

## Yolo Habitat Conservancy

### Yolo HCP/NCCP Work Plan for FY25/26

Task	Task*	Targeted Outcomes for FY25/26	Mid-Year Status (January 2026)
<b>General Plan Administration</b>			
<b>Administrative</b>			
1.1	Continue to hire or contract out Conservancy technical and operational staff as reserve system expands.	Coordinate with County to hire a full-time Executive Director and additional key staff support that equates to a total of at least 2.0FTE of staff capacity as approved by the Conservancy Board May 19, 2025.	County posted position for fulltime Executive Director December 24, 2026. Currently undergoing recruitment and will begin interviews February 2026. <b>County didn't approve other positions for YHC for FY25/26.</b>
1.2	Submit annual report to the wildlife agencies. This task is performed on an annual basis by April 30 of every year for the previous fiscal year (July 1 to	Prepare FY24/25 annual report, present draft annual report to the Board at or before the March 2026 Board meeting, and submit final report to CDFW and USFWS by April 2026.	FY24/25 Annual Report currently being drafted and will be presented at the March 2026 YHC Board meeting as planned.
1.3	Prepare annual work plan.	Prepare work plan for FY26/27 in tandem with the FY26/27 budget.	Not started yet. Fiscal year budget planning typically begins in March.
1.4	Update strategic plan (every 5 years).	Initiate development of a strategic plan once Executive Director is hired.	Not started yet. Awaiting hiring of Executive Director.
<b>Financial Management</b>			
2.1	Oversight and coordination of administration of program funding and resources	Ensure expenditures are aligned with the approved budget and request amendments to the approved budget if needed to address changed circumstances.	Ongoing.
2.2	<i>Review status of endowment accounts on a quarterly basis.*</i>	Make sure funds are transferred from County Treasury to the Post-Permit Endowment Account held by Sacramento Regional Community Foundation at least quarterly and monitor balances of all endowment accounts quarterly.	Most recently conducted September 2025. No major deposits have occurred subsequent to this transfer.
2.3	Every five years, perform financial assessment as described in Chapter 8.	Complete the first 5-year financial assessment.	Economist under contract. <b>Have not been able to collect data needed for this task due to Conservancy staff shortage.</b>
2.4	Continue coordination of annual audit, including reports to the Conservancy Board.	Schedule annual audit, provide financial documents and other organizational information requested by the independent auditor, and schedule auditor presentation to the Board.	<b>Completed on schedule. Audit report delivered and presented to Board January 2026.</b>
2.5	Update fees annually according to Chapter 8, <i>Costs and Funding</i> . Provide new fee schedule to Permittees	Updated fees presented at March Board meeting, fees updated on YHC website, fees updated on HCP/NCCP application and reporting forms prior to April 1st.	Not started yet. Timing is scheduled for March when all data needed for fee calculator is available.
2.6	Prepare annual budget.	Prepare draft FY26/27 budget in early 2026. Present draft budget to Board at March Board meeting and final FY26/27 budget for adoption at the May Board meeting.	Not started yet. Fiscal year budget planning typically begins in March.
2.7	Where feasible, apply for state/federal grants for land acquisition and other conservation measures.	Apply for at least three grants that support Plan implementation.	<b>Conservancy staff have prepared and successfully obtained two grants that support Plan Implementation.</b> Anticipate submitting another grant in March/April 2026 for land acquisition.
2.8	<i>Coordinate with local partners to utilize and document local funding contributions.*</i>	Document spending of funds and in-kind contributions provided by the City of Davis, Cache Creek Resources Management Plan, and Lower Putah Creek Coordinating Committee since Plan implementation for activities that support the Yolo HCP/NCCP.	<b>Have not been able to collect data needed for this task due to Conservancy staff shortage.</b>
<b>Data Management</b>			
3.1	Use GIS or equivalent spatially explicit database to collect, store, and utilize the relevant data necessary for HCP/NCCP implementation.	Add all reserve system sites and covered activities established within the past year to the GIS database and coordinate with the Yolo RCD on tracking invasive species and covered species in the reserve system.	In process

