

EXHIBIT A SCOPE OF WORK

CDFW Contract for Yolo Habitat Conservation Plan/Natural Communities Conservation Plan (Yolo HCP/NCCP) Conservation Strategy Implementation

This agreement is entered into between the Yolo Habitat Conservancy (Conservancy) and the California Department of Fish and Wildlife (CDFW) for the purposes of CDFW providing the Conservancy with technical and professional support and input related to the implementation of the Yolo HCP/NCCP including administering the Natural Communities Conservation Plan Permit (NCCP Permit), assisting in the review and approval of Covered Activities, assisting in the assembly of the Reserve System, assisting in adaptive changes to the Yolo HCP/NCCP, and assisting in identifying and applying for grants. Similar reimbursable contracts are being implemented with partner agencies to assist in streamlining project review and provide active engagement of CDFW staff. This contract shall not be in place of permit fees as required by law, rather this agreement provides CDFW the resources to provide the support necessary for successful implementation of the Yolo HCP/NCCP.

This agreement will provide for the funding of up to one quarter of an Environmental Scientist's salary as outlined in section 8.3.5.4 State Agency Staff Support of the Yolo HCP/NCCP Plan, Volume 1. Other duties not funded by this contract may include environmental review and permitting for projects not associated with the Yolo HCP/NCCP.

A. Background

The Yolo HCP/NCCP is a county-wide 50-year plan to provide Endangered Species Act and California Endangered Species Act permits and associated mitigation for planned covered activities affecting 12 Covered Species, including activities associated with infrastructure, development, and operations and maintenance activities. The Conservancy developed the Yolo HCP/NCCP in association with CDFW and the United States Fish and Wildlife Service (USFWS). Development of the Yolo HCP/NCCP was completed in 2018 and implementation began on January 11, 2019. The Conservancy has been assigned primary responsibility for implementing the Yolo HCP/NCCP while also acting as one of the six Permittees along with the County of Yolo and the cities of Davis, West Sacramento, Winters, and Woodland.

Covered Activities in the Yolo HCP/NCCP include general urban projects and urban public services, infrastructure and utilities; urban projects in rural areas; general rural development; rural public services, infrastructure and utilities; agricultural economic development; projects associated with parks and open space; aggregate mining projects; public and private operations and maintenance activities; neighboring landowner agreements; and implementation of the Yolo HCP/NCCP Conservation Strategy (Conservation Strategy). The Conservancy has estimated that these activities will take place on approximately 21,558 acres of land, including approximately 12,649 acres of natural communities.

The Yolo HCP/NCCP also includes implementation of a Conservation Strategy to mitigate the impacts of Covered Activities and provide for the conservation of Covered Species. The Conservation Strategy includes the establishment of a Reserve System including 8,000 acres of baseline conserved and public lands, 16,175 acres of mitigation land, 8,231 acres of newly

conserved land beyond mitigation, and up to 956 acres of restoration of riparian and wetland habitat.

B. Description of Work and Expected Deliverables.

CDFW will provide support for implementation of the Yolo HCP/NCCP in the following task categories. This contract lays out tasks, and deliverables to be completed by staff at CDFW. CDFW and the Conservancy will conduct regular meetings to assess and discuss progress.

The work performed under the agreement shall be under the direction of CDFW. The Conservancy's obligation under this agreement shall be limited to providing funding and prioritizing Conservancy efforts under this contract.

CDFW will ensure that open and regular communication is maintained with the Conservancy on at least a quarterly basis to ensure that the Conservancy is able to communicate to CDFW its priorities regarding the Conservancy's public permitting and planning obligations, relevant time frames, any unexpected changes, and/or concerns. CDFW will take the Conservancy's priorities into consideration when performing tasks related to documents and applications submitted in connection with this agreement.

CDFW and the Conservancy will meet regularly to discuss current and foreseeable future workload priorities and to provide an opportunity for the Conservancy and CDFW staff to share and discuss relevant policy, permitting or planning information, guidance, or questions. CDFW staff will be notified in advance of application and document submittals to ensure adequate time is allowed for review or processing and, if necessary, to work with management to reassess workload priorities.

Task 1. Administer the NCCP Permit.

