to Health-based Standards 78.8% Reporting Compliance

Data Source: Drinking Water Program Reporting
Baseline (1): 1,000 applications processed on average
Baseline: In 2023, 97.2%/80.4%
DNR Website Resource: https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798

Results: 97.2% of Iowa's Public Water Supplies met all health-based standards of the Safe Drinking Water Act, exceeding the bureau goal of 96%. Additionally, 78.8% of Iowa's Public Water Supplies met all monitoring and reporting requirements, slightly under the bureau goal of 80%. This can be attributed to the large number of Public Water Supply Systems cycling into the required SOC (Synthetic Organic Compound) and VOC (Volatile Organic Compound) compound sampling during FY25. This situation created a higher potential for violations, as a single missed sample covers a large panel of compounds, resulting in multiple monitoring and reporting violations.

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.

AQ.1 - Air Quality Construction, Key Performance Indicator

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.

Governor's Priority:
- Saving Iowans Money

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.
- The DNR will use customer feedback to improve services.

Measure Code: 542_61101_001

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	44 Days - 52 Week Average

Data Source: Number of standard projects received, number of standard projects completed/issued, average lead time.
Baseline: In 2024, average 47 days
DNR Website: https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798



Making an Impact Across Iowa

EPA Region 7: November 18, 2025 (Jonathan Klusmeyer)

U.S. Environmental Protection Agency (EPA) has approved the state of Iowa's request to redesignate the Muscatine, Iowa, area from nonattainment to attainment for the 2010 1-Hour Sulfur Dioxide (SO2) National Ambient Air Quality Standard (NAAQS)

"This milestone achievement represents years of hard work and dedication on behalf of the Iowa Department of Natural Resources, as well as local businesses committed to improving air quality in Muscatine," said EPA Region 7 Administrator Jim Macy. "We commend Iowa's commitment to working alongside industry partners to reduce SO2 emissions and deliver clean air for the community of Muscatine."

"Since EPA's revision to the SO2 standards in 2010, our collaborative efforts with both the community and industry have led to a remarkable reduction in SO2 concentrations—from 217 ppb to just 17 ppb. This achievement highlights the immense commitment and hard work put forth in planning, engineering, and installing new equipment to ensure Muscatine meets remains below the 1-hour standard of 75 ppb," said Iowa Department of Natural Resources Director Kayla Lyon.

The Iowa Department of Natural Resources worked collaboratively with industry to develop strategies to reduce SO2 emissions at industrial facilities and bring the Muscatine Area into attainment with the 2010 SO2 standard. These efforts resulted in a 98% reduction in total annual SO2 emissions from 2013 to 2023.

To redesignate a nonattainment area to attainment, the Clean Air Act (CAA) requires EPA to determine the state has met all applicable requirements for the NAAQS. EPA's final rule details how the Muscatine Area meets the CAA requirements for redesignation, including a maintenance plan ensuring continued compliance through 2035.

AQ.2 - Ambient Air Monitoring

Opportunity: Ambient air monitoring measures air pollutant concentrations against an EPA established air quality standard or NAAQS. The NAAQS define the maximum amount of a pollutant, in this case PM2.5 averaged over a 24-hour or annual period, that can be present in the outdoor air without harming public health. EPA evaluates and refines the NAAQS every five years.

In addition to measuring average concentrations, the ambient monitoring network also provides real time air pollution data to the general public to communicate whether air quality is healthy or unhealthy.

Governor's Priority:
- Saving Iowans Money

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Measure Code: 542_61101_002

Bureau Goal	Measure	Metric	
		Target	Actual
Provide safe, clean air to support high quality recreational opportunities and deliver excellent environmental quality across the state.	Iowa ambient air network sites monitored for fine particulate matter (PM2.5) will have current design values that comply with the National Ambient Air Quality Standards (NAAQS) for both the daily and annual forms of the standard.	100% of sites (18 monitoring sites)	100% of sites

Data Source: Air Quality Program Reporting
Baseline: In 2024, 100%
DNR Website Resource: Environmental Services Air Quality Bureau Dashboard, https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798/page/Air-Quality-Bureau/

Results: 100% of ambient monitoring sites met the 24-hour design value of 35 micrograms per cubic meter and annual design value of 9 micrograms per cubic meter.



Cedar Rapids, Iowa. Iowa DNR works with companies from large to small to create flexible permit options to streamline requirements while continuing to protect air quality.

AQ.3 - Air Title V

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 285 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:
- Saving Iowans Money

DNR Strategic Goal:
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- DNR resources will be strategically allocated to ensure core business is prioritized.

Measure Code: 542_61101_003

Bureau Goal	Measure	Metric	
		Target	Actual
Provide safe, clean air to support high quality recreational opportunities and deliver excellent environmental quality across the state.	Number of Title V (initial or renewal) air operating permits issued.	48 permits issued	47 Permits Issued

Data Sources: Air Quality database, Title V Permits up for renewal
Baseline: 2024. 53 permits issued.
DNR Website: https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798

Results: The bureau issued 47 initial or renewal Title V operating permits in State Fiscal Year 2025, falling slightly short of the 48-permit target, primarily because seven expected permits required additional time for cooperative work between the company and the Department to address newly identified equipment or construction permitting changes.

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.

FS.1 - Animal Feeding Operation

Opportunity: DNR issues construction permits to open feedlots, confinements and animal truck washes as specified in statute. Requirements differentiate between the type and size of operation and manure storage configuration.

Governor's Priority:

- Saving Iowans Money (Building on an affordable, reliable and sustainable Energy System??)

DNR Strategic Goal:

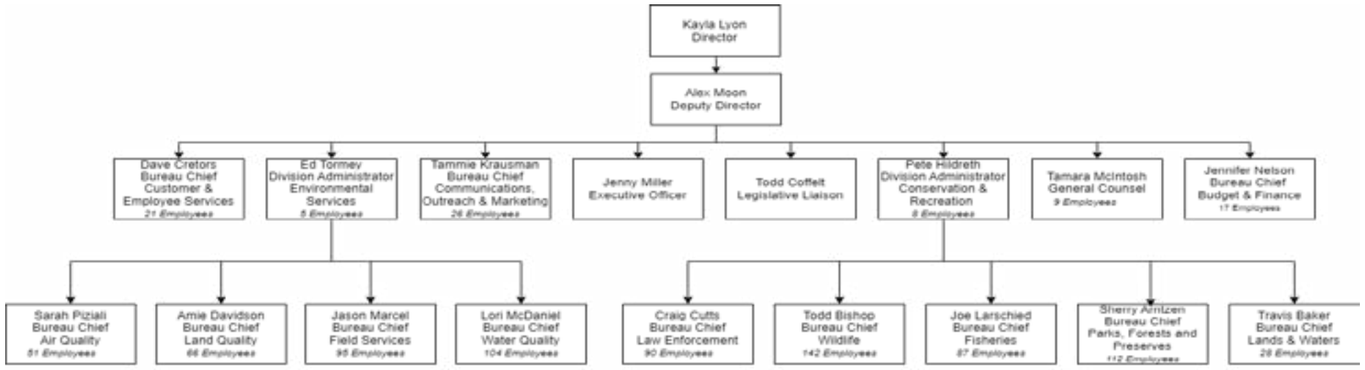
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Measure Code: 542_61102_001

Bureau Goal	Measure	Metric	
		Target	Actual
Support economic growth and environmental protection by issuing timely and effective permits as authorized by state law.	Maintain average lead time of 60 days for issuing open feedlot and confinement permits to help support construction project schedules.	60 Days	52 Days (Average lead time for 48 AFO construction projects)

Data Source: Animal Feeding Operations Permits
Baseline: In 2024, 55 days.
DNR Website Resource: Construction Permit Iowa Administrative Rule and website resources:
567 IAC 65.103, 567 IAC 65.203, 567 IAC 65.301
https://www.iowadnr.gov/Environmental-Protection/Animal-Feeding-Operations/AFO-Construction-Permits

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 groups.

IOWA | Department of Natural Resources

Annual Performance Report: Fiscal Year 2026

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.

