

Alameda County Resource Conservation District



FY 22/23 Workplan

INTRODUCTION

The FY 22/23 Workplan serves to help guide the development and implementation of ACRCDD's programs and projects. The Workplan provides a structure which highlights the District's major areas of emphasis and allows the Workplan to grow and evolve as new science and best practices emerge and grant funding agencies announce opportunities to apply for grants with specific objectives related to the primary goal areas identified. Recognizable themes will be found in the Plan with special and overlapping emphasis on goal areas such as climate change, biodiversity, ranching and local agriculture. Opportunities to tackle each of these issues are dependent on grant funding, partnerships, fee-for-service prospects, and federal, state, and local government priorities.

Development of this Plan was led by Katherine Boxer and the Program Managers with input from the Board as areas of concern were brought forth about climate change mitigation, threatened species, education programs for Alameda County constituents, i.e., ranchers, wildfire threats, native and invasive plants, ecosystem services, public outreach and many more topic areas.

MISSION

The mission of the Alameda County Resource Conservation District (ACRCDD) is to provide leadership in the county and region to enhance natural resources conservation, preserve wildlife and habitat, and improve rangeland and agricultural management through partnerships, education, outreach, resource services and technical assistance to clients, and other support as grant proposals are funded.

2022-2023 STAFF

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GOALS & OBJECTIVES

A. Protect and Enhance Alameda County Working Lands

- 1) Provide conservation, preservation, and land stewardship services.
 - (a) Seek out grants to support ongoing habitat enhancement and management programs.
 - i. Submitted proposal for California Department of Food and Agriculture (CDFA) Conservation Agriculture Planning Grant Program (CAPGP) for: (1) carbon farm planning; (2) soil health management planning; (3) upland habitat management planning; and (4) pollinator planning.
 - ii. Submitted proposal for CDFA Pollinator Habitat Program to support hedgerow plantings at 3 farms.
 - (b) Coordinate with experts about the needs of local habitats and species. Develop related projects as feasible.
 - i. Worked with City of San Leandro to monitor and help restore the overwintering site for Western migrating population of the monarch butterflies. Coordinated with two monarch butterfly experts to drive efforts: the first focused on butterfly monitoring and public outreach; the second led LIDAR surveys and the creation of the long-term management plan.
 - ii. Worked with the City of Livermore, and local consulting firms to permit, monitor, mitigate and restore natural and engineered creeks and streams for the City of Livermore Stream Maintenance Program with the goal of maintaining and/or improving ecological function and habitat for native species such as the California red-legged frog.
- 2) Coordinate with landowners, ranchers, vineyard operators, and farmers regarding resource issues and needs to provide planning and technical assistance, and to foster new relationships.
 - (a) Identify projects that are eligible for Natural Resources Conservation Service (NRCS) Farm Bill Programs to concurrently benefit natural resources and support agricultural producers. Ongoing.
 - i. A small acreage farm in Livermore continued implementing conservation practices under both NRCS programs and ACRCDD's Carbon Farming program (Climate Ready grant 18-082).
 - ii. Enrolled rangeland owner in the Voluntary Local Program (VLP; agreement no. 34) for pond restoration work. Field visit identified additional pond work that will be jointly addressed by NRCS and ACRCDD.
 - iii. Conducted a joint ACRCDD/NRCS field visit to and held follow up discussions regarding combined farm/ranch operation in Crow Canyon. Identified priorities for the land managers to consider (with HSP TA funding).

