

Narratives

Executive Summary

The Nisqually Tribe proposes to have 5 AmeriCorps members who will remove invasive species, restore native plant habitat, build trails, and construct rain gardens on the Nisqually Indian Reservation and throughout the Nisqually watershed. At the end of the first program year, the AmeriCorps members will be responsible for restoring 16 acres of habitat and building 16 miles of trail. In addition, the AmeriCorps members will leverage an additional 40 volunteers who will be engaged in habitat restoration and trail building.

This program will focus on the CNCS focus area of Environmental Stewardship. The CNCS investment of \$66,022 will be matched with \$206,492 in tribal funds.

Rationale and Approach/Program Design

Area Description/ Community Served by the Project

The purpose of the Nisqually AmeriCorps program is to support salmon recovery through protection and restoration of public lands in the Nisqually watershed; and to offer service opportunities to Nisqually members. The intended outcomes are to restore Chinook and other salmon runs on the Nisqually River, and to reconnect young tribal members to their historic roles in community service and environmental stewardship.

The program will directly serve the 758 enrolled members of the Nisqually Indian Reservation, and indirectly serve the 7000+ Native Americans who receive health, education, and employment support on the Reservation. The traditional Nisqually homelands encompass the area between Mt. Rainier and Puget Sound in Washington State and include the prairies, forests, rivers and nearshore estuary of Nisqually River. The modern Reservation is located on the Nisqually River, near Puget Sound (the inland sea), about one hour's drive south of Seattle. It is about 5,000 acres in size and includes areas of protected riparian habitat, upland forest, residential and commercial services.

The Treaty of Medicine Creek (1855) between the native peoples of South Puget Sound and the United States transferred title to over 2.24 million acres to the U.S. Government. In exchange, the Nisqually and other natives reserved the right to make a living hunting and fishing at usual and accustomed places. The Nisqually relied on abundant salmon runs to survive. The loss of the salmon fishery has been a severe blow to the Nisqually economy and culture.

Narratives

The project site locations are within the Nisqually watershed, an area of about 460,000 acres that encompasses a diversity of elevations and habitat types. The Nisqually watershed is unique in that both the headwaters and estuary are federally protected (Mt. Rainier National Park and Nisqually National Wildlife Refuge, respectively.) Specific work locations include the Nisqually Reservation; Nisqually State Park (about 45 minutes upriver from the Reservation); Mt. Rainier National Park (about 90 minutes upriver from the Reservation); and upland conservation lands managed by partners throughout the watershed

Needs Assessment/ Evidence of Need

We are addressing two basic concerns: the decline of Nisqually salmon runs; and the shortage of entry level outdoors work experiences for young tribal members. These needs have been identified as persistently high tribal priorities throughout many years of Council direction, public meetings, and in the 2013 Community Vision Plan.

The primary community problem we are addressing is the decline of salmon in the Nisqually River. We will address this problem through upland habitat restoration, trail building, and rain garden construction.

Salmon are the traditional staple food of the tribe. Until recently, salmon fishing has been the main occupation and source of family income for tribal members. Native Nisqually Chinook were completely extirpated in the 1960s due to a combination of habitat loss, overharvest, and introduction of hatchery fish. Hatchery programs in the 1970s re-established salmon on the Nisqually, but salmon remain at severe risk from continued habitat loss due to logging and development. The National Marine Fisheries Services listed Puget Sound Chinook, including Nisqually, as endangered in 1999, and Nisqually steelhead were recently listed as endangered as well.

The recovery goal for Chinook on the Nisqually is 3,000-13,000 individuals. In recent years, the number of returning Chinook has been about 500, well below the lower threshold for recovery. Chinook restoration efforts are based on the Nisqually Chinook Recovery Plan, an evidence-based strategy that was developed through multiple levels of scientific peer-review. Salmon require very specific habitat conditions: clean, cool water, a stable environment, plentiful food supplies, and clean

Narratives

gravel. These habitat conditions have been degraded by intensive logging, mining, and development in the Nisqually River watershed. Habitat restoration is a crucial component of the recovery plan, and the Tribe coordinates a comprehensive habitat restoration strategy in the watershed. This project will implement elements of the Nisqually Chinook Recovery Plan. Central elements of this restoration plan include protecting riparian habitat from development; restoring riparian habitat; removing invasive species; replanting native vegetation that supports ecological conditions that salmon require; and constructing rain gardens to capture and treat stormwater runoff.

