FY2019 (7/1/18 – 6/30/19) Annual Work Plan
Palouse Conservation District

For More Information Contact:

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Mission of the Palouse Conservation District

To actively assist current and future generations of land managers (both urban and rural) in implementing conservation practices by providing educational, technical and financial assistance.

Natural Resource Priorities

- **Soil Health & Erosion Control**

  - Description: sheet, rill and wind erosion is caused by the detachment and transportation of soil particles caused by rainfall runoff or splash, irrigation runoff, or by wind. Vast areas of cropland in Palouse Conservation District have soil and slopes vulnerable to sheet, rill and/or wind erosion. Soils not protected by adequate crop cover, crop residues or other conservation practices, will have soil detachment and movement by water or wind.

    Sheet and Rill Erosion. Sheet and rill erosion is caused primarily from rainfall from late fall through spring, and especially from rain on snow events when the soils are frozen. Estimates of tens of tons of soil loss per acre per year from sheet and rill erosion, in addition to more visible channel and gully erosion, has been well documented. The soils where the erosion occurs are degraded and become less productive. The detached soil, or sediment, is carried across fields with the runoff until it is either deposited on land, on roads, in culverts, or carried into streams and rivers. When the sediment deposition occurs on growing crops, economic damage occurs to the local producer. When it is deposited on roads or into culverts then transportation departments must pay for removal of the safety hazard and clogged waterways. When it is carried into a stream or river it degrades fish and wildlife habitat and affects water quality.

    Wind Erosion. Wind erosion occurs when the soils are not protected by adequate crop cover, crop residues or other conservation practices, and the wind picks up enough velocity to detach the finer soil particles on the land. The soils where the wind erosion occurs are degraded and become less productive. The eroded soil particles become airborne affecting air quality, visibility and health. In some cases, visibility is so poor that highways have been closed to avoid vehicular accidents and loss of life.

  - Priority level(s): local, regional, and state natural resource priority

  - Source of data: Washington NRCS State Resource Assessment 2012: Priority Resource Concerns

- Engaged entities: Palouse Regional Conservation Partnership Program (RCPP) partners, NRCS, FSA, WSU Extension, Pacific NW Direct Seed Association, WA Dept. Fish and Wildlife, Department of Ecology, City of Pullman Stormwater Services, local agricultural consultants, local agricultural associations, local non-profit organizations, UI Extension.

- **Water Quality (all sources)**

  Description: Waterways within the Palouse Conservation District have been degraded due to a combination of sources including urban stormwater and agricultural run-off.

  Urban stormwater. A majority of the storm drains throughout Palouse Conservation District are classified as a municipal separate storm sewer system. The storm drain system is separate from and therefore does not convey stormwater to local wastewater treatment plants. Stormwater runoff has been identified by Department of Ecology as the "number one water pollution problem in the urban areas of our state." Pollutants commonly found in stormwater include fertilizers, pesticides, vehicle fluids, trash, sediment and pet waste. Stormwater can also contribute to problems associated with flooding. The polluted runoff drains into nearby gutters and storm drains and into local waterways. In most areas, stormwater runoff enters these waters without being cleaned of pollutants.

  Agricultural runoff. The off-site transport of sediment from sheet, rill, gully, and wind erosion into surface water threatens to degrade surface water quality and limit use for intended purposes. The vast amount of cropland with erosive soil and exposed streambanks in Palouse Conservation District are seeing erosion that has effects far beyond where the land is eroded. Unprotected areas have soil detachment and movement by water, primarily from rain. This is especially true from rain on snow events when soils are frozen, with studies documenting tens of tons of soil loss per acre. When sediment enters the water column it increases turbidity and carries pollutants such as nutrients and pesticides. When sediment is deposited on roads or into culverts, the sediment becomes a safety hazard and causes clogged waterways and aquatic passage barriers requiring costly removal. In canals and shipping facilities, the sediment requires expensive mechanical removal and transport.

  Nutrients (organics and inorganics) are a resource concern when transported to receiving waters through surface runoff, leaching into shallow ground waters, or both in quantities that degrade water quality and limit use for intended purposes.
  On cropland, nitrogen and phosphorus can be over applied and degrade plant health and vigor. Over application of nitrogen and phosphorus may lead to excess nutrients in surface and groundwater. The excess nutrients cause algae and other aquatic plants to grow in lakes, which deprive aquatic life of vital oxygen. Pesticides may be over applied or applied near water bodies leading to surface water contamination. In addition, this resource concern is a priority as it relates to the livestock industry and the lack of adequate animal waste management. Animal waste is a point source of nutrients and pathogens into our waterways that degrade and threaten water quality and aquatic habitat.

  - Priority level(s): local, regional, and state natural resource priority

  - Source of data: Washington NRCS State Resource Assessment 2012: Priority Resource Concerns; City of Pullman Stormwater Services

- Engaged entities: Palouse RCPP partners, NRCS, FSA, WSU Extension, Pacific NW Direct Seed Association, WA Dept. Fish and Wildlife, US Fish and Wildlife Service, Department of Ecology, City of Pullman Stormwater Services, City of Palouse, local agricultural consultants, local agricultural associations, local non-profit organizations.

- **Education / Outreach**

  - Description: Education and outreach to the public including landowners and residents within the Palouse Conservation District is essential to increase the community's awareness of local natural resource conservation needs and to help encourage a conservation ethic within the community. Benefits of education and outreach include enhanced community involvement, increased public input into the District's planning processes, increased awareness of the District's programs (including availability of technical and financial assistance) and increased conservation practice implementation.

  - Priority level(s): local and regional priority

  - Source of data: WRIA 34-Palouse Watershed Detailed Implementation Plan

  - Engaged entities: Palouse RCPP partners, NRCS, FSA, WSU Extension, Pacific NW Direct Seed Association, WA Dept. Fish and Wildlife, US Fish and Wildlife Service, Department of Ecology, City of Pullman Stormwater Services, City of Palouse, local agricultural consultants, local agricultural associations, local non-profit organizations, Palouse Prairie Foundation, UI Extension, Franklin CD-Wheat Week and Drain Rangers.

- **Replenishing the Landscape (habitat, vegetation, prairie, pollinators, aesthetics)**

  Description:

  Habitat. Habitat is degraded when the quantity, quality, or connectivity of food, cover, space, shelter, and/or water is inadequate to meet requirements of identified fish, wildlife, and invertebrate species. Plant communities may have insufficient composition and structure to achieve ecological functions and management objectives. This concern also addresses loss or degradation of wetland habitat and unique plant communities.

  Vegetation/Prairie. Since 1870, 94% of the grasslands and 97% of the wetlands in the Palouse bioregion have been converted to crops, hay, or pasture. Most of the remaining small patches of grassland and riparian vegetation disappeared between 1940 and 1989. Today, some once common fauna and endemic flora survive only in small areas of grassland, shrub, and forest, and these remnants are threatened by weed invasion, herbicide drift, and introduced species.

  Of the once-continuous native prairie dominated by midlength perennial grasses, only little more than 1% remains. It is one of the

most endangered ecosystems in the United States, and all remaining parcels of native prairie are subject to weed invasions and occasional drifts of aerially applied agricultural chemicals. Two of the native plant communities, bluebunch wheatgrass-snowberry and bluebunch wheatgrass-rose, are globally rare, and several local plant species are threatened globally. Many once-intermittent streams are now farmed; many perennial streams with large wet meadows adjacent to them are now intermittent or deeply incised, and the adjacent meadows are seeded to annual crops. Few areas of camas bloom in the spring. Clean farming practices (field burning, herbicide use, and roadbed-to-roadbed farming) leave few fences and fewer fencerows, negatively impacting even those edge species which can flourish in agricultural areas.

With the virtual elimination of native prairies, species dependent on grassland ecosystems have declined or disappeared as well.

At the same time, new land uses offer habitats for a different suite of species. Humans have intentionally introduced non-native and sometimes invasive plant and animal species. Grazing, agriculture, and accidents have introduced a variety of exotic plants, many of which are vigorous enough to earn the title "noxious weed".

Changes in biodiversity in the canyonlands follow a parallel track, though from slightly different causes. Due to steep slopes and infertile soils, the canyonlands have been used for grazing instead of farming. Intense grazing and other disturbances have resulted in undesirable changes, with the native grasses being largely replaced by nonnative annual brome grasses and noxious weeds, particularly star thistles.

Pollinators. Despite their small size and isolation, Palouse prairie remnants support a diverse native flora of over 350 plant species (Lichthardt and Moseley 1997; Hanson et al. 2008), some of which are listed as globally imperiled or federally threatened (Lichthardt and Moseley 1997; Weddell and Lichthardt 1998). Though limited, studies indicate that rich invertebrate communities also persist in this resilient ecosystem (Hatten et al. 2006; Looney et al. 2009; Pocewicz et al. 2009; Sánchez de-León and Johnson-Maynard 2009; Looney and Eigenbrode 2011). Although the Palouse faunae remain poorly known, conserving invertebrates and their ecological functions and services is essential for sustaining the health of remnant habitats (Samways 2005). Insects have numerous functions in ecosystem processes, as part of natural predator/prey relationships, as decomposers or detritivores, and critically as pollinators.

Bees are the most ubiquitous and diverse insect pollinators, and bumble bees, Bombus Latreille (Hymenoptera: Apoidea), are the most species rich and abundant group of social bees native to temperate North America (Kearns and Thomson 2001). Bumble bees have structural and behavioral adaptations for pollen collection and transport, and forage on pollen to feed developing larvae (Michener 2007). Unlike many solitary bees, bumblebees forage throughout the season, pollinating a diverse flora. Native bees provide lucrative pollination services for production agriculture, potentially totaling over $3 billion per year in the USA alone (Losey and Vaughan 2006), and their pollination of non-cultivated plants is of inestimable value. Bees play a critical role in plant conservation, thus local or regional extinctions of bees can impact plant communities (Biesmeijer et al. 2006; Vamosi et al. 2006).

