



Skagit Conservation District

FY2019 (7/1/18 – 6/30/19) Annual Plan of Work

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Mission of the Skagit Conservation District

The mission of the Skagit Conservation District is to bring voluntary, incentive-based natural resource solutions to citizens of Skagit County and beyond by providing technical, financial, and educational resources.

Natural Resource Priorities

Water Quality – Protecting, preserving and enhancing the water quality of Skagit County's fresh and saltwater resources for all beneficial uses and users is a top priority for the Skagit Conservation District.

This is a local, regional, state, and national natural resource priority.

Data Sources: Skagit County, WAC 400-12 Watershed plans, Ecology TMDLs (Lower Skagit, Nookachamps, Samish), Puget Sound Partnership Action Agenda, Puget Sound Shellfish Initiative, Skagit Conservation District Stream Team/Storm Team monitoring data, Skagit County Public Works monitoring data, Samish Indian Nation monitoring data, Natural Resources Conservation Service Resource Inventory, Governor's Blue Ribbon Panel Report on Ocean Acidification, Governor Jay Inslee: Results Washington

Other entities engaged in addressing this resource concern: Skagit County, Samish Indian Nation, Upper Skagit Indian Tribe, Swinomish Indian Nation, Washington State Conservation Commission, Puget Sound Partnership, Skagit Conservation Education Alliance, Natural Resources Conservation Service, Environmental Protection Agency, Washington State Departments of Agriculture, Ecology, Natural Resources, and Health, Skagit Shellfish Growers, Skagit County Cattlemen's Association, Skagit County Ag Advisory Board, The Nature Conservancy, Skagit County Dairymen's Association, Western Washington Agricultural Association, Governor's Shellfish Office, USDA Local Work Group, WSU Extension, and Puget Sound Conservation Districts

Forest Health – With nearly 80% of Skagit County being used for forestry, maintaining vibrant and healthy forests is a priority not only for a sustainable forest industry, but is essential for watershed health.

This is a local, regional, state, and national resource priority.

Data Sources: Skagit County, Puget Sound Partnership Action Agenda, Natural Resources Conservation Service Resource Inventory, Skagit Chinook Recovery Plan, Skagit Watershed Council Habitat Work Schedule, National Cohesive Wildland Fire Management Strategy: Phase III, Healthy Forest Restoration Act, Healthy Forest Initiative, Governor Jay Inslee: Results Washington Skagit County Envision 2060 Citizen Committee Final Recommendations, "Preserving Our Heritage, Shaping Our Future"

Other entities engaged in addressing this resource concern: Skagit County, Skagit County Forestry Advisory Board, Washington Department of Natural Resources, US Forest Service, Natural Resources Conservation Service, the Skagit Land Trust, the Upper Skagit Indian Tribe, USDA Local Work Group, and Puget Sound Conservation Districts

Ecosystem Management/Appropriate Land Use/Conversion/Population Growth – A growing population puts growing pressure on agricultural lands, critical natural resources and the economical and beneficial uses they support. Skagit County is home to an abundance of fish and wildlife species as well as one of the strongest local agricultural economies in Washington State. Maintaining the critical mass of resource lands is critical to their survival and helps to maintain our sense of place in the Magic Skagit.

Data sources: Skagit County Comprehensive Plan, WAC 400-12 Watershed plans, Puget Partnership Action Agenda, Puget Sound Shellfish Initiative, Natural Resources Conservation Service Resource Inventory, Department of Ecology - Instream flow rule, Skagit Chinook Recovery Plan, Western Washington Agricultural Association - Data from Tide Gate Fish Initiative, Skagit Watershed Council Habitat Work Schedule, Governor's Blue Ribbon Panel report on Ocean Acidification, Western Washington Agricultural Association - Drainage Fish Initiative, Mundy/Land "Skagit County Agri-Industrial Critical Mass Study (draft), American Farmland Trust "Cost of Community Services", American Farmland Trust "Losing Ground: Farmland Protection in the Pacific Northwest", WSU Skagit County "Skagit County Agricultural Statistics", Healthy Forest Initiative, Governor Jay Inslee: Results Washington, Skagit County Envision 2060 Citizen Committee Final Recommendations, "Preserving Our Heritage, Shaping Our Future"

Other entities engaged in addressing this resource concern: Skagit County, Skagitonians to Preserve Farmland, Western Washington Agricultural Association, The Nature Conservancy, Skagit County Ag Advisory and Forest Advisory Boards, Skagit County Ag Leaders Committee, all Washington State natural resource agencies, Washington State Conservation Commission Office of Farmland Preservation, American Farmland Trust, Skagit Watershed Council, US Forest Service, Natural Resources Conservation Service, Samish Indian Nation, Upper Skagit Indian Tribe, Swinomish Indian Nation, Skagit River Systems Cooperative, The Nature Conservancy, Skagit Fisheries Enhancement Group, Skagit Land Trust, Friends of Skagit County, Seattle City Light, National Oceanic and Atmospheric Administration, and Puget Sound Conservation Districts

Soil Tilt Maintenance – Skagit County is recognized as having some of the finest soils in the world. It is imperative that we maintain and enhance the productivity of this finite resource.