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3.2	Establish and maintain database to track permit compliance (e.g. land acquisition and HCP/NCCP effects)	Update tracking database such that summarized data can be directly imported into the annual report tables and figures and add recent activities.	In process
3.3	Update land cover map with most recent aerial photography (at least every 5 years).	Obtain copy of aerial photography of Cache Creek from 2025 aerial flight conducted under the Yolo County's Cache Creek Program. (Use this aerial photography and most recent crop data provided by Yolo County in 2026 to update land cover- likely to occur in FY26/27).	Not started. <b>County has yet to conduct the aerial survey that was scheduled for 2025.</b>
<b>HCP/NCCP Coordination</b>			
4.1	Coordinate with member agency staff on application review and processing.	Provide assistance responding to project proponent and member agency staff questions and review application materials for accuracy and completeness.	Ongoing.
4.2	Regular communication with designated wildlife agency	Facilitate monthly coordination meetings with wildlife agency representatives.	Ongoing.
4.3	Regular reporting to the Conservancy Board on the status of plan implementation, financial oversight, and the budget.	Hold YHC Board meetings every other month to provide regular updates. Executive Director to coordinate with the Board Chair and Executive Management Committee as-needed in between Board meetings.	Ongoing.
4.4	<i>Coordinate with and learn from other HCP/NCCP implementing entities *</i>	Participate as a member of the California Habitat Conservation Plan Coalition (CHCPC) Steering Committee to coordinate on funding, policy, and other issues. Executive Director attend the CHCPC annual meeting and National Habitat Conservation Plan Coalition conference to learn from other HCPs.	Ongoing. Interim ED is the vice chair of the CHCPC Steering Committee and participates in CHCPC meetings. Attended National Habitat Conservation Plan Coalition meeting in November.
<b>Public Outreach and Education</b>			
5.1	Implement public outreach program and raise landowner and public awareness of reserve management goals, as well as actions and methods, and how the public can support them.	Give at least one public presentation, table at two events and/or host two workshops, and create a new outreach flier that highlights current HCP/NCCP efforts.	<b>Have not started due to lack of staff capacity.</b>
5.2	Conduct annual meeting to report on implementation progress of HCP/NCCP.	Present status of HCP/NCCP implementation at March 2026 Board meeting in tandem with presentation of FY24/25 annual report.	To occur in March.
5.3	Maintain and update website.	Update website to make it easier for the general public to find information about the HCP/NCCP and add information about current implementation activities.	In process.
5.4	<i>Conduct outreach to landowners adjacent to sites about to be enrolled in the reserve system. *</i>	Continue to conduct outreach to landowners with properties immediately adjacent to lands that are about to be enrolled in the reserve system to inform them about the HCP/NCCP and provide information about the Neighboring Landowner Protection Program.	Ongoing.
<b>Permitting</b>			
<b>Assistance to Member Agencies and Applicants</b>			
6.1	Provide technical assistance and training to member agency staff.	Provide assistance responding to project proponent and member agency staff questions and review application materials for accuracy and completeness as-needed.	Ongoing. As-needed.
6.2	Conservancy maintain a list of pre-approved qualified biologists.	Review new applications, issue certifications, and update list of Qualified Biologists that are certified to conduct planning and species surveys on the Conservancy's website monthly.	Ongoing. Five certification renewals and eight new certifications issued so far in FY25/26.
<b>Plan Permits</b>			