Despite the importance of bumble bees to native plant communities and agriculture, several North American species are in decline (Cane and Tepedino 2001; Colla and Packer 2008; Grixti et al. 2009; Cameron et al. 2011). Habitat loss and fragmentation contribute significantly to such declines, as do pesticide use and exposure to novel pathogens (Goulson et al. 2008; Cameron et al. 2011).

Significant changes in bumble bee community composition and loss of genetic diversity have occurred in Illinois, as tall grass prairie was lost to agriculture (Grixti et al. 2009; Lozier and Cameron 2009). Bumble bee communities associated with small, isolated habitat remnants such as those found across the Palouse Prairie may be at similar risk, yet little is known about the bumble bee community in this habitat. Bee communities of remnant habitats are influenced by numerous factors, including the composition and quality of the surrounding landscape (i.e., the matrix) (Steffan-Dewenter and Tscharntke 1999; Steffan-Dewenter et al. 2002; Hines and Hendrix 2005; Hendrix et al. 2010). Bumble bees can travel up to 1.2 km (Knight et al. 2005) and routinely fly 450 m to 750 m between nest sites and floral patches (Walther-Hellwig and Frankl 2000). Hence, while floral diversity within habitats can be a strong predictor of bumble bee diversity, so too can density and diversity of floral resources in adjoining matrix habitats (Steffan-Dewenter et al. 2002; Hines and Hendrix 2005).

Aesthetics. Resource conservation in agricultural settings has focused on enhancing ecosystem services that directly support production, while consideration of cultural services (aesthetic, spiritual, educational, and recreational amenities) has been missing, or secondary at best (MEA 2005; Scherr and McNeely 2008). This neglect is partly due to difficulty measuring the often subjective and intangible character of these amenities (MEA 2005). Additionally, cultural services are usually perceived, experienced, and appreciated at larger spatial scales and traditionally associated with more pristine or minimally disturbed natural environments. However, at spatial scales larger than a single farm, landscape restructuring strategies will likely have a greater potential to more fully regard the cultural dimensions of sustainability and ecosystem services (see Lovell and Johnston 2009; Musacchio 2009). Concurrently, researchers from landscape disciplines with common interests in sustainability have emphasized the complementarity and co-dependency of ecological sustainability and cultural sustainability (Thayer 1989; Naveh 2000; Décamps 2001; Tress et al. 2005; Wu 2006; Barrett et al. 2009). That is, landscapes must sustain not only vital natural resources, but also basic needs and quality of life for humans (Naveh 2000; Blaschke 2006; Barrett et al. 2009). Practically, creating and maintaining these landscapes will require human effort and care (Dubos 1976; Nassauer 1997; Décamps 2001; Merchant 2003; Meyer 2008). Several researchers contend that motivating land-use behavior toward sustainability and conservation goals may ultimately depend on understanding the underlying mechanisms
affecting human aesthetic response and attachment to landscapes (e.g., Mozingo 1997; Nassauer 1997; Linehan and Gross 1998; Parsons and Daniel 2002; Décamps 2001; Gobster et al. 2007; Meyer 2008).

In environmental psychology, perception-based assessments generally interpret human preference for a particular landscape as a measure of its aesthetic quality, which in turn, is interpreted as having high visual aesthetic quality (Kaplan 1987; Nassauer 1995; Daniel 2001). Human evolutionary history, biologically-based perception theory, and neurobiological evidence tell us that our visual aesthetic preferences are not frivolous, capricious, or superficial. Rather, aesthetic preferences result from inseparable perceptual, cognitive, and deep-rooted emotional processes that inform decisions having personal or social consequence (Parsons and Daniel 2002; Meyer 2008).

Within the Palouse Region, recent research has demonstrated that a relatively small amount of structural change communicates and supports improved ecological function. Simultaneously, this improved ecological structure is compatible and indicative of enhanced aesthetic appeal. Research results support the view that agricultural landscapes can be designed to accommodate both cultural and

ecological benefits. These results may translate into inspiring human behavior toward landscape conservation and sustainability.

- Priority level(s): local, regional, and state natural resource priority

- Source of data: Washington NRCS State Resource Assessment 2012: Priority Resource Concerns; USGS The Land Use History of North America (LUHNA) Biodiversity and Land-use History of the Palouse Bioregion: Pre-European to Present; Hatten TD, Looney C, Strange JP, Bosque-Pérez NA. 2013. Bumble bee fauna of Palouse Prairie: Survey of native bee pollinators in a fragmented ecosystem. Journal of Insect Science 13:26. Available online: http://www.insectscience.org/13.26; Linda Ruth Klein. 2013. Quantifying relationships between ecology and aesthetics in agricultural landscapes. Linking ecology and aesthetics in agricultural landscapes: A case study from the Palouse region of Washington State, U.S.A. May 2013 dissertation, Washington State University.
- Engaged entities: Palouse RCPP partners, NRCS, FSA, WSU Extension, Pacific NW Direct Seed Association, WA Dept. Fish and Wildlife, US Fish and Wildlife Service, Department of Ecology, local agricultural consultants, local agricultural associations, local non-profit organizations, Palouse Prairie Foundation, IWJV, Whitman County, Snake River Salmon Recovery, Palouse Land Trust.

- **Air Quality**

  Description: Air quality affects public health, the environment, and quality of life. Air pollution causes lung disease, makes existing heart and lung disease worse, and is associated with cancer. Breathing elevated levels of air pollutants can adversely affect human health, especially among sensitive populations such as children, the elderly, and those with heart or lung diseases. Potential health problems include lung damage, birth defects, nerve damage, reduced immunity, and an increased risk of developing cancer.
  An air pollutant is any substance in the air that can cause harm to humans or the environment. Pollutants may be natural or human made and may take the form of solid particles, liquid droplets, or gases. Natural sources of air pollution include smoke from wildfires, dust, and even volcanic ash. Human made sources of air pollution include emissions from vehicles and factories; dust from unpaved roads, agriculture, or construction sites; and smoke from human-caused fires.

  - Priority level(s): local and regional priority

  - Source of data: Washington Department of Ecology Air Quality Program

  - Engaged entities: Palouse RCPP partners, NRCS, FSA, Department of Ecology, local non-profit organizations.

- **Energy**

  - Description: Inefficient use of energy in the farm operation increases dependence on nonrenewable energy sources that can be addressed through improved energy efficiency and the use of on-farm renewable energy sources.

  - Priority level(s): local, regional, and state natural resource priority

- Source of data: Washington NRCS State Resource Assessment 2012: Priority Resource Concerns

- Engaged entities: Palouse RCPP partners, NRCS, FSA, local agricultural consultants, local agricultural associations, local non-profit organizations.

- **Invasive Species Control**

  - Description: The rapid spread of invasive plants threatens natural resources across the Palouse Conservation District. Invasive species displace natural plant communities and have the following impacts:
    - Degraded and destroyed wildlife habitat
    - Reduced plant and animal diversity
    - Impaired land productivity
    - Obstructed waterways and reduced water levels
    - Erosion
    - Fire hazards
    - Restricted recreational activities
    - Reduced land values
    - Need for costly restoration

  - Priority level(s): local, regional, and state natural resource priority

  - Source of data: Invasive Weeds of Eastern Washington- WSU Extension Manual EM 005; Washington NRCS State Resource Assessment 2012: Priority Resource Concerns

  - Engaged entities: Palouse RCPP partners, NRCS, FSA, WSU Extension, Whitman County Weed Board, WA Dept. Fish and Wildlife, US Fish and Wildlife Service, Department of Ecology, local agricultural consultants, local agricultural associations, local non-profit organizations, Palouse Prairie Foundation.

- **Small Acreage Issues**

  - Description: Conversion of agricultural lands to suburban homesites provides a new set of natural resource issues of concern within the Palouse Conservation District. Changes in wildlife habitat availability and populations can result. Suburbanization of agricultural lands does not necessarily favor native wildlife or plant species. Additionally, the keeping of livestock on small acreage provides challenges for soil erosion, water quality, and weed control. Dust resulting from added traffic on unpaved roads (due to an increase in population and pressure from additional housing development) can affect air quality.

- Priority level(s): local and regional

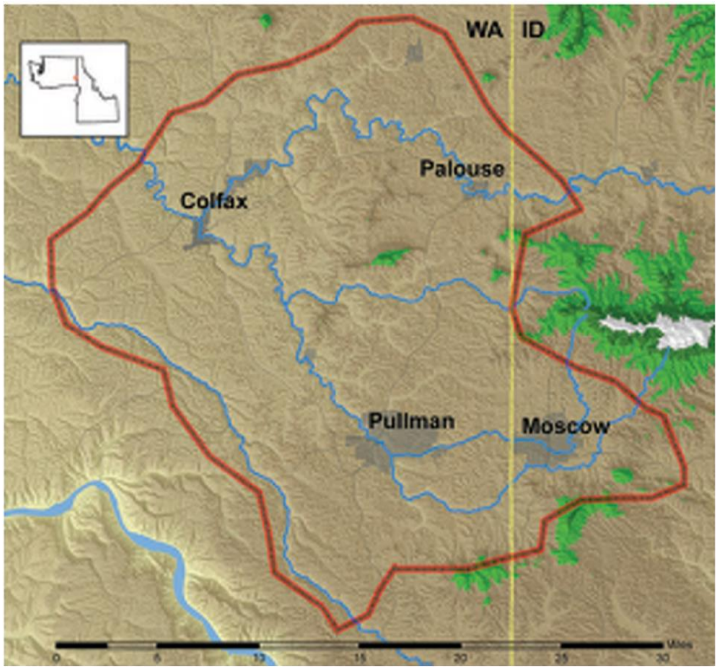
- Source of data: Washington NRCS State Resource Assessment 2012: Priority Resource Concerns; USGS The Land Use History of North America (LUHNA) Biodiversity and Land-use History of the Palouse Bioregion: Pre-European to Present

- Engaged entities: Palouse RCPP partners, NRCS, FSA, WSU Extension, WA Dept. Fish and Wildlife, US Fish and Wildlife Service, Department of Ecology, City of Pullman Stormwater Services, local non-profit organizations, Palouse Prairie Foundation.