This is a local, state, and national natural resource priority.

Data sources: Natural Resources Conservation Service Resource Inventory and Soils Survey

Other entities engaged in addressing this resource concern: Western Washington Agricultural Association, Skagitonians to Preserve Farmland, Natural Resources Conservation Service, WSU Extension, USDA Local Work Group, the National Conservation Partnership, and Puget Sound Conservation Districts

Climate Change/Ocean Acidification – The Skagit Conservation District will work to increase awareness on what changes in our environment can/may occur, and how we will adapt our natural resource management strategies to address them. The District will provide input on modeling efforts of how climate change may impact landowner resource operations through temporal and physical changes.

Data Sources: Puget Partnership Action Agenda, Puget Sound Shellfish Initiative, National Cohesive Wildland Fire Management Strategy: Phase III, Governor’s Blue Ribbon Panel Report on Ocean Acidification, WWAA - Drainage Fish Initiative

Other entities engaged in addressing this resource concern: Skagit County, Western Governors Association, Washington State, Washington Shellfish Growers, Washington State Conservation Commission, Puget Sound Partnership and Puget Sound Conservation Districts, NOAA fisheries, local Tribes, Skagit Climate Science Consortium.

Water Quantity -Too much and too little regarding water quantity are both concerns in Skagit County. Addressing problems caused by flooding and poor drainage as well as low stream flows and closed basins is critical. The District is developing a proposal with United States Geological Survey (USGS) to install a “Super Gauge” in at least one location in the Skagit to better understand the relationship between surface flow and ground water elevation changes resulting from climate change. This understanding will help resource managers better adapt to avoid conflicts between irrigation, development and fish use.

This is a local and state natural resource priority.

Data Sources: Skagit County, WAC 400-12 Watershed plans, Natural Resources Conservation Service Resource Inventory, Department of Ecology - Instream flow rule, Skagit Chinook Recovery Plan, Skagit Watershed Council Habitat Work Schedule, Western Washington Agricultural Association - Drainage Fish Initiative, and USGS.

Other entities engaged in addressing this resource concern: Skagit County, Skagit County Dike and Drainage Districts, Western Washington Agricultural Association, Department of Ecology, WSU Extension, Upper Skagit Indian Tribe, Skagitonians to Preserve Farmland, The Nature Conservancy, National Oceanic and Atmospheric Administration, Washington State Conservation Commission, Puget Sound Conservation Districts, Skagit County Public Works, and Washington Department of Agriculture



Invasive Species – Controlling and eradicating harmful plant and animal species is important to maintain healthy land/seascapes.

This is a local, regional, state, and national natural resource priority.

Data sources: Natural Resources Conservation Service Resource Inventory, Washington Department of Fish and Wildlife, Samish Indian Nation, and The Nature Conservancy field inventories

Other entities engaged in addressing this resource concern: Natural Resources Conservation Service, Samish Indian Nation, The Nature Conservancy, WA Department of Natural Resources, US Forest Service, Skagit Watershed Council, Washington Shellfish Growers, and National Association of Conservation Districts, Washington Department of Agriculture, and Seattle City Light

Natural Resources Program Areas



Program Areas: Water Quality Protection and Improvement, Ocean Acidification

Address negative human and animal impacts to water quality as well as non-point storm water from all sources; prioritizing lands impacting water bodies on EPA's 303(d) list in Skagit County.

- Goals:**
- By 2020, water quality in Samish Bay will have been improved sufficiently to allow the Department of Health to upgrade from conditional use to approved status.
 - By 2019, the SCD will provide farm planning support to four land owners in support of the South Skagit TMDL implementation.
 - By 2019, Provide landowners future climate change scenarios developed by the Skagit Climate Science Consortium so they can better plan for the future. Integrate multiple interests in to the scenarios to seek the equitable provision of available resources at sustainable levels.