- iv. Conducted a joint ACRCD/NRCS field visit to an olive grove in Livermore. Identified priorities for the farmer and held follow-up discussions on NRCS CSP and CDFA HSP programs.
 - v. Facilitated meetings between NRCS and AgPark farmers about eligibility and application to NRCS CSP.
 - (b) Conduct and measure the effectiveness of NRCS additional outreach to support voluntary restoration projects for ranchers and farmers (e.g., Environmental Quality Incentives Program [EQIP] through NRCS and Voluntary Local Program [VLP] through ACRCD).
- 3) Research and support programs that provide financial and other incentives to land managers and landowners.
 - (a) Engaged with County of Alameda Community Development Agency and StopWaste to develop contracts for a Pilot Compost Procurement Program that will provide incentives for compost use. Implementation has begun.
 - (b) Researched land acquisition and conservation easement grant programs through our Sustainable Agricultural Land Conservation grant funding. Information about the grants will be integrated into an interactive webmap.
- 4) Pond restorations.
 - (a) Seek opportunities to advance Voluntary Local Programs in coordination with NRCS.
 - i. Monitor success of restorations on sensitive species.
 - ii. The Voluntary Local Program amendment was approved by the California Department of Fish and Wildlife allowing for an additional five years of the program and automatic renewal in five-year increments thereafter.
- 5) Restore native habitat.
 - (a) Evaluate future restoration project potential and priority areas for coordination. Work with local partner agencies on priority action areas.
 - i. Oak woodlands.
 - ii. Riparian areas.
 - 1. Brushy Peak project being evaluated with partners at East Bay Regional Park District and Point Blue's STRAW program.
 - 2. Living Arroyos Program, in partnership with other agencies, monitors and maintains several City of Livermore mitigation sites zoned for California Red-legged Frog habitat and one mitigation bank for Zone 7. Assist partners in identifying and developing future riparian mitigation projects.
 - 3. The City of Livermore Stream Maintenance Program focuses on maintaining and restoring the capacity and functionality of riparian habitat along engineered and naturally occurring creeks and streams within the City.
 - (b) Sycamore-Alluvial Woodlands.

- i. City of Livermore Stream Maintenance Program Sycamore Grove mitigation site. Closed in FY2023.
 - ii. Living Arroyos implemented Sycamore Alluvial woodland pilot study for Zone 7 and H.T. Harvey and Associates.
- 6) Enhance and expand Rangeland Management Program to additional agencies.
 - (a) Advance rangeland resilience and sustainability programs.
 - i. Continue to review annual monitoring reports from AECOM consulting firm for wetland and riparian vegetation conditions at the original San Francisco Public Utilities Commission Rangeland Resilience sites.
 - (b) Rangeland monitoring and management (Research, analysis, and recommendations).
 - (c) Conclude negotiations for and execute a new master services contract with San Francisco Public Utilities Commission for a natural resources management scope of work that will include monitoring efforts.
 - (d) Continue vegetation and soils monitoring at StopWaste with grant and/or landowner funding support after the Healthy Soils Program Demo project ends.
 - (e) Continue Residual Dry Matter monitoring for Zone 7 Water Agency's Lake Del Valle property.
- 7) Livestock management.
 - (a) Water infrastructure: cooperated with the NRCS to provide ranchers with additional water sources for livestock. This included installing livestock-water systems and restoring livestock ponds to increase their hydroperiod. Funding provided by a State Coastal Conservancy Grant (Water for Wildlife) and NRCS.
 - (b) Engaged with local ranchers, regulators, and experts to identify livestock grazing and browsing best practices.
 - (c) Staff attended meetings such as California Rangeland Conservation Coalition Rangeland Summit 2/24/2023 and Central Coast Rangeland Coalition Grazing and Wildfire Fuels 4/20/2023.
 - (d) Identify best practices for integrating a variety of species for rangeland management/fuel reduction purposes.
- 8) Manage working lands for wildlife, wildfire hazard reduction, water quality/quantity, biodiversity, and sustainability.
 - (a) Stream erosion control and flow enhancement.
 - i. City of Livermore Stream Maintenance Program.
 - ii. Coastal Conservancy Fire Planning Grant Implementation.
 - 1. The Regional Priority Plan was completed in early FY2023.
 - (b) Restoration of riparian habitat.
 - i. Continue to maintain riparian plantings implemented in collaboration with Point Blue's STRAW program (Climate Ready grant 18-082).