Quick Reference:

Opportunity	Page
CES.1 Health & Safety	4
COM.1 Conservation Education	5
COM.2 Marketing	7
COM.3 Records Digitization	8
COM.4 Customer Engagement	8
CRD.1 Resource Enhancement & Protection	9
Forestry.1 Forest Health	10
Forestry.2 State Forest Nursery	11
Forestry.3 Urban & Community Forests	12
PFP.1 Asset Inventory ***(KPI)***	13
PFP.2 Derelict/Underutilized Buildings	14
PFP.3 State Park Wastewater System Infrastructure	16
PFP.4 Snowmobile Fund	17
PFP.5 Off-Highway Vehicle	17
Fish.1 Aquatic Vegetation	18
Fish.2 Fish Local	19
Fish.3 Fish Management	20
LE.1 Law Enforcement Alignment ***(KPI)***	21
L&W.1 Accessible Design	22
L&W.2 Lake Restoration	23
L&W.3 Lake Restoration Partnership	24

Opportunity	Page
L&W.4 Low-head Dam Assistance	25
Wildlife.1 Forest Stewardship	26
Wildlife.2 Wildlife Management	27
Wildlife.3 Private Lands Assistance	28
LQ.1 Underground Storage Tanks	30
LQ.2 Derelict Buildings	32
LQ.3 Pollution Prevention	33
LQ.4 Floodplain Development	34
WQ.1 Clean Water	36
WQ.2 National Pollutant Discharge Elimination System (NPDES)	38
WQ.3 Beach Monitoring	39
WQ.4 Water Use	40
WQ.5 State Revolving Loan Fund	41
WQ.6 Drinking Water	42
AQ.1 Air Quality Construction ***(KPI)***	43
AQ.2 Ambient Air Monitoring	45
AQ.3 Air Title V	46
FS.1 Animal Feeding Operations	47
Organizational Chart	48
Strategic Goals	48

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.

Table of Organization and Strategic Goals are found on Page 43

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.

CES.1 - Health & Safety

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.

Governor's Priority:
- Saving Iowans Money

DNR Strategic Goal:
- The DNR will assess and optimize organizational performance in order to serve Iowans and the environment.
  - The DNR will hire a diverse and highly-skilled workforce and ensure employees' success by providing training, necessary equipment and investing in evolving technology.

Measure Code: 542_67001_003

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	89% compliance in fundamental training 94% compliance in field foundations training.

Data Source: Customer Service Training Officer and H&S staff: Workday Reports
Prior Year: In FY2025, 99% compliance

Results: Fundamentals, which all new hires to the Department are required to take, had 368 assignments in FY2026 with 329 completed and 21 assignments remaining open and 18 assignments waived (e.g. assigned alternative training). Field foundations, which are required for all new field staff, had 372 assignments in FY2026 with 349 completed, 23 assignments remaining open.

Image below: Teams trained in prescribed fire safety work to improve habitat at a wildlife management area.





Take It Outside State Park Camps

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.

COM.1 - Conservation Education

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 young learners.

Governor's Priority:
- Student-Focused Education from PreK-12

DNR Strategic Goal:
- 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.

Measure Code: 542_25100_005

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	86,914 students reached

Data Source: Project WILD, Aquatic and Growing Up programs, Conservation Education and Outdoor Skills Training.
Prior Year: FY2025 70,012 students received conservation programing.
DNR Website Resource: https://www.iowadnr.gov/programs-services/education-learning/classroom-resources

Operational Impact: Hitting the Mark for Lifelong Adventure



The 2026 Iowa National Archery in the Schools Program (NASP) season demonstrated that introducing archery into the school curriculum does far more than crown champions—it provides students with a foundational gateway to lifelong outdoor recreation. Reaching a record 5,200 registered student archers statewide and drawing nearly 2,700 competitors representing 146 schools to the state tournament at the Iowa State Fairgrounds, the program continues to expand across communities of all sizes. Because NASP utilizes standardized equipment without specialized sights or mechanical releases, it removes the physical and financial hurdles often present in youth athletics. Students who might otherwise sit out traditional team sports step up to the shooting line on equal footing, discovering hand-eye coordination, mental focus, and outdoor mechanics that instill personal confidence and a sense of belonging.

Beyond tournament podiums and the more than $30,000 awarded in collegiate scholarships, the true success of the program lies in cultivating healthy, lifelong outdoor habits. Nationally, up to 81% of students introduced to archery in school go on to purchase their own personal equipment, transforming a standard two-week physical education unit into years of recreational shooting, bowhunting, and time spent in nature. By empowering youth with hands-on shooting sports skills, the program builds self-discipline in the classroom while opening up a lifetime of outdoor adventure and environmental stewardship.











COM.2 - Marketing

Opportunity: The Department provides information and opportunities through a variety of networks and platforms to engage with Iowa's recreational users. For those that hunt or fish, digital marketing campaigns help elevate awareness of educational offerings, license opportunities and season opening reminders among others. Recent data shows that seasonal email and automated marketing campaigns have very successful delivery and open rates, which has the Department currently exceeding the industry average for click-through rate (CTR). CTR is a common industry performance metric to assist marketers in gauging the effectiveness of digital ad campaigns driving users to visit a brand's website and move farther into purchase or action.

Governor's Priority:

- Saving Iowans Money

DNR Strategic Goal:

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

Measure Code: 542_25100_001, 002, 003

Bureau Goal	Measure	Metric	
		Target	Actual
Connect with recreational users, primarily hunters and anglers, to provide updates and information relevant to their interests and outdoor recreational pursuits.	Utilizing email campaigns, automated marketing and direct ad purchases, the department will strive to create content that meets or exceeds the industry average for click-through rate (CTR).	Seasonal email and automated marketing: 1% CTR Industry average is .3%	Seasonal email and automated marketing: 0.946% CTR Industry average is.3%

Data Source: Go Outdoors Iowa Electric Licensing System
Prior Year: In FY2025 - Seasonal email campaign included a 98.7% Delivery Rate, 32.45% Open Rate and 2.16 Click-through Rate (CTR). The Automated Marketing achieved 96.8% Delivery Rate, 50.94% Open Rate and a 1.35% CTR.

Results: Braze Email Marketing System in FY2026 combined all communications into canvas, which include direct push notification, in app (GoOutdoors Iowa App) and email marketing. Combined 89.52% delivery Rate, 45.65% Open Rate, .946% CTR, 70,173 unique in app impressions, 5.33% push notification open rate. Seasonal - 89.5% Delivery Rate, 42.24% Open Rate, .737% CTR.

COM.3 - Records Digitization

Opportunity: Over the last 5 years the Department has prioritized digitizing files located in the records center of the Central Office, formerly located in the Wallace State Office Building. Work flow and application submission is conducted primarily through electronic systems, thus a need to retrieve and review documents more efficiently by staff and interested publics when requested.

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_25100_004

Bureau Goal	Measure	Metric	
		Target	Actual
By the end of 2025 all active physical records, located with the Central Office, will be digitized to improve employee productivity and customer engagement.	Physical records will be digitized at a pace of approximately 7,500 documents monthly, a 20% increase in total overall in accessibility to records by end of FY26.	20% increase	28.5% increase

Data Source: Iowa DNR Records Center
Prior Year: In FY2025, 155,551 physical records scanned. An increase of 20% over the records scanned the previous year.
DNR Website: https://programs.iowadnr.gov/documentsearch/

COM.4 - Customer Engagement

Opportunity: In a digital-first era, natural resource agencies and park and recreation organizations need to get information to platforms that are easy for Iowans and future Iowans to find. Users use these resources to find new places to go, learn how to use new tools to help make their experiences more productive or fun, or finding a "partner" in which to participate in the activity with. Engagement rates depict how engaging the social media posts based on how many people have seen the post and have interacted with it. It also signifies the degree of relevant, interesting and valuable content provided. The Department significantly outpaces industry averages across all social media metrics.

Governor's Priority:
- Saving Iowans Money

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

Measure Code:
- 542_25100_006

Bureau Goal	Measure	Metric	
		Target	Actual
The Department's goals for use of social media is to grow customer and resident relationships, build the DNR brand and engage, inspire and encourage Iowans.	Through all of the Department's social media offerings, maintain an engagement rate that is consistent with, or exceeds industry standards.	5%	6.8%

Data Source: Analytics
Prior Year: In FY2025, 5.3%

CONSERVATION & RECREATION DIVISION

The Conservation and Recreation Division (CRD) consists of the Division Administrator (DA), one Executive Officer, 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.

