



FY2022 (7/1/2022 – 6/30/2023) Annual Work Plan King Conservation District

For More Information Contact: 425 295 3972



Mission of the King Conservation District

- *To promote the sustainable uses of natural resources through reliable, public/private stewardship*

Natural Resource Priorities:

- Healthy, viable communities through sustainable voluntary stewardship of private lands and natural resources;*
- Protection and expansion of working lands: farms, forests, shellfish, minerals to ensure sustainable resource stewardship;*
- Optimal management of polluted water run-off and conservation of water quantity to meet multiple needs;*
- Expand strategic partnerships with collaborative conservation focus and advocate for farmland protection expansion*

Program Area: Board of Supervisors

Goal(s): i - iv

Funding Source(s): Rates and Charges

Activities for FY2022	Target Dates	Person Responsible	Time(Days) Required	Estimated Costs	Notes
Board of Supervisors: Conduct regular bi-monthly meetings and multiple subcommittee meetings per year. Develop and adopt District policies. Supervisors serve as appointments to various regional boards and commissions, attend outside meetings, and engage with stakeholders throughout KCD. Oversee annual reporting meeting.	7/1/22 6/30/23	Haugen	365	\$ 90,290	Each Supervisor contributes a minimum of 180 hrs a year to fulfill his/her Board responsibilities

<p>Advisory Committee Coordinate and conduct every-other-month 2-hour meetings to prioritize natural resource conservation needs across KCD service area. Manage event coordination, support Executive Director, direct communication and outreach with the 15 members and their alternates as well as interested parties.</p>	<p>7/1/22 6/30/23</p>	<p>Dostal</p>	<p>365</p>	<p>\$ 58,800</p>	
<p>Election Conduct the annual board supervisor election to raise the profile of KCD supervisor election and to engage more voters in this election process. Work with King County Elections to align KCD elections more closely with the County's approach, tools, and outreach.</p>	<p>7/1/22 6/30/23</p>	<p>Dostal</p>	<p>365</p>	<p>\$ 439,500</p>	
				<p>\$588,590</p>	

Program Area: Operations

Goal(s): i - iv

Funding Source(s): Rates and Charges

Activities for FY2022	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
District operations Deliver professional and responsive services to existing other government agencies and the public in the areas of facilities management, public procurement, surplus property, and contract management. Provide cost effective centralized procurement of supplies and services management while maximizing effectiveness and minimizing costs. Support our learning spaces with new and emerging technology including mobile technologies, and IT infrastructure to support all new software programs and reporting.	7/1/22 6/30/23	Méndez-Perez	365	\$914,507	
Financial Management Continue to increase transparency in financial reporting while addressing gaps and implementing strong internal controls. Upgraded financial management software and systems, developing SOP's for new software.	7/1/22 6/30/23	Méndez-Perez	365	\$261,947	Supported by consulting team
Human Resources Review employee policies and develop revised employee handbook to ensure that employment policies are up to date. Update hiring practice guidelines and office procedures. Implement team building practices to align staff and work groups on collaborative work projects. Continue to provide employees with a work environment where teamwork is paramount, ideas are rewarded, creativity and risk-taking are encouraged, and successes are celebrated.	7/1/22 6/30/23	Méndez-Perez	365	\$130,987	Supported by HR consultant

<p>GIS Support Continue to help support our landowners by creating map documents and folios for better visualization for property build outs, such as forestry and future planning features, i.e. fence types, invasive plant distribution, pastures paddocks and the like.</p>	<p>7/1/22 6/30/23</p>	<p>TBD</p>	<p>365</p>	<p>\$20,000</p>	
<p>Strategic Planning KCD is engaging in a strategic planning effort including diversity, equity, and inclusion. Planning efforts will include meaningful engagement from our stakeholders to capture priorities in our five-year plan. This strategic plan will serve as a framework and roadmap for our work across core program areas and have clear steps to center equity as part of our core work and structure.</p>	<p>7/1/22 6/30/23</p>	<p>Méndez-Perez</p>	<p>365</p>	<p>\$35,000</p>	
<p>Diversity, Equity, and Inclusion KCD recognizes that Diversity, Equity, and Inclusion are essential for the organization to fulfill its mission as a community-based conservation resource. An internal Racial Equity Change Team pushes these efforts forward.</p>	<p>7/1/22 6/30/23</p>	<p>Méndez-Perez</p>	<p>365</p>	<p>\$25,000</p>	
				<p>\$1,387,441</p>	