- **Water Quantity**

  - Description: The Palouse groundwater basin is the sole source of water for over 60,000 residents of Pullman, Washington and Moscow, Idaho and outlying areas in both Whitman County (Washington) and Latah County (Idaho). Also included among our groundwater users are Washington State University and the University of Idaho. Groundwater is pumped in the basin by five major water suppliers (Pullman, Moscow, Colfax, Washington State University and the University of Idaho), several smaller cities and towns, and many businesses and rural residents residing in the unincorporated areas of Whitman County, Washington and Latah County, Idaho. Ground water levels in the deep aquifer system have been declining since measurement began in the late 19th century. Growth in the area following World War II led to increased pumping from the aquifer system, and by the late 1950's a serious decline in water levels was recognized by the cities, state institutions and regulatory agencies. Concerns regarding long term water supplies in the area led to the 1967 formation of an informal committee, known then as the Pullman-Moscow Water Resource Committee (PMWRC), to study the problem and make recommendations to the administrative and elected representatives of the major pumping entities. In time membership in the committee was expanded to include Whitman and Latah counties and then Colfax, Washington. And although not a formal PBAC member, since 2006 the City of Palouse has at times contributed funding toward the administration of the Committee. In 1998, to reflect its expanded membership and the regional nature of the resource, the committee name was changed to the Palouse Basin Aquifer Committee (PBAC). In 1992, the PMWRC, with the support of Washington and Idaho state regulatory agencies, enacted a Groundwater Management Plan (GWMP) for the basin. The Groundwater Management Plan and an associated Intergovernmental Agreement include requirements to report accomplishments, pumpage and water level information. The 2013 total combined ground water pumpage by the primary pumping entities within the basin was 2.61 billion gallons. In aggregate (Pullman, Moscow, WSU, UI, Colfax, Palouse), pumping for 2013 was approximately 1% less than in 2012, and 15.5% less than in 1992, the first year the Groundwater Management Plan took effect.

    The precise boundaries of the basin have not been delineated (see working boundary below). Ground water in the basin is pumped primarily from two aquifer systems: the upper Wanapum and the lower Grande Ronde. The Wanapum and Grande Ronde Formations are part of the Columbia River Basalt Group, which consists of thousands of feet of lava flows that covered much of eastern Washington, northern Oregon, and portions of western Idaho during eruptions that occurred between 17 and 6 million years ago. The nature of the emplacement of the basalts over time resulted in significant differences in geology from west to east across the basin. The eastern end of the basin is characterized by thick sedimentary interbeds that thin west of Moscow. The Grande Ronde basalts are thicker beneath Pullman.



Working Boundary for the Palouse Groundwater Basin

The primary municipal drinking water source in the basin is the lower Grande Ronde aquifer system. In Pullman, all of the municipal residents obtain their drinking water from the Grande Ronde. Rural basin residents in Whitman County pump from both the upper and lower aquifers. In Moscow, 31% of the 2013 supply came from the upper Wanapum, and many of the rural residents in Latah County also tap the upper aquifer. In general, the Grande Ronde wells are more productive and contain higher quality water than those in the Wanapum. Water levels in the Grande Ronde have historically declined at a rate of between 0.6 and 1.5 feet per year for 70 or more years. Water levels in the upper aquifer dropped drastically in the late 1950s and early '60s but recovered in the 1970s and '80s when much of the pumping switched to the lower aquifer. Although absolute values are still uncertain, it is thought that there is limited recharge to both the Wanapum and the Grande Ronde aquifer systems.

- Priority level(s): local and regional
- Source of data: 2013 Palouse Groundwater Basin Water Use Report, Palouse Basin Aquifer Committee, 2014.
- Engaged entities: Palouse RCPP partners, Palouse Basin Aquifer Committee (PBAC), WSU, UI, City of Pullman, City of Moscow, City of Colfax, City of Palouse, Whitman County, Latah County, Department of Ecology, Idaho Department of Water Resources, local

non-profit organizations, Palouse Water Summit.

- **Climate Change**

  - Description: The response of arid lands to climate change will be strongly influenced by interactions with non-climatic factors such as land use at local scales. Livestock grazing, conversion to agriculture, urbanization, energy and natural resource development, habitat treatment, and even restoration activities have had both direct and indirect consequences. Land use change over the past 200 years has had a much greater effect on these ecosystems than has climate change, and the vast majority of land use changes have little to do with climate or climate change. Today's arid lands reflect a legacy of historic land uses, and future land use practices will arguably have the greatest impact on arid land ecosystems in the next two to five decades. In the near-term, climate fluctuation and change will be important primarily as it influences the impact of changes in land use on ecosystems, and how ecosystems respond to land use. In addition to traditional land uses such as agriculture and grazing, arid land response to future climate will be mediated by growing environmental pressures such as air pollution and nitrogen deposition, energy development, motorized off-road vehicles, feral pets, and invasion of non-native plants. Some of these factors may reinforce and accentuate climate effects (e.g., livestock grazing); others may constrain, offset or override climate effects (e.g., atmospheric CO2 enrichment, fire, non-native species).

    Slight changes in temperature and precipitation can substantially alter the composition, distribution, and abundance of species in arid lands, and the products and services they provide. For example, observed and projected decreases in the frequency of freezing temperatures, lengthening of the frost-free season, and increased minimum temperatures can alter plant species ranges and shift the geographic and elevational boundaries of many arid lands. The extent of these changes will also depend on changes in precipitation and fire. Increased drought frequency could also cause major changes in vegetation cover. Losses of vegetative cover coupled with increases in precipitation intensity and climate-induced reductions in soil aggregate stability will dramatically increase potential erosion rates. Transport of eroded sediment to streams coupled with changes in the timing and magnitude of minimum and maximum flows can affect water quality, riparian vegetation, and aquatic fauna. Major climate change effects on Washington's shrub-steppe and grassland ecosystems include:
    - Changes in species composition, distribution, and community dynamics
    - Changes in ecosystem productivity
    - Changes in disturbance regimes

    Although climate change can potentially impact arid land river and riparian ecosystems through a variety of mechanisms and pathways, three are particularly important. The first is the impact of climate change on water budgets. The second is competition between native and non-native species in a changing climate; and the third is the role of extreme climate events (e.g., flood and droughts) in a changing climate. Extreme events have always shaped ecosystems, but the interactions of a warmer climate with a strengthened and more variable hydrologic cycle are likely to be significant structuring agents for riverine corridors in arid lands.

  - Priority level(s): local, regional, and global

- Source of data: Summary of Climate Change Effects on Major Habitat Types in Washington State: Shrub-Steppe and Grassland Habitats. Washington Department of Fish and Wildlife and the National Wildlife Federation. July, 2011. http://wdfw.wa.gov/conservation/climate_change/
- Engaged entities: Palouse RCPP partners, NRCS, WA Dept. Fish and Wildlife, US Fish and Wildlife Service, Department of Ecology, local non-profit organizations, Palouse Prairie Foundation, UI Extension.

- **Anadromous Fish Recovery and Aquatic Passage**

  - Description: Salmon recovery plans have been implemented in order to sustain and reverse the decline of endangered salmon species, preserving them for future generations. These species include Chinook salmon and steelhead trout. Salmon populations have been declining for a long period of time. Discerning the factors that contributed to this decline has been and is a lengthy process. Local, state, tribal and federal governments have been studying the processes that have contributed to dwindling salmon populations for over a decade and are currently implementing strategies for protecting and recovering salmon.

  - Priority level(s): local and regional

  - Source of data: Snake River Salmon Recovery Plan (SRSRP)

  - Engaged entities: Palouse RCPP partners, NRCS, FSA, WA Dept. Fish and Wildlife, US Fish and Wildlife Service; local non-profit organizations, local consulting firms, Whitman County, Snake River Salmon Recovery.

- **Urban Development**

  - Description: There have been permanent losses of Palouse habitats to urban and rural residential growth. Resource managers are concerned by the growing number of ranchettes, subdivisions, subdivided cropland, and floodplain encroachment. Rural development often occurs near wooded areas, lakes, or streams. The increasing number of dwellings poses a threat to water quantity, water quality due to the increased amount and dispersion of potential nutrient sources immediately adjacent to waterways and displaces habitat and wildlife. According to Knick et al. (2003), urbanization, roads, and powerlines continue to fragment ecological systems. This loss represents a major challenge for restoration because essential components of the system may be disrupted or lacking entirely. Knick et al. (2003) claims this loss of continuous habitat reaches, as a result of urbanization and agricultural conversion, may be irreversible.
    The lower reaches of the North Fork and South Fork Palouse Rivers are confined to a concrete lined channel for nearly 0.5 miles as the stream enters the town of Colfax. This results in a loss of riparian habitat and channelizes the stream which contributes to hydrograph modifications. Ferguson et al. (2001) discuss effects of urbanization on wildlife and habitats, and state that predation rates on wildlife are higher in urban areas in comparison to similar exurban areas; with an increase in edge comes an increase in nest predation and brood parasitism. Their research suggests that increased predation in urban areas may be attributed to human

pets—cats and dogs. Building and barren ground reduce and simplify vegetation within patches and provide hunting areas for domestic cats and dogs that may effectively reduce the local abundance of vertebrate prey. Additional concerns related to urban development include:

- septic systems- rural residents are on individual septic systems for domestic waste treatment. Improperly installed or failing septic systems are a source of water quality impairments.
- road development- the transportation system within the Palouse River subbasin is a potential limiting factor to wildlife populations. Road densities and placement can have a negative impact on wildlife use of important habitat. More than 65 species of terrestrial vertebrates in the interior Columbia River basin have been shown to be negatively affected by roads (Ashley and Stovall 2004). Roads can negatively affect terrestrial vertebrate habitats and populations as well as water quality and fish populations. Habitat fragmentation, due to road construction and improper culvert placement, has also prevented migration of fish and amphibian species within and/or between some subbasin tributaries. Increasing road densities can reduce big game habitat effectiveness and increase vulnerability to harvest. Motorized access facilitates firewood cutting and commercial harvest, which can reduce the suitability of habitats surrounding roads to species that depend on large trees, snags, or logs. Roads also aid the spread of noxious weeds. Road construction and maintenance has contributed to channelization and relocation of natural streams, causing a loss of fisheries habitat, and has negatively impacted the subbasin's hydrograph.
- roadway erosion- Approximately 200 miles of unsurfaced roadways exist within the watershed. Unsurfaced (graveled and un-maintained) roadways contribute an estimated 12 tons/acre/year of sediment at a 60% sediment delivery ratio (Rasmussen et al. 1995).