- 1.1 Advise the Conservancy on successful implementation of the Yolo HCP/NCCP including but not limited to assessment of Covered Activities and associated impacts, implementation of the Conservation Strategy, achievement of the biological goals and measurable objectives, and assembly of the Reserve System.
- 1.2 Review status reports from the Conservancy including, but not limited to, annual reports, annual work plans and budgets, and ten-year comprehensive reviews. Assess the progress and performance of the Yolo HCP/NCCP toward meeting its biological goals and objectives and make informed recommendations to the Conservancy regarding implementation of the Yolo HCP/NCCP.
- 1.3 Monitor the implementation of the Yolo HCP/NCCP to determine whether it is proceeding in compliance with the terms and conditions of the NCCP Permit. Identify upcoming compliance milestones and potential compliance issues. Work with the Conservancy to resolve any issues in compliance with the NCCP Permit. This includes, but is not limited to, the following:
 - 1.3.1 Evaluate the status of conservation measure implementation on an annual basis. If the pace of conservation measure implementation (i.e.,

preservation, restoration, or creation of habitat) falls behind the pace of covered activity impacts by more than 10 percent, CDFW will meet and confer with the Conservancy and USFWS to determine whether the Yolo HCP/NCCP has maintained rough proportionality and, if necessary, develop a plan to remedy the situation.

- 1.3.2 Monitor reported take of habitat and individual Covered Species to determine whether the take is within the limits allowed by the NCCP Permit. If take of any habitat type or Covered Species is approaching the allowed limit, work with the Conservancy to determine whether changes in planning or remedial actions are needed to avoid going over the limit. If necessary, work with the Conservancy to develop a plan of action to prevent unauthorized take.

Deliverables: Advice on implementation of the Yolo HCP/NCCP, comments on status reports, documented attendance at meetings, and development of plans to resolve issues with compliance as necessary.

Task 2. Review and approval of Covered Activities.

- 2.1 Review and provide input where there is some question of whether an activity proposed for coverage may preclude the biological goals and objective of the Yolo HCP/NCCP.
- 2.2 Review and approve variance requests from project proponents for specific project conditions which differ from the approved Yolo HCP/NCCP Avoidance and Minimization Measures (AMMs).
- 2.3 Review and approve requests from project proponents to contribute land to the Reserve System and/or conduct restoration projects in lieu of fees.
- 2.4 Review and approve proposals for activities which are covered by the Yolo HCP/NCCP only on a case-by-case basis with approval from CDFW and USFWS. Examples include seed collection from palmate-bracted bird's beak for deposition in a seed bank, localized control of brown-headed cowbird to benefit least Bell's vireo, and translocation of Covered Species.
- 2.5 Review and approve proposals for exemption of certain activities from certain conditions of the Yolo HCP/NCCP in cases where the exemption is contingent upon approval from CDFW and USFWS. Examples include exemption of natural community and species habitat enhancement activities implemented as a component of the Yolo HCP/NCCP conservation strategy from the AMMs described in Chapter 4 of the Yolo HCP/NCCP.

Deliverables: Input and approvals provided as needed during the review of proposed Covered Activities.

Task 3. Provide technical and policy support on Yolo HCP/NCCP implementation activities.

- 3.1 Participate in monthly coordination meetings with the Conservancy and USFWS to discuss and coordinate on current topics such as proposals for land acquisition, variance requests, draft document reviews, status reports, opportunities for grant funding, etc. May also

participate in other meetings, such as Science and Technical Advisory Committee and other Advisory Committee meetings, as needed.

- 3.2 Meet and confer with the Conservancy and USFWS as needed to discuss any issues or problems with the implementation of the Yolo HCP/NCCP and assist in the development of strategies to address the issues.
- 3.3 Provide technical assistance as needed with the implementation of CDFW survey protocols and Covered Species assessments.
- 3.4 Coordinate internally with other CDFW staff for input, advice, review, and other technical support for issues related to Yolo HCP/NCCP implementation. Participate in and contribute to statewide and regional habitat conservation planning meetings. Share data, insights, and answers to questions with the Conservancy.

Deliverables: Documented attendance at meetings to provide technical advice and coordination efforts to bring input to the Conservancy. Development of strategies to address issues as needed.

Task 4. Assist in the assembly of the Reserve System.

- 4.1 Review and provide input on proposals for consideration of candidate HCP/NCCP reserve system sites.
- 4.2 Review, provide input on, and approve draft management plans for reserve units and individual candidate reserve sites. Work with the Conservancy and USFWS to develop additional protection measures as needed to maintain the conservation values of reserve lands. Review and approve proposed modifications to site-specific management plans that are inconsistent with the reserve unit management plan. Review, provide input on, and approve proposed five-year updates to reserve unit management plans.
- 4.3 Review, provide input on, and approve any proposed deviations from the approved HCP/NCCP conservation easement template. Coordinate internally with legal staff for input and advice on legal language.
- 4.4 Coordinate with CDFW's senior land agent in the review of land acquisition packages. Work with the Conservancy to obtain any additional information as needed. Review and approve final requests for approval to enroll candidate sites into the reserves.
- 4.5 Review and approve variance requests to meet the HCP/NCCP habitat protection objectives, including, but not limited to, the substitution of certain types of protected habitat for other types, reduction of minimum buffers around Covered Species breeding areas, and enrollment of lands outside the HCP/NCCP Conservation Reserve Area.
- 4.6 Review, provide input on, and approve proposals for habitat restoration projects. Provide technical expertise and recommendations to assist the Conservancy in the development and approval of restoration project designs.

