

A Proposal to the  
CalFed Bay-Delta  
Program

F1-187



DWR WAREHOUSE

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# San Pablo Baylands Partnership

## Phase II Implementation Program

BY COMMUNITY CONSERVATION PARTNERS

# I. Executive Summary

## A. Project Title

*San Pablo Baylands Partnership, Phase II Implementation Program (Partnership)* is a project of Community Conservation Partners (CCP), a nonprofit organization. The project is a grassroots effort by local landowners to address, resolve, and implement solutions to resource issues affecting the San Pablo Baylands in northern San Francisco Bay.

## B. Project Description

The mission of the *Partnership* is to preserve, restore, and enhance wildlife habitats and agriculture in the San Pablo Baylands. The *Partnership* is an advisory board consisting of land owners and community leaders. To fulfill its mission, the *Partnership* works with all local landowners, including hay farmers, dairymen, vineyard growers, agencies (federal, state, and local), and nonprofit organizations (Audubon Society, Ducks Unlimited, etc.) to find common ground for resolving issues affecting the Baylands resources.

The substantial ecological and agricultural resources in the Baylands are of enormous social, cultural, and economic importance to the region and its inhabitants. Those who live and work in the Baylands are eager to protect these valuable assets and have begun to seek opportunities and incentives that will meet the long-term need of preserving, enhancing, and restoring these resources. To this end, the following program goals have been adopted by the *Partnership*:

- Develop an effective public outreach and education program.
- Provide appropriate recreational opportunities.
- Enhance coordination of stewardship activities between agricultural entities, nonprofit organizations and public agencies.
- Protect viable agriculture and support industries.
- Promote natural resource stewardship that supports long-term biological diversity and viability.

- Develop an economic/cost-benefit analysis model that weighs social, cultural and biological values as equals with more traditional economic values.
- Respect private property rights.

## C. Approach/Tasks/Schedule

The *Partnership*, through a series of workshops, defined five key program elements that will promote regional sustainability of environmental and agricultural resources. Key program elements (tasks) are: (1) a model farm on public lands, (2) restoration of wetland and riparian habitats, (3) opportunities for application of reclaimed water, (4) database development, and (5) public education/outreach. This proposal defines the approach to evaluate, develop and implement each program element. Work on the five elements will be accomplished in approximately 18 months, after project start up.

## D. Justification for the Project and Funding by CALFED

The Baylands was historically a tidal wetland that supported a wide variety of fish, waterfowl, and wildlife habitats. Land use was limited to grazing and cultivation of grapes and fruits on the adjacent hills. Within a few decades, the Baylands was transformed to an agricultural center by the construction of levees and the channelization of rivers. These lands produced crops (oat, hay, and wheat), dairies, vineyards, and cattle grazing. Unfortunately, the loss of habitat resulted from this transformation.

The Baylands remain a rich and diverse environment today, despite many changes from its early state. Yet, urbanization pressure is threatening the agricultural economy, and wetland and riparian habitats. To address these pressures, landowners in the region have come together to develop a plan for implementing projects with the goal of sustaining the region's resources. The *Partnership* has completed the Stewardship Plan (Phase I), via a workshop and consensus building

process. This proposal presents Phase II, a program launching the *Partnership* towards identifying projects for the integration of various wetland and riparian habitats into the existing agricultural landscape. Phase II develops the program elements (tasks) with the goal of meeting the needs of landowners and the environment.

### **E. Budget Costs**

The *Partnership's* Phase II Implementation Program will cost a total of \$1.98 million. This budget includes the cost for contract administration, as well as evaluation and development of the five program elements (tasks). Individual budgets for each program element are: (1) \$300,000 for the model farm on public lands, (2) \$600,000 for wetlands and riparian restoration on public and private lands, (3) \$500,000 to develop opportunities for recycled water applications, (4) \$400,000 for database development, and (5) \$180,000 for public education/outreach.

### **F. Applicant Qualifications**

The *Partnership* has assembled an outstanding team of people to implement the program. Key to effective program organization is the partnering of three primary groups: CCP, the *Partnership*, and Camp Dresser & McKee Inc (CDM). CCP will be responsible for contract administration affairs with CALFED. The *Partnership* will provide overall program management and develop the public education/outreach element. CDM will have primary responsibility for program development and implementation. The three partners will be guided by an advisory board consisting of Baylands landowners.

The project team is experienced in working with landowners to identify, prioritize, resolve problems, develop solutions, and implement projects that meet a diversity of regional needs. By developing key *Partnerships* and working with stakeholders, the project team provides a wide variety of knowledge, skills, and expertise in administration, group facilitation, planning, engineering, and

implementation (design and construction) of a variety of projects. Such projects include conjunctive use of water resources for flood control and groundwater recharge, wetlands science and restoration, water reclamation, water quality and supply (urban and agriculture), and surface and groundwater management. The combined expertise of the three program partners assures successful completion of the *Partnership's* Phase II Implementation Program.

### **G. Local Support and Coordination with Other Programs, Compatibility with CALFED Objectives**

Being a grassroots effort by local landowners, the *Partnership* is a unique approach to resolving key issues in the Baylands. Other programs with differing approaches are also underway, such as: Save the Baylands and the North Bay Wetlands Protection Plan (by the San Francisco Bay Conservation and Development Commission). The *Partnership* has worked, and will continue working, with these programs, and others such as San Francisco Bay Joint Venture, Ducks Unlimited and the California Wildlife Conservation Board, that support the goal of achieving sustainability of land, environmental and water resources in the Baylands.

Implementation of Phase II of the *Partnership's* program meets the objectives of CALFED for the entire San Francisco Bay and Delta Estuary. The program will focus on non-flow related factors, including loss of wetlands and riparian habitat, water quality, land use practices that affect aquatic and terrestrial species, and the potential use of recycled water for agricultural purposes and habitat renewal. The five program elements of Phase II, individually, as well as together, will address these factors so as to achieve multiple agriculture and environmental benefits throughout the entire Baylands ecosystem.