- Priority level(s): local and regional

- Source of data: Gilmore, S., Resource Planning Unlimited, Inc. Palouse Subbasin Management Plan. May 2004.

- Engaged entities: Palouse RCPP partners, NRCS, Department of Ecology, City of Pullman Stormwater Services, Whitman County Public Works, local non-profit organizations, Palouse Land Trust.

- **Local and Watershed Planning**

  - Description: Local and watershed planning efforts are essential processes for natural resource conservation prioritization. Voluntary Stewardship Program (VSP) is an optional, incentive-based program created as an alternative approach for counties to protect critical areas on agricultural lands. Counties "opting-in" to VSP will develop a Work Plan as an alternate method of meeting the Washington State Growth Management Act's (GMA) critical areas protection requirements while enhancing the viability agriculture. VSP is supported by the Washington State Conservation Commission (WSCC), Washington State Farm Bureau and many others.
    - Twenty-eight counties have "opted in" to the VSP, including Whitman County and Garfield County. Watershed Groups have been formed, which include a broad representation of key watershed stakeholders who are responsible for developing the Work Plan for the County.

- The Work Group will be meeting regularly throughout 2016-2017 to develop the Work Plan, supported by the Whitman County conservation districts, Pomeroy Conservation District, Whitman County, Garfield County, and Anchor QEA (consultant). The Work Plan must:
    1. Identify Critical Areas and Ag Activities
    2. Identify Outreach Plan to Contact Landowners
    3. Identify Entity to Provide Landowner Assistance
    4. Identify Measurable Goals and Benchmarks
- Five Critical Areas identified under Growth Management Act include:
    1. Wetlands
    2. Frequently Flooded Areas
    3. Critical Aquifer Recharge Areas
    4. Geologically Hazardous Areas
    5. Fish and Wildlife Habitat Areas

- Priority level(s): local and state

- Source of data: Anchor QEA

- Engaged entities: Whitman County Conservation Districts, Pomeroy Conservation District, Washington State Conservation Commission, Whitman County, Garfield County, local non-profits, local agricultural organizations, local agricultural operators, local residents.

Washington Conservation Districts assisting land managers with their conservation choices

Natural Resource Priority Program Area: Soil Health & Erosion Control

Goal(s): Demonstrated improvement in soil health including reduction in erosion as a result of people assisted, conservation plans developed and conservation practices implemented. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Natural Resource Objective: Reduced erosion rates (soil loss tolerance), reduced sedimentation in water, improved soil health indicators, conservation practices related to water quality improvement implemented

Programmatic Objective: zero complaints, 100 individuals assisted, 30 conservation plans developed

Funding Source(s): Washington State Conservation Commission; Washington Department of Ecology Direct Seed; Whitman County VSP; Garfield County VSP; Washington Department of Ecology Palouse Basin; Washington Department of Ecology BMP; Washington State DOT; EQIP; NRCS RCPP; CREP; and Direct Seed Loan Program (administered through Spokane CD).

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Continue the soil health monitoring program for the Palouse River Watershed	10/15/18-10/30/18 4/01/18-4/15/18	Ryan Boylan, Anthony Hatcher	30	$7,637.67	
Work with WSU to develop critical source area and targeted BMP maps for the Palouse River Watershed	7/1/2018-6/30/2019	Ryan Boylan	15	$28,820.25	
Work with Palouse River Watershed planners to develop accurate watershed hydrology models	12/1/2018-3/30/2019	Ryan Boylan, Jodi Prout	10	$1,241.00	

Continue water quality monitoring on North Fork Palouse River	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	18.5	$992.50	
Maintain databases and analyze data for all water quality monitoring projects	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher, Jessica Self	30	$5,584.50	
Continue monitoring the paired watersheds setup throughout the Palouse River Watershed	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	60	$29,500.00	
Plan and facilitate Palouse Alternative Cropping Symposium	8/1/2018-2/28/2019	Ryan Boylan	12.25	$2,249.51	
Continue water quality monitoring on the South Fork Palouse River	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	24	$6,898.73	
Pursue additional technical and financial resources for precision agriculture program	7/1/2018-6/30/2020	Janessa Julson, Stephen Johnson, Jessica Self	5	$700.00	
Implement streambank protection BMPs using bioengineered methods	07/01/18-06/30/19	Stephen Johnson, Janessa Julson, Drew Schuldt, Randy Stephens	43.75	$6,125.00	
Look into funding to develop a cover crop cost-share program	07/01/18-06/30/19	Jessica Self, Janessa Julson, Stephen Johnson	5	$700.00	
Conservation planning and implementation planning for Palouse RCPP projects and deliverables	07/01/18-06/30/20	Stephen Johnson, Janessa Julson	36	$5,040.00	
Continuation of direct seed cost-share program	07/01/2018-06/30/22	Tami Stubbs, Stephen Johnson,	50	$75,000.00	

		Janessa Julson			
Promote soil health information to local producers	07/01/2018-06/30/22	Tami Stubbs, Stephen Johnson, Janessa Julson	7.5	$1,050.00	
Implement waste storage and composting facilities in livestock systems	07/01/18-06/30/19	Janessa Julson	43.75	$4,083.33	
Maintain PCD water quality lab	7/1/2018-6/30/2019	Anthony Hatcher, Ryan Boylan	8	$2,193.60	
Implement conservation tillage cost share and agriculture practices with RCPP-EQIP	07/01/2018-06/30/2019	Janessa Julson, Stephen Johnson, Laura Heinse	204.125	$155,500.00	
Implement Commodity Buffer Program	ongoing	Stephen Johnson, Janessa Julson	10	$9,779.53	
Implement Incentives for riparian buffers	ongoing	Stephen Johnson, Janessa Julson	6.25	$3,402.83	
Provide maintenance on existing riparian projects in Palouse Watershed	ongoing	Stephen Johnson, Janessa Julson	5	$33,109.06	
Install riparian buffers with RCPP-EQIP	ongoing	Janessa Julson, Stephen Johnson, Laura Heinse	204.125	$60,585.82	
Implement soil health, water quality, and wildlife habitat projects with WSCC RCPP funds	ongoing	Stephen Johnson, Janessa Julson	6.25	$87,724.46	

Monitor soil health and water quality parameters in Palouse Watershed Streams	ongoing	Ryan Boylan/Anthony Hatcher, Janessa Julson, Stephen Johnson	6.25	$870.44	
Implement CSP acres through Palouse RCPP	07/01/2018-06/30/2019	Janessa Julson, Stephen Johnson		$22,765.00	
Additional Training Funds		Stephen Johnson	0	$500.00	
Additional Training Funds		Janessa Julson	0	$500.00	
Hydroseeder		Stephen Johnson, Janessa Julson		$3,333.33	
General Education/Outreach	07/01/2018-06/30/2019	Jodi Prout	30	$7,047.45	
General Education/Outreach	07/01/2018-06/30/2019	Jodi Prout	5	$546.40	
Riparian Buffer Implementation	07/01/2018-06/30/2019	Drew Schuldt, Randy Stevens, Janessa Julson	508	$47,745.20	
Urban Riparian	07/01/2018-06/30/2019	Drew Schuldt	20	$1,429.75	
Secure AmeriCorps member placement/AmeriCorps Supervision	07/01/2018-06/30/2019	Drew Schuldt	200	$10,496.67	
Education Videos	07/01/2018-06/30/2019	Drew Schuldt, Jodi Prout	20	$1,239.67	
Develop funding opportunities through Conservation Innovation Grants, RCO WWRP, DOE, Western SARE, NAWCA, ALEA, Floodplain by Design, IWJV, and other funding opportunities.	07/01/2018-06/30/2019	Jessica Self, All Staff	80	$3,333.33	
Technical Assistance (roadside banks, no spray signs)	07/01/2018-	All Staff	20	$575.20	

	06/30/2019				
Streambank Stabilization	07/01/2018-06/30/2019	Gary Ausman, Drew	20	$719.00	
Continue WSDOT Work	07/01/2018-06/30/2019	Drew Schuldt	324	$9,789.70	
Utilize district engineer to perform evaluations of stream erosion and develop potential projects	07/01/2018-06/30/2019	Gary Ausman, All Staff	80	$958.67	
Develop Beaver Dam Analog (BDA) and Post Assisted Log Structures (PALS) projects	07/01/2018-06/30/2019	Drew Schuldt	80	$958.67	
Apply for additional implementation funding for PALS and BDA projects	07/01/2018-06/30/2019	Drew Schuldt	24	$1,725.60	
CREP	07/01/2018-06/30/2019	Randy Stevens	156	$11,250.00	
CREP Costshare	07/01/2018-06/30/2019	Randy Stevens		$149,562.80	
Conservation Planning	07/01/2018-06/30/2019	Randy Stevens	50	$14,572.00	
RCPP Conservation Planning	ongoing	Tami Stubbs	37.5	$2,096.25	
Precision Ag Education	ongoing	Tami Stubbs	6	$670.80	
Equipment Access Outreach	ongoing	Tami Stubbs	0.25	$27.95	
Alternative Crops & Cover Crops Outreach	ongoing	Tami Stubbs	6	$670.80	
Assist in developing funding opportunities	ongoing	Tami Stubbs	4.75	$531.05	
Direct Seed Programs	ongoing	Tami Stubbs	35.5	$2,645.93	
Whitman County VSP Implementation	ongoing	Brad Johnson, Jessica Self, Jennifer Boie	50	$25,000.00	
Continue work with the local working group	ongoing	Laura Heinse, Jennifer Boie	20	$12,000.00	
Continue partnership for Palouse RCPP and Palouse River Watershed projects	ongoing	Laura Heinse, Jennifer Boie	50	$50,000.00	
		Total	**2667.75**	**$911,479.45**	

Natural Resource Priority Program Area: Water Quality (all sources)

Goal(s): Demonstrated improvement in water quality measures for water bodies in the Palouse CD including reduction in sediment, fecal coliform, temperature as a result of people assisted, conservation plans developed and conservation practices implemented. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Natural Resource Objective: Improved water quality measures (pH, sediment, temperature, bacteria, other), conservation practices related to water quality improvement implemented

Programmatic Objective: 60 individuals assisted, 15 conservation plans developed

Funding Source(s): Washington State Conservation Commission; Washington Department of Ecology Direct Seed; Whitman County VSP; Garfield County VSP; Washington Department of Ecology Palouse Basin; Washington Department of Ecology BMP; Washington State DOT; EQIP; NRCS RCPP; CREP; City of Pullman Stormwater Education; Franklin CD; Washington Soil Health; Direct Seed Loan Program (administered through Spokane CD); mitigation contracts.