Program Area: Engagement

Goal(s): i - iv,

Funding Source(s): Rates and Charges

Activities for FY2022	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
<p>General Engagement Incorporate the development and messaging to all District audiences on the purpose of King Conservation District and the avenues through which it serves the residents of King County. Continue to develop a distinct brand for the organization that positions it uniquely in the value it brings and its delivery of service. Use social media, community-based social marketing, earned media, and other cost-effective communication outlets to ensure broad distribution of key messages and brand identity.</p>	7/1/22 6/30/23	Dostal	365	\$132,030	
<p>Partnerships In 2021-2022 there will be continued efforts to strengthen strategic relationships with the Puget Sound Partnership and other key local and regional partners through continued collaboration with the Puget Sound Conservation Districts and expanded outreach to regional tribes.</p> <p>At the local level continue invigorated collaboration with the 35 long standing jurisdictional partners, area non-profits and community-based organizations, and local neighborhood conservation efforts.</p>	7/1/22 6/30/23	Méndez-Perez	365	\$ 16,845	

<p>Program Marketing Develop and maintain materials, social media vehicles, film, and other program marketing to highlight specific services available to private property owners and jurisdictions that expand KCD's partnering opportunities and "boots on the ground" service delivery.</p>	7/1/22 6/30/23	Dostal	365	\$112,010	
<p>Fund Development Locate new grant funding opportunities. Support staff groups in exploring new funding opportunities. Partner with aligned organizations in seeking new funding streams.</p>	7/1/22 6/30/23	TBD	365	\$ 10,528	
<p>Legislative: State and Federal KCD will continue its active role with local and state legislative bodies and will expand to include federal bodies. The focus this year will be seeking changes to state and federal legislation and policies that recognizes and supports farmland and other working lands and so impacts conservation districts and supports voluntary stewardship.</p>	7/1/22 6/30/23	Méndez-Perez	365	\$ 10,528	
<p>Brand Development Continue to build on successful brand development strategies, including public radio underwriting, event sponsorship, and earned media on television, in community publications, and elsewhere.</p>	7/1/22 6/30/23	Dostal	365	\$47,041	
<p>Puget Sound Conservation District Caucus King Conservation District will continue collaboration with PSCDs through the PSCD Caucus. Focus will be supporting implementation of PSCD work plan activities, collaborating with regional partners on Puget Sound recovery, and advancing PSCD regional service provider model.</p>	7/1/22 6/30/23	Méndez-Perez	365	\$28,165	

					\$357,147

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Program Area: Education

Goal(s): iii & iv,

Funding Source(s): Rates and Charges and Commission Grants

Activities for FY2022	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
<p>General Education – Education General Program includes activities on education initiatives and education program development activities that do not fit in a specific education program. Includes coordinating education services with other KCD programs; exploring and developing new education programs; building Education Group capacity to serve and collaborate with other partners; and managing professional services contracts for educational specialists working on Education Group program tasks.</p>	<p>7/1/22 6/30/23</p>	<p>Wolf</p>	<p>365</p>	<p>\$83,768</p>	
<p>Envirothon - A nation-wide environmental literacy competition for high school youth. Sponsoring businesses and organizations include the NCF, NRCS, WSCC, WACD, and WCS. King Conservation District participates in the Washington State Envirothon program by recruiting high school teams from King County to participate in the NW Regional Envirothon, supporting the WA State Envirothon Committee, and participating in the WA State Envirothon competition.</p>	<p>7/1/22 6/30/23</p>	<p>Wolf</p>	<p>365</p>	<p>\$8,000</p>	
<p>Farm Tours and Ag. Classes – Facilitate tours and classes on agriculture topics to provide peer to peer education opportunities for members of the livestock community. Farm tours are open house events where a host landowner highlights management practices they’ve implemented to protect and enhance natural resources on their property. Classes on agriculture topics are offered to provide information on emerging topics relevant to the livestock keeping and agricultural production communities.</p>	<p>7/1/22 6/30/23</p>	<p>Wolf</p>	<p>365</p>	<p>\$77,300</p>	