Deliverables: Documented attendance at meetings to provide technical advice and coordination efforts to bring input to the Conservancy. Input and approvals provided as needed during the review of proposed land acquisitions and restoration projects.

Task 5. Assist in adaptive changes to the Yolo HCP/NCCP.

- 5.1 Discuss potential changes to the Yolo HCP/NCCP with the Conservancy and USFWS during coordination meetings to help determine whether the changes would require a formal amendment to the NCCP Permit.
 - 5.1.1 Provide recommendations for adaptive changes to survey, monitoring, and management protocols based on updated official guidelines, new scientific knowledge, responses to problems, etc.
 - 5.1.2 Provide technical assistance and recommendations in the development of new and updated AMMs, Covered Species habitat models, conservation measures, habitat evaluation criteria, etc.
- 5.2 As needed, propose minor modifications to the Yolo HCP/NCCP, including an explanation of why the modifications are needed and an analysis of the anticipated environmental effects of the modifications.
- 5.3 Review any minor modifications proposed by the Conservancy or USFWS and submit comments within 60 days after receiving the proposed modifications.
- 5.4 Review and process applications to amend the NCCP Permit for changes that do not qualify as administrative actions or minor modifications. Make appropriate findings when approving requested amendments.

Deliverables: Documented attendance at meetings to provide technical and policy support regarding potential and proposed changes. Written notification of CDFW-proposed minor modifications along with supporting justification and analysis. Comments on USFWS- and Conservancy-proposed minor modifications. Input and approvals provided as needed during the review of proposed changes to the Yolo HCP/NCCP. Amendment requests reviewed, processed, and approved.

Task 6. Assist in identifying and applying for funding opportunities.

- 6.1 Assist the Conservancy in identifying and applying for state and federal funding opportunities such as Local Assistance Grants and Section 6 Grants.
- 6.2 Draft/review grant agreements and related documents as needed.
- 6.3 Provide administrative support in the distribution of funds for awarded grants. Coordinate internally with CDFW staff responsible for grant processing. Review invoices, reports, and deliverables.

Deliverables: Advice and assistance in identifying/applying for grants, completed grant agreements and related documents, and grant payments.

C. Project Representatives

California Department of Fish and Wildlife

Tanya Sheya
Environmental Program Manager
CDFW North Central Region Habitat Conservation Program
1701 Nimbus Road
Rancho Cordova, CA 95670
(916) 767-4617
tanya.sheya@wildlife.ca.gov

Yolo Habitat Conservancy

Alexander Tengolics
Executive Director
P.O. Box 2202
Woodland, CA 95776
(530) 666-8150
alexander@yolohabitatconservancy.org

Yolo HCP-NCCP/CDFW Contract Budget

	FY 23/24 Monthly Salary	FY 23/24	FY 24/25	FY 25/26	FY 26/27	FY 27/28	TOTALS
Personnel Services (Salary and Benefits)*							
Region 2 Environmental Scientist (0.25 PY)	\$ 3,222.45	\$ 38,669.40	\$ 40,602.87	\$ 42,633.01	\$ 44,764.66	\$ 47,002.90	\$ 213,672.85
Total Personnel Services		\$ 38,669.40	\$ 40,602.87	\$ 42,633.01	\$ 44,764.66	\$ 47,002.90	\$ 213,672.85
Operating Expense and Equipment							
General Expense		\$ 500	\$ 500	\$ 500	\$ 500	\$ 500	\$ 2,500.00
Travel/Training		\$ 1,000	\$ 1,000	\$ 1,250	\$ 1,250	\$ 1,250	\$ 5,750.00
TOTAL OPERATING EXPENSE & EQUIPMENT		\$ 1,500	\$ 1,500	\$ 1,750	\$ 1,750	\$ 1,750	\$ 8,250.00
TOTAL PERS. SERV AND OPERATING EXP & EQUIP		\$ 40,169.40	\$ 42,102.87	\$ 44,383.01	\$ 46,514.66	\$ 48,752.90	\$ 221,922.85
Overhead- Non Federal (16.31%***)	16.31%	\$ 6,551.63	\$ 6,866.98	\$ 7,238.87	\$ 7,586.54	\$ 7,951.60	\$ 36,195.62
TOTAL COST							\$ 258,118.46

*5% annual increase for salary adjustment. This is an estimate and may not be fully realized.

***Overhead Charge less than or equal to 16.31% or the OH rate determined by CDFW consistent with Government Code 11010 & 11270

CDFW will notify Yolo Habitat Conservancy if the current FY overhead rate exceeds 16.31% and SSCA will initiate an amendment to the contract, if necessary, to provide full cost recovery to CDFW