### A. Title

San Pablo Baylands Partnership — A Plan to Preserve, Enhance, and Restore the San Pablo Baylands of Northern San Francisco Bay.

### B. Principal

Community Conservation Partners  
1212 Broadway, Suite 808  
Oakland, CA 94612

Phone: (510) 763-0211

Fax: (510) 208-4435

Email: jscobb@igc.apc.org

### C. Organization and Tax Status

Community Conservation Partners is currently operating under the California Oak Foundation's nonprofit 501(c)(3), as its independent nonprofit status is anticipated.

### D. Tax ID Number

680162394

### E. Financial Contact Person

Janet Cobb, same as above

### F. Participants and Collaborators in Implementation

Marc Holmes, San Pablo Baylands Partnership, Program Manager.

Ginger Strong and Roger Johnson, Camp Dresser & McKee Inc., Consultants.

### G. RFP Project Group Type

Other Services

### III. Project Description

#### A. Project Title

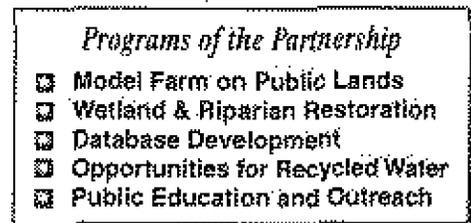
The mission of the *Partnership* is to preserve, restore, and enhance wildlife habitats and agricultural lands in the Baylands region of northern San Francisco Bay. The *Partnership* is an advisory board consisting of community leaders within the Baylands region. To fulfill its mission, the *Partnership* works with all local landowners, including hay farmers, dairymen, and vineyard growers, agencies (federal, state, and local), and nonprofit organizations (Community Conservation Partners, Audubon Society, Ducks Unlimited, etc.) to find common ground for resolving resource issues affecting the Baylands.

The substantial ecological and agricultural resources in the Baylands are of enormous social, cultural and economic importance to the region and its inhabitants. Those who live and work in the Baylands are eager to protect these valuable assets and seek opportunities and incentives that will meet the long term need of preserving, enhancing, and restoring these resources. To this end, the following program goals have been adopted by the *Partnership*.

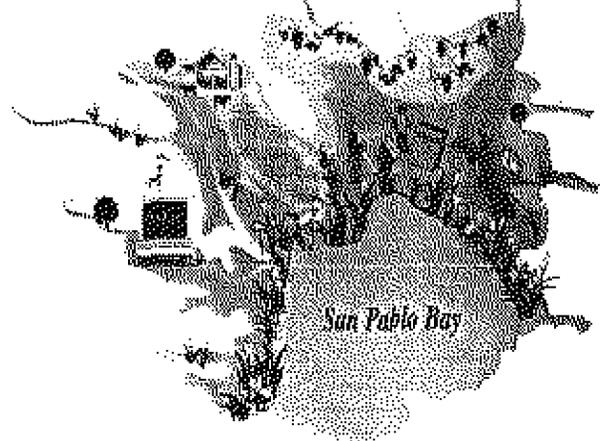
- Develop an effective public outreach and education program.
- Provide appropriate recreational opportunities.
- Enhance coordination of stewardship activities between agricultural entities, nonprofit organizations and public agencies.
- Protect viable agriculture and support industries.
- Promote natural resource stewardship that supports long-term biological diversity and viability.
- Develop an economic/cost-benefit analysis model that weighs social, cultural and biological values as equals with more traditional economic values.
- Respect private property rights.

The *Partnership* has defined five key program elements for implementation that will maintain long term regional sustainability of the environmental and agricultural resources. The key program elements

are: (1) a model farm, (2) restoration of wetland and riparian habitats, (3) opportunities for application of recycled water, (4) database development, and (5) public education. The proposed approach will be to evaluate, develop and implement each program element individually; yet, collectively they have the potential to not only help manage area resources, but also provide substantial educational and economic value. The *Partnership* seeks to demonstrate how the integration of regional resources, via the implementation of the program elements, translates into projects that promote the long-term goal of sustainability in the San Pablo Baylands.



#### San Pablo Baylands Partnership Implementation Program



#### B. Location of Project

The Baylands are located north of San Pablo Bay in the San Francisco Bay and west of the Delta Estuary. The project planning area encompasses portions of four counties in California (Marin,

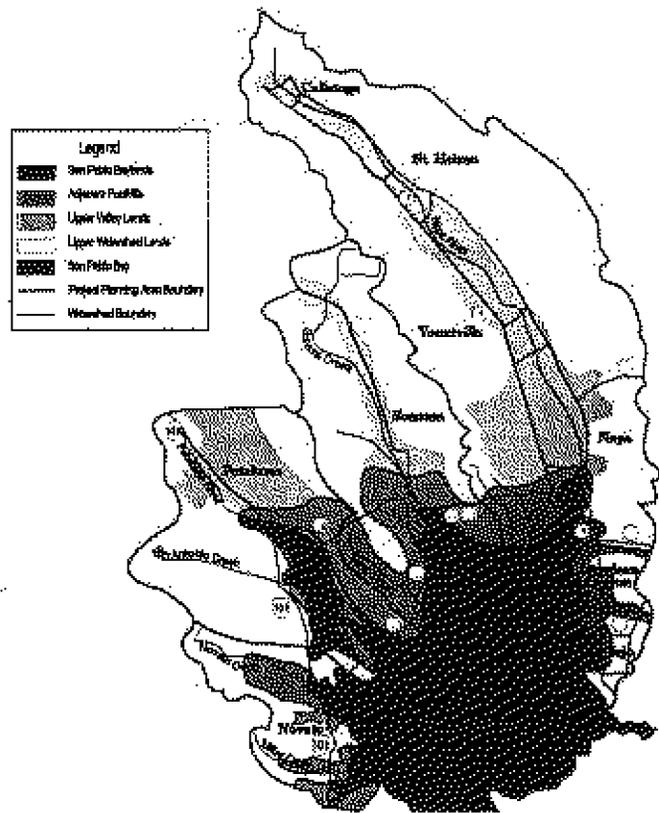
Sonoma, Napa, and Solano) and resides within the five principal watersheds of Miller Creek, Novato Creek, the Petaluma River, the Sonoma Creek, and the Napa River. The Baylands region is ringed by several urban centers, including the cities of Novato, Vallejo, American Canyon, Napa, Sonoma, and Petaluma. Urban growth is a primary concern since the Baylands is the last undeveloped region within the San Francisco Bay area.