<p>Where the Water Begins Workshops – These workshops help landowners understand the natural resource assets on marine shoreline and marine bluff properties, and ways to improve their natural resources. Workshops focus on the ecology of the Puget Sound marine near-shore environment, coastal geological processes, and vegetation management, which provide an overview of how landowners can promote stable natural shorelines, reduce the risk of bluff erosion and landslides, and improve fish and wildlife habitat. Workshop participants can then request a free technical assistance site visit.</p>	<p>7/1/22 6/30/23</p>	<p>Wolf</p>	<p>365</p>	<p>\$20,000</p>	<p>WSCC IM Grant</p>
<p>Forest Tours & Workshops – Facilitate tours and classes on forestry topics to provide peer to peer education opportunities for forest owners. Forest tours are open house events where a host landowner highlights management practices they've implemented to protect and enhance natural resources on their property. Classes on forest health topics are offered to provide information on emerging topics.</p>	<p>7/1/22 6/30/23</p>	<p>Wolf</p>	<p>365</p>	<p>\$12,682</p>	
<p>Urban Shorelines Education This education program focuses on urban freshwater shoreline landowners and is a complement to the Urban Shorelines Implementation program. The program focuses on riparian habitat and restoration, water quality and natural yard care. It includes options for webinar, in classroom and field trip components depending in COVID restrictions.</p>	<p>7/1/22 6/30/23</p>	<p>Wolf</p>	<p>365</p>	<p>\$35,670</p>	
				<p>\$ 237,420</p>	

Program Area: Food and Farm Programs

Goal(s): i, ii, iii, and iv

Funding Source(s): Rates and Charges and targeted grant funding

Activities for FY2022	Target Dates	Person Responsible	FTEs (days) Required	Estimated Funding	Notes
<p>Regional Food System KCD will continue to administer a robust program of grants and services that address the following regional goals:</p> <ul style="list-style-type: none"> • Improve food access • Increase access to working farm lands • Invest in local food as an economic growth sector • Begin to address storage and processing obstacles • Work to increase institutional purchasing • Bring expanded support to dairy farmers • Increase local marketing <p>KCD will bring over \$5,000,000 to the expansion and stabilization of a sustainable, equitable, and resilient regional food economy between 2020-2024. These funds can be used as match for USDA and other grant sources for even greater impact on the development of our food system economy</p>	7/1/22 6/30/23	Embleton	365	\$1,140,000	
<p>Soil Testing Program Soil Fertility- expand efforts to help urban farmers and gardeners understand how to understand and manage soil fertility, including soil testing and cover cropping, food cycle, natural resource cycles. Practical Workshops, Site Specific Technical Expertise, Soil Testing Program, pilot cover cropping incentives.</p>	7/1/22 6/30/23	TBD	365	\$27,000	

<p>Community Agriculture Food growing in underserved communities- build on successful efforts to partner with cities and community leaders on opportunistic, demonstration projects, targeting geographic and demographic equity and cultural appropriateness.</p> <p>Benchmarks</p> <ul style="list-style-type: none"> • Assess regional need for urban farming-related natural resource planning support through coordination with member jurisdictions and the KCD Advisory Committee • Grow current soil testing program and customers into a more comprehensive urban conservation program focused on growing healthy local food and protecting and enhancing urban water quality. • Use Community Ag to build robust equity and social justice accomplishments in natural resource conservation, primarily through greening the urban built environment 	7/1/22 6/30/23	TBD	365	\$79,951	
<p>Agricultural Drainage Program Assist landowners with maintaining and improving agricultural drainage systems. Our aim is to enable more landowners to participate in the King County Agricultural Drainage Assistance Program (ADAP) through a combination of technical assistance and matching grants. In addition, we are conducting a county-wide assessment of drainage needs as the basis for future planning. The new KCD Agricultural Drainage Program was made possible through a grant from the King County Flood Control District.</p>	7/1/22 6/30/23	King	365	\$201,462	