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Continue the soil health monitoring program for the Palouse River Watershed	10/15/2018-10/30/2018; 04/01/2018- 04/15/2018	Ryan Boylan, Anthony Hatcher	30	$7,637.67	
Work with WSU to develop critical source area and targeted BMP maps for the Palouse River Watershed	7/1/2018-6/30/2019	Ryan Boylan	15	$28,820.25	
Work with Palouse River Watershed planners to develop accurate watershed hydrology models	12/1/2018-3/30/2019	Ryan Boylan, Jodi Prout	10	$1,241.00	
Continue water quality monitoring on North Fork Palouse River	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	18.5	$992.50	
Maintain databases and analyze data for all water quality monitoring projects	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher, Jessica Self	30	$5,584.50	

Continue monitoring the paired watersheds setup throughout the Palouse River Watershed	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	60	$29,500.00	
Plan and facilitate Palouse Alternative Cropping Symposium	8/1/2018-2/28/2019	Ryan Boylan	12.25	$2,249.51	
Continue water quality monitoring on the South Fork Palouse River	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	24	$6,898.73	
Pursue additional technical and financial resources for precision agriculture program	7/1/2018-6/30/2020	Janessa Julson, Stephen Johnson, Jessica Self	5	$700.00	
Implement streambank protection BMPs using bioengineered methods	07/01/18-06/30/19	Stephen Johnson, Janessa Julson, Drew Schuldt, Randy Stephens	43.75	$6,125.00	
Look into funding to develop a cover crop cost-share program	07/01/18-06/30/19	Jessica Self, Janessa Julson, Stephen Johnson	5	$700.00	
Conservation planning and implementation planning for Palouse RCPP projects and deliverables	07/01/18-06/30/20	Stephen Johnson, Janessa Julson	36	$5,040.00	
Continuation of direct seed cost-share program	07/01/2018-06/30/22	Tami Stubbs, Stephen Johnson, Janessa Julson	50	$75,000.00	
Promote soil health information to local producers	07/01/2018-06/30/22	Tami Stubbs, Stephen Johnson, Janessa Julson	7.5	$1,050.00	
Implement waste storage and composting facilities in livestock systems	07/01/18-06/30/19	Janessa Julson	43.75	$4,083.33	
Maintain PCD water quality lab	7/1/2018-6/30/2019	Anthony Hatcher, Ryan Boylan	8	$2,193.60	

Implement conservation tillage costshare and agriculture practices with RCPP-EQIP	07/01/2018-06/30/2019	Janessa Julson, Stephen Johnson, Laura Heinse	204.125	$155,500.00	
Implement Commodity Buffer Program	ongoing	Stephen Johnson, Janessa Julson	10	$9,779.53	
Implement Incentives for riparian buffers	ongoing	Stephen Johnson, Janessa Julson	6.25	$3,402.83	
Provide maintenance on existing riparian projects in Palouse Watershed	ongoing	Stephen Johnson, Janessa Julson	5	$33,109.06	
Install riparian buffers with RCPP-EQIP	ongoing	Janessa Julson, Stephen Johnson, Laura Heinse	204.125	$60,585.82	
Implement soil health, water quality, and wildlife habitat projects with WSCC RCPP funds	ongoing	Stephen Johnson, Janessa Julson	6.25	$87,724.46	
Monitor soil health and water quality parameters in Palouse Watershed Streams	ongoing	Ryan Boylan/Anthony Hatcher, Janessa Julson, Stephen Johnson	6.25	$870.44	
Implement CSP acres through Palouse RCPP	07/01/2018-06/30/2019	Janessa Julson, Stephen Johnson		$22,765.00	
Additional Training Funds		Stephen Johnson	0	$500.00	
Additional Training Funds		Janessa Julson	0	$500.00	
Hydroseeder		Stephen Johnson, Janessa Julson		$3,333.33	

General Education/Outreach	07/01/2018-06/30/2019	Jodi Prout	30	$7,047.45	
General Education/Outreach	07/01/2018-06/30/2019	Jodi Prout	5	$546.40	
Riparian Buffer Implementation	07/01/2018-06/30/2019	Drew Schuldt, Randy Stevens, Janessa Julson	508	$47,745.20	
Urban Riparian	07/01/2018-06/30/2019	Drew Schuldt	20	$1,429.75	
Secure AmeriCorps member placement/AmeriCorps Supervision	07/01/2018-06/30/2019	Drew Schuldt	200	$10,496.67	
Education Videos	07/01/2018-06/30/2019	Drew Schuldt, Jodi Prout	20	$1,239.67	
Develop funding opportunities through Conservation Innovation Grants, RCO WWRP, DOE, Western SARE, NAWCA, ALEA, Floodplain by Design, IWJV, and other funding opportunities.	07/01/2018-06/30/2019	Jessica Self, All Staff	80	$3,333.33	
Technical Assistance (roadside banks, no spray signs)	07/01/2018-06/30/2019	All Staff	20	$575.20	
Streambank Stabilization	07/01/2018-06/30/2019	Gary Ausman, Drew	20	$719.00	
Continue WSDOT Work	07/01/2018-06/30/2019	Drew Schuldt	324	$9,789.70	
Utilize district engineer to perform evaluations of stream erosion and develop potential projects	07/01/2018-06/30/2019	Gary Ausman, All Staff	80	$958.67	
Develop Beaver Dam Analog (BDA) and Post Assisted Log Structures (PALS) projects	07/01/2018-06/30/2019	Drew Schuldt	80	$958.67	
Apply for additional implementation funding for PALS and BDA projects	07/01/2018-06/30/2019	Drew Schuldt	24	$1,725.60	
CREP	07/01/2018-06/30/2019	Randy Stevens	156	$11,250.00	
CREP Costshare	07/01/2018-06/30/2019	Randy Stevens		$149,562.80	
Conservation Planning	07/01/2018-06/30/2019	Randy Stevens	50	$14,572.00	
RCPP Conservation Planning	ongoing	Tami Stubbs	37.5	$2,096.25	

Precision Ag Education	ongoing	Tami Stubbs	6	$670.80	
Equipment Access Outreach	ongoing	Tami Stubbs	0.25	$27.95	
Alternative Crops & Cover Crops Outreach	ongoing	Tami Stubbs	6	$670.80	
Assist in developing funding opportunities	ongoing	Tami Stubbs	4.75	$531.05	
Direct Seed Programs	ongoing	Tami Stubbs	35.5	$2,645.93	
Whitman County VSP Implementation	ongoing	Brad Johnson, Jessica Self, Jennifer Boie	50	$25,000.00	
Continue work with the local working group	ongoing	Laura Heinse, Jennifer Boie	10	$12,000.00	
Continue partnership for Palouse RCPP and Palouse River Watershed projects	ongoing	Laura Heinse, Jennifer Boie	50	$50,000.00	
		Total	**2597.75**	**$911,479.45**	

Natural Resource Priority Program Area: Replenishing the Landscape (habitat, vegetation, prairie, pollinators, aesthetics)

Goal(s): Demonstrated improvement in replenishing the landscape including habitat, vegetative cover, Palouse Prairie, pollinators, and aesthetics as a result of people assisted, conservation plans developed and conservation practices implemented. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Natural Resource Objective: Increase availability of conservation plants, increase public awareness of Palouse landscape, adequate wildlife habitat and populations, increase pollinator habitat, and increase native plant community diversity and abundance

Programmatic Objective: 100 individuals contacted, 5 conservation plans developed

Funding Source(s): US Fish and Wildlife Service; Washington State Conservation Commission; Annual Surplus Tree Sale; WDOT mitigation maintenance contract; CREP; NRCS RCPP; Whitman County VSP; Garfield County VSP.