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7.1	<i>Track administrative changes and potential minor modifications that the Conservancy would want to have updated/corrected if the HCP/NCCP is amended.*</i>	Develop a list of administrative changes such as clerical errors and minor modifications to address if the HCP/NCCP is amended in the future, including updating the VELB mitigation requirements in the HCP/NCCP to be consistent with current USFWS policies.	Ongoing.
7.2	Determine whether to seek take coverage for species that are not covered by the Yolo HCP/NCCP that becomes listed as threatened, listed as endangered, designated as a candidate species, or is proposed or petitioned for listing.	Initiate effort to determine scope of potential HCP/NCCP amendment to include candidate bumble bee species, monarch butterfly, and potentially other species including the preparation of an initial assessment of considerations for each species and potential pathways for integrating each species into the Yolo HCP/NCCP and discussion of assessment with CDFW and USFWS HCP/NCCP staff liasons.	Have not started. Awaiting additional staff capacity.
<b>Land Acquisition</b>			
8.1	Conduct Science and Technical Advisory Committee (STAC) site evaluations and obtain Board, CDFW, and USFWS approval of sites as a candidate reserve system sites prior to	Conduct STAC evaluation and obtain approval of at least two new sites as candidate reserve system sites.	Not started due to Conservancy staff shortage and list of existing sites that are in the process of being enrolled.
8.2	Enroll newly protected land into the reserve system.	Enroll at least one newly protected lands site into the reserve system.	Lucky Land site was enrolled in the reserve system December 2025.
8.3	Enroll baseline public and easement lands into the reserve system as pre-permit reserve lands.	Enroll at least one pre-permit site into the reserve system.	In process.
<b>Restoration and Enhancement</b>			
9.1	Investigate restoration and creation opportunities on existing open space and newly acquired land to ensure compliance with stay-ahead provision.	Identify VELB mitigation needs and transplant locations to fulfill mitigation needs in FY25/26 and those anticipated in FY26/27. Complete an assessment of current restoration and creation opportunities within candidate and enrolled reserve system sites and compare availability to current mitigation needs to ensure compliance with stay ahead provisions.	Identified VELB mitigation needs for FY25/26 planting, prepped site and have area ready for transplanting. Have not started the process of evaluating needs for FY26/27 due to lack of staff capacity.
9.2	Begin design of habitat restoration and creation and additional environmental compliance for restoration and creation.	Develop a restoration plan for one new site. Coordinate with landowners and partners to develop a conceptual habitat restoration plan and initial environmental compliance needs evaluation for one new site.	Restoration plan developed for the Haller Muller Restoration Area A.
9.3	Implement land cover restoration and creation projects described in Chapter 6.	Begin implementing valley foothill riparian land cover restoration at the Haller Muller Site.	Site preparation began in fall 2025, planting occurring January/February 2026.
9.4	Coordinate the implementation of an invasive species control program on reserve system sites.	Expand invasive species management to include two additional sites and expand invasive species management efforts at Woodland Regional Park Preserve by at least 30%.	Invasive species management started on Haller Muller Site. Expanded invasive species management at Woodland Regional Park Preserve to include the northeast and southeast portions of the site and have continued perennial pepperweed control efforts in alkali prairie and grasslands areas and control of early detections of noxious weeds including white top and knapweed.
<b>Monitoring and Adaptive Management</b>			
10.1	Monitor and enforce HCP/NCCP conservation easements.	Conduct annual compliance monitoring of all easements held by the Conservancy.	Completed by project partners in summer/fall 2025
10.2	Initiate adaptive management and monitoring of biological resources.	Complete 5-year Swainson's hawk and white-tailed kite plan-wide nest survey.	Completed in summer of 2025.
10.3	Initiate or continue management and monitoring in reserve system.	Complete annual palmate-bracted bird's-beak population survey.	2025 survey conducted on June 10, 2025. Timing of 2026 survey anticipated to occur

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10.4	Develop an individual management plan for each reserve property that is consistent with their associated reserve unit management plan.	Complete site-specific management plans for at least two new sites, one pre-permit site and one newly protected lands site.	Completed site-specific management plan for newly protected land site: Lucky Land. Draft site-specific management plans have been started, but not yet completed, for three pre-permit sites.
10.5	Complete baseline ecological survey for each site within two years of its enrollment in the reserve system.	Continue practice of incorporating each site's baseline ecological survey of land cover types and species observations into each site-specific management plan. Conduct baseline bank swallow habitat survey for Haller Muller Site.	Ongoing. Conducted bank swallow survey for Haller Muller site June 24, 2025.
10.6	Prioritize implementation of studies described in Chapter 6 (method testing, pilot projects, and directed studies).	Develop a pilot study in coordination with wildlife agency staff and partners to evaluate how thatch removal and vegetation management techniques affect the population and vigor of potential palmate-bracted bird's-beak host species within alkali prairie.	Pilot study to test three management strategies for thatch and vegetation type management developed. Randomized test plots mapped out on the site and initial treatments conducted in January 2026.

*\*Tasks listed in italics were identified based on implementation experience and current practices while all other tasks are directly from the HCP/NCCP.*