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<p>Program Area: Clean Water Goal(s): i, ii, iii, and iv Funding Source(s): Rates and Charges and targeted grant funding</p>					
<p>Rural Farm Planning Services Providing farm conservation planning services to farms and livestock owners within KCD. Upon completion of a conservation plan, the land user has made decisions to manage natural resources consistent with the resource needs recommended by District staff. A Farm conservation plan may be used by the landowner to meet the requirements of other agencies and programs, including: King County Codes-Title 21A. 30 (Livestock Management), 21A.24 (Critical Areas); King County Programs- Agricultural Drainage Assistance, Best Management Practice Cost Share, Public Benefit Rating System (property tax incentives), the Clean Water Act.</p> <p>Develop comprehensive farm management plans. As part of the planning process, farm and livestock owners will receive technical assistance to identify resources, determine land use objectives, and make environmentally sound management decisions.</p>	<p>7/1/22 6/30/23</p>	<p>King</p>	<p>365</p>	<p>\$864,190</p>	
<p>Dairy Planning Services Providing farm conservation planning services licensed dairies and Concentrated Animal Feeding Operations. Upon completion of a conservation plan, the land user has made decisions to manage natural resources consistent with the resource needs recommended by District staff. Linked to Dairy</p>	<p>7/1/22 6/30/23</p>	<p>Weldon</p>	<p>365</p>	<p>\$103,929</p>	

<p>Nutrient Management Act of 1998 (RCW 90.64), the Clean Water Act.</p> <p>Develop comprehensive farm management plans. As part of the planning process, farm and livestock owners will receive technical assistance to identify resources, determine land use objectives, and make environmentally sound management decisions.</p>					
<p>Equipment Loan Program This equipment loan program was developed to help farm cooperators reduce barriers to implementing sound farming and conservation practices. The equipment available includes: Manure Spreader Service, Mobile Chicken Processing, No Till Drill, Hay Probe Loan Service)</p>	7/1/22 6/30/23	TBD	365	\$185,000	
				\$2,601,532	

Program Area: Shorelines and Riparian Habitat

Goal(s): i, ii & iii, engage volunteers in habitat restoration work, enhance riparian areas,

Funding Source(s): Rates and Charges, Commission grants, and other grants and revenue

Activities for FY2022	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
<p>Riparian Habitat Stewardship Projects – Includes activities for providing technical assistance and implementing aquatic area buffer projects on rural lands This program includes coordination of the Riparian Habitat Stewardship Team and professional development training in the development of aquatic area enhancement services that serve rural landowners.</p>	<p>7/1/22 6/30/23</p>	<p>Meisinger</p>	<p>365</p>	<p>\$ 431,144</p>	
<p>Expanded Shoreline Projects – Assistance to urban shoreline residents. Partners include urban landowners; organizations; schools; businesses; and government agencies on implementing aquatic area enhancement projects.</p>	<p>7/1/22 6/30/23</p>	<p>Meisinger</p>	<p>365</p>	<p>\$310,000</p>	
<p>CREP – The KCD CREP compensates agriculture landowners for setting aside, planting, and maintaining riparian buffers to restore fish habitat on private agricultural lands adjacent to depressed or critical condition salmon streams and rivers. CREP plans in King County often include other practices such as off-channel watering and livestock crossings in combination with riparian enhancement and livestock exclusion fencing. CREP is a joint effort of the United State Department of Agriculture (USDA) Farm Service Agency, the USDA Natural Resources Conservation Service, and the Washington State Conservation Commission acting through the King Conservation District. This fiscal year the allocation of WSCC funds for KCD’s CREP Program was drastically reduced from previous years and will result</p>	<p>7/1/22 6/30/23</p>	<p>Bergen</p>	<p>365</p>	<p>\$160,000</p>	