Natural Resource Measurable Result Objective: An additional 10% decrease in fecal coliform levels monitored in the Samish basin

Programmatic Measurable Result Objective: Twenty conservation plans utilizing updated priority system will be developed and implemented

Funding Sources: Skagit County, Washington State Conservation Commission, City Interlocal Agreements, Puget Sound Partnership, Natural Resources Conservation Service

Activities for FY2018	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none"> ✓ <i>Provide technical assistance to commercial and non-commercial agricultural producers</i> <i>Write twenty conservation plans, and update four dairy nutrient management plans utilizing priority schematic</i> ✓ <i>Locate and provide cost-share to implement BMPs identified in plans.</i> ✓ <i>Conduct four workshops for small scale/noncommercial agricultural producers and other audiences</i> ✓ <i>Coordinate with other agencies on watershed planning and implementation efforts</i> ✓ <i>Clean Samish Initiative participation</i> <i>Executive Committee</i> <i>Project Delivery Team</i> <i>Outreach/Education Subcommittee</i> ✓ <i>Skagit Conservation Education Alliance participation</i> ✓ <i>Coordinate Stream Team Monitoring</i> ✓ <i>South Skagit TMDL implementation</i> ✓ <i>Coordinate Marine Biotoxin Monitoring</i> ✓ <i>Implement Regional Conservation Partnership Program (RCPP)</i> ✓ <i>Implement a stormwater education and public involvement program, which includes Low Impact Development (LID)</i> <i>Maintain current interlocal agreements/programs with jurisdictions that are subject to stormwater regulations</i> <i>Develop and distribute stormwater educational fact sheets and brochures</i> <i>Conduct Backyard Conservation Short course</i> <i>Develop technical assistance and cost-share program for homeowners to install rain gardens – seek funding</i> <i>Continue the storm drain labeling program in Mount Vernon, Burlington, and Urban Growth Areas of Skagit County</i> <i>Develop stream monitoring partnership with Swinomish Tribe</i> <i>Promote stormwater education and water quality protection through presentations utilizing the Enviroscape model</i> <i>Provide resource materials for local schools</i> <i>Host public meetings and workshops</i> <i>Assist staff from the cities, County and drainage districts, Storm Water Management Program (SWMP) implementation</i> <i>Skagit Youth Conservation Tour</i> <i>Envirothon</i> <i>Annual Soil & Water Stewardship Poster Contest</i> 	June 2019	Jeff, New small farm planner: Technical Assistance Kristi: Adult Programs Cindy: Youth Programs Intern	4 FTEs	\$499,452	

Program Areas: Forest Health and Invasives (Currently not funded, but may be funded through Payment in Lieu of Taxes received by Skagit County)

Goals: By 2019, identify participating landowners and prioritize forest landscapes for treatment.
By 2021, 500 acres will have been treated.

Natural Resource Measurable Result Objective: 200 acres will be treated to improve forest health

Programmatic Measurable Result Objective: Four forest stewardship plans developed and implemented

Funding Sources: Skagit County, Washington State Conservation Commission, Natural Resources Conservation Service, Washington State Department of Natural Resources, Seattle City Light

Activities for FY2018	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none"> ✓ <i>Work with Seattle City Light to implement fuels reduction project based on 2017 pilot</i> ✓ <i>Provide technical assistance to develop and implement forest stewardship plans</i> <ul style="list-style-type: none"> <i>Write and implement five forest stewardship plans on 200 acres</i> <i>Assist landowners in securing funding to implement plans</i> <i>Provide outreach – participate in at least one workshop on forest health</i> ✓ <i>Work with legislators to build capacity for additional forest landowner participation in joint programs</i> ✓ <i>Forest Advisory Board participation</i> 	June 2019	New Hire: Technical Assistance Bill: Capacity Vacant: Project Management Intern	.6 FTE	\$(45,000)	



Program Area: Land use planning/working land conversion/wildland/urban interface and intermix

Goal: By 2020, SCD will have worked with project partners and the community to ensure an additional 5000 acres of resource lands are protected in perpetuity from development.

Natural Resource Measurable Result Objective: Assist Skagit County with protecting 1000 resource land acres

Programmatic Measurable Result Objective: Assist partners with securing 10% increase in funding for Resource land protection capacity

Funding Sources: Skagit County, Washington State Conservation Commission, Recreation Conservation Office, Natural Resources Conservation Service, Tribes, Private Foundations

Activities for FY2018	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none">✓ <i>Support efforts to protect and preserve prime farm and forest lands and provide opportunities to promote sustainable natural resource industries</i>✓ <i>Farmland Legacy Program (FLP)/Conservation Futures Advisory Committee assistance and participation</i>✓ <i>Agricultural Advisory Board participation</i>✓ <i>3FI participation and project implementation</i>✓ <i>Participate in GMA update process</i>	On-going	Board Bill	.2 FTE	\$27,079	



Program Area: Wildland Urban Interface, Land Use, Climate Change (If funded by Skagit County through Secure Rules School Act.