### C. Expected Benefits

Implementation of the *Partnership* will assure the long-term vitality of wetland and riparian habitats, and sustainability of the agricultural economy in the region. Key habitats targeted by the program are tidal wetlands and riverine habitat corridors. Priority species include the Salt Marsh Harvest Mouse, California Clapper Rail, and Steelhead Trout. Stressors that impact these habitats and species include the hydrograph alteration of river and stream flows due to historic levee construction and channelization, as well as various agricultural practices that leave riverine banks devoid of vegetation. The hydrologic and physical isolation of flood plains (marsh plains) have also contributed to habitat fragmentation, and the loss of seasonal and tidal wetlands due to levee construction and various land use changes. The *Partnership* proposes to alleviate stressors such as these by working with adjacent landowners, acquiring marginal agricultural lands, and setting back levees to increase flood plains for the Napa, Sonoma, and Petaluma Rivers; thereby, providing opportunities for restoration of river bank habitats to a natural state as well.

High salinity levels in the former Cargill salt ponds poses a significant stressor toward the restoration of the ponds to wetlands. Using recycled water to flush out excess salts from these ponds would improve the water quality so that these ponds could be restored to tidal wetlands. Such an approach would provide benefits for waterfowl, wildlife, and plant communities alike, as well as opportunities

## San Pablo Baylands Partnership Project Planning Area



for passive recreational activities and the development of public educational programs.

Land use, particularly various agricultural practices that cause increased erosion and loss of habitat complexity, is another important stressor in the Baylands region. Increasing urbanization places additional stress on the agricultural economy, which threatens a way of life that has gone on for generations. Implementation of the *Partnership*, and its various program elements, will provide for a sustainable agricultural economy in the region while at the same time restore and enhance various types of habitats by integration into the agricultural landscape. The development of a demonstration farm site will enable such integration techniques to be put into practice, evaluated, then applied by willing landowners on their own properties. Such a farm would serve as a nerve center for educational opportunities and involvement by the community in various Baylands projects.

## D. Background and Biological/Technical Justification

Historically, much of the Baylands was a tidal wetland. However, within a few decades, the region was transformed to an agricultural center, supporting crops (oak, hay, wheat), dairies, vineyards, and cattle grazing by the construction of levees and channelization rivers. Unfortunately, the loss of habitat resulted from this transformation.

The Baylands is the last undeveloped region of the San Francisco Bay area. Urbanization pressure is threatening the agricultural economy and way of life in the region, as well as remaining wetland and riparian habitats. In the 1970's and 1980's, public concern about growing urbanization in the region led to the first decisions by local governments to protect farmland and open space.

Today, the Baylands remains a rich and diverse environment despite the many changes from its early state. Landowners in the region have come together, via a workshop process, to begin the process of implementing projects with the goal of sustaining land, habitat, and water resources. The workshop process involved Baylands' stakeholders with differing interests who volunteered to participate in a grassroots effort to identify and resolve resource issues. Recently, the *Partnership* completed Phase I (Feasibility Study) with the development of a Stewardship Plan and Implementation Strategy. This proposal presents Phase II, a program launching the *Partnership* into the implementation of projects for the integration of various wetland and riparian habitats into the existing agricultural landscape. Phase II of the *Partnership* consists of various program elements each designed to meet the needs of landowners.

## E. Proposed Scope of Work

This Scope of Work presents the programmatic approach toward implementing the five major elements of the *Partnership*: a model farm on public lands, wetlands and riparian restoration,

opportunities for application/recycled water, database development, and public education/outreach. Work plans for each major element are briefly discussed, including associated principal subtasks

### Task 1.0 Model Farm on Public Lands

The objective of Task 1 is to develop an implementation plan for a model farm. The model farm will illustrate and define a sustainable approach to integrated resource management. The farm will take on projects that focus on enhancing the ability of the land to produce higher yields thereby providing greater economic returns while improving on-farm environmental habitats. In addition, it will provide an educational opportunity for the growers in the region, to see and experiment with new processes before implementation, thus reducing financial risk to their own operation should they choose to implement some of the concepts.

#### *Work Plan*

*Subtask 1.1 - Integration of Stakeholder Participation.* Stakeholder participation is the key to successfully developing this model farm at its various stages. Participation will be attained through direct interviews of key individuals as well as a series of meetings with the different interest groups. Through this process, the concepts to be implemented in the model farm will be developed.

*Subtask 1.2 - Conduct Evaluation of Potential Sites.* Individual sites will be evaluated to determine the type of soils and the type of crops that can be grown, the availability of water for irrigation, opportunities for dry and irrigated farming as well as for wetlands enhancement and environmental restoration.

*Subtask 1.3 - Selection of Preferred Site(s).* Recognizing the physical diversity of the region in soils, crops, water availability, and environmental

issues, one or several sites will be selected for implementation of the selected programs.

*Subtask 1.4 - Develop Specific Plans for Preferred Sites.* For each of these sites, the necessary facilities to implement selected programs and the physical limitations will be identified. In addition, budgets and schedules will be developed, and funding mechanisms identified.

### **Task 2.0 Wetlands and Riparian Habitats on Private and Public Lands**

Task 2 evaluates the diked levee system in the Baylands and identifies opportunities to restore or enhance wetlands and riparian habitats through on farm programs and levee relocation. Example projects identified in the Stewardship Plan include conversion of marginal farmlands to wetlands, improvements to water conveyance facilities that deliver reclaimed water for agricultural and wildlife uses and, improved regional drainage.

A regional summary and work plan will be developed that provides the framework to establish priorities and action items for near, mid and long term program implementation. In support of this approach, the work plan will also identify projects that can quickly be developed into successful examples while concurrently developing a solid long term approach for future projects.