CRD.1 - Resource Enhancement & Protection (REAP)

Opportunity: Funds received in the Resource Enhancement and Protection Fund go into eight different programs managed by Iowa's Department's of Ag and Land Stewardship, Transportation, Administrative Services and Natural Resources based upon percentages that are specified in the law. Annually, agencies provide the REAP Coordinator data for program expenditures. That data is logged and reports generated for each county of Iowa. Reports include expenditures from 1989 through current year and are placed on the Department of Natural Resources website

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_16101_001

Bureau Goal	Measure	Metric	
		Target	Actual
The department shall provide Iowans information regarding resource enhancement and protection expenditures.	Number of REAP Expenditure by County Reports will be placed on the Department's website by the end of each calendar year.	99 reports complete	99 reports complete

Data Source: REAP Expenditures
Prior Year: In FY2025, 99 reports were complete
DNR Website Resource: https://www.iowadnr.gov/programs-services/resource-enhancement-protection-reap/reap-county-expenditures-data



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.

FORESTRY.1 - Forest Health

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.

Governor's Priority:

- Saving Iowans Money

DNR Strategic Goal:

- 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.
  - Data and sound science will inform decision making.

Measure Code: 542_16103_002, 003, 004

Bureau Goal	Measure	Metric	
		Target	Actual
**Forest Action Plan Goal* Maximize forest health and productivity. ▪ Protect the forests from current and future threats.	In order to determine the status, changes, and trends in forest health conditions, maintain a consistent number of survey traps for spongy moth and walnut twig beetle and the number of maples surveyed for Asian long horned beetle.	4,000 spongy moth 500 walnut twig beetle traps 5,000 maples surveyed	4,098 spongy moth 300 walnut twig beetle traps 3,065 maples surveyed

Data Source: Forest Health Program Data
Prior Year: In FY2025, 5,385 spongy moth traps; 221 walnut twig beetle traps; 3,158 maples surveyed
DNR Website Resource: https://www.iowadnr.gov/programs-services/forestry-resources/forest-tree-health



Spongy moth delta trap. Image courtesy of IDALS, Entomology and Plant Sciences Bureau.

FORESTRY.2 - State Forest Nursery

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:

- Saving Iowans Money

DNR Strategic Goal:

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

Measure Code: 542_16103_005

Bureau Goal	Measure	Metric	
		Target	Actual
**Forest Action Plan Goal* Strategically Grow Iowa's Forests ▪ 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 shrubs distributed	941,555 trees and shrubs distributed

Data Source: Nursery Sales Reports
Prior Year: In FY2026, 980,175 trees and shrubs distributed
DNR Website Resource: https://www.iowadnr.gov/programs-services/forestry-resources/state-forest-nursery





FORESTRY.3 - Urban & Community Forests

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:
- Saving Iowans Money

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

Measure Code: 542_16103_001

Bureau Goal	Measure	Metric	
		Target	Actual
**Forest Action Plan Goal* Strategically Grow Iowa's Forests. ▪ 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 100 projects	413 communities served 64 projects

Data Source: Community Forests Program
Prior Year: In FY2025, 413 communities; 64 projects provided federal assistance
DNR Website Resource: https://www.iowadnr.gov/programs-services/forestry-resources/urban-forestry

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.

PFP.1 - Asset Inventory, Key Performance Indicator

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.

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_58001_005

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, 60% will be compiled, assessed and entered into a new system for completeness and accuracy by end of Fiscal Year 2026.	558 assets correct and accurate in FY2026, additional & entered into System	1,488 assets or (80% of the total) correct and accurate & entered into the system.

Data Source: State Parks, Forests and Preserves Bureau; Number of assets reviewed and marked as complete monthly
Year Prior: In FY2025, 706 assets (38%) correct and accurate and entered into the system.

Operational Impact: Opening Doors to Iowa's Outdoors



In September 2025, the Iowa Department of Natural Resources (DNR) transformed how Iowans experience public lands with the launch of the Iowa's Accessible Outdoors initiative. Developed to eliminate the uncertainty that often keeps individuals with mobility challenges from visiting state parks, the website serves as a guide to accessible recreation. Every featured asset—from the 18,000-square-foot Dream Playground at Lake Manawa to the paved shoreline trails of Lake Darling—was audited in person by conservation personnel to verify unbroken paths of travel, slope grades, and accessible restroom proximities. By pairing exact engineering measurements with radical transparency around legacy park features, the agency replaced travel guesswork with actionable information. As Andrew Place, asset manager with the Parks, Forests and Preserves Bureau, emphasized, the resource is "an open invitation to explore state parks in new ways—whether it's a walking trail surrounded by fall colors, a lakeshore picnic, or a scenic overlook with a view".

The true measure of this initiative lies in the personal freedom it restores to visitors and their families. In state parks across Iowa, mobility barriers historically existed where paved concrete met the sand or shore. At Big Creek State Park, that divide was bridged through the deployment of an Action Trackchair®—acquired via a grant from the Ford Bronco Wild Fund and America's State Parks Foundation. Where wheelchair users previously had to be carried across the sand on blankets, individuals can now autonomously pilot the heavy-duty, treaded electric chair across beaches, tall grass, and fishing jetties free of charge. Complemented by adaptive kayak launches at Lake Darling and ADA-accessible modern cabins and campsites across the park system, the initiative demonstrates that accessibility is more than compliance—it is an investment in dignity, independence, and shared civic connection in the natural world.

Lake Anita State Park accessible fishing pier



PFP.2 - Derelict/Underutilized Buildings

Opportunity: Currently Iowa State Parks has a total of 105 derelict/underutilized/abandoned/unsafe assets in the system. All efforts are made to dispose of assets through other available options, such as offering at auction for removal, however if attempts are not successful, demolition is the remaining solution in order to protect the health and safety of staff and visitors to parks.

Use of Legislatively appropriated infrastructure funds for demolition of assets is not permitted unless the asset will be replaced with new and/or alternate structure. Underutilized assets with no replacement planned, or needed, must be demolished with operational funds. Targets set for this KPI are within what can be achieved with current, available funding.

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_58001_007

Bureau Goal	Measure	Metric	
		Target	Actual
Iowa State Parks, Forests and Preserves strive to protect resources (cultural and natural) with a combined focus on safety for the recreational pursuits of it's visitors.	Number of derelict/ underutilized/abandoned/unsafe vertical infrastructure assets removed to protect the health and safety of staff and visitors in Iowa State Parks.	2 assets	6 assets

Data Source: State Parks
Prior Year: In FY2025, 4 assets were sold or disposed of

Iowa's first state park was Backbone State Park. The boat house is one of the most iconic park assets in the system.



PFP.3 - State Park Wastewater System Infrastructure

Opportunity: Iowa State Parks provide recreational opportunities for around 13.5 million people each year. Beyond recreational activities (hiking, biking, camping, fishing) each park also maintains and operates horizontal infrastructure similar to municipalities such as roads, water and wastewater facilities. As required of all horizontal infrastructure, it has to meet compliance requirements of the Clean Water Act, permitted through the Department's NPDES Program. Currently, Iowa State Parks has 26 wastewater systems and 27 water treatment systems that need to maintain or achieve compliance with NPDES or SDWA and 14 wastewater systems are non-compliant following new permit requirements. Where applicable, connecting to rural or municipal water and wastewater supply systems is the long-term goal.

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_58001_008

Bureau Goal	Measure	Metric	
		Target	Actual
Iowa State Parks, Forests and Preserves strive to protect resources (cultural and natural) with a combined focus on safety for the recreational pursuits of it's visitors.	With available funding, in order to achieve compliance with NPDES by the year of 2034, bring 2 wastewater systems into compliance annually.	2 WW system under construction or complete annually	3 WW systems under construction/ contract.

Data Source: State Parks
Prior Year: In FY2025, 1 waste water system under construction

Results: Construction on the Beeds Lake System was started under the FY2024 reporting period and will complete fall of 2026. Two additional systems were under contract in late spring with construction to commence in FY2027.



PFP.4 - Snowmobile Fund

Opportunity: The department has an agreement with the Iowa Snowmobile Association for the transfer of 70% of those funds. The Association can draw on those funds when they are ready to utilize them in the grant program they administer.

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_16102_001

Bureau Goal	Measure	Metric	
		Target	Actual
Work in partnership with the Iowa Snowmobile Association to fulfill requirements of snowmobile registration funds collected.	Percent of funds received in the Snowmobile Registration Fund are transferred to political subdivision or an incorporated private organization for distribution through snowmobile-related grants, cost-share agreements, or contracts. (per 571.47.10)	70% of funds available for transfer	70% of funds available for transfer

Data Source: State Parks
Prior Year: In FY2025, 70% of funds were transferred

PFP.5 - Off-Highway Vehicle Fund

Opportunity: The Department has an annual grant program for Off-Highway Vehicles and annually 50% of the funds are available for applications that meet requirements of 571.28. Any funds remaining after eligible grant requests have been awarded stay in the fund for future grant rounds.