- ii. Continue to plan, monitor, and maintain riparian plantings installed at mitigation sites within the City of Livermore Stream Maintenance Program.
 - iii. Living Arroyos continues to maintain riparian plantings for partners within the Living Arroyos Partnership.
 - iv. ACRCDD developed a biotechnical bank stabilization plan for an eroding bank area along the Arroyo Las Positas for the City of Livermore and Zone 7.
 - (c) Reduce pressure on stock water through increased infrastructure development.
- 9) Agriculture.
 - (a) Urban and Rural Agriculture.
 - i. Seek new sources of funding to continue our urban agriculture programs. California Department of Food and Agriculture's Health Soils Program TA grant will help provide carbon farming support to urban farms from ACRCDD staff.
 - 1. Awarded subcontract from California Association of Resource Conservation Districts under their 2022 Equity Cooperative Agreement with NRCS. Subcontract provides funding for urban ag mini-grants and technical assistance.
 - 2. Submitted application to US Department of Agriculture Farm Service Agency Land, Capital, and Markets Access Program for development of pilot program to lease public land to urban farms. The proposal also included a request for funding for mini-grants. Awaiting notification of award status.
 - 3. Submitted application to 2023 NRCS Equity in Outreach program to support mini-grant program and urban ag TA.
 - ii. Coordinate with NRCS on how Conservation Stewardship Program may be relevant to urban farms.
 - iii. Work completed as part of the Sustainable Agricultural Land Conservation project seeks to identify suitable locations for future urban agriculture and community gardens.
 - iv. We submitted a grant through the US Department of Agriculture Farm Service agency (Increasing Land Access, Capital and Markets) that seeks to make public land more accessible for urban farms. We expect an award decision before the end of FY23.
 - (b) Support urban farming through mini-grant program and/or collaboration with partners. Identify and/or revisit long term efficacy of mini-grants and refine program as necessary.
 - i. ACRCDD distributed \$8500 in mini-grants to 4 urban farms to complete conservation projects.
 - ii. Collaborated with NRCS District Conservationist to identify urban farm candidates for \$150,000 of Peoples Garden Initiative.

- iii. Awarded subcontract from CARCD under their 2022 Equity Cooperative Agreement with NRCS. Subcontract provides funding for urban ag mini-grants and technical assistance.
 - iv. Submitted application to US Department of Agriculture Farm Service Agency Land, Capital, and Markets Access Program for development of pilot program to lease public land to urban farms. The proposal also requested funding for mini-grants.
 - v. Submitted application to 2023 NRCS Equity in Outreach program to support mini-grant program and urban ag.
- (c) Promote local agriculture/rancher/vineyard viability and sustainability.
- i. Engage with vineyard operators on carbon farming practices and soil health under Climate Ready grant 18-082.
 - ii. Outreach to producers about California Department of Food and Agriculture Healthy Soils Program.
 - iii. Awarded subcontract from California Association of Resource Conservation Districts (CARCD) under 2022 California Department of Food and Agriculture Specialty Crop Block Grant HR-133. Subcontract provides funding to support technical assistance to farmers and collaboration with CARCD, Kitchen Table Advisors, and 3 local RCDs.
 - iv. The Sustainable Agricultural Land Conservation project will develop policy recommendations that aim to make agriculture, including urban agriculture, rural agriculture and ranching, more viable in Alameda County.
- (d) Sunol AgPark.
- i. Educate AgPark farmers on current best management practices.
 - 1. Onboarded 3 new AgPark farmers.
 - 2. Provided technical assistance to AgPark farmers on topics including soil health management, cover cropping, weed and pest management, and tractor operation/reduced tillage.
 - 3. Connected AgPark farmers with NRCS District Conservationist to discuss Conservation Stewardship Program eligibility.
 - ii. Coordinate with AgPark Teachers to enhance curriculum with carbon farming / climate smart agriculture elements.
 - 1. Ensure that carbon/climate module for AgPark curriculum, previously developed under Climate Ready grant 18-082 is leveraged as educational activities resume at AgPark.
 - iii. Coordinate with San Francisco Public Utilities Commission on future of Education Program via a planned education program at the Alameda Creek Watershed Center.
- (e) Enhance and identify the viability of agriculture in the region through preservation of agricultural lands in Alameda County.
- i. Support implementation of conservation Best Management Practices on urban and peri-urban agriculture through technical

assistance and on-the-ground implementation. Pursue funding sources to support.