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Garfield VSP Education, Outreach & TA	Ongoing	Brad Johnson, Jennifer Boie, Pam	12	$6,205.18	
Whitman VSP Education, Outreach & TA	Ongoing	Brad Johnson, Jennifer Boie, Jessica Self, Jodi Prout, Pam	110	$60,000.00	
Hydroseeder	Ongoing	Stephen Johnson, Janessa Julson	0	$3,333.33	
USFWS Recovery- Palouse Prairie	07/01/2017-06/30/2019	James Riser	20	$12,500.00	
Cooperative Recovery Initiative F&W funds	05/01/2017-01/10/2021	James Riser	10	$5,000.00	
Planning and technical assistance including livestock operation improvements	Ongoing	Drew Schuldt	8	$460.16	
Riparian Buffer Implementation	Ongoing	Drew Schuldt, Randy Stephens, Janessa Julson	63.5	$47,752.40	
Develop Grant Programs focused on replenishing landscapes	Ongoing	Jessica Self, All Staff	20	$5,752.00	
Technical Assistance	Ongoing	All Staff	2.5	$958.67	
Urban Riparian	Ongoing	Drew Schuldt	2.5	$1,429.75	
CREP	Ongoing	Randy Stevens	155.625	$11,250.00	
Lead Entity	Ongoing	Randy Stevens, Jodi Prout, Brad Johnson	11.25	$791.74	
RCPP Conservation Planning	Ongoing	Tami Stubbs	37.5	$8,385.00	
Continue WSDOT Work	Ongoing	Drew Schuldt	40.5	$9,789.70	
Implement direct seed costshare and agriculture practices with RCPP-EQIP	Ongoing	Janessa Julson, Stephen Johnson	94.125	$60,585.82	
Implement Commodity Buffer Program	Ongoing	Stephen Johnson, Janessa Julson	10	$9,779.53	

Implement Incentives for riparian buffers	Ongoing	Stephen Johnson, Janessa Julson	6.25	$3,402.83	
Provide maintenance on existing riparian projects in Palouse Watershed	Ongoing	Stephen Johnson, Janessa Julson	5	$8,277.27	
Install riparian buffers with RCPP-EQIP	Ongoing	Janessa Julson, Stephen Johnson	94.125	$67,037.15	
Implement soil health, water quality, and wildlife habitat projects with WSCC RCPP funds	Ongoing	Stephen Johnson, Janessa Julson	6.25	$88,152.83	
Implement CSP acres through Palouse RCPP	Ongoing	Janessa Julson, Stephen Johnson		$22,765.00	
Additional Training Funds	Ongoing	Staff	0	$500.00	
Implement habitat monitoring program for Palouse River Watershed	Ongoing	Ryan Boylan, Anthony Hatcher	10	$5,723.00	
Tree Sale	Ongoing	Zack Carter	3	$2,000.00	
Conservation planning and implementation planning for Palouse RCPP projects and deliverables.	Ongoing	Tami Stubbs, Stephen Johnson, Janessa Julson, Laura Heinse	160	$145,000.00	
		Total	**840.125**	**$586,831.35**	

Natural Resource Priority Program Area: Air Quality

Goal(s): Demonstrated improvement in air quality and reduction in complaints as a result of people assisted, agricultural burn permit plans developed and conservation practices implemented. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Natural Resource Objective: Improved air quality

Programmatic Objective: Successful agriculture burn program, 10 people assisted, zero complaints

Funding Source(s): Department of Ecology Burn Program; NRCS RCPP; Whitman County VSP; Department of Ecology Direct Seed & Precision Ag.

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Assist with Burn Permits	ongoing	Pam Furchtenicht, Stephen Johnson, Janessa Julson	3	$5,000.00	
Direct Seed Programs	ongoing	Tami Stubbs	35.5	$2,795.00	
RCPP Conservation Planning	ongoing	Tami Stubbs	37.5	$3,968.90	
Whitman County VSP Implementation	ongoing	Brad Johnson, Jessica Self	20	$8,000.00	
Technical Assistance with burning related to CRP takeout	ongoing	Brad Johnson, Larry Cochran	15	$13,000.00	
		TOTAL	**111**	**$32,763.90**	

Natural Resource Priority Program Area: Energy

Goal(s): Demonstrated improvement in agriculture energy conservation as a result of people assisted with energy assessments, conservation plans developed, and conservation practices implemented. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Natural Resource Objective: Increased energy conservation and improved operation efficiency

Programmatic Objective: 30 Individual assisted with direct seed cost-share, 30 conservation plans developed

Funding Source(s): Washington State Conservation Commission; NRCS RCPP; Department of Ecology Direct Seed & Precision Ag.

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Direct Seed Cost Share	ongoing	Tami Stubbs, Stephen Johnson, Janessa Julson, Jessica Self, Jennifer Boie	10	$10,000.00	
Precision Agriculture training and cost share	ongoing	Tami Stubbs, Janessa Julson, Stephen Johnson, Keith Kopf	10	$10,000.00	
Look into opportunities (including TSP) to conduct energy audits.	ongoing	Jennifer Boie, Jessica Self	2	$1,000.00	
Solar Project Collaborations with local companies	ongoing	Jessica Self, Randy Johnson	2	$1,000.00	
Wind Project Collaborations with local companies	ongoing	James Riser, Jessica Self, Laura Heinse	2	$1,000.00	
Columbia River Basin Food-Energy-Water Nexus Stakeholder Advisory Group workshop		Laura Heinse	5	$2,236.50	
		TOTAL	**31**	**$25,236.50**	

Natural Resource Priority Program Area: Invasive Species Control

Goal(s): Demonstrated improvement in weed control and technical assistance for district projects as a result of people assisted, weed control practices implemented. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Natural Resource Objective: Reduction in invasive weed presence at project sites and increased weed control technical assistance

Programmatic Objective: 15 individuals provided with technical assistance on weed control, increased weed control on 15 district project sites

Funding Source(s): Washington State Conservation Commission; NRCS RCPP; USFWS; CREP.

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Palouse Prairie management/restoration/surveys	ongoing	James Riser	20	$12,500.00	
Explore bio-control opportunities	ongoing	Drew Schuldt, Jessica Self	5	$5,000.00	
Urban Riparian	ongoing	Drew Schuldt	4	$1,429.75	
Continue to work with partners to develop and implement mitigation program	ongoing	Drew Schuldt	5	$575.20	
Weed Control Technical Assistance	ongoing	All Staff	2.5	$2,876.00	
Continue WSDOT Weed Control	ongoing	Drew Schuldt	40.5	$9,789.70	
DOE SFPR Project Implementation	ongoing	Drew Schuldt, Randy Stevens, Zach Carter, Ryan Boylan	5	$8,857.20	
		TOTAL	**82**	**$41,027.85**	

Natural Resource Priority Program Area: Small Acreage Issues

Goal(s): Demonstrated improvement in small acreage conservation issues as a result of people assisted, conservation plans developed and conservation practices implemented. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Natural Resource Objective: Erosion reduction, increased water quality, and decline in weed populations on small acreage

Programmatic Objective: 4 individuals assisted and 4 conservation plans developed

Funding Source(s): Washington State Conservation Commission; Washington Department of Ecology Palouse Basin; USFWS; CREP.

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Implement waste storage and composting facilities in livestock systems	07/01/18-06/30/19	Janessa Julson	43.75	$6,125.00	
Implement livestock watering facilities and pipelines	07/01/18-06/30/19	Janessa Julson	12.5	$3,500.00	
General Ed/Outreach	07/01/18-06/30/19	Jodi Prout	25	$8,928.00	
Riparian Buffer Implementation	07/01/18-06/30/19	Drew, Randy, Janessa	63.5	$59,690.50	
Technical Assistance	07/01/18-06/30/19	All Staff	3	$2,876.00	
Palouse Prairie inventory and technical assistance for protection, restoration, and species recovery	Ongoing	James Riser	6	$5,000.00	
Continue partnership for Palouse RCPP and Palouse River Watershed projects	Ongoing	Jennifer Boie, Laura Heinse	55	$50,000.00	
		TOTAL	**208.75**	**$ 136,119.50**	

District Program Area: Education / Outreach

Goal(s): Demonstrated improvement in conservation awareness and interest as a result of educational and outreach events, increased partner agencies and organizations involved and media coverage. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Programmatic Objective: Education and outreach program will coordinate or participate in 50 events, 20 partner agencies and organizations will be reached, 15 media articles and other media coverage, and 4,000 individuals contacted

Funding Source(s): Washington State Conservation Commission; Washington Department of Ecology Burn Program; Washington Department of Ecology Direct Seed & Precision Ag.; Whitman County VSP; Garfield County VSP; Washington Department of Ecology Palouse Basin; Washington Department of Ecology BMP Placement; Washington State DOT; EQIP; NRCS RCPP; City of Pullman Stormwater Education; CREP; Franklin CD Wheat Week and Drain Rangers; Washington Soil Health; USFWS; Project WET; Project Learning Tree.

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Plan and facilitate Palouse Alternative Cropping Symposium	8/1/2018-2/28/2019	Ryan Boylan, Jodi Prout	12.25	$2,249.51	
Continue water quality monitoring technical assistance and equipment checkout program	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	2.5	$465.38	
Continue the soil health monitoring program for the Palouse River Watershed	10/15/2018-10/30/2018; 04/01/2018- 04/15/2018	Ryan Boylan, Anthony Hatcher	30	$7,637.67	
Continue water quality monitoring on North Fork Palouse River	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	18.5	$2,829.18	
Continue monitoring the paired watersheds setup throughout the Palouse River Watershed	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	60	$29,500.00	
Work with Palouse River Watershed planners to develop accurate watershed hydrology models	12/1/2018-3/30/2019	Ryan Boylan, Jodi Prout	10	$1,241.00	
Continue water quality monitoring on the South Fork Palouse River	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	24	$6,898.73	
Promote soil health information to local producers	7/1/2018-6/30/2019	Tami Stubbs, Stephen Johnson, Janessa Julson, Laura Heinse	7.5	$1,050.00	
Conservation planning and implementation planning for Palouse RCPP projects and deliverables	7/1/2018-6/30/2019	Stephen Johnson, Janessa Julson	36	$3,360.00	