#### *Work Plan*

*Subtask 2.1 - The Baylands Region Overview.* Existing information will be compiled and new information developed to provide a detailed information system that provides a strong foundation for project planning. The following topics will be analyzed: (a) levee system integrity and maintenance, (b) waterways, capacity and channel needs, and (c) integration of upland and bayland interface needs from both the landowner, economic, and environmental perspectives.

*Subtask 2.2 - Regional Administrative Issues.* The Partnership identified a critical need for a "one-stop" information center that can consolidate federal, state, and local opportunities and requirements for landowners wanting to implement a project. Information will be compiled and formatted for landowner access on: (a) property easement and acquisition options, (b) environmental habitat restoration programs, and (c) levee and wetland permitting requirements.

*Subtask 2.3 - Site Specific Opportunities and Project Implementation.* This subtask provides design criteria, budgets and time lines for near, mid and long term projects that include: (a) levee relocation and stabilization needs, (b) wetlands and habitat restoration program, (c) channel stabilization and re-vegetation, and (d) enhancement or enlargement of current projects.

### **Task 3.0 Opportunities for Application of Recycled Water**

Within the San Pablo Baylands, opportunities exist for the development and application of reclaimed wastewater as an alternative water supply to agricultural lands, as well as waterfowl and wildlife habitats. Another source of water is needed, in addition to existing surface and groundwater supplies, to sustain and enhance the agricultural economy in the region. Surface and groundwater supplies are limited in the region for two reasons: (1) topographic and environmental factors with respect to surface waters, and (2) tidal influences (salinity intrusion) on groundwater aquifers in the low lying areas of the San Pablo Baylands.

Presently, small pilot operations of reclaimed wastewater are in use, providing water to a few vineyard growers. The Partnership proposes to investigate the feasibility of developing this water resource and evaluate opportunities for diverse beneficial uses in the project region. Doing so would satisfy two dire needs in the San Pablo Baylands: (1) provide discharge options for local publicly owned wastewater treatment facilities, and

(2) provide an additional source of water for agricultural and environmental purposes.

#### *Work Plan*

**Subtask 3.1 - Location and Quality of the Resource.** Locating and quantifying the availability of recycled water as a resource will be evaluated. Potential suppliers include the Napa Sanitation District, Sonoma County Water Agency (Sonoma Valley Plant, Sears Point Plant), Petaluma, Novato Sanitary District, and the Santa Rosa Subregional System. This task includes a water balance for the watersheds affecting the Baylands region, assess the quality of effluent from potential suppliers, provide estimates of upgrades to meet agricultural and environmental needs, and investigate water rights issues.

**Subtask 3.2 - Potential Uses.** The potential uses and benefits to agriculture and habitat from the use of recycled water will be evaluated. Some of these uses include: (a) agricultural (vineyards, hay, dairy, pasture, urban uses such as golf courses, landscaping, parks and soil restoration), and (b) environmental (riparian, wetlands, mass reduction of pollutants to San Pablo Bay, short term uses such as flushing Cargill Salt Ponds, and Russian River Restoration). All short and long term uses and treatment requirements for the uses will be catalogued. In addition, a summary of existing and future water needs from an agricultural and environmental perspective will be provided and include an assessment of water quantity and quality.

**Subtask 3.3 - Development of Project.** Potential projects for enhancement of the agricultural and environmental resources in the San Pablo Baylands using recycled water will be developed. Project elements include: (a) treatment plant upgrades, (b) pipeline routes, (c) open channel conveyance opportunities, (d) reservoirs (public and private projects, flood control opportunities), and (e) water exchanges. Each project will be described in terms of: cost (capital, short and long term operations and

maintenance), benefits, potential partners, and potential funding options.

**Subtask 3.4 - Evaluation and Implementation.** The selection and development of the projects using recycled water in the area to enhance agriculture and the natural environment will be addressed. Viable projects will be described in terms of feasibility, design requirements, construction needs, pilot project needs and probable phasing. This work includes: (a) stakeholder involvement (workshops, selection and ranking criteria), (b) evaluation and ranking (cost basis, environmental benefits), and (c) cost benefit analysis. Also included are project descriptions, guidelines for sustainable land and water use practices, identification of funding opportunities, permit requirements, identification of new *Partnerships*, and project schedules.

#### **Task 4.0 Database Development**

The *Partnership* proposes to provide a decision support system, using a central project database, to organize environmental and planning information. This tool will facilitate the creation of a balanced plan for stewardship of land and water resources in the region. The data management system would be known as the San Pablo Program Database. This database will provide a structure for systematic analysis of the many variables that are associated with alternative stewardship actions. The database assists decision-making by isolating and then organizing the many characteristics (variables) associated with each set of management actions.

Project information (about the environment, land use, and planning controls) must be accessible, organized, relevant to the needs of individual stakeholders, and support the preparation of a sound regional management plan. Both the structure and flexibility of the database will help each decision-maker to discern beneficial interrelationships between environmental resources and management actions. The proposed database will be also a vital tool for public education purposes with respect to

the agricultural, environmental, social, and political interests in the San Pablo Baylands.

#### *Work Plan*

*Subtask 4.1 Organization of Scoping Effort.* Work will focus on coordination activities involving the *Partnership* and state and federal agencies, in order to collect input on data management needs and to prepare a project overview and build example databases for the kickoff of the database scoping process. This work will include the coordination and facilitation of meetings, development of a pilot program database, and preparation of data management objectives.

*Subtask 4.2 Scoping Meetings.* The database scoping activities involve an intensive series of meetings with San Pablo Baylands stakeholders to determine their informational needs in decision support. The facilitation of scoping workshops and the preparation of stakeholder requested database features are key components of this task.

*Subtask 4.3 Recommend Data Management System and Structure.* A data management structure will be identified that responds to the informational needs and data synthesizing tools identified by the scoping participants. A database design report will be prepared as part of this task.