1. Continue to pursue funding to expand our urban agriculture program.
 - ii. Continue to include support of conservation practice installation (hedgerows, filter strips, etc.) on ranches and farms (i.e., urban farms and other new partners identified).
 1. Continue working on procuring ag grant and State Coastal Conservancy Coastal Resilience Grants programs to increase installation of beneficial conservation practices on multiple farms.
 2. Awarded \$5,000 in funding from the Alameda County Fish and Game Commission in partnership with Xerces Society to install a pollinator hedgerow at Livermore Area Recreation and Park District's Ravenswood Historic Vineyard site. Maintenance of pollinator hedgerow plantings continued through FY22.
 - iii. The Strategic Growth Council's Sustainable Agricultural Land Conservation Grant seeks to make policy recommendations that benefit rural and urban ag viability in Alameda County. Project is ongoing and will be completed in FY24.
- 10) Ecosystem services.
- (a) ACRCDD continued facilitation of ecosystem services committee meetings at the Alameda County Agricultural Advisory Committee until the group disbanded in FY22.
 - (b) Continue to Improve and utilize riparian and wetland ecosystem services.
 - i. The ACRCDD supports the City of Livermore Stream Maintenance Program with the improvement and utilization of riparian and wetland ecosystem services for improved water quality, flood conveyance, sediment control and bank stabilization, with the eventual goal of reducing the need for intensive stream maintenance efforts by the City of Livermore through ecosystem service utilization.
 - (c) Identify working lands ecosystem services. If feasible, develop recommendations about associated monetary remuneration for ranchers/farmers.
 - i. In FY22, ACRCDD submitted a grant to California Resilience Challenge proposing to study the opportunity for a payment for ecosystem services program in Alameda County. It was declined but received high marks. ACRCDD was encouraged to reapply.

B. Provide Education and Outreach

- 1) Conduct educational events and natural resources/agricultural workshops for public and private landowners and land managers.
 - (a) Update and offer another Ranching workshop.
 - i. Provided two field workshops on final results of Healthy Soils Program Demo project for discussion of rangeland compost.
 - ii. Conducted direct outreach at local farmers markets on Healthy Soils Program Demo project results for rangeland compost and assess farmers markets as a method to reach the public and agricultural producers directly.
 - (b) Revise and distribute the Compost on Rangelands Feasibility white paper.
 - (c) Complete and distribute *Managing California Grassland for California Tiger Salamander and California Red-legged Frog: Considerations When Applying Compost Fact Sheet*.
 - (d) Complete and distribute *Effects of Compost Amendments to Rangelands with Steep Slopes*, a one-page summary of the Healthy Soils Program Demo project for ranchers and general audiences.
- 2) Develop multi-faceted education programs for professionals.
- 3) Develop and provide programs and materials that engage youth and community members.
 - (a) Provide programs that engage youth and community members in on-the-ground watershed stewardship activities to improve watershed health.
 - i. The Living Arroyos Program engages the local community by hosting up to fourteen volunteer events during the rain year. Participants learn about watershed stewardship and local ecology while accomplishing project goals. Volunteers are sourced from local schools and businesses as well as the general public.
 - ii. Clean Water Program Stormwater Pollution Prevention Poster Contest with over 100 entries for 3rd and 4th Grades in the Unincorporated Area.
 - iii. Conducted 11 Clean Water Volunteer Trash Pickup events.
 - iv. In FY22, we applied for a Beautification grant from CalTrans to grow urban trees at a few local high schools for trash pickup and tree planting projects at local public elementary and high schools and public parks. The grant was declined but received high marks.
 - v. ACRCDD joined to host the first Springtown Community Bioblitz at the Springtown Preserve with the City of Livermore in FY22.
- 4) Increase public awareness of the ecosystem benefits provided by range and working lands.
- 5) Collaborate with partners to provide information locally and regionally on watershed health and stormwater pollution prevention.
 - (a) Prepare display and handout materials for and conduct approximately 15 Clean Water Program Outreach events a year.

- (b) Created Clean Water Program Stormwater Pollution Prevention displays at the Castro Valley, San Lorenzo and Cherryland Libraries.
- (c) Annual events: Alameda County Fair, Fall and Spring Alameda County Home and Garden Shows, Ashland FamFest, Castro Valley Fall Festival, Coastal Cleanup Day, Martin Luther King Jr. Day of Service, Niles Canyon Roll and Stroll, Science in the Park, Sunol Wildflower Festival, and 3 Earth Day events.
- (d) Develop and maintain website, annual conference, spring symposium, e-newsletter for Alameda Creek Watershed Forum.
 - i. Continue to produce monthly newsletter for Alameda Creek Watershed Forum. Re-evaluate website use, upgrades, etc.
- 6) Identify and develop virtual educational programs for ACRCDD website and hard-copy brochures.
- 7) Website education programs expansion.
 - (a) Monthly writing and posting of articles on ACRCDD/NRCS programs/projects.
 - (b) Create virtual lesson plans/educational outreach materials.
 - i. Develop many programs focused on disadvantaged communities.
 - ii. PowerPoint presentations with photos and voice-over.
 - iii. For youth and adult audiences including programs in Spanish.