Garfield VSP Education, Outreach & TA	7/1/2018-6/30/2019	Brad Johnson, Jennifer Boie, Pam	62.5	$36,078.00	
Whitman VSP Education, Outreach & TA	7/1/2018-6/30/2019	Jennifer Boie, Jessica Self, Jodi Prout, Brad Johnson, Pam	110	$30,000.00	
Provide outreach to landowners in Palouse River Watershed	7/1/2018-6/30/2019	Stephen Johnson, Jodi Prout, Janessa Julson	2.5	$3,104.53	
Tablets for Crew and Ed/Outreach		Stephen Johnson, Jodi Prout, Janessa Julson		$1,200.00	
K-12 Education	07/01/2018-06/30/2019	Jodi Prout	69.5	$20,888.45	
Producer Ed/Outreach	07/01/2018-06/30/2019	Jodi Prout	97.5	$31,619.20	
General Ed/Outreach	07/01/2018-06/30/2019	Jodi Prout	58	$25,882.60	
USFWS Recovery- Palouse Prairie (11% overhead)	07/01/2017-06/30/2019	James Riser			
Secure AmeriCorps member placement/AmeriCorps Supervision	July 1, 2018 - June 30 2019	Drew Schuldt, Jodi Prout	25	$31,490.00	
Education Videos	July 1, 2018 - September 30, 2018	Drew Schuldt	2.5	$3,719.00	
WSU Career Fair participation	10/18/18	Drew Schuldt	1	$287.60	
Internship opportunities for local college students	July 1, 2018 - June 30 2019	Drew Schuldt	5	$1,438.00	
WSU Center for Civic Engagement activities	July 1, 2018 - June 30 2019	Drew Schuldt	5	$1,438.00	
Lentil Festival/Palouse Empire Fair	ongoing	Jodi Prout, All Staff	7	$6,000.00	
Funding Development in Education/Outreach/Marketing	07/01/2017-06/30/2019	Jessica Self, Jodi Prout, All Staff	5	$4,000.00	

Annual Listening Session	ongoing	Jennifer Boie, Jodi Prout, Pam, Jessica	6	$5,000.00	
Conservation Tour	ongoing	Jennifer Boie, Laura Heinse, Pam, Jodi	6	$5,000.00	
Conservation Awards of the Year	ongoing	PCD Board, All staff	1	$1,000.00	
Plan and conduct local Envirothon competition	ongoing	Jodi Prout	3	$2,500.00	
Work with other Whitman County CDs on Land Judging Contest	ongoing	Jodi Prout	3	$2,500.00	
		TOTAL	**670.25**	**$268,376.85**	

Natural Resource Priority Program Area: Water Quantity

Goal(s): Demonstrated improvement in water quantity conservation issues as a result of people assisted, conservation plans developed and conservation practices implemented. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Natural Resource Objective: Water conservation, increased water quantity, and decline in water wasted

Programmatic Objective: Greater public awareness of water quantity issues through participation in Palouse Basin Water Summit and PBAC activities

Funding Source(s): Washington State Conservation Commission; NRCS RCPP;

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Implement conservation tillage costshare and agriculture practices with RCPP-EQIP	07/01/2018-06/30/2019	Janessa Julson, Stephen Johnson, Laura Heinse	204.125	$67,037.15	

Implement Commodity Buffer Program	ongoing	Stephen Johnson, Janessa Julson	10	$9,094.13	
Implement Incentives for riparian buffers	ongoing	Stephen Johnson, Janessa Julson	6.25	$3,402.83	
Provide maintenance on existing riparian projects in Palouse Watershed	ongoing	Stephen Johnson, Janessa Julson	5	$8,277.29	
Install riparian buffers with RCPP-EQIP	ongoing	Janessa Julson, Stephen Johnson, Laura Heinse	204.125	$67,037.15	
Implement soil health, water quality, and wildlife habitat projects with WSCC RCPP funds	ongoing	Stephen Johnson, Janessa Julson	6.25	$44,000.00	
Monitor soil health and water quality parameters in Palouse Watershed Streams	ongoing	Ryan Boylan, Anthony Hatcher, Janessa Julson, Stephen Johnson	6.25	$870.44	
Implement CSP acres through Palouse RCPP	07/01/2018-06/30/2019	Janessa Julson, Stephen Johnson		$22,765.00	
Additional Training Funds		Stephen Johnson	0	$500.00	
Additional Training Funds		Janessa Julson	0	$500.00	
Hydroseeder		Stephen Johnson, Janessa Julson		$3,333.33	
Jovanovich Cultural Survey		Jon Meyer, Susan Ellis	3	$1,224.00	
NRCS TSP		Jon Meyer, Susan Ellis	5.5	$2,494.00	
NRCS TSP		Jon Meyer, Susan Ellis	5.5	$2,494.00	
K-12 Education	07/01/2018-06/30/2019	Jodi Prout	69.5	$10,444.23	
Producer Ed/Outreach	07/01/2018-06/30/2019	Jodi Prout	97.5	$7,047.45	
General Ed/Outreach	07/01/2018-06/30/2019	Jodi Prout	58	$546.40	
Continue to work with partners to develop and implement mitigation program	07/01/2018-06/30/2019	Drew Schuldt	6	$1,725.60	

Identify and secure additional funding to focus on urban waterways and stormwater	07/01/2018-06/30/2019	Drew Schuldt	4	$1,150.40	
CREP Implementation	07/01/2018-06/30/2019	Randy Stevens	155.625	$11,250.00	
CREP Costshare	07/01/2018-06/30/2019	Randy Stevens	155.625	$149,562.80	
Lead Entity	07/01/2018-06/30/2019	Randy Stevens, Jodi Prout, Brad Johnson	11.25	$989.68	
DOE SFPR Project Implementation	07/01/2018-06/30/2019	Drew Schuldt, Randy Stevens, Zach Carter, Ryan Boylan	5	$20,000.00	
Conservation Planning	07/01/2018-06/30/2019	Stephen Johnson, Laura Heinse, Tami Stubbs, Janessa Julson,	50	$3,643.00	
RCPP Conservation Planning	07/01/2018-06/30/2019	Tami Stubbs	37.5	$2,096.25	
Assist in developing funding opportunities	07/01/2018-06/30/2019	Tami Stubbs	4.75	$531.05	
Direct Seed Programs	07/01/2018-06/30/2019	Tami Stubbs	35.5	$3,968.90	
Continue the soil health monitoring program for the Palouse River Watershed	10/15/2018-10/30/2018; 04/01/2018-04/15/2018	Ryan Boylan, Anthony Hatcher	30	$7,637.67	
Continue water quality monitoring on North Fork Palouse River	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	18.5	$2,829.18	
Maintain databases and analyze data for all water quality monitoring projects	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	30	$5,584.50	
Continue water quality monitoring technical assistance and equipment checkout program	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	2.5	$465.38	

Continue monitoring the paired watersheds setup throughout the Palouse River Watershed	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	60	$29,514.00	
Plan and facilitate Palouse Alternative Cropping Symposium	8/1/2018-2/28/2019	Ryan Boylan	12.25	$2,249.51	
Work with WSU to develop critical source area and targeted BMP maps for the Palouse River Watershed	7/1/2018-6/30/2019	Ryan Boylan	15	$28,820.25	
Work with Palouse River Watershed planners to develop accurate watershed hydrology models	12/1/2018-3/30/2019	Ryan Boylan, Jodi Prout	10	$1,241.00	
Continue water quality monitoring on the South Fork Palouse River	7/1/2018-6/30/2019	Ryan Boylan, Anthony Hatcher	24	$6,898.73	
Continuation of direct seed cost-share program	07/01/2018-06/30/22	Tami Stubbs, Stephen Johnson	50	$75,000.00	
Implement waste storage and composting facilities in livestock systems	07/01/18-06/30/19	Janessa Julson	43.75	$6,020.00	
Implement livestock watering facilities and pipelines	07/01/18-06/30/19	Janessa Julson	12.5	$1,820.00	
Implement streambank protection BMPs using bioengineered methods	07/01/18-06/30/19	Janessa Julson	43.75	$6,160.00	
Funding development for cover crop cost-share program	07/01/18-06/30/19	Jessica Self, Tami Stubbs, Stephen Johnson, Janessa Julson	10	$2,000.00	
Conservation planning and implementation planning for Palouse RCPP projects and deliverables	07/01/18-06/30/19	Stephen Johnson, Janessa Julson	36	$3,360.00	
		TOTAL	**1544.5**	**$625,585.28**	

Natural Resource Priority Program Area: Climate Change

Goal(s): Demonstrated improvement in implementation of conservation practices that address climate change issues as a result of people assisted, conservation plans developed and conservation practices implemented. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Natural Resource Objective: Pro-actively reduce impact of climate change
Programmatic Objective: 100 individuals assisted and 30 conservation plans developed

Funding Source(s): Washington State Conservation Commission; Washington Department of Ecology Direct Seed & Precision Ag; Washington Department of Ecology Palouse Basin; Washington Department of Ecology BMP; NRCS RCPP.

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Equipment Access Outreach	ongoing	Tami Stubbs	1	$27.95	
Alternative Crops & Cover Crops Outreach	ongoing	Tami Stubbs	6	$670.80	
Riparian Buffer Projects	ongoing	Drew Schuldt, Randy Stevens, Janessa Julson, Zack Carter, Field Crews	5	$5,000.00	
Palouse Prairie Projects	ongoing	James Riser, Zack Carter, Field Crews	6	$5,000.00	
Implement direct seed costshare and agriculture practices with RCPP-EQIP	ongoing	Janessa Julson, Stephen Johnson	94.125	$67,037.15	
		TOTAL	**112.125**	**$77,735.90**	

Natural Resource Priority Program Area: Anadromous Fish Recovery and Aquatic Passage

Goal(s): Recovery of anadromous fish populations. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Natural Resource Objective: Improved aquatic passage and habitat for anadromous fish

Programmatic Objective: 2 individuals assisted and 1 conservation plan developed

Funding Source(s): Washington State Conservation Commission; NRCS RCPP; CREP; Snake River Salmon Recovery Funding; RCO.