Goal: Provide technical and financial assistance to landowners to develop and implement defensible space strategies

Natural Resource Measurable Result Objective: Implement 2 fuels reduction projects

Programmatic Measurable Result Objective: Initiate two new Firewise Communities/USA in to the program.

Funding Sources: Skagit County, Department of Natural Resources, FEMA, South Central WA RD&D Council, Seattle City Light, additional funding to be determined

Activities for FY2018	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none"> ✓ <i>Implement the Skagit County Hazard Mitigation Plan</i> ✓ <i>Coordinate WA State Fire Adapted Communities Learning Network, serve as liaison to participating communities</i> ✓ <i>Seek funding to increase program capacity</i> ✓ <i>Build state-wide Firewise program with partners, coordinate with DNR on maintaining certification of existing Firewise Communities</i> ✓ <i>Continue fire weather monitoring program</i> 	June 2019	New hire/Hybrid Forester Bill Intern	1.3 FTE	(\$30,000)	



Program Area: Ecosystem Management/Appropriate Land Use/Conversion/Population Growth

Goals: The District will work with project partners to implement recommendations of the Farm, Fish, and Flood Initiative process (3FI). In the interim, we will continue to serve landowners and operators impacting fish and wildlife habitat. We will work to get 95% of our current CREP contracts renewed by 2018.



Natural Resource Measurable Result Objective: 2,600 feet of stream will be fenced and/or planted

Programmatic Measurable Result Objective: 10 landowners will re-enroll in CREP, 25 VSP Landowners

Funding Sources: Skagit County, Washington Conservation Commission, Recreation Conservation Office/Salmon Recovery Funding Board (RCO/SRFB), additional funding to be determined

Activities for FY2018	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none"> ✓ <i>Implement the CREP Program</i> <ul style="list-style-type: none"> <i>Maintain and monitor existing easements</i> <i>Perform mid-contract mgt. inspections/report to FSA</i> <i>Continue to promote the enhanced CREP program</i> ✓ <i>Actively participate in Skagit Watershed Council activities</i> <ul style="list-style-type: none"> <i>Serve on Administrative Board</i> <i>Assist with implementation projects</i> <i>Assist with project review and prioritization</i> ✓ <i>Implement and maintain DFI riparian projects</i> ✓ <i>Participate in the Puget Sound Salmon Recovery Council</i> ✓ <i>Provide engineering assistance to partnering agencies to implement fish and wildlife habitat projects, including lead of NW Conservation District Engineering cluster</i> ✓ <i>Conduct a Native Plant Materials Sale</i> ✓ <i>Participate in 3FI</i> ✓ <i>Participate in the Skagit County Voluntary Stewardship Program (VSP)</i> 	On-going	Joe: TA, Monitoring Tom: Engineering Bill: Policy Cindy: Database	3.0 FTEs	\$407,921	

Program Areas: Soil Tilth, Climate Change, Habitat - Promote and implement projects to sustain adequate drainage for agricultural land

Goal: By 2020, the SCD will implement five projects under the Drainage Fish Initiative (DFI).

Natural Resource Measurable Result Objective: 200 acres will have improved drainage

Programmatic Measurable Result Objective: One Drainage Fish Initiative project will be planned and implemented

Funding Sources: Skagit County, Washington Conservation Commission, additional funding to be secured

Activities for FY2018	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none"> ✓ <i>Work in partnership with Western Washington Ag to implement a minimum of one DFI project</i> ✓ <i>Continue to coordinate with other districts on soil health program</i> 	June 2019	Joe	.1 FTE	\$11,008	

Program Area: Maintain sufficient water for adequate food production, people, and fish and wildlife

Goals: By 2020, we will implement a pilot project installing a super gauge that will provide real time web based information displaying groundwater elevation and stream stage. This information will support the ability to respond to annual fluctuations in water availability and provide a long-term understanding of localized temporal shifts associated with climate change.

Natural Resource Measurable Result Objective: One pilot project resulting in surface or groundwater monitoring, conservation or infiltration practice is benefiting a flow limited sub-basin.

Programmatic Measurable Result Objective: Hold at least one meeting with the major water managers in the basin to have a better understand of all water quantity management activities occurring. Develop accurate messaging for District Cooperators.