C. Biodiversity

- 1) Protect and enhance habitat and watershed health in urban and rural areas.
 - (a) Oak Woodland and riparian restoration.
 - (b) Living Arroyos Partnership Program
 - i. Maintains, protects, and enhances stream habitat and watershed health in the Tri-Valley Area. Ongoing.
 - (c) City of Livermore Stream Maintenance Program
 - i. Protect and enhance native riparian, wetland, creek and stream habitat, and minimize or avoid impacts to urban, suburban and exurban areas in the City of Livermore.
- 2) Ensure planning that preserves and provides for sustainability of native species of plants and wildlife in identified areas.
 - (a) Complete and distribute *Managing California Grassland for California Tiger Salamander and California Red-legged Frog: Considerations When Applying Compost Fact Sheet*.
 - (b) City of Livermore Stream Maintenance Program
 - i. Identify and plan for the avoidance and minimization of potential impacts to native wildlife species during program work.
 - ii. Develop, plan, and implement the minimization and avoidance of impacts to native plant species during program work.
 - (c) Support programs that benefit populations of common and special status plant and animal species.
 - i. Preserve monarchs.
 1. Develop and Implement Monarch Engagement Species Program.
 2. Develop a hedgerow and pollinator garden tour.
 3. Develop projects whose primary goal is to conserve or restore native pollinator habitat and that also provide measurable ecosystem services benefits.
 - i. We planted nectar resources for monarch butterflies at two East Bay Regional Parks sites as part of our CARCD-WCB round 2 grant and on private working lands as part of our CARCD-WCB round 1 grant.
 - ii. We wrote two monarch habitat conservation plans for overwintering sites on East Bay Regional Parks land using funds from our USFWS Partners for Fish and Wildlife grant.
 4. Plan a grassland butterfly symposium with SF Bay Area Wildlife Society. Likely to occur virtually.
 - i. We held one virtual and one in-person symposium with the SF Bay Area Wildlife Society in FY22 as part of our CARCD-WCB round 1 grant.
 - ii. Living Arroyos implemented a Western Sycamore pilot study for Zone 7 and H.T. Harvey and Associates assessing the potential to benefit the Western Sycamore population in Sycamore-Alluvial woodland habitat.

- iii. The City of Livermore Stream Maintenance Program works to benefit common and special status plant and animal species that utilize natural and engineered creeks and streams in the City of Livermore.
- 3) Restore and preserve urban and rural areas.
 - (a) Watershed health
 - i. City of Livermore Stream Maintenance Program.
 - 1. Protect and enhance riparian, creek and stream habitat; minimize or avoid impacts to watershed health in urban areas in the City of Livermore.
 - (b) Reduce Invasive Plant Species especially grasses.
 - i. Develop invasive plant eradication plan in coordination with NRCS to support City of Livermore SMP mitigation planting efforts.
 - ii. When possible, control *Arundo* in riparian areas.
 - iii. City of Livermore Stream Maintenance Program focuses on the reduction of invasive species in natural and engineered creeks and streams in the City of Livermore (ie. Cattails, Himalayan blackberry).
- 4) Collaborate, plan and implement on-the-ground restoration and stewardship projects.
 - (a) Develop a carbon farm plan with a large vineyard operation including recommendations to support native wildlife. Support implementation of soil health management practices.
 - (b) The ACRCDD supports the City of Livermore Stream Maintenance Program by collaborating, planning, and implementing on-the-ground mitigation, restoration, and stewardship for City of Livermore sites.
 - (c) Living Arroyos Partnership includes the collaboration, planning, and implementation of on-the-ground restoration and stewardship for Zone 7, Dublin, Pleasanton, Livermore, and the City of Livermore Stream Maintenance Program.
- 5) Develop and support programs that benefit populations of common and special status plant and animal species.
 - (a) San Joaquin Kit Fox.
 - (b) Western Pond Turtle.
 - (c) Monarch butterflies (see C. 2. b. ii. above).
- 6) Support programs that approach management of natural resources on a watershed-wide and ecosystem basis, while respecting diverse landownership and stewardship practices.
 - (a) Develop projects with Upper Watershed Ecosystem Services benefits (San Francisco Public Utilities Commission, ZONE 7, Contra Costa RCD).
 - (b) Develop projects that provide tangible ecosystem services benefits to local lower watershed communities and document benefits.
 - (c) Explore grant opportunities in Healthy Watersheds Programs.