Governor's Priority:
- Saving Iowans Money

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

Measure Code: 542_31100_001

Bureau Goal	Measure	Metric	
		Target	Actual
In partnership with the Iowa OHV Association and local riding clubs, create opportunities through grants for development of areas that are safe and enjoyable for recreational users.	Percent of registration revenues received in the All- Terrain Vehicle Fund are distributed through grant programs for construction or maintenance of riding areas or trails for ATV riding. (per 571.28)	50% available for grant programs	50% available for grant programs

Data Source: State Parks
Prior Year: In FY2025, 50% of the funds were available for grants

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 Iowans 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.

Fish.1 - Aquatic Vegetation Management

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.

Governor's Priority:
- Saving Iowans Money

DNR Strategic Goal:
- 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.
  - Data and sound science will inform decision making.

Measure Code: 542_61104_003

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 treatments in waterbodies	97 treatments in waterbodies

Data Source: Fisheries Bureau Reporting
Prior Year: In FY2025, 71 treatments in waterbodies
*If non-native or native plants do not emerge due to environmental factors then no is treatment necessary.





City of Johnston, community fishing pond.

Fish.2 - Fish Local!

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:
- Saving Iowans Money

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.

Measure Code: 542_61104_004

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.	-15% decrease

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: Results of calendar year 2025 data
DNR Website Resource: https://www.iowadnr.gov/things-do/fishing/where-fish/fish-local

Results: Late spring and summer of 2025 across Iowa experienced excessive rainfall, frequent severe weather, and high humidity/heat surges. The combination of high precipitation, frequent rainouts, and oppressive humidity creates classic conditions that can lead to lower fishing license sales. Even though overall license sales in Iowa increased 2024 to 2025, communities tracked saw a decrease.

Photo on page 16, is a lake treated, as directed by the vegetation management plan, to improve the fishery.



Fish.3 - Fish Management

Opportunity: Iowa has been managing fish and game resources for the recreational user since 1857 when the first fish and game laws were established. According to Statewide Comprehensive Outdoor Recreation Program survey of Iowans, collected every 5 years, both fishing and hunting have maintained stable statistics both in data on current reporting of participation and future desires to participate with fishing averaging around 40% and hunting averaging 30%. Maintaining a stable level or increasing license sales is important as each year around 8,000 lifetime angling licenses and 3,000 lifetime hunter licenses are sold. Those participants after meeting requirements and purchasing the lifetime license no longer purchase in future years. Landowners, as long as they fish or hunt on their land also do not have to purchase a license and are not counted or contributing financially to the management of fish and game resources, although there are landowners that seek technical assistance from wildlife, forestry and fisheries staff to improve habitat on their land.

Governor's Priority:

- Saving Iowans Money

DNR Strategic Goal:

- 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.
  - Data and sound science will inform decision making.

Measure Code: 542_61104_001

Bureau Goal	Measure	Metric	
		Target	Actual
Provide quality fishing opportunities in Iowa's lakes, rivers and streams.	Maintain number of individuals purchasing a fishing license (residents and non-residents).	Not more than 5% decrease per year	+2.56% increase over 2024

Data Source: Fisheries Bureau Reporting
Prior Year: For 2024 calendar year license sales there was a +2.5% increase over 2023. National declines have been on average between 2.4% and 4.8%.

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.

LE.1- Law Enforcement Alignment, Key Performance Indicator

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.

Governor's Priority:

- Saving Iowans Money

DNR Strategic Goal:

- 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.
  - DNR Resources will be strategically allocated to ensure core business is prioritized.

Measure Code: 542_61104_007

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 2025 fiscal year data as baseline. *Overtime recorded due to training will not be considered.	25% reduction	From January–June 2026, the bureau achieved a 100% reduction in overtime hours in pilot counties

Data Source: Workday data per pay period by month and end of year financial expenditure for overtime.
Prior Year: In FY2025, From January -June, 2025 the bureau saw a 25% reduction in overtime month over month.

Results: High seasonal demands during State Park peak use, peak fishing and boating and hunting seasons (July–December 2025) indicate temporary overtime reliance. Following these peak periods, strategic resource management allowed the bureau to achieve zero overtime hours across pilot counties from January through May 2026.

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.

L&W.1 - Accessible Design

Opportunity: When properties managed by the Department are scheduled for new development or renovation, opportunities exist for evaluating public safety, usability, accessibility, environmental impacts and recreational uses with long-term sustainability.

Governor's Priority:
- Saving Iowans Money

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.

Measure Code: 542_58001_006

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) that utilize accessible design.	**100% of projects bid	100%

Data Source: Land & Waters Bureau, Engineering Section data from bid documents.
*As defined in the *2010 ADA Standards for Accessible Design*
**Projects excluded from this measure include where it is structurally impractical or has historic significance.
Prior Year: In FY2025, 100%

Pikes Peak State Park's newly renovated campground accessible campsites.





Prairie Rose State Park Lake after an alum treatment.

L&W.2 - Lake Restoration

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:
- Saving Iowans Money

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.

Measure Code: 542_52001_001

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	35 significant public owned lakes and 5 publicly owned shallow lakes/ wetlands identified

Data Source: Lake Restoration Program Annual Report/Plan
Prior Year: Requirements per Iowa Code 456A.33B
DNR Website Resource: https://www.iowadnr.gov/environmental-protection/water-quality/lake-restoration



Healthy forests surrounding our lakes help improve water quality. This image is in Hickory Hills Park in Black Hawk County. On the right side of the photo you'll see the results of a timber stand improvement project at Casey Lake. With the help of our partners at Black Hawk County Conservation Board. Work hasn't been started yet on the left side of the photo.

L&W.3 - Lake Restoration Partnerships

Opportunity: The Lake Restoration Program invests funding on projects with multiple benefits, such as improved water quality, habitat, watershed protection, infrastructure and recreational opportunities at Iowa's publicly owned lakes. The Department actively works to build partnerships with local stakeholders, private landowners and natural resource professionals to ensure restoration projects are successful. A local commitment to lake and watershed protection is critical to a successful lake restoration effort.

Restoration at a given lake is completed over multiple fiscal years. KPI results are an average of total match compiled for those restoration projects completed within the fiscal year of the Lake Restoration Annual Report.

Governor's Priority:
- Saving Iowans Money

DNR Strategic Goal:
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Measure Code: 542_16100_001

Bureau Goal	Measure	Metric	
		Target	Actual
Develop local partnerships and resources, which include leveraging local, federal and state funds to match Lake Restoration Program funds implement projects to meet program goals.	Continue efforts to leverage Lake Restoration Program funds through cost-sharing with local, federal, and other state partners.	25%	38%

Data Source: Lake Restoration Program Annual Report/Plan
Prior Year: In FY2025, 35%
DNR Website Resource: https://www.iowadnr.gov/environmental-protection/water-quality/lake-restoration

L&W.4 - Low-head Dam Assistance

Opportunity: Low-head dams are extremely dangerous and have led to fatalities of Iowa anglers, boaters, paddlers, tubers, swimmers, and would-be rescuers. Powerful recirculating hydraulics at these small dams can trap and drown unsuspecting river users.

Projects with low-head dam safety and fish passage mitigation are usually complex to navigate and technical assistance from initiation through to mitigation construction in order to plan the correct action that protects the safety of the recreational user and the resource is critical to successful outcomes. Out of 38 projects completed, zero fatalities have happened at these sites or are expected in the future. Some projects do drop out prior to completion, but prior to significant proportions of the funds being committed.

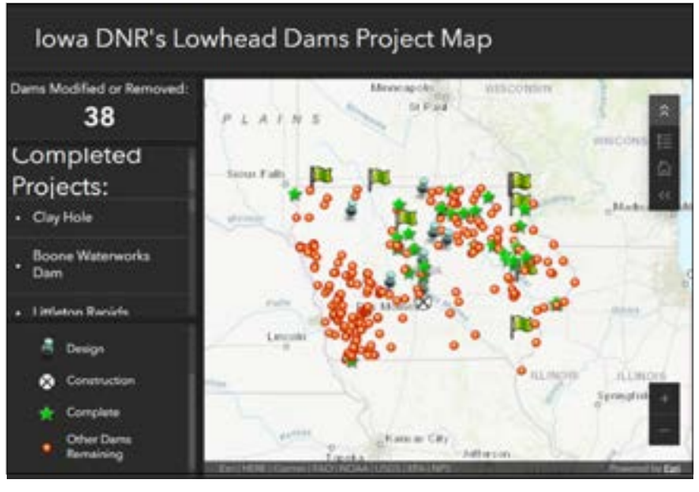
Governor's Priority:
- Saving Iowans Money

DNR Strategic Goal:
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Measure Code: 542_16100_002 and 003

Bureau Goal	Measure	Metric	
		Target	Actual
Educate river users about lowhead dam hazards and provide support for dam owners to install warning signs in vicinities of dams, and work to mitigate safety hazards and fish passage barriers at dams.	Maintain program levels of service delivery/technical assistance to owners of low-head dams, or their designated partners, from project initiation through mitigation.	- 10 ongoing projects - 2 complete	-12 ongoing projects -2 complete

Data Source:
Prior Year: In FY2025, 12 ongoing projects and 2 projects complete
DNR Website Resource: https://www.iowadnr.gov/things-do/paddling-river-recreation/safety-regulations#low-head-dams



Interactive map for Lowhead Dams Projects on the DNR Website.