*Subtask 4.4 Acquire/Set-up Computer Hardware and Software.* Appropriate computer hardware and software will be evaluated that meets the needs of the *Partnership* identified in the scoping phase of the project. Specific computer hardware and software will be purchased and installed for the database.

*Subtask 4.5 Data Collection and Input.* This subtask will consist of two parts: (a) data input, and (b) supplemental field data collection. From selected data sources (including maps, reports, and tabular information) the database, which will include Geographic Information System (GIS) components, will be "populated." Insufficient

information regarding natural resources will be supplemented by field investigation.

*Subtask 4.6 User Training.* Users of the "user-friendly" database, include Baylands stakeholders, members of the advisory committee, federal, state, and local agency users (planning departments, environmental organizations, water control board staff, etc.) and users among the public will be trained in use of the system. A database user manual will be prepared as part of this task.

*Subtask 4.7 Publish Database for Users (World Wide Web Page).* The database will be made available to the public by publishing the database on the Internet (by creating a web page) and other electronic access forums.

*Subtask 4.8 Database Modifications During Implementation.* The data management system will be revised during the implementation phase to respond to user input.

#### **Task 5.0 Public Education and Outreach**

A primary objective is to promote public understanding of and support for the *Partnership*. This task will complement and facilitate implementation of the environmental restoration and land management efforts in three ways: (1) educate the public about the valuable resources of the region and cultivate public desire to preserve them; (2) highlight the economic benefits that will accrue to the region as a result of the program; and (3) emphasize the voluntary nature of the programs.

*Subtask 5.1 Public Screenings of the San Pablo Baylands Documentary Film.* Produced during Phase I, the documentary film will premier in late October. Following the premier, the film will air on local cable television outlets, as well as on regional outlets, such as public station KQED in San Francisco. In addition, the film will be used in presentations to community and civic organizations. Video copies of the film will be made for sale and

for distribution to schools, libraries, and other education centers.

*Subtask 5.2 Develop a Volunteer Monitoring and Restoration Program.* During Phase I, a field program for students and schools in the San Pablo Baylands region was established. That program affords the opportunity to engage participating students in environmental monitoring and restoration efforts that are underway both through the *Partnership* program and through other efforts as well. Basic monitoring programs to enable students to conduct simple efforts such as water quality testing will be developed. In addition, opportunities for students to engage in simple restoration activities such as revegetation and erosion reduction projects.

*Subtask 5.3 Publications Program.* The *Partnership* will develop and distribute project information to residents of the San Pablo Baylands region through the following media outlets of the major urban centers: (a) Editorial boards of regional newspapers (provide Op-Ed and feature articles to be published in those papers); and (b) Web Site created pursuant to Task 4.0 - Database Development, thereby creating an accessible electronic link to the project for educational institutions and the general computer user.

## **F. Implementability**

Being a grassroots effort, the *Partnership* has strong support by the local community, agencies, and other non-government groups that will assure its implementation. Over the last two years, stakeholders have invested the time to identify and develop the Stewardship Plan (Phase I). The plan reflects a vested interest by the stakeholders to move forward with Phase II implementation, because it resolves land and water resources issues that have long affected the Baylands area. On a regional scale, it will enhance the value of the Baylands within the larger San Francisco Bay-Delta Ecosystem.

**SAN FRANCISCO BAY JOINT VENTURE**

mailing address: Coastal Conservancy, 1330 Broadway, Suite 1100, Oakland, CA 94612  
phone: 510-286-6767 fax: 510-286-0470

**MANAGEMENT BOARD:**

July 23, 1997

- Bay Area Audubon Council*
- Bay Area Open Space Council*
- Bay Conservation & Development Commission*
- Bay Planning Coalition*
- Bay Area Regional Watershed Network*
- California Department of Fish and Game*
- Chicago's Committee to Complete the Refuge*
- Coastal Conservancy*
- Ducks Unlimited*
- National Audubon Society*
- P G & E*
- Regional Water Quality Control Board, San Francisco Bay Region*
- Save San Francisco Bay Association*
- Sierra Club*
- U.S. Fish & Wildlife Service*
- Wildlife Conservation Board*

Kate Hansel  
CALFED Bay-Delta Program  
1416 Ninth Street, Suite 1155  
Sacramento, CA 95814

RE: San Pablo Baylands Partnership Proposal

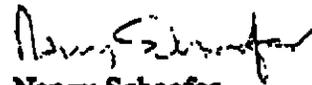
Dear Kate:

I am writing on behalf of the member organizations of the San Francisco Bay Joint Venture to support Community Conservation Partners application for the San Pablo Baylands Partnership. Endorsement of the Baylands Partnership was voted unanimously at the Joint Venture's Management Board meeting on July 10.

The Joint Venture has supported the San Pablo Baylands Partnership for the past two years as it developed its Stewardship Plan for this important North Bay region. Our member organizations continue to work collaboratively with the Baylands partnership to develop and implement wetlands enhancement and restoration opportunities.

The San Pablo Baylands Partnership plays a unique and valuable role by cultivating public support for its wetlands restoration program. We urge you to fund this very worthwhile undertaking.

Sincerely,

  
Nancy Schaefer  
Coordinator

## IV. Costs and Schedule

### A. Budget Costs

The *Partnership's* budget for the Phase II Implementation Program is \$1.98 million. Of this total, \$396,000 (20 percent) is for fees associated with contract and program administration, including staff salaries. This

administration fee is allocated between CCP and the *Partnership*; 8 percent and 12 percent, respectively. A detailed breakdown of costs by task is provided in the following table.