- (d) The Regional Priority Plan made recommendations on how to conserve natural resources and minimize the threat of wildlife at a watershed level in Alameda and Contra Costa Counties.
 - (e) The City of Livermore Stream Maintenance Program utilizes the East Alameda County Conservation Strategy to inform program work at the watershed level.
- 7) Collaborate with regulatory agencies and other organizations to reduce barriers to the implementation of voluntary conservation programs.
- (a) ACRCDD co-hosted a Fall 2022 Central Coast Rangeland Coalition meeting: *The Importance of Livestock Pond Restoration in Central Coast Rangelands – maintaining water sources and wildlife habitat in the uplands*, which included a panel of regulatory agency staff and land managers.
 - (a) Continue to enroll landowners in the ponds program's Voluntary Local Program to support on-the-ground voluntary conservation projects that have the potential for take of California tiger salamander and/or California red legged frog.
 - (b) The Voluntary Local Program amendment was approved by the California Department of Fish and Wildlife in October 2022 allowing for an additional five years of the program and automatic renewal in five-year increments thereafter.
 - (c) Continue to enroll landowners in the San Francisco Bay Regional Water Quality Control Board General Order Waste Discharge Requirement permit to support on-the-ground voluntary conservation projects that have impacts to waters of the state.
- 8) Wildlife Crossing/Contiguous Land Corridors
- (a) Continuation with UC Davis on wildlife crossings/corridor research, re-convening the stakeholder group and writing new applications for grant funding.
 - i. Funding from the Altamont Landfill Open Space Committee was granted in FY22. Data collection is ongoing through FY 24.
 - ii. The ACRCDD is worked with UC Davis, CalTrans, California Department of Fish and Wildlife, and private engineering consulting firms to submit an application to the Wildlife Conservation Board in FY23 to create 65% designs for 1-3 wildlife crossing structures along I580, I680 and 84 in southern Alameda County. A decision is expected in FY24.

D. Develop Marketing, Public Relations, and Partnership Activities

- 1) Enhance ACRCDD community visibility through clear and effective promotional materials.
- 2) FY 22/23 Bi-Annual Report completed.
- 3) Enhance marketing of ACRCDD through website and website links.
 - (a) Continue website update and enhancement including addition of links to other websites on ongoing basis.
 - (b) Maintain an online social media presence through the ACRCDD's Instagram and Facebook accounts.
- 4) Continue to participate in and lead important collaborations, such as committees, meetings, workgroups, and conferences. Build partnerships that benefit local and regional resources and agricultural conservation activities.
 - (a) ACRCDD attended Wildlife Society meeting, California Association of Resource Conservation Districts' annual meeting, and other trainings and meetings as appropriate.
 - (b) ACRCDD to continue participating in Greater Bay Area Carbon Hub with Solano, Suisun, Contra Costa, Guadalupe-Coyote, Loma Prieta, and San Mateo RCDs.
 - (c) ACRCDD to participate in California Association of Resource Conservation District's (CARCD) Agricultural Technical Assistance & Soil Health Task Force (CARCD-funded attendance).
 - (d) ACRCDD maintains the lead role for implementation for the Living Arroyos Partnership with the City of Livermore, City of Pleasanton, City of Dublin and Zone 7.
 - (e) The ACRCDD frequently collaborates on special projects with Alameda County Ag Advisory Committee, Contra Costa Resource Conservation District, StopWaste, California Association of Resource Conservation Districts, Central Coast Rangeland Coalition, and California Rangeland Conservation Coalition.
 - (f) Ongoing participation in other relevant watershed/species/habitat groups such as Alameda Creek Watershed Forum, Bay Area Open Space Council, Bay Area Watershed Network, San Francisco Estuary Partnership, Alameda/Contra Costa Weed Management Areas, Alameda Creek Alliance, Alameda Creek Fisheries Workgroup, Friends of TESLA, Upper Alameda Creek Watershed Partnership, California Rangelands Trust, Bay Area Agricultural Conservationists, local and state Audubon Society, Tri-Valley Conservancy, International Conference on Wildlife Ecology and Transportation, Friends of Springtown Preserve, UC Cooperative Extension, SF Bay Joint Venture, California Special Districts Association, and Arroyo de la Laguna Collaborative.