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.

Wildlife.1 - Forest Stewardship

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.

Governor's Priority:

- Saving Iowans Money

DNR Strategic Goal:

- 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 use customer feedback to improve services.
  - Data and science will inform decision making.

Measure Code: 542_61104_005

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	14 plans in process and 13 plans completed

Data Source: Wildlife Bureau reporting and new draft/final plan posting to the website.
Prior Year: In FY2025, 12 plans were in progress or completed
DNR Website Resource: www.iowadnr.gov/hunting/places-to-hunt-shoot/wildlife-management-areas/forest-stewardship-plans

Results: Two of the completed plans successfully updated long-standing management strategies nearly two decades old.

Wildlife Bureau staff working at the Canoe Creek WMA, implementing management practices as directed in the forest stewardship plan.



Wildlife.2 - Wildlife Management

Opportunity: Iowa has been managing fish and game resources for the recreational user since 1857 when the first fish and game laws were established. According to Statewide Comprehensive Outdoor Recreation Program survey of Iowans, collected every 5 years, both fishing and hunting have maintained stable statistics both in data on current reporting of participation and future desires to participate with fishing averaging around 40% and hunting averaging 30%. Maintaining a stable level or increasing license sales is important as each year around 8,000 lifetime angling licenses and 3,000 lifetime hunter licenses are sold. Those participants after meeting requirements and purchasing the lifetime license no longer purchase in future years. Landowners, as long as they fish or hunt on their land also do not have to purchase a license and are not counted or contributing financially to the management of fish and game resources, although there are landowners that seek technical assistance from wildlife, forestry and fisheries staff to improve habitat on their land.

Governor's Priority:

- Saving Iowans Money

DNR Strategic Goal:

- 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 use customer feedback to improve services.
  - Data and science will inform decision making.

Core Function: 542_61104_002

Bureau Goal	Measure	Metric	
		Target	Actual
Diverse wildlife communiites will be developed on public and private lands and waters thorugh the use of adaptive ecological management principles while providing opportuntiies for Iowan's to enoy wildlife in its many forms.	Maintain number of individuals purchasing a hunting license (residents and non-residents). *Excludes specialty tags (i.e. turkey, deer) sold.	Not more than 1% decrease per year as compared to national trends seeing a range of 2.4-4.8% decrease.	+.27% increase over 2024.

Data Source: Wildlife Bureau reporting and new draft/final plan posting to the website.
Prior Year: For 2024 calendar year license sales there was a 3.89% decrease over 2023. National declines have been on averate between 2.4% and 4.8%.

Wildlife.3 - Private Lands Assistance

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:

- Saving Iowans Money

DNR Strategic Goal:

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  - 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.

Measure Code: 542_61104_006

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	1,432 plans completed

Data Source: Private Lands Program
Prior Year: In FY2025, 900 plans were in process or completed
DNR Website Resource: https://www.iowadnr.gov/programs-services/wildlife-landowner-assistance

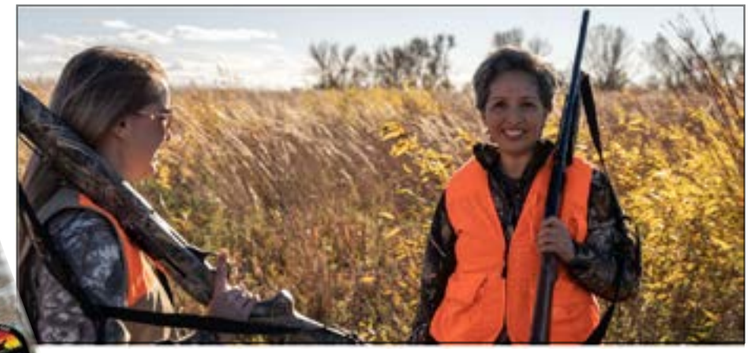
Results: The Private Lands Program nearly achieved its target of 1,500 management plans, despite managing multiple key Private Lands Biologist and District Forester vacancies throughout FY26.



Operational Impact: A Century on the Wing: 100 Years of Iowa Pheasant Heritage & Working-Lands Stewardship

The fall of 2025 marked the centennial milestone of Iowa's regulated pheasant hunting season, celebrating a century-old sporting heritage deeply woven into the identity and economy of rural communities. From its beginnings in October 1925—when 75,000 hunters took afield across 13 north-central counties following petitions from local farmers—the season has grown into a cornerstone of Iowa's outdoor culture. Today, the tradition draws up to 80,000 hunters across the state each autumn, generating significant economic activity that sustains small-town main streets, local diners, hotels, and sporting outfitters.

Because more than 97 percent of Iowa's landscape is privately owned, the persistence of this upland tradition rests on conservation partnerships with local landowners. Flagship initiatives like the Iowa Habitat and Access Program (IHAP) have enrolled over 32,000 acres of private ground by pairing state wildlife funds and federal Farm Bill investments with producer stewardship, establishing diverse native prairie, nesting cover, and winter food plots in exchange for public walk-in access. Working alongside local Pheasants Forever chapters and dedicated biologists co-located in USDA service centers, Iowa landowners continue to prove that profitable production agriculture and thriving wildlife habitat can succeed together, securing a resilient grassland legacy for the century ahead.







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.

LQ.1 - Underground Storage Tanks

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.

Governor's Priority:

- Saving Iowans Money
- Rebuilding Our Communities

DNR Strategic Goal:

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Measure Code: 542_61103_004

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	1,467 inspections and 203 audits

Data Source: Land Quality Bureau Reports
Prior Year: In FY2025, 1,107 inspections and audits. Iowa has a third party inspection program that requires biennial compliance inspections. Historically there has been a greater number of inspections in one year followed by fewer in the following year.
DNR Website Resource: https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798

Operational Impact: The Environmental Reclamation of Wunschel Oil

The story of Former Wunschel Oil in Ida Grove began in 1990 when underground storage tanks (USTs) and aboveground storage tanks (ASTs) leaked contaminants into the city's municipal drinking water. The pollution forced Well #3—which supplied half the town's water—offline. Fearing further spread, Ida Grove drilled two new wells, but they failed to meet demand. Meanwhile, the facility's owner refused to allow site access or remove the aging tanks.

Tensions mounted throughout the 1990s as the owner repeatedly ignored state intervention, including Fire Marshal violations and Iowa Department of Natural Resources (DNR) orders. Testing revealed feet of free petroleum product floating on the groundwater. By 1996, state authorities filed criminal charges, securing a court order to force tank removals and shutdown operations. A subsequent recovery system extracted 1,500 gallons of free product in its first month, but the victory was short-lived: the owner cut power, threatened workers, and the equipment was ultimately vandalized beyond use. Unable to treat the site, Ida Grove permanently abandoned its original well field and built a new one elsewhere.

A breakthrough finally arrived decades later after the original owner passed away and the City of Ida Grove acquired the property in 2024. The city and DNR immediately teamed up to complete a full site assessment, discovering nearly ten feet of free product still sitting atop the groundwater.

Partnering with environmental contractor EcoSource LLC in 2026, the DNR launched a massive restoration effort. Contractors over-excavated and landfarmed approximately 540 cubic yards of contaminated soil, cleared away the former AST, concrete containment walls, gasoline dispensers, canopy, and active underground piping containing residual fuel. They also replaced the site's water service line and conducted two high-vacuum extraction events that successfully removed additional free product and impacted groundwater. During soil excavation, workers uncovered a leaking tile line linked to two underground pits beneath former service bays, which contained an estimated 800 gallons of a waste oil and water mixture previously tied to the storm sewer system. The tile line was swiftly plugged, and the city contracted directly with EcoSource LLC to extract and dispose of the waste mixture from the pits.