<i>Program Task</i>	<i>Direct Labor Hours</i>	<i>Direct Labor</i>	<i>Total Labor<sup>(1)</sup></i>	<i>Misc. and Other Direct Costs</i>	<i>Outside Service Contracts</i>	<i>Contract &amp; Program Administration Fees<sup>(2)</sup></i>	<i>Total</i>
Model Farm on Public Lands	1,350	\$41,540	\$135,000	\$15,000	\$90,000	\$60,000	\$300,000
Wetlands and Riparian Habitat Restoration	2,500	\$76,920	\$250,000	\$30,000	\$200,000	\$120,000	\$600,000
Opportunities for Recycled Water Applications	3,100	\$95,380	\$310,000	\$30,000	\$60,000	\$100,000	\$500,000
Database Development	2,750	\$84,610	\$275,000	\$15,000	\$30,000	\$80,000	\$400,000
Public Education & Outreach	2,000	\$50,000	\$66,000	\$18,000	\$60,000	\$36,000	\$180,000
<b>TOTAL</b>	<b>11,700</b>	<b>\$348,450</b>	<b>\$1,036,000</b>	<b>\$108,000</b>	<b>\$440,000</b>	<b>\$396,000</b>	<b>\$1,980,000</b>

<sup>(1)</sup> Total labor includes direct labor, benefits, and profit (CDM only.)

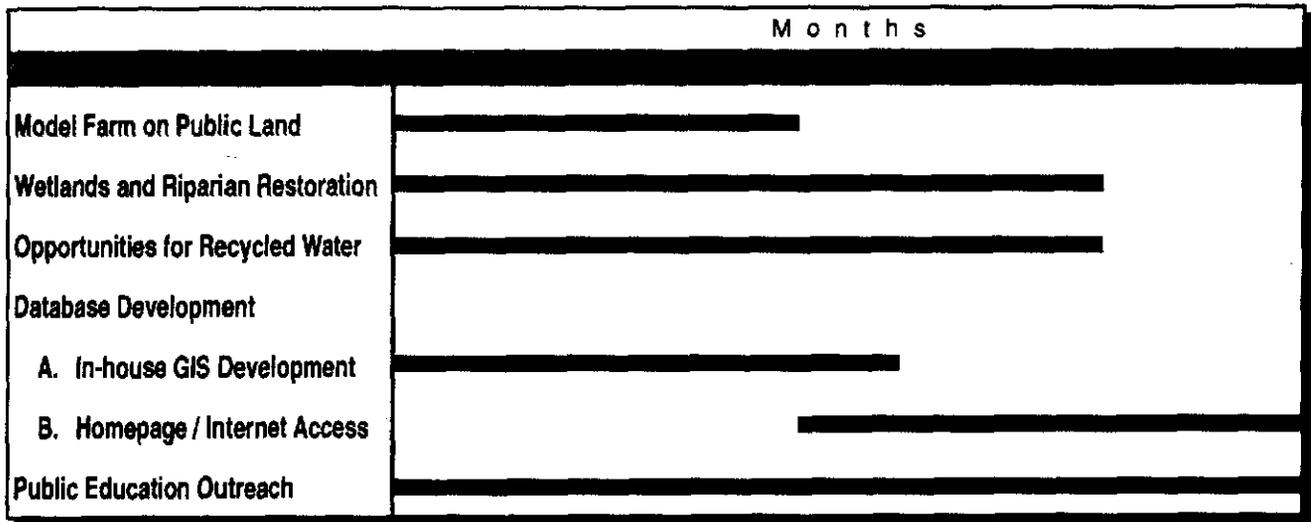
<sup>(2)</sup> Non-profit contract and program administration fee is 20 percent of total cost and includes staff salaries. This fee is allocated between CCP and the *Partnership*; 8 percent and 12 percent, respectively.

### San Pablo Baylands Partnership Phase II - Implementation Program Proposed Budget

**B. Schedule**

The time line for conducting Phase II tasks is shown below. All work would be completed within 18 months from the starting date.