<p>in a decrease in the number of CREP plans implemented from 4-6 per year to 2 per year.</p>					
<p>Wetland Plant Cooperative and Native Plant Holding Facility – A native plant nursery where upland, wetland and salt marsh plants are propagated for stream, wetland, estuarine and upland habitat enhancement projects. This program is administered as an informal Cooperative, and its focus is to increase capacity in the local community to plan and implement aquatic area enhancement projects. Projects supported by the WPC include freshwater and marine aquatic area enhancement projects implemented by KCD, and implemented in partnership with individuals, organizations and agencies. Partnering individuals, organizations and agencies volunteer at the WPC in trade for technical services and plant material. Community groups in particular benefit by volunteering to obtain assistance on planning and implementing enhancement projects that otherwise could not be implemented due to lack of technical expertise and funding. Organizations and agencies are able to expand the size of their projects by partnering with KCD for supplemental native plant material. The WPC also serves as an informal training facility for local youth and adults, who gain experience in horticulture and stream and wetland enhancement techniques, as well as leadership skills through volunteer service at the WPC. The WPC is an informal recycled materials demonstration site where recycled materials are utilized in plant production. The WPC proudly utilizes reclaimed water for irrigation. Reclaimed water is provided free of charge by the King County Wastewater Treatment Division East Section Reclamation Plant and allows KCD to conserve</p>	<p>7/1/22 6/30/23</p>	<p>Meisinger</p>	<p>365</p>	<p>\$61,867</p>	

potable drinking water and support the reduction of discharged wastewater into local waterways.					
Bareroot Plant Sale – A bare-root plant sale that provides landowners, organizations, schools, and government agencies with low cost bare-root native plant material for habitat enhancement and native plant landscaping. In addition to receiving low cost native plants, plant sale customers receive assistance on species selection, information on installing and maintaining plants to achieve high rates of survival, and recommendations related to habitat enhancement.	7/1/22 6/30/23	Dostal	365	\$110,875	
Marine Shoreline Landowner Assistance Program – Provides site visits and limited cost-share funding to help landowners address concerns and improve critical natural resources associated with Puget Sound marine shorelines. Site visits focus on the ecology of the Puget Sound marine near-shore environment, coastal geological processes, and vegetation management. In combination, these activities help landowners promote stable natural shorelines, reduce the risk of bluff erosion and landslides, and improve fish and wildlife habitat. A limited cost-share program is available to implement fish and wildlife habitat enhancement projects that are identified through personalized site-visits.	7/1/22 6/30/23	Meisinger	365	\$120,000	
Discovery Farms Discovery Farms is a farmer-led, on-farm research program. The goal of the KCD Discovery Farms program is to evaluate the effectiveness of on-farm conservation practices implemented by KCD. Currently the program is working on a project evaluating the effectiveness of different dry manure storage BMPs commonly prescribed by KCD. The	7/1/22 11/30/24	Redmond	365	\$165,000	This project is funded through the King County Wastewater Treatment Division

project will also promote the adoption of these BMPs through educational and outreach events and is funded through the King County Wastewater Treatment Division Waterworks Grant program.					Waterworks Grant.
				\$1,358,886	

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Program Area: Landowner Incentive Program

Goal(s):