While final laboratory results and reports are still pending—and the site will require ongoing monitoring—the collaborative efforts between the Iowa DNR, the City of Ida Grove, and EcoSource LLC have transformed a thirty-five-year environmental standstill into a major victory for public safety and local groundwater protection.

LQ.2 - Derelict Buildings

Opportunity: The Derelict Building Grant Program was created to address the evironmental, health, safety, and budget concerns that abandoned commercial/public buildings pose to small communities of 5,000 or less in population. On average 16 communities apply annually for funding. Of those applications that meet the eligibility requirements of the program, around 65% on average receive funding due to requests exceeding the annual available funding of $400,000. During the last legislative session an additional $1 million dollars was appropriated to this program.

Each project selected for deconstruction must divert a minimum of 30% of the total structures by weight from the landfill to reduce the amount of construction and demolition materials in Iowa landfills. Grantees can further reduce their cost-share amounts if they produce higher rates of diversion in their application.

Governor's Priority:

- Saving Iowans Money
- Rebuilding Our Communities

DNR Strategic Goal:

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Measure Code: 542_61103_002

Bureau Goal	Measure	Metric	
		Target	Actual
Through available technical and financial assistance, support the ability of eligible communities to assess the volume of construction and demolition waste generated and diverted from landfills	Maintain an overall 70% diversion rate for the grant program when only a 30% diversion rate is required for any individual project.	70%	79%

Data Source: Land Quality Bureau Reports
Prior Year: In FY2025, 80.1%
DNR Website Resource:
https://www.iowadnr.gov/environmental-protection/land-quality/derelict-building-program

Operational Impact: Preserving History, Building Opportunity: The 422 Main Street Derelict Building Grant Project

Built in 1901, the original 1,613 square foot building was constructed for the Dubuque Brewery. An 1,875 square foot brick addition was added in 1940. From that time on, the building housed a variety of taverns and cafes. The last notable business run in the 422 Main Street building was Chuck's Place, which operated in that location from 1997 to 2017.

The City of Coon Rapids was awarded a Derelict Building Grant from the Department of Natural Resources to address structural issues on the 422 Main Street building. This project was unique for a couple of factors. The grant funds will be used to remove the south addition of the property as well as complete asbestos abatement, install a new roof and tuckpoint the original building, combining both renovation and the deconstruction aspect of the Derelict Building Program into one project.

The other factor that the City of Coon Rapids had implemented on this project was to utilize their local Main Street of Coon Rapids group to help navigate the project, while all required documents still complied by coming through the city. As resources and personal in our rural communities are stretched thin, this was a successful collaboration.

The project included asbestos abatement, deconstruction, and replace the roof, tuckpoint the original building, and retain the foundation slab of the addition of the portion of the building that remained. The building is now structurally sound. The project diverted over 75% of the materials from the landfill and received the full amount of $84,708.00 as awarded in their grant.

New owners will be able to complete interior renovations to suit their business. In fact, the city would entertain proposals from interested buyers who are willing to invest in the renovation of the interior to start or relocate a business to the 422 Main Street property.



Before

After

LQ.3 - Pollution Prevention Assistance

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:

- Saving Iowans Money
- Rebuilding Our Communities

DNR Strategic Goal:

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Measure Code: 542_61103_003

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	10 assessments

Data Source: Land Quality Bureau Reports
Prior Year: In FY2025, 11 assessments.
DNR Website Resource: https://www.iowadnr.gov/environmental-protection/land-quality/pollution-prevention-services



LQ.4 - Floodplain Development

Opportunity: Flooding of our rivers and streams is a common occurance in Iowa. Regulations have been developed to help protect new construction from protential flood levels and that development won't create additional hazards when flooding does occur. For construction along most of Iowa's waterways, a floodplain development permit is required. Applicants can submit and track progress through the PERMT system.

Governor's Priority:

- Saving Iowans Money
- Rebuilding Our Communities

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Measure Code: 542_61103_001

Bureau Goal	Measure	Metric	
		Target	Actual
Protect life and property; and to promote the orderly development and wise use of Iowa's flood plains.	Maintain or exceed the average turnaround time of 60 days for floodplain development permits.	60 days	40 days

Data Source: Land Quality Bureau Reports
Prior Year: In FY2025, 68 days
DNR Website Resource: Through PERMT, any individual, business or organization needing a floodplain development permit can apply through an online system. Individuals can also use the system to find floodplain and sovereign lands construction permits: https://programs.iowadnr.gov/permt/

Results: 1,112 applications and requests (these include projects that were screened but didn't need a permit, and base flood elevation requests) were closed with an average turnaround time of 40 days. 377 permits were issued with an average turnaround time of 55 days.

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.

WQ.1 - Clean Water

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.

Governor's Priority:

- Saving Iowans Money

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.

Measure Code: 542_61100_006

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	327 applications processed and permitted

Data Source: Clean Water Program Reporting
Prior Year: In FY2025, 364 applications processed and permitted
DNR Website Resource: https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798

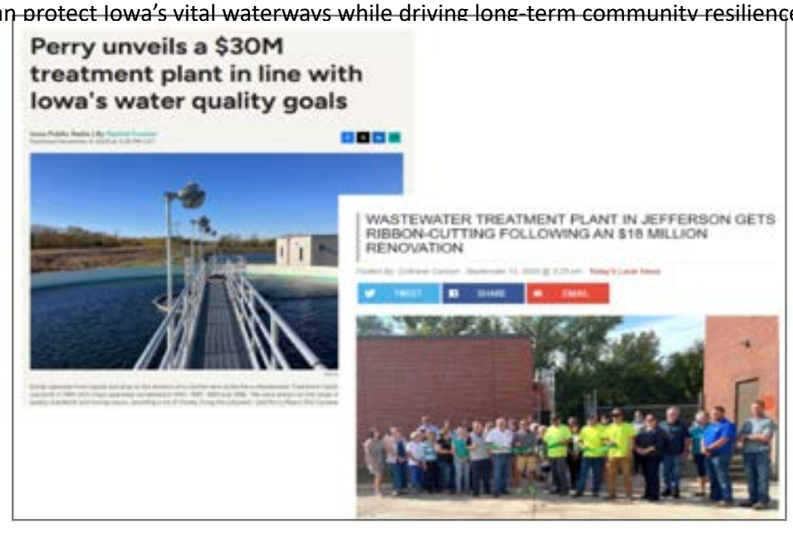
Results: Following an Environmental Engineer vacancy since March 2025, the position has recently been filled. In addition, high interest rates and elevated construction costs slowed new subdivision and home development this fiscal year, leading some developers to delay permit applications or hold off on construction.

Operational Impact: A Milestone for Clean Water: Perry's State-of-the-Art Wastewater Treatment Facility

The commissioning of the City of Perry's new $30 million wastewater treatment facility marks a major breakthrough in local environmental stewardship and statewide water quality preservation. Financed primarily through low-interest loans from the Iowa Clean Water State Revolving Fund (SRF)—jointly administered by the Iowa Department of Natural Resources (DNR) and the Iowa Finance Authority—the modern plant replaces decades-old infrastructure to safeguard the North Raccoon River. The Iowa DNR has identified the North Raccoon watershed as a top regional priority due to its role in feeding downstream drinking water supplies and regional aquatic ecosystems. As Iowa DNR Director Kayla Lyon highlighted during the facility's opening, the plant utilizes state-of-the-art biological treatment processes that not only satisfy all Clean Water Act requirements, but go far beyond baseline mandates to actively reduce nutrient pollution.

What makes the facility unique is its advanced, multi-stage Biological Nutrient Removal (BNR) architecture, engineered to harness natural biological processes for water purification. Raw influent passes through upgraded preliminary screening before moving through an interconnected network of anaerobic, anoxic, and aerobic basins. In the specialized anaerobic selector zones, facility operators restrict dissolved oxygen to stimulate phosphorus-accumulating microorganisms, prompting the bacteria to consume dissolved phosphorus in downstream aerobic zones before secondary chemical precipitation and settling binds and further reduces any remaining phosphorus. Simultaneously, anoxic basins convert recycled nitrate into harmless atmospheric nitrogen gas. To ensure chemical-free pathogen neutralization, the facility incorporates an elevated, open-channel ultraviolet (UV) disinfection system specifically constructed at grade to protect sensitive electrical infrastructure from catastrophic flood events.