Funding Sources: Department of Ecology, Natural Resources Conservation Service, WSU Extension, USGS, Skagit County

Activities for FY2018	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none"> ✓ <i>Seek funding for installation of super gauge</i> 	June 2019	Bill	.1 FTE	\$15,000	

Program Area: Information – Education

Goals: Provide conservation education opportunities and volunteer activities to residents of all ages throughout Skagit County, increasing knowledge of resource issues while building community stewardship.
 By 2019, Provide educational workshops for small-acreage landowners.
 By 2019, Co-sponsor five continuing education seminars and workshops for producers.
 By 2019, Provide information to the public through outreach efforts developed by the District and its Co-sponsors.
 By 2019, Provide volunteer opportunities that implement desired project outcomes. (tree plantings, sampling, storm drain marking, community events)

Natural Resource Measurable Result Objective: Practices completed by program participants tracked

Programmatic Measurable Result Objective: Implement the number of workshops and outreach activities identified in Goals.

Funding Sources: Skagit County, Washington State Conservation Commission, City Interlocal Agreements, plant sale proceeds, Puget Sound Conservation District partners, sponsors, donations

Activities for FY2018	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
✓ <i>Provide conservation education opportunities and volunteer activities:</i> <i>Arbor Day proclamation and seedling distribution</i> <i>Soil and Water Stewardship Week proclamation and poster contest</i> <i>Envirothon</i> <i>Classroom presentations</i> <i>Sixth Grade Tour</i> <i>Watershed Masters</i> <i>Biannual newsletter</i> <i>Update District brochures and fact sheets</i> <i>Displays at local events</i> <i>Treeture appearances</i> <i>Coordinate volunteer activities</i> <i>Storm drain marking projects</i> <i>Backyard Conservation Stewardship Program</i> <i>Organize & Support Backyard Wildlife Habitat Program</i>	June 2019	Kristi: Adult Programs Cindy: Youth Programs Vacant: Print and social media Intern	.75 FTE	\$91,005	

Program Area: District Operations

Goals: Through 2019, develop adequate, stable, long-term funding for Skagit Conservation District programs.
 Through 2019, the Skagit Conservation District will continue to be in compliance with policies, procedures, and legal requirements.

Natural Resource Measurable Result Objective: Natural resource program results are tracked and reported

Programmatic Measurable Result Objective: The Skagit Conservation District meets statutory, administrative and fiscal responsibilities

Funding Sources: Washington State Conservation Commission, Skagit County, sponsors, donations

Activities for FY2018	Target Dates	Person Responsible	Time Required	Estimated Funding	Notes
<ul style="list-style-type: none"> ✓ <i>Meet statutory, administrative and fiscal responsibilities</i> ✓ <i>Maintain Good Governance Standing</i> ✓ <i>Provide leadership and professional development opportunities for Board of Supervisors and staff</i> ✓ <i>Recognize those, including volunteers, who have made a positive contribution toward the protection, enhancement or preservation of Skagit County's natural resources</i> ✓ <i>Update policies and procedures as appropriate</i> ✓ <i>Provide regular progress and performance evaluation on District programs and employees</i> ✓ <i>Maintain current land use and program databases</i> ✓ <i>Continue to utilize an effective public relations program</i> ✓ <i>Maintain contact with local, state, and national representatives, both public and private</i> ✓ <i>Coordinate with other districts to leverage resources to implement mutually beneficial programs</i> ✓ <i>Work to secure adequate and stable funding</i> ✓ <i>Maintain an effective and efficient office environment</i> 	June 2019	Board Bill Denise Sheri Carla Cindy	1.1 FTEs	\$57,137	



Skagit Conservation District FY2018 (7/1/18 – 6/30/19) Annual Budget

Revenues	
Conservation Commission	\$ 604,311
Resource Conservation Office	\$ 35,000
Interlocals	\$ 72,793
Skagit County	\$ 283,246
Misc. contracts	\$ 81,749
Sales	\$ 27,000
Sales Tax	\$ 2,500
Donations	\$ 2,000
Interest	\$ 3
Total Income	\$ 1,108,602

Expenses	
Salaries/Benefits	\$ 694,142.04
Rent/Utilities	\$ 33,000
Goods, Services , Dues, Supplies, Fuel	\$ 33,950
Postage, Mailing Services	\$ 6,000
Travel/training	\$ 12,000
Copier lease	\$ 4,100
Equipment	\$ 4,999.96
Sales Tax Paid	\$ 2,500
Professional Services, Publishing	\$ 17,000
Cost share	\$ 216,510
Items for Resale	\$ 15,000
Insurance	\$ 13,000
Taxes/Licenses	\$ 850
Intergovernmental Expense	\$ 45,000
Bank and Merchant Fees	\$ 550
Reserve	\$ 10,000
Total Expense	\$ 1,108,602