Funding Source(s): Rates and Charges

Activities for FY2022	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
<p>Landowner Incentive Program – The LIP promotes stewardship of natural resources on private property by providing cost-share funding to assist cooperators implementation of natural resource best management practices (BMPs). The LIP funds agricultural and non-agricultural natural resource management practices planned in association with District technical service programs. Fourteen individual practices are eligible for funding. Examples include <i>Heavy Use Protection Area, Aquatic Area Buffer Planting, Forest Health Management, Waste Storage Facility, and Cover Crops</i>. Cost-share reimbursement rates for approved projects range from 50% to 90% depending on the natural resource management practice. KCD reimburses project costs at the cost-share reimbursement rate in combination with established cost-share limits.</p>	<p>7/1/22 6/30/23</p>	<p>Redmond</p>	<p>365</p>	<p>\$622,167</p>	

Program Area: Healthy Forests
Funding Source(s): Rates and Charges

Activities for FY2022	Target Dates	Person Responsible	Time (Days) Required	Estimated Funding	Notes
<p>Small Lot Forest Stewardship – King Conservation District provides technical assistance and forest management planning services to small-lot forest landowners across unincorporated King County to protect and enhance woodlots and smaller stands of forest, reduce forest fragmentation, and capture the ecological benefits and recreational and economic value of forests. KCD partners with King County Department of Natural Resources and Parks, Washington State University Cooperative Extension, and rural residential and small private forest landowners to increase the resilience of the forested landscape by helping landowners actively manage forestlands and open space areas.</p>	7/1/22 6/30/23	Anderson	365	\$325,610	
<p>Urban Forest Health Management – KCD provides \$150,000 of project management support to member jurisdictions’ projects designed to increase the resilience of urban tree canopies, capture the ecological, recreational and other values of urban forests, and actively manage urban trees in yards, forested parks, and public open spaces.</p>	7/1/22 6/30/23	Arnstein	365	\$277,499	
<p>Wildfire Preparedness Planning – Stakeholders are increasingly aware of the need to modify landscaping and land management practices to mitigate wildfire risk potential. Programs exist at the state and federal level to support planning and preparation on public lands and on large acreage holdings. KCD engages landowners and 3-4 homeowners’ associations annually to develop, fund,</p>	7/1/22 6/30/23	Lasecki	365	\$181,147	

and implement home hardening and forest management practices.					
				\$784,256	

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Program Area: Grants

Goal(s): i, ii, iii & iv implement conservation practices through strategic partners

Funding Source(s): Rates and Charges

Activities for FY2022	Target Dates	Person Responsible	Time(Days) Required	Estimated Funding	Notes
<p>Member Jurisdiction Grant Program – In partnership with 35 jurisdictions, including unincorporated King County, KCD provides annual funding for the implementation of natural resource improvement actions In partnership with jurisdictions. Jurisdictions and nonprofit organizations can access the funding by submitting a grant application..</p> <p>WRIA Forum Grant Program – KCD stopped funding WRIA grants in 2012 when the King County Flood Control District took over funding salmon recovery efforts through the Cooperative Watershed Management Fund. Staff have closed out 408 WRIA grants which is nearly all of the previously awarded WRIA grants and will work with the WRIAs to distribute any leftover funding.</p>	7/1/21 6/30/22	Saavedra	365	\$1,433,850	
<p>King Conservation District / Snoqualmie Watershed Forum Opportunity Fund – A grant program that provided grants to landowners, organizations, agencies and member jurisdictions to support implementation of natural resource management practices on private property. The program no longer provides funding for the award of new grants. There are approximately 32 grants that have not been closed due to outstanding reporting</p>	7/1/22 6/30/23	TBD	365	0	

needs and the lack of KCD staff capacity to close them out.					

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FY2022 Annual Budget King Conservation District

NOTE on District budget for FY2022 (7/1/22 – 6/30/23)

NOTE: The KCD operates on a calendar year basis and must do so because its primary funding source, the system of Rates and Charges, requires congruency with King County and KCD cities accounting.

Board of Supervisors	588,590
Operations	1,387,441
Engagement	357,147
Education	237,420
Food & Farm Programs	2,601,532
Shorelines & Riparian Habitat	1,358,886
Landowner Incentive Program	622,167
Healthy Forests	784,256
Implement Conservation Practices	1,433,850
Total	9,371,289