The trails component of the project follows also from the overarching need to protect and restore salmon in the Nisqually watershed. Salmon recovery depends on the protection of the few remaining areas of salmon spawning habitat in the watershed. These are the same areas at most risk of degradation from public over-use. This issue is becoming increasingly urgent as the watershed population grows and as more people seek out recreation opportunities on public lands. The Central Pierce County region is expected to grow by 28% by 2040, adding over a million people. Washington State Parks has identified this area as the highest statewide priority for a new large state park, and has designated 1300 acres of land in the upper Nisqually watershed as the first new state park in many years. (the Nisqually State Park). The park includes critical stretches of the Mashel, Ohop, and Nisqually Rivers. In the past, these river access spots were treated as unmanaged, informal public recreation opportunities, resulting in erosion, invasive species introduction, and habitat loss.

In order to meet public demand for outdoor recreation while still protecting sensitive riparian areas for salmon, the AmeriCorps members will build and improve trails on the upland portions of Nisqually State Park and construct trails to new salmon spawning viewing areas and trails designed to allow the public to experience salmon spawning without damaging habitat.

Members will also support existing efforts to construct and maintain rain gardens in the watershed. Rain gardens improve water quality of stormwater and reduce the negative impacts of paving and development. Rain garden construction is a priority throughout Puget Sound in order to treat runoff from paving that otherwise would carry polluted sediments into Puget Sound. We have not yet constructed any rain gardens on the Nisqually Reservation, so that is an opportunity for the AmeriCorps team to make a unique and significant impact in the tribal community. In addition, members will remove invasive species from common areas of the Reservation in support of this rain

Narratives

garden initiative.

The secondary community problem we are addressing stems directly from the first: the lack of job opportunities for young tribal members. Traditionally, Nisqually people have been fishermen and gatherers, and everyone grew up knowing how to work on the river and in the forests. Now, no one can support a family on local fishing alone, and most families have to rely on jobs in the service and government sector to survive. The AmeriCorps program is an opportunity for young tribal members to experience outdoor work in a culturally relevant setting and to explore careers in restoration and recreation.

Program Design

The Nisqually AmeriCorps program will address two problems: the decline of Nisqually salmon and the shortage of outdoor job opportunities for young Native adults. The program will focus on three complementary strategies: habitat restoration (invasive species removal and native species replanting); trail building (to encourage the public to view salmon without jeopardizing fragile spawning habitat); and constructing rain gardens (to reduce negative water quality impacts from paving and development.) Although we are not proposing specific performance measures for the second problem (Nisqually young adult engagement in outdoor careers), we will be addressing it through attention to the salmon restoration activities.

ACTIVITY #1: Nisqually River Chinook Habitat Restoration

Problem statement: Chinook salmon returns on the Nisqually are below sustainable levels (500 per year instead of the minimum 3,000 per year needed), and Nisqually Chinook are federally listed as an endangered species. The federally-approved Nisqually Chinook Recovery Plan identifies habitat restoration as a central strategy in Chinook recovery. Existing resources are focused on riparian habitat restoration, and so far, there have been no resources available to restore the upland habitat immediately adjacent to sensitive spawning areas. The unique and significant contribution of the AmeriCorps crew is to focus on forested public uplands directly above critical spawning habitat.

The new Nisqually State Park is located where 3 salmon bearing rivers come together: Mashel, Ohop, and Nisqually. The Park consists of previously logged forests in which native habitat is threatened by invasive species that include butterfly bush, Himalayan blackberry, and scotch broom. These species

Narratives

are at risk of spreading to the nearby adjacent riparian areas if not checked. In 2014, a restoration biologist surveyed the upland areas in the park and completed an initial treatment recommendation for habitat restoration. This survey will be reviewed and updated every 12-15 months in order to ensure that project priorities are coordinated with the Nisqually River Chinook Recovery Plan.

Selected interventions: Members will hand remove priority invasive and noxious species including tansy ragwort, scotch broom, reed canarygrass, butterfly bush, knotweed, and Himalayan blackberry. Members will plant native species as recommended for each specific site. Species may include Douglas fir, Pacific madrone, and other native tree and shrub species. Members will install mulch around each plant, and browse protection as needed to protect the seedlings. Activity will occur 4 days per week, 8 hours per day, for 25 weeks per year. The project site is located approximately 30 miles upriver from the Nisqually Reservation and will require about 1 hour of travel time each day.