**San Pablo Baylands Partnership Phase II - Implementation Program Schedule**



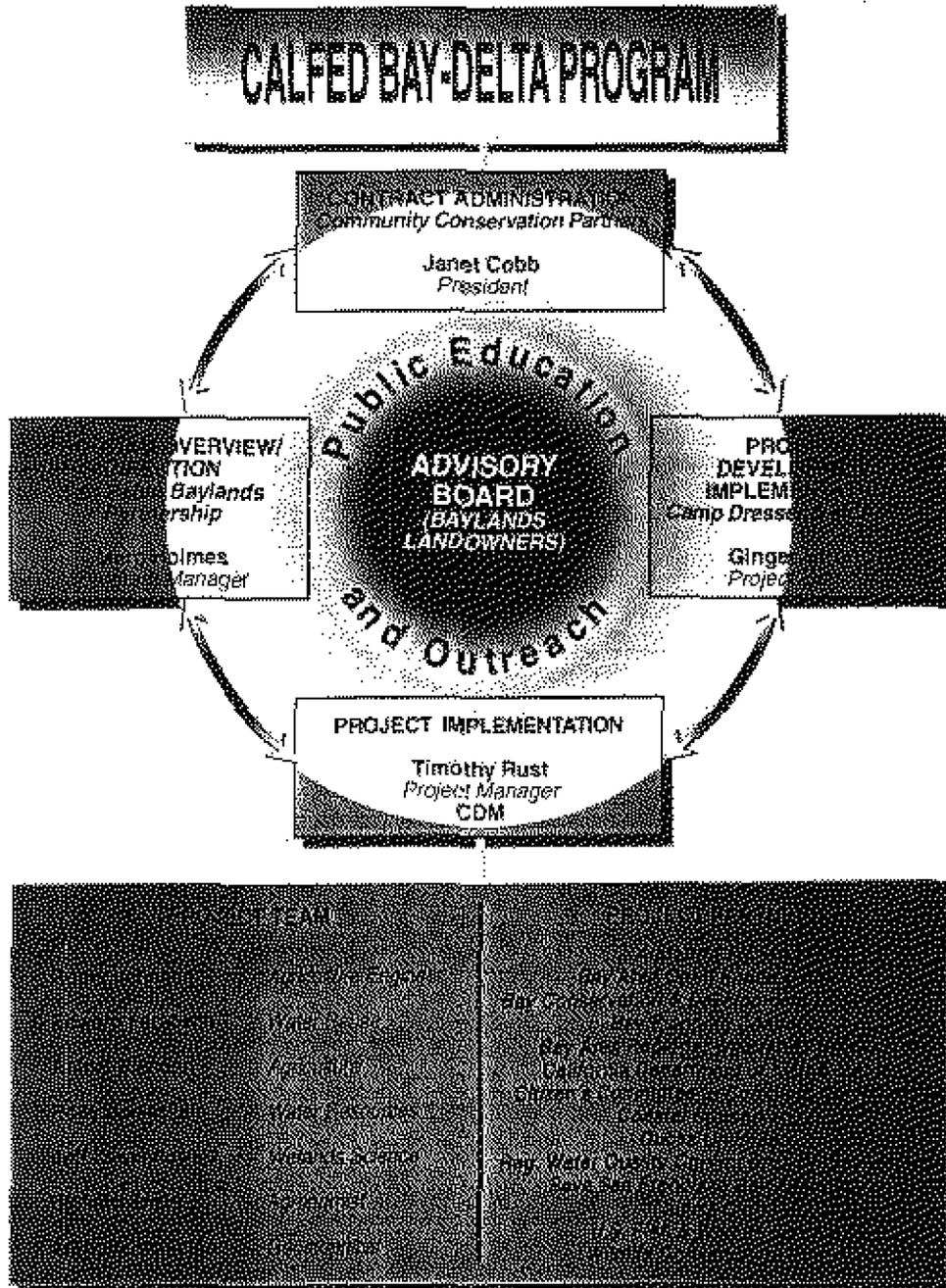
**C. Third Party Impacts**

The *Partnership* has strong support from the landowners in the Baylands region. From the beginning, nearly two years ago, stakeholders have been actively involved in the planning and development of the program, via a consensus building workshop process. It is truly a grassroots effort, with wide support by community leaders as well as by government and non-government agencies. A positive outcome from this type of regional based decision-making, is that the potential impact on third parties is minimized. Stakeholder participation and input will continue to be significant during Phase II implementation. Therefore, third party impacts are not anticipated.

## V. Applicant Qualifications

The *Partnership* has assembled an outstanding team of people to implement the program. Key to effective program organization is the partnering of three primary groups: CCP, the *Partnership*, and CDM. CCP will be responsible for contract administration affairs with CALFED, the *Partnership* will provide overall program management and the public education/outreach

element, while CDM will have primary responsibility for program development and implementation. The three partners will be guided by an Advisory Board consisting of Baylands landowners. An organization of our team and each member's role is shown. Brief resumes of experience follow.



### **Contract Administrator, Community Conservation Partners**

*Janet Cobb — M.A. - Radio and Television (magna cum laude), B.A. - Journalism California State Polytechnic University.* Ms. Cobb is leading Community Conservation Partners in assembling unlikely partners from business, government, social justice and environmental groups to work on ecosystem restoration, environmental education, and community support. She serves as executive officer of the California Oak Foundation, a statewide membership group, which has worked under contract with the California Department of Forestry and the U.S. Forest Service on oak woodlands and urban forestry issues. She also serves as president of Yosemite Restoration Trust, and serves on a number of boards and advisory councils such as Save San Francisco Bay Association, Institute for Ecological Health, Endangered Habitats League, Cal Poly State University President's Council.

### **Program Manager, Partnership for the San Pablo Baylands**

*Marc Holmes — B.A. - Psychology, M.A. - Counseling Psychology, Specializing in Group Dynamics.* Mr. Holmes is program manager for the San Pablo Baylands Partnership. Under his guidance, the Partnership, through a collaborative effort by landowners, has developed a plan and strategy for meeting the diverse needs of the Baylands region. Also, he coordinated the effort to add Cullinan Ranch to the San Pablo Bay National Wildlife Refuge, and mediated the implementation of a predator management plan to protect the endangered California Clapper Rail. Mr. Holmes was chairman of the San Francisco Estuary Project's ad hoc Wetlands Committee that drafted a compromise agreement for the Comprehensive Conservation and Management Plan (CCMP) Wetlands element.

### **Project Director, Camp Dresser & McKee**

*Virginia (Ginger) B. Strong — B.S. - Agricultural Science, Plant Protection, California State University, Fresno.* Ms. Strong has 10 years experience in integrated resource management and related program development. Her involvement includes managing programs with widely divergent interests, such as habitat protection, open space, and a variety of water issues, building consensus among these groups, preparing public education programs and identifying funding to develop the projects. Ms. Strong was project manager for Phase 1 of the Kaweah Delta Corridor Enhancement Study in Visalia and continues in this capacity for Phase 2. The project initiated the first-ever funding for an integrated resource management study to eventually serve as a state program model. She was project director for Phase I of the San Pablo Baylands Partnership.

### **Key Team Members**

*Roger Johnson — B.S. - Agricultural Engineering (magna cum laude), California State Polytechnic University.* Mr. Johnson is a CDM vice president with more than 16 years of construction management, environmental engineering, and water resources experience. He currently manages CDM's Environmental Management Division in California. Mr. Johnson has a degree in Agricultural Engineering with an emphasis in water resources management. He has directed and participated in a number of projects evaluating and mitigating the impacts of industrial, urban, and agricultural discharges to surface and ground waters in California.

*Ed Fernbach — M.S. Environmental Engineering; B.S. Chemical Engineering, University of California, Davis.* Mr. Fernbach has over 25 years of experience in planning, management and design of wastewater treatment and reuse systems in the Central San Joaquin Valley. His involvement in planning and implementation

of wastewater solutions span the range from food processing clients to large, municipal clients.

*Tim Rust — M.S. Environmental Engineering; B.S., Biology, Gordon College.* Mr. Rust was technical manager of the Phase I San Pablo Baylands Partnership project for the Save San Francisco Bay Association. He oversaw the preparation of area resource summaries and the development of a Stewardship Plan and Implementation Strategy. Mr. Rust served as project coordinator for the Colusa Basin and American Basin Open Space Feasibility Study integrated resources management planning projects. He has 13 years experience in the environmental engineering planning of numerous master plans for wastewater and water resources projects.