E. Climate Change

- 1) Healthy Soils Program (HSP) Demonstration project.
 - (a) Complete project monitoring, outreach, and reporting under California Department of Food and Agriculture grant agreement.
 - (b) Continue vegetation and soils monitoring at StopWaste with grant and/or landowner funding support after the HSP Demo project ends.
 - (c) Provided two field workshops on final results of HSP Demo project for discussion of rangeland compost.
 - (d) Conduct direct outreach at local farmers markets on HSP Demo project results for rangeland compost and assess farmers markets as a method to reach the public and agricultural producers directly.
 - (e) Revise and distribute the Compost on Rangelands Feasibility white paper.
 - (f) Complete and distribute *Managing California Grassland for California Tiger Salamander and California Red-legged Frog: Considerations When Applying Compost Fact Sheet*.
 - (g) Complete and distribute *Effects of Compost Amendments to Rangelands with Steep Slopes*, a one-page summary of the HSP Demo project for ranchers and general audiences.
- 2) Carbon sequestration and carbon farming.
 - (a) Carbon farm plans in final stages or completed for 2 rangeland properties, 1 vineyard, 1 row crop property.
 - (b) Submitted proposal for California Department of Food and Agriculture's Conservation Agriculture Planning Grant Program (CAPGP) for: (1) carbon farm planning; (2) soil health management planning; (3) upland habitat management planning; and (4) pollinator planning.
 - (c) Partner with StopWaste's compost assistance program to provide technical assistance to urban farmers around carbon farming techniques through our 2019 HSP TA grant (runs for 3 years).
 - (d) Engaged with County of Alameda Community Development Agency and StopWaste to develop contracts for a Pilot Compost Procurement Program that will provide incentives for compost use. Implementation beginning FY24.
- 3) Fire mitigation programs including projects supporting resiliency to wildfires and forest management and restoration through natural resources protections.
 - (a) Led development of a Regional Fire Mitigation Priority Plan in coordination with Contra Costa RCD.
 - (b) Planning, Mitigation, Response, Restoration.
 - (c) Fire Hazard Reduction through Rangeland Management and Sustainability practices.
- 4) Water Management.
 - (a) Pond restoration.
 - i. Continue to support the Livestock Ponds Initiative and conduct ongoing pond restoration projects.

1. Advertise wildlife friendly ponds program and implement new pond and stock water projects. Implement pond and livestock water projects in collaboration with Contra Costa RCD via new grant.
- (b) Stream restoration, erosion control, and water quality.
- i. Ongoing volunteer-based restoration activities along Livermore water courses.
 - ii. Continue ongoing Livermore Stream Maintenance Program restoration site, invasive plant management, and monitoring to meet success criteria permit requirements.
 - iii. Develop large-scale sediment and invasive plant project at Los Positas golf course.
 - iv. Coastal Cleanup Day is planning to change into Coastal Cleanup Month with safe distance protocols.
 - v. MLK Day of Service and Earth Day volunteer events.
 - vi. Continue to represent the Alameda County Flood Control and Water Control District (ACFC&WCD) and Unincorporated Area County in the Countywide Clean Water Public Information and Participation Committee along with 15 member agencies and participate in work groups. Manage the Clean Water Program outreach programs for the ACFC&WCD and County.
 - vii. Continue management of City of Livermore Stream Maintenance Program mitigation sites.
 1. Develop and implement Livermore habitat conservation plan.
 2. Arroyo de la Laguna Restoration Projects (Arroyo 1, Arroyo 2, Verona Bridge, Zone 7 North of Verona Bridge). Monitor and implement remedial actions as needed for duration of permits. Continued monitoring and reporting.