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Program Development /Training	ongoing	Brad Johnson, Jennifer Boie, Jessica Self, Pam	33.25	$16,674.58	
100 PALS	ongoing	Brad Johnson	38	$18,779.52	
Develop Beaver Dam Analog (BDA) and Post Assisted Log Structures (PALS) projects	ongoing	Drew Schuldt, Jessica Self	10	$958.67	
Apply for additional implementation funding for PALS and BDA projects	ongoing	Jessica Self, Drew Schuldt	6	$1,776.00	
CREP	ongoing	Randy Stevens	155.625	$11,250.00	
Lead Entity	ongoing	Randy Stevens, Jodi Prout, Brad Johnson, Janessa Julson	11.25	$3,958.70	
Continue partnership for Palouse RCPP and Palouse River Watershed projects	ongoing	Jennifer Boie, Laura Heinse	55	$50,000.00	
SRSRB Steptoe Habitat	ongoing	Brad Johnson, Randy Stevens	20	$51,165.78	
		TOTAL	**329.125**	**$ 154,563.25**	

Natural Resource Priority Program Area: Urban Development

Goal(s): Demonstrated improvement in urban development conservation issues as a result of people assisted, conservation plans developed and conservation practices implemented. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Natural Resource Objective: Erosion reduction, increased water quality, and decline in weed populations

Programmatic Objective: 4 individuals assisted and 2 conservation plans developed

Funding Source(s): Washington State Conservation Commission; City of Pullman Stormwater Education; Department of Ecology; NRCS RCPP.

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Soap Lake Monitoring	07/01/2018-10/31/2018	Susan Ellis, Jon Meyer	6	$2,448.00	
K-12 Education	07/01/2018-12/31/2019	Jodi Prout	38	$10,888.45	
Identify and secure additional funding to focus on urban waterways and stormwater		Jessica Self, Drew Schuldt	4	$1,150.00	
Provide technical assistance for backyard wildlife and pollinator habitat		Drew Schuldt	6	$1,725.60	
WSU Career Fair participation		Drew Schuldt, Jodi Prout	1	$287.60	
WSU Center for Civic Engagement activities		Drew Schuldt	5	$1,438.00	
Lentil Festival		Jodi Prout, Drew Schuldt	1	$287.60	
		TOTAL	**61**	**$ 18,225.25**	

Natural Resource Priority Program Area: Local and Watershed Planning

Goal(s): Natural resource conservation prioritization at local and watershed scales. Protection of critical areas while enhancing the viability agriculture. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Natural Resource Objective: Protection of critical areas; enhanced viability of agriculture; improved water quality, water quantity, soil health, air quality, energy conservation, species recovery, habitat, and aesthetics.

Programmatic Objective: Support the development of work plans for Whitman and Garfield Counties

Funding Source(s): Whitman County VSP; Garfield County VSP; Snake River Salmon Recovery Funding; NRCS RCPP; DOT; City of Pullman Stormwater Education; Washington State Conservation Commission.

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Monitoring, Reporting & Adaptive Management	ongoing	Brad	10.75	$6,205.18	
Monitoring, Reporting & Adaptive Management	ongoing	Brad Johnson, Jessica Self	40	$40,000.00	
Implement direct seed costshare and agriculture practices with RCPP-EQIP	ongoing	Janessa Julson, Stephen Johnson	94.125	$60,585.82	
Implement Commodity Buffer Program	ongoing	Stephen Johnson, Janessa Julson	10	$9,779.53	
Implement Incentives for riparian buffers	ongoing	Stephen Johnson, Janessa Julson	6.25	$3,402.83	
Provide maintenance on existing riparian projects in Palouse Watershed	ongoing	Stephen Johnson, Janessa Julson	5	$8,277.27	
Install riparian buffers with RCPP-EQIP	ongoing	Janessa Julson, Stephen Johnson	94.125	$67,037.00	
Implement soil health, water quality, and wildlife habitat projects with WSCC RCPP funds	ongoing	Stephen Johnson, Janessa Julson	6.25	$88,152.83	
Implement CSP acres through Palouse RCPP	ongoing	Janessa Julson, Stephen Johnson	20	$22,765.00	
K-12 Education	ongoing	Jodi Prout	38	$10,888.45	
Riparian Buffer Implementation	ongoing	Drew Schuldt, Randy Stevens, Janessa Julson	63.5	$59,690.50	
Conservation Planning	ongoing	Stephen Johnson, Laura Heinse, Tami Stubbs, Janessa Julson	50	$3,643.00	
		TOTAL	**438**	**$ 380,427.40**	

District Program Area: District Operations

Goal(s): Demonstrated improvement in district operations as a result of increased staff efficiency, updated training, and appropriate workload. Encourage development and growth of community conservation ethic by providing educational, technical, and financial assistance.

Programmatic Objective: Effective operations; adequate funding; strong partnerships; happy, well trained, well evaluated, and well compensated employees; employee retention

Funding Source(s): Washington State Conservation Commission Grants; Department of Ecology Burn Program; US Fish and Wildlife Service; WSDOT mitigation contract; Wheat Week/Drain Rangers; Snake River Salmon Recovery Funds; RCO; Whitman County VSP; Garfield County VSP; Washington Department of Ecology Direct Seed, Precision Ag, Palouse Basin, BMP, South Fork Palouse River grant; EQIP; NRCS RCPP; CREP; and Direct Seed Loan Program (administered through Spokane CD); local partner contracts.

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
Perform routine administrative procedures such as: Personnel management, facilities management, program administration, policy manual maintenance, Annual Plan of Work and Long Range Plan development, budget, and workload	ongoing	Jennifer Boie, Jessica Self, Laura Heinse, Pam	150	$142,042.00	
Maintain a comprehensive financial management system including creation and maintenance of financial records, responsible for internal and State audits, submittals of financial reports, budgets, status reports to Board, accounts payable and receivable, practice sound accounting procedures, etc.	ongoing	Pam Furchtenicht	100	$100,000.00	
Perform routine administrative procedures such as: Personnel management, facilities management, program administration, policy manual maintenance, Annual Plan of Work and Long Range Plan development, budget, and workload	ongoing	Jennifer Boie, Jessica Self, PCD Board, all staff	13	$12,000.00	

Legislative activities and outreach	ongoing	Jennifer Boie, Laura Heinse, Jodi Prout, Jessica Self	4	$6,000.00	
Develop and maintain an effective Supervisor and Staff development program including identification of training opportunities, attendance at regional and state conferences, and maintain or expand staff resources to meet demand.	ongoing	Jennifer Boie, Jessica Self, Laura Heinse	26	$24,000.00	
Attend WADE and other trainings.	ongoing	All Staff	44	$40,000.00	
Training plans for all employees	ongoing	Jennifer Boie, Laura Heinse, Jessica Self, PCD Board	8	$7,000.00	
Annual employee evaluations to include consideration of accurate and appropriate position description, work load, compensation and benefits	ongoing	Jennifer Boie, Laura Heinse, Jessica Self, PCD Staff	44	$40,000.00	
Update technology and equipment to enable District to enable District to optimize services	ongoing	Jennifer Boie, Pam Furchtenicht	55	$52,000.00	
Successful annual elections	ongoing	Pam Furchtenicht	4	$4,000.00	
Identify partnerships, assign relationship manager to keep partnerships strong, identify opportunities to collaborate for funding and project implementation.	ongoing	all staff, PCD Board	13	$12,000.00	
		TOTAL	**461**	**$ 439,042.00**	

District Program Area: Cultural Resources

Goal(s): Demonstrated improvement in project implementation process as a result of increased access to cultural resources support staff.

Programmatic Objective: Assist PCD staff and partners to successfuly implement projects through compliance with funding source, DAHP, tribal, state, and federal cultural resources requirements.

Funding Source(s): Washington State Conservation Commission Grants; Department of Ecology; NRCS; Gray and Osborne Inc.

Activities for FY 2019	Target Dates	Person(s) Responsible	Time (Days) Required	Estimated Funding	Notes
DOE Cultural Survey	Ongoing	Jon Meyer, Susan Ellis	3	$1,224.00	
Soap Lake Monitoring	Ongoing	Jon Meyer, Susan Ellis	15	$10,235.47	
NRCS TSP	Ongoing	Jon Meyer, Susan Ellis	231	$104,748.00	
Other CD Projects	Ongoing	Jon Meyer, Susan Ellis	66	$41,892.00	
Palouse CD Projects	Ongoing	Jon Meyer, Susan Ellis	66	$26,928.00	
		TOTAL	**381**	**$ 185,027.47**	

FY2019 Annual Budget
Palouse Conservation District

Revenues:			**Expenses:**	
WSCC Basic FY19	$12,500		Payroll	$1,002,095
WSCC IM FY19	$56,628		Fringe Benefits	$122,369
WSCC Nat. Resource Invest. Sn. Ra.	$125,000		Retirement	$24,164
DOE FY18 Direct Seed	$52,083		Office Supplies	$11,361
DOE FY19 Direct Seed/Precision Ag.	$55,556		IT Purchase & Repair	$29,528
DOE FY16/FY18 Palouse River	$162,486		Training & Meetings	$20,554
DOE FY18 BMP Placement	$62,500		Communication	$9,468
DOE FY19 Riparian & Maintenance	$62,486		Employee Travel	$21,750
WSDOT Mitigation	$40,000		Advertising	$3,439
NRCS Cultural Resources Task Orders	$168,000		Rental & Leases	$40,033
Cultural Resources contracts	$32,000		Insurance/Bond (Enduris)	$16,898
Burn Program	$5,000		Misc.	$28,276
Contract Planting and Maintenance	$10,000		Dues	$5,000
CREP	$72,000		Maintenance	$5,225
Wheat Week/Drain Rangers	$10,000		Education & Marketing	$10,130
Pullman Stormwater Education	$16,000		All Grants-Field Supplies-Expendable	$81,121
SRSRF Lead entity	$4,000		Fuel	$9,252
NRCS/Partners Palouse RCPP	$1,496,556		Contracted Services	$130,579
SRSRF WRIA 35	$19,000		Purchase for Resale	$3,650
SRSRF PALS	$18,000		Burn Permits (DOE)	$7,955
Garfield Co. VSP	$60,000		Cost-Share/Financial Assistance	$1,021,783
Whitman Co. VSP	$118,966		Cost-Share Federal Direct	$1,224,118
WA Soil Health Grant	$10,000		Lab Processing	$33,441
USFWS - Palouse Prairie	$30,379		Partner Technical Assistance	$32,026
Cost-Share Federal Direct (CREP & RCPP EQIP, CSP, ACEP)	$1,224,118		Equipment- Ret Value & Minor	$29,043
TOTAL	**$3,923,258**		**TOTAL**	**$3,923,258**

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