By modernizing this treatment facility, Perry directly addresses the core benchmarks of the Iowa Nutrient Reduction Strategy, targeting stringent effluent concentrations of 10 mg/L or less for total nitrogen and 1 mg/L or less for total phosphorus. Meeting these targets places Perry at the leading edge of municipal compliance. Furthermore, expanding hydraulic capacity from 2.9 million gallons per day to 5.2 million gallons per day prevents biological washouts during heavy stormwater surges while providing the sustainable capacity required to support new industrial development. Perry's facility stands as a model of how targeted public infrastructure investment can protect Iowa's vital waterways while driving long-term community resilience.



WQ.2 - National Pollutant Discharge Elimination System (NPDES)

Opportunity: The Iowa Nutrient Reduction Strategy identifies 160 industrial (54 permits) and municipal wastewater treatment point source facilities (106 permits) that are required to evaluate the amounts of nutrients in their discharges in order to meet the goals of the strategy. Upon receiving a National Pollutant Discharge Elimination System (NPDES) permit under the Strategy, each facility works to develop a feasibility study, which outlines the resources required to achieve nutrient reduction goals and implement the requirements. Facilities yet to be permitted are actively working towards compliance and completion in partnership with the Department.

Point source facilities listed in the strategy are required to monitor raw waste and final effluent for total nitrogen (TN) and total phosphorus (TP). This extensive monitoring effort has generated one of the country's most complete sets of point source nutrient data, and the extent of this data collection will continue to increase as the remaining permits are issued. This data has enabled the facilities and the Iowa Department of Natural Resources to determine current TN and TP loads associated with these point sources, even before additional nutrient reduction technologies are installed. Helping to accurately quantify the overall nutrient reductions achieved by Iowa's cities and industries.

Governor's Priority:

- Saving Iowans Money

DNR Strategic Goal:

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Measure Code: 542_61100_001

Bureau Goal	Measure	Metric	
		Target	Actual
Protect Iowa's water resources, surface water and groundwater, by providing technical assistance to ensure communities and industries meet water quality standards.	Of the NPDES permitted facilities that have implemented requirements, 44% of facilities met nitrogen targets and 20% met phosphorus targets in 2022 with only 2.5% of the total Point Source Facilities remaining and required to be permitted by the Department.	1% forward progress of remaining unpermitted facilities	0.6% of the total facilities have yet to be permitted

Data Source: Water Quality Bureau Reports
Prior Year: In FY2025, 0.6% of the total facilities have yet to be permitted
DNR Website Resource: Nutrient Reduction Strategy - Point Source Implementation Dashboard, https://www.arcgis.com/apps/dashboards/762823b483b94f16b3de0f94e3a88d77

WQ.3 - Beach Monitoring

Opportunity: Water at Iowa's state-owned swimming beaches is monitored to assess the public health risk from waterborne diseases that may result from immersion in the water. In 2024, the DNR sampled for E. coli and microcystins at 41 state-owned beaches. In addition, the Beach Monitoring Program offers opportunity for other public beaches, county or city owned, to participate in the program. In 2024, local stakeholders sampled 34 beaches through the program.

Governor's Priority:

- Saving Iowans Money

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.

Measure Code: 542_61100_005

Bureau Goal	Measure	Metric	
		Target	Actual
Provide up-to-date information for recreational users at Iowa's state beaches.	100% of state beaches, open and accessible to the public, will be monitored weekly.	100%	99.5%

Data Source: Water Quality Bureau Reports
Prior Year: In FY2025, 99.7% were monitored; sampling events missed were due to a combination of external factors (park closures due to flooding, storm damage, or inclement weather) and two internal operational issues (one vehicle issue and one miscommunication regarding beach accessibility).
DNR Website Resource: For data collected, and for advisories at state-owned beaches, access the Beach Monitoring Dashboard at: https://programs.iowadnr.gov/aquia/Programs/Beaches?_gl=1*bkyasq*_gcl_au*NTY3ODQ4MTIzLjE3MTU5NjAwMjQ

Results: The FY2026 monitoring program covered 39 state beaches. Only three individual sampling events were missed due to operational delays (two vehicle-related issues and one laboratory communication error), while park construction closed one beach for an eight-week period.



WQ.4 - Water Use

Opportunity: Water Use Permits are issued to convey the "right" to use the water if the use can be shown to be "beneficial." A Water Use Permit is required of any person or entity that withdraws at least 25,000 gallons in a 24-hour period during any calendar year and is valid for 10 years. Water Use Permits are typically issued to public water supply systems, industries, agricultural business, irrigation (both agricultural and golf courses), recreational areas, gravel quarry dewatering, etc.

Governor's Priority:

- Saving Iowans Money

DNR Strategic Goal:

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Measure Code: 542_61100_002

Bureau Goal	Measure	Metric	
		Target	Actual
Ensure water use is efficient, non-wasteful and serves a legitimate purpose.	For applications requesting new or major modifications, the average turnaround time for issuance is 60 days.	60 days	85 days

Data Source: Water Quality Bureau Reports
Prior Year: In FY2025, 74 days
DNR Website Resource: Environmental Services Water Quality Bureau Dashboard: https://www.iowadnr.gov/Environmental-Protection/Water-Quality/Water-Supply-Engineering/Water-Allocation-Use/

WQ.5 - State Revolving Loan Fund (SRF)

Opportunity: The State Revolving Fund (SRF) is a significant value to communities for improving their human and environmental water quality health through financial assistance with constructing new or improved water quality infrastructure. Projects such as, drinking water, waste water, water towers, water service line, sewer lines, etc., aid communities with maintaining or achieving compliance with national water quality standards.

Governor's Priority:

- Saving Iowans Money

DNR Strategic Goal:

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Measure Code: 542_13100_001 and 002

Bureau Goal	Measure	Metric	
		Target	Actual
Assist communities with compliance of federal regulations associated with the funding in order to maintain or achieve compliance with national water quality standards.	For standard State Revolving Fund (SRF) Environmental Review projects, the average lead time for issuance of Categorical Exclusions (CX) and Findings of No Significant Impact (FNSI) will meet or exceed targets listed, if fully staffed, so communities can initiate construction on water quality infrastructure projects.	CX - 180 days FNSI- 365 days	CX - 130 days FNSI - 270 days

Data Source: Water Quality Bureau Reports
Prior Year: In FY2025, CX - 225 days, FNSI - 345 days
DNR Website Resource: https://www.iowasrf.com/environmental-review/

Results: In FY2026 the State Revolving Loan Fund completed 91 environmental reviews, the highest completion rate since FY2020.

WQ.6 - Drinking Water

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.

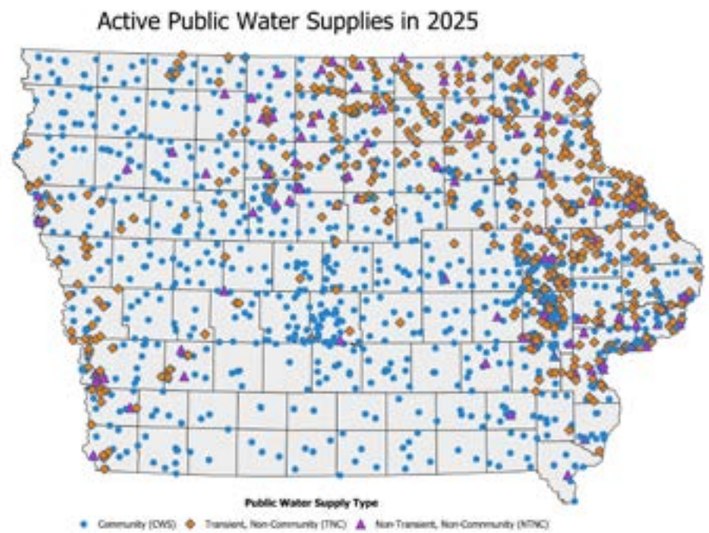
Governor's Priority:
- Saving Iowans Money

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.

Measure Code: 542_61100_007 & 542_61100_003 and 004

Bureau Goal	Measure	Metric	
		Target	Actual
Enhance and protect water quality so Iowans have safe, clean water for drinking and household use.	Number of drinking water applications processed and permitted (1).	1,000 applications processed & permitted	982 applications received, 996 processed & finalized
	Public Water Supply Systems testing and reporting compliance will meet or exceed health-based standards as set in the Safe Drinking Water Act (2)	96% testing to health-based standards 100% reporting compliance	97.4% testing to health-based standards 80.11% reporting compliance.

Data Source: Drinking Water Program Reporting
Prior Year(1): In FY2025, 1082 applications received and 870 processed and remaining in review.
Prior Year(2): In FY2025, 97.2% testing to health-based standards. 78% reporting compliance
DNR Website Resource: https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798



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.