Outputs: The output is the number of acres treated. We will track this output through crew activity logs and through project mapping. We will complete pre and post-treatment documentation (photos and area mapping.)

Outcome: The outcome is the acres of public lands improved through restored habitat. We will evaluate this through a post-treatment assessment by the Tribe's restoration biologist, which will be documented through photos and an evaluation form. Ideally, we will see improved salmon survival and return as a long-term outcome of this effort. Salmon survival depends on so many factors that it is difficult to tease out the impact of any one activity.

ACTIVITY #2: TRAIL CONSTRUCTION AND MAINTENANCE

Problem statement: Recreational pressure on sensitive salmon habitat in the Nisqually watershed has been and will continue to increase with continued population growth. There is increasing demand for public recreational access in the new Nisqually State Park. Unmanaged public access has led to the destruction of riparian habitat restoration plantings along the Nisqually River and damage to salmon spawning sites. There is no state funding for trails in the new 1300 acre park.

Selected interventions: Members will improve existing user-created trails and construct new trails in the uplands (away from the river) of Nisqually State Park, and potentially other locations as identified

Narratives

in watershed strategic plans. The Nisqually State Park trail plan identifies locations for new and improved trails that support salmon recovery. In some cases, members will improve existing informal trails to State Parks trail standards; and abandon trails that lead to unmanaged riparian access areas. Including ADA information is a priority for Washington State Parks on new trails, so members may be engaged in collecting accessibility information for trails as part of this project. Members will also work with the Nisqually River Council (a long-standing collaborative association of watershed stakeholders) to identify additional opportunities for trail construction and maintenance throughout the watershed.

Another intervention will be to support emerging salmon viewing areas as identified through the Nisqually River Council. There are several designated salmon viewing areas in South Puget Sound and they are highly popular educational & family recreational sites during salmon spawning season. There are several proposals to create similar managed salmon viewing areas in the Nisqually watershed, in a manner that protects salmon habitat. AmeriCorps members can play a significant and unique role in supporting these efforts, since existing salmon recovery staff are already committed to other projects and are not available to create these areas. Members will work 8 hours per day, 4 days per week for 20 weeks per year on the first set of trail improvements in Nisqually State Park.

One output will be the miles of trails treated, which will be tracked by crew activity logs and GPS maps. Another output will be the number of volunteer hours leveraged by the project (estimated 40 new volunteers engaged). Nonduplication of effort with the invasive species removal activity and with prior trail clearing will be ensured by tracking incremental site progress on a master map of the park to ensure that each area is only counted once.

The outcome will be the number of miles of trails improved. This will be documented by land owner/manager site visit and acknowledgement form at project conclusion. Ideally, the longer term outcome will also be the retention or improvement in the number of salmon spawning sites in the lower Mashel River that is at most risk from unmanaged public access. On a still longer term basis, the outcome is salmon survival in the face of increased population in the Nisqually watershed and increased public visitation to Nisqually State Park.

The Nisqually AmeriCorps team will play an important role in mobilizing new volunteer effort in the

Narratives

Nisqually watershed and particularly at Nisqually State Park. There are a number of local volunteers that have indicated their desire to begin service at the new park, but State Parks staff does not have the time to organize them. The AmeriCorps team will work closely with the Tribal Parks and Natural Resources staff to support new volunteer work parties at the State Park.

ACTIVITY #3: Rain Garden Construction

Problem Statement: The Puget Sound Partnership has identified stormwater runoff as the #1 source of pollution in Puget Sound, and thus a significant threat to salmon survival. Construction of distributed stormwater retention and treatment sites (such as rain gardens) is emerging as a major regional, and local strategy to reduce nonpoint sources of pollution. The Puget Sound salmon recovery strategy is increasingly reliant on stormwater retention to improve water quality and salmonid survival. The Nisqually watershed is a leader in raingarden construction (there are dozens in the upriver town of Eatonville), but despite the increase in paving and development on the Nisqually Reservation, there is no formal rain garden program here.

Intervention: Members will work with low impact development professionals (support is available at the local offices of the conservation district and agricultural extension office) to install four small rain gardens on the Reservation. Rain gardens will be constructed using best management practices as developed for Western Washington by Washington State University Low Impact Development Center (located in the adjacent county). This will be a demonstration project for the community and a chance for tribal members to see the impact that native plant restoration can have. Specifically, members will provide site clearing, preparation, planting, and maintenance services for four distinct areas (estimated at 400' sq. ft. each) that are currently receiving runoff from paved surfaