

## **ATTACHMENT A**

### **Lake County Watershed Protection District Shoreline and Stream Invasive Species Removal and Native Plant Restoration Project Description and Scope of Work**

#### **About the Watershed Protection District and Clear Lake Management:**

Clear Lake is Lake County's most prominent ecological and economic feature. With over 100 miles of shoreline, Clear Lake is the largest, natural freshwater lake in California and one of the oldest lakes in North America. Not only is Clear Lake home to sensitive floral and faunal species and supports a plethora of traditional Native American uses, but Clear Lake provides drinking water to 40,000 residents and activities such as fishing and recreational boating generate substantial local tourism dollars (Lundquist & Smythe 2010). For example, resident and nonresident fishing-related activities *alone* are estimated to generate a minimum of one million dollars annually (Giusti 2016) indicating that regional economic stability of Lake County is directly linked to the health and recreational value of Clear Lake.

The Lake County Water Resources Department (herein "WRD"), under the California State Lands Commission Chapter 639 (1973), has direction and authority to manage Clear Lake for "protection of wildlife habitats, the improvement, protection and conservation of the Wildlife and fish resources and the ecology of the area..." . Concurrently, the Lake County Watershed Protection District (herein "The District") has authority under SB 1136, Chapter 108 (2004) to "the conservation and protection of all waters within the district, including both surface water and groundwater...and to develop and improve the quality of all waters within the district for all beneficial uses, including domestic, irrigation, industrial and recreational uses, and to protect and improve the quality of all waters within the district." Therefore, it's well within the expectation that the WRD and District will work collaboratively, with help from TERA, to plan and implement an invasive aquatic and riparian plant removal and management project followed by native plant restoration and native plant community development.

Environmental factors, such as those associated with introduced non-native or invasive species can have uncertain and drastic effects on water quality, native species abundance and diversity, navigation, accessibility, and habitat and ecosystems. These negative impacts can directly and indirectly degrade and erode the ecologies and economies that depend on the lake and her tributaries. Adequate preparation for these potential devastating effects require a comprehensive effort to both manage, control, and remove invasive species while simultaneously restoring native communities. Current staff capacities limit the District's ability to complete these tasks, and it's in the interest of the community to collaborate with local organizations such as TERA.

Currently, there is not the local, WRD or District capacity to conduct effective invasive plant management on properties and areas managed or owned by WRD or the District. Therefore, a need to partner and collaborate on these types of projects exists. The goals of the WRD, the District, and TERA align nicely, and this scope of work will describe what specific projects and objectives will be completed during the next few years.

#### **About the Tribal EcoRestoration Alliance:**

The Tribal EcoRestoration Alliance (TERA) is a cross-cultural, multi-organizational collaborative that works to revitalize ecology, economy, and culture through indigenous-led stewardship. Our project partners include Robinson Rancheria Pomo Indians of California, Scotts Valley Band of

Pomo Indians, US Forest Service - Upper Lake, Berryessa Snow Mountain National Monument, and the Clear Lake Environmental Research Center.

A nonprofit organization, fiscally sponsored by the Occidental Arts & Ecology Center, our mission is to cultivate land stewardship, livelihood, and leadership skills that weave collaborative relationships between Tribal members and the community at large, for the benefit of all lands and beings. Through partnership, we are working together towards a vision of healing our land and communities.

TERA’s current programs include: 1) training and education that bring together vocational skills, ecological land stewardship, and traditional knowledge; and 2) ongoing employment in land stewardship.

TERA currently runs a 6 person hand crew that implements land stewardship projects on tribal, public, and private land, with a focus on fire resilience, supporting native biodiversity, and strengthening tribal connections to culture within their ancestral homelands.

**1. Project Goals, Outputs and Outcomes**

Table 1. District and TERA Annual Project Task list for the years (2022-2024)

| Project Task                                    | Goal / Objective(s)   | Location  | Estimated time / hours and Staff Needed   |
|---|---|---|---|
| Invasive Primrose Management                    | To successfully control Invasive Creeping Primrose through the reduction in primrose populations, abundance, or coverage through multiple year hand-removal efforts and/or solarization techniques. | Could include, but not limited to: Clark’s Island, CA State Park, Big Valley Wetland, Rodman Slough, Lakeside County Park, or private residences as needed. | -Maximum 5 weeks throughout the growing season (April – November)<br><br>-Full TERA Crew<br><br>-District Staff Support |
| Tule / Native shoreline Restorative Planting    | To restore natural lake and stream habitat through the targeted replanting of native tules and other native aquatic and wetland plant species.  | Usually occur after Primrose removal in any of the locations listed above.  | -Est. 2 weeks throughout the winter planting season (November – January)<br><br>-Full TERA Crew<br><br>-District Staff  |
| Prescribed Burning to improve Shoreline Habitat | To improve shoreline Tule habitat through the strategic prescribed burning of dead, dry, top accumulated materials.   | Highland Springs Recreation Area, Middle Creek Restoration Area, Upper Lake Levee Area, Clark’s Island  | Est. 8 days throughout the fall and winter season (October – March)<br><br>-Specialized TERA Crew                       |

|                                  |  |  |  |
|----------------------------------|--|--|--|
|                                  |  |  | -District Staff Support  |
| Water Quality Monitoring Support | To support The District and WRD staff to complete lake and stream water quality monitoring requirements. | Throughout the County, but focused on Clear Lake and connecting tributaries. | Not to exceed 7 days during the storm season<br>-Single TERA crewmember, if available<br>-District Staff |

**2. Roles and Responsibilities**

The DISTRICT will provide project coordination and management of each project and task, and any data generated thereof (area cleared, managed, biomass of plants removed). The DISTRICT will work with TERA to develop any site specific safety plans, data collection or management plans, and develop and present any associated trainings that will guide and inform this success of the projects.

Together TERA and the DISTRICT will coordinate supply and equipment purchase, storage, maintenance, and use so that all necessary materials are acquired before or during the start of a project so that staff are able to successfully complete work. The DISTRICT will work with TERA to develop and distribute any outreach messaging and materials to both promote and notify the public of the project and the collaborative nature of the projects. Both TERA and the DISTRICT will be acknowledged in all successfully completed projects through any websites, social media, or published papers or articles. DISTRICT will track time spent on work outcomes and file appropriate paperwork that coincides with any grants or provided funds. TERA will track time and staff for each project and file appropriate financial and reimbursement packages to the DISTRICT.

This committed partnership between TERA and the DISTRICT will include an open exchange of information and education, with the District committed to learning traditional ecological knowledge and practices for managing aquatic, shoreline, and wetland landscapes and ecosystems.

**3. Summarization of Qualifications & 5. Programmatic Involvement**

Key Personnel

**Angela DePalma-Dow, Invasive Species Coordinator, County of Lake  
(Project Coordinator)**

Angela will provide project coordination and management, identifying the sites that need work and the timeline for completing the work. Angela will communicate with TERA to schedule and plan work periods, and Angela will assemble the needed District staff to support all projects and project components. Angela will track project days and hours for the District staff, and collect information from TERA to best monitor budget and available funds throughout the season.

Angela has worked with the DISTRICT and WRD for 4 years. Angela has worked in the natural resource field for 16 years and has 12 years' experience working directly with aquatic ecosystems including conducting and coordinating water quality programs, surveys, monitoring, and laboratory and statistical analysis. Angela is a Certified Lake Manager (#20-10M) recognized by the National Lake Management Society (NALMS) and she is the current chair/president of the Society of Freshwater Science California Chapter. Angela currently manages several California state grants totaling approximately \$1.38Million and two federal grants totaling \$450,000. Angela has been working with TERA, and tribes, since 2020 on a pilot project to develop an effective way to manually remove invasive creeping primrose (*Ludwigia peploides*) from shoreline areas of Clear Lake and to prevent and limit future growth through strategic restorative native plantings of native Tule (*Shoenoplectus acutus*).

**Lindsay Dailey – Executive Director, Tribal EcoRestoration Alliance**

Lindsay will provide oversight of the project, including developing goals and objectives for field work; determining management strategies to achieve project goals and objectives; and developing project flow for field activities. She will help develop trainings, and provide instruction and guidance to the TERA team and DISTRICT as needed on topics such as watershed and native plant restoration, cultural uses of plants, and other relevant topics as needed.

**Jacqueline Storrs- Accountant, Lake County Water Resources Department / Lake County Watershed Protection District**

Jacqueline will be responsible for receiving and submitting payment vouchers to TERA for reimbursements throughout the project duration. If grant or outside funds are acquired to fund projects, Jacqueline will provide TERA invoicing and billing information for grant reimbursement packages. Jacqueline will communicate with Angela and Alyson on any financial or budget issues related to the projects. Jacqueline has worked with the District for 9 months and she has worked in other County departments prior to joining the District team. Jacqueline is very familiar with all District projects, managing the accounting for several Federal, State, and local grant projects.

**Margaret Finch, - Project Manager, Tribal EcoRestoration Alliance**

(Project Manager)

Margaret Finch holds a B.A. in Biology and Anthropology from Oberlin College and has worked in the natural resources field for 10 years. Margaret has 5 years of experience working as a Project Manager in the environmental compliance field, and specializes in restoration, permitting, and special-status species surveys and avoidance. She is certified as a Restoration Practitioner In-Training with the Society for Ecological Restoration.

Margaret will collaborate with the DISTRICT, WRD, and the TERA team on all aspects of day-to-day project implementation, including: scheduling project activities; communicating project goals and objectives; project deliverables; and tracking project progress and budget. She will be the main point of contact for Angela for scheduling the crew and billing.

**Alyson Sagala – Operations Manager, Tribal EcoRestoration Alliance**

Alyson Sagala holds a B.A. in Political Science and Communication from UC Davis, and has been working with grassroots nonprofits internationally and at home since 2016. Alyson will be

responsible for preparing and submitting monthly invoices to Jacqueline. She will be the main point of contact should any questions arise regarding accounting and insurance.

### **Stoney Timmons – Crew Lead, Tribal EcoRestoration Alliance**

Stoney is a Tribal Member at Robinson Rancheria who has worked with TERA since its inception in 2021. He previously worked at the Robinson Rancheria Education Center and at the Oak Granary. Stoney will work under the supervision of TERA's Executive Director and in coordination with the Field Coordinator and Project Manager to supervise the TERA crew and carry out project activities.

### **Lake County Water Resources / Lake County Watershed Protection District Field Technician**

– The DISTRICT has several field technicians on staff working on these projects, however not one technician is assigned to an individual project. Technicians will provide field assistance and support to TERA and will follow direction from Angela and Lindsay.

## **6. Commitment to Reuse**

Both project partners commit to utilizing equipment and materials in multi-purpose ways and for recurring projects where applicable. New materials will not be purchased if older materials or previously purchased materials are acceptable. While some of the project is still in experimental or pilot study phases, both partners will work to identify tools and materials that can be useful and not wasteful.

## **7. General Identification of Costs for Tasks Relevant to the Projects**

### TERA Conditions

- \$42 / crew member / hour
- \$50 / Project Manager / hour
- \$60 / Executive Director / hour
- Rates are for the 2022 fiscal year and are subject to annual escalation with written approval from the DISTRICT. Rates are estimated to increase up to 5% annually.
- Includes transportation to job site, tools, materials, basic PPE, overhead / indirect costs
- Any tools, materials or equipment purchases that TERA makes on behalf of the project will incur an 8% administrative fee
- Additional Mileage will be charged at \$.56 / mile
- All crew members are employees covered by worker's compensation and TERA's General Liability policy
- Crew size can be between 3 - 8 people, scalable depending on the available budget and work expected to be completed within that project
- The crew works five days a week, Monday – Friday
- On site water and food for the crew

NOT INCLUDED IN TERA DAILY HOURS:

- TERA provides basic PPE and some equipment including waders, boots, and gloves. However, their rates do not include any special equipment that will be needed. Should TERA determine that special equipment will be required for a project, this equipment will be provided by the DISTRICT. Special equipment might include, but not limited to the following:
  - Wetsuits / dry suits
  - Rakes and floating line
  - Buckets, trash bags
  - Buckets / pulls sleds / tarps
  - Solarization fabric / mats
  - Boats, floats, or additional supplies for working or wading in shorelines

For each project, where applicable the District Will Provide:

- A training on relevant aquatic / riparian plant ID on the first day of the job for the week
- Facilities / Access to restroom facilities
- If work will be conducted in the water, The District will provide or arrange for toxic cyanobacteria testing within the week of work starting and if appropriate, throughout the duration of the project so that crews can remain safe
- Guidance on setting goals and layout of the project
- Location for dumping material
- Dump trailer, Truck and staff to move harvested materials to approved dumpsite.
- Locations for native plant harvesting or native plant seed list or sources
- Any permits or agreements needed to access project site and complete work, including local, state, or federal permits or agreements.