AQ.1 - Air Quality Construction, Key Performance Indicator

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.

Governor's Priority:
- Saving Iowans Money

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.
  - The DNR will use customer feedback to improve services.

Measure Code: 542_61101_001

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	39 days

Data Source: Number of standard projects received, number of standard projects completed/issued, average lead time.
Prior Year: In FY2025, 44 days
DNR Website: https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798



AQ.2 - Ambient Air Monitoring

Opportunity: Ambient air monitoring measures air pollutant concentrations against an EPA established air quality standard or NAAQS. The NAAQS define the maximum amount of a pollutant, in this case PM2.5 averaged over a 24-hour or annual period, that can be present in the outdoor air without harming public health. EPA evaluates and refines the NAAQS every five years.

In addition to measuring average concentrations, the ambient monitoring network also provides real time air pollution data to the general public to communicate whether air quality is healthy or unhealthy.

Governor's Priority:

- Saving Iowans Money

DNR Strategic Goal:

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  - Data and sound science will inform decision making.
- 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.

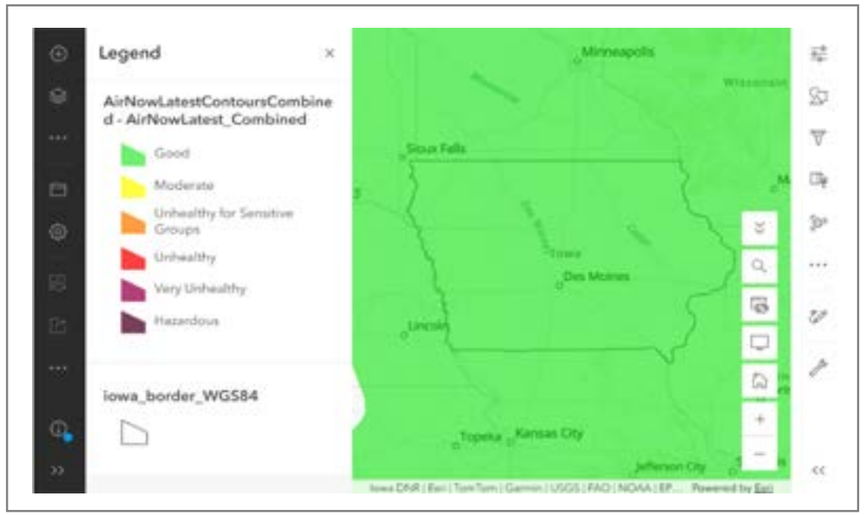
Measure Code: 542_61101_002

Bureau Goal	Measure	Metric	
		Target	Actual
Provide safe, clean air to support high quality recreational opportunities and deliver excellent environmental quality across the state.	Iowa ambient air network sites monitored for fine particulate matter (PM2.5) will have current design values that comply with the National Ambient Air Quality Standards (NAAQS) for both the daily and annual forms of the standard.	100% of sites (18 monitoring sites)	100% of sites

Data Source: Air Quality Program Reporting
Prior Year: In FY2025 100% of ambient monitoring sites met the 24-hour design value
DNR Website Resource: Environmental Services Air Quality Bureau Dashboard, https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798/page/Air-Quality-Bureau/

Results: Iowa achieved 100% compliance across all ambient fine particulate matter monitoring sites in FY2026, meeting all EPA standards. Even after the federal annual standard was lowered in February 2024, every site remained in full compliance—demonstrating the Iowa DNR and industry partners' commitment to maintaining clean air statewide.

Opposite page: Clear skies over Iowa. Due to DNR's partnerships with Iowa businesses, most days Iowans enjoy clean and healthy air.



Current air quality conditions can be found on the Department's website.

AQ.3 - Air Title V

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 285 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:
- Saving Iowans Money

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.

Measure Code: 542_61101_003

Bureau Goal	Measure	Metric	
		Target	Actual
Provide safe, clean air to support high quality recreational opportunities and deliver excellent environmental quality across the state.	Number of Title V (initial or renewal) air operating permits issued.	50 permits issued	45 permits issued

Data Sources: Air Quality database, Title V Permits up for renewal
Prior Year: In FY2025, 47 initial or renewal Title V Operating Permits were issued
DNR Website: https://experience.arcgis.com/experience/f57d1f8a00f1444596d5045ee6dc6798

Results: Despite severe staffing constraints—including a 40% reduction in permit writers, a long-vacant section supervisor, and contractor turnover—the Title V section issued 45 permits in FY2026. Achieving 90% of the 50-permit target highlights the team's resilience and dedication to maintaining critical air quality permitting.

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.

FS.1 - Animal Feeding Operation

Opportunity: DNR issues construction permits to open feedlots, confinements and animal truck washes as specified in statute. Requirements differentiate between the type and size of operation and manure storage configuration.

Governor's Priority:
- Saving Iowans Money (Building on an affordable, reliable and sustainable Energy System??)

DNR Strategic Goal:
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  - 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.

Measure Code: 542_61102_001

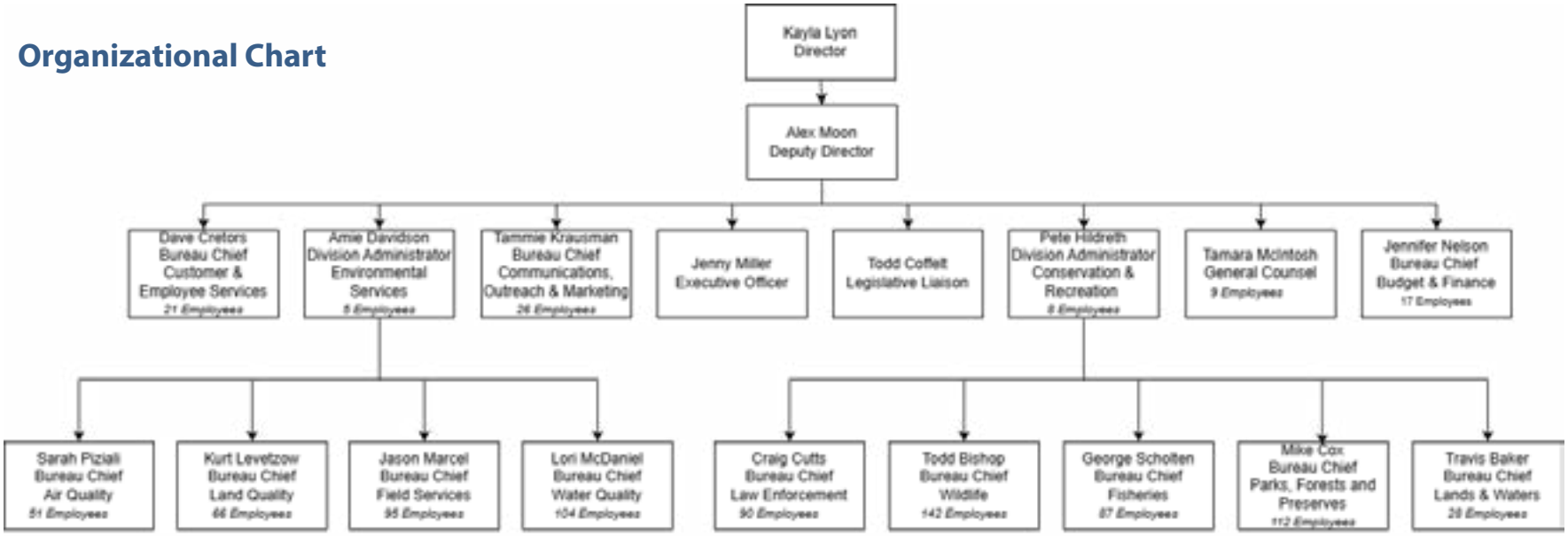
Bureau Goal	Measure	Metric	
		Target	Actual
Support economic growth and environmental protection by issuing timely and effective permits as authorized by state law.	Maintain average lead time of 60 days for issuing open feedlot and confinement permits to help support construction project schedules.	60 days	47 days (105 AFO construction projects)

Data Source: Animal Feeding Operations Permits
Prior Year: In FY2025 average lead time was 52 days (48 AFO construction projects)
DNR Website Resource: Construction Permit Iowa Administrative Rule and website resources:
567 IAC 65.103, 567 IAC 65.203, 567 IAC 65.301
https://www.iowadnr.gov/Environmental-Protection/Animal-Feeding-Operations/AFO-Construction-Permits



New AFO site being constructed

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