*Polly Boissevain — M.S., Civil Engineering, Cornell University; B.S., Civil Engineering, Stanford University.* Ms. Boissevain has more than 14 years of professional experience specializing in water resources planning, with extensive experience in hydraulic modeling, both steady-state and transient hydraulic applications for open-channel and closed conduit flow.

*Anibal Blandon — M.S. Water Resources Engineering, Utah State University; B.S. Agricultural Engineering, California State University, Pomona.* Mr. Blandon has over 8 years of professional experience in the fields of civil and water resources engineering. His experience has been in the planning and development of water supply studies, local and regional water master planning, groundwater development and management, water rights issues, reclaimed water assessment and distribution analysis, and groundwater remediation studies.

*Dr. Jeff Lewandowski - D.Eng., Hydraulic and Coastal Engineering, University of California, Berkeley, M.S. Engineering, B.S. Civil Engineering, South Dakota State University.* Dr.

Lewandowski has over 12 years experience in water resources engineering, with specialized experience in wetland hydrodynamic modeling. He has performed computer modeling of the hydrodynamics of the San Elijo Lagoon, a 500 acre tidal wetland in Northern San Diego County. He has also performed research in San Pablo Bay regarding the vegetation friction resistance effects of salt marsh vegetation in tidal flows. He has experience in modeling of water distribution, wastewater collection and storage, stormwater conveyance and storage, and movement of groundwater.

*Anthony Saracino — M.S. Geology, Colorado State University; B.S. Geology, California State University, Fresno.* Mr. Saracino has over 12 years of experience in geoscientific consulting, with an emphasis on groundwater management and water quality issues. He is chairman of the board and past president of the Groundwater Resources Association of California. He is currently serving on the technical advisory committee for the Source Water Assessment Program being coordinated by the California Department of Health Services, and the Groundwater Committee for the Association of California Water Agencies. Mr. Saracino was one of the four authors of *California Groundwater: Guidance for Basin Management*, a guidance manual funded by a grant from the U.S. Environmental Protection Agency.

*Richard Smith — M.S. Plant Science, B.S. Agronomy, California State University, Fresno.* Mr. Smith has over 27 years experience in the fields of agronomy, solids, crop science and water resources engineering. His experience focuses on the planning and analysis of water resources projects and analyzing complex assignments related to irrigation, drainage, water conservation, wastewater reclamation, agricultural use/planning, land classification, agriculture economics, and other environmental issues.

## **VI. Compliance with Standard Terms and Conditions**

Attached are Community Conservation Partners and Camp Dresser & McKee Inc.'s Affirmative Action Statements, regarding performance of the tasks described in the Scope of Work.



# affirmative action and equal employment opportunity policy

## **CDM** Camp Dresser & McKee Inc.

**Camp Dresser & McKee's policy on affirmative action and equal employment opportunity is presented in the following statement. It applies to all employees and qualified applicants.**

It is, and will continue to be, the policy of Camp Dresser & McKee Inc. to provide equal employment opportunity to all qualified persons without regard to their race, color, creed, religion, age, sex, marital status, sexual orientation or affectional preference, national origin, ancestry, citizenship, physical or mental handicap, or because he or she is a disabled veteran or veteran of the Vietnam era in all employment decisions. CDM will continue to promote the full realization of equal employment opportunity through a positive continuing program. The firm will assure that qualified applicants are recruited and hired, and that employees at all levels are not discriminated against because of their race, color, creed, religion, age, sex, marital status, sexual orientation or affectional preference, national origin, ancestry, citizenship, physical or mental handicap, or because he or she is a disabled veteran or veteran of the Vietnam era.

Equal opportunity and equal consideration will be afforded to all applicants and employees in personnel actions which include recruiting and hiring, selection for training, promotion, fixing rates of pay or other compensation, benefits, transfers and layoff or termination. It is our intention, in the implementation of this policy, to provide full employment opportunities for qualified members of minority groups, those with physical or mental handicaps, disabled veterans and veterans of the Vietnam era, and to provide opportunities at all job levels through aggressive upgrading and recruiting actions.

Furthermore, it is our policy to coordinate the affirmative action programs directed at seeking qualified personnel from minority groups, women's groups, organizations of and for handicapped persons, and organizations of and for disabled veterans and veterans of the Vietnam era, for employment with the firm and to provide encouragement and direction to our staff to advance within the limits of each individual's capabilities.

CDM considers the attainment of equal employment opportunity for all as a major corporate objective and expects the active and effective support of every employee.

Richard A. Orton, Vice President of Human Resources, has been designated the Equal Employment Opportunity Officer. He will monitor CDM's Affirmative Action Program and report to me on its success.

Robert C. Marini  
Chairman and Chief Executive Officer  
February 1997

Community

Conservation

Partners

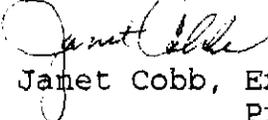
Affirmative Action and  
Equal Employment Opportunity  
Policy of  
COMMUNITY CONSERVATION  
PARTNERS AND THE CALIFORNIA  
OAK FOUNDATION

It is, and will continue to be, the policy of Community Conservation Partners and the California Oak Foundation to recruit, employ and promote on an equal opportunity basis, all persons without regard to their race, color, creed, religion, age, sex, marital status, sexual orientation or affectional preference, national origin, ancestry, citizenship, physical or mental handicap, or because he or she is a disabled veteran or veteran of the Vietnam era, in all employment decisions.

Equal opportunity and equal consideration will be afforded to all applicants and employees in personnel actions which include recruiting and hiring, selection for training, promotion, fixing rates of pay or other compensation, benefits, transfer, and layoff or termination. It is our intention, in the implementation of this policy, to provide full employment opportunities to qualified members of minority groups, women, those with physical or mental handicaps, disabled veterans, veterans of the Vietnam era, and to provide job opportunities at all job levels through aggressive upgrading and recruiting actions.

CCP and COF consider the attainment of equal employment opportunity for all as a major objective and expect the active and effective support of every employee.

Neil Havlik, President of the California Oak Foundation, is the designated Equal Employment Officer for these nonprofit entities.

  
Janet Cobb, Executive Officer, COF  
President, CCP

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