F. Develop and Maintain Sustainable Funding

- 1) Develop and implement an annual revenue development strategy to include local, state, federal, and private funding sources.
 - (a) Analyze grant and fee-for-service start and end dates every six months.
 - (b) Staff met ad-hoc when appropriate funding opportunities arose and maintain a Google spreadsheet with grant opportunities.
- 2) Strengthen financial sustainability by expanding the ACRCDD's fee-for-service programs.
 - (a) Identify services of special interest.
 - (b) Continue developing fee-for-service opportunities with EBRPD and StopWaste.
 - (c) Continue rangeland monitoring services for Zone 7 (Lake Del Valle property).
 - (d) Ongoing Livermore Stream Maintenance Program management and possibly new tasks including Mitigation Master Plan, Habitat Conservation Plan, and individual permitting assistance.
 - (e) Continue expanding our fee-for-service contracts to local partners.
 - (f) Engaged with County of Alameda Community Development Agency and StopWaste to develop contracts for a Pilot Compost Procurement Program that will provide incentives for compost use. Pilot will involve establishing template budget and agreement to facilitate additional participation by municipal partners over time.
- 3) Conclude negotiations for and execute a new master services contract with San Francisco Public Utilities Commission for a natural resources management scope of work.
- 4) Leverage public and private funding sources as grant match.
 - (a) Developing a sponsorship fundraising program.
- 5) Evaluate opportunities to work on a regional or multi-agency basis as appropriate to create competitive programs for grant funding.
 - (a) Regional Carbon Farming Hub continues to seek funds for regional coordination to expand and improve carbon farming and agricultural technical assistance in the greater Bay Area. RCDs: Suisun, Solano, Contra Costa, Alameda, San Mateo, Guadalupe-Coyote, Loma Prieta, San Benito
 - (b) Continue working with neighboring RCDs on relevant programs and towards revenue development.
 - (c) Recently the ACRCDD submitted a Wildlife Conservation Board grant proposal to design and site up to 3 wildlife crossings in Alameda County.

G. Achieve Operations and Policy Excellence

- 1) Identify and implement Best Practices in ACRCDD programs and operations.
 - (a) Coordinate with species experts, agency staff and regional partners to ensure staff and the agency are up to date on current knowledge and conditions regarding local species and their habitat needs. Ensure baseline studies are completed as appropriate.
- 2) Continue to enhance ACRCDD human resources program.
 - (a) In the process of reviewing and updating existing job descriptions, responsibilities, and compensation.
 - (b) Reallocate \$10K for Human Resources Consultant to support this effort.
- 3) Continue to identify opportunities to maintain and strengthen the Alameda County Conservation Partnership.
 - (a) Continue to develop appropriate projects and funding sources.
- 4) Hire and train staff as needed to achieve grant and fee-for-service work.
 - (a) Developed ACRCDD new staff orientation process.
 - (b) Recruit, interview and hire new staff as needed. In the last two years ACRCDD has hired two Ph.D. Biologists.
 - (c) Also recruited, interviewed and hired a Resource Conservationist I and Program Assistant.
- 5) Support Board of Directors' education and participation in development opportunities.
 - (a) Developed ACRCDD new Board members orientation training.
- 6) Review bylaws every 2 years.
- 7) Applied for and were approved to receive \$550,000 in Covid expenses related funding. State continuing to evaluate specific allocations.
- 8) Maintain balanced budget and reserve funds. Ongoing.
- 9) Assess IT needs annually or as needed. Ongoing.
- 10) Identify and supply resources and training that staff need to adequately and effectively implement job responsibilities. Ongoing.
- 11) Continue updates to Employee Handbook, as needed. Continue integrating best management practices to ACRCDD policy documents. Ongoing.
- 12) Continue to evaluate, select options, and implement employee retirement plan.
- 13) Transitioned out the Stream Maintenance Project Manager who was offered another position. Initially other ACRCDD staff are taking over the City of Livermore Stream Maintenance Program.
- 14) Continued to conduct evaluations for all ACRCDD staff annually.
- 15) Resolved employee performance concerns (Human Resources).
- 16) Integrated the Tri-Valley Living Arroyos Program into the ACRCDD. The Living Arroyos Program includes one permanent Resource Conservationist I employee and three to four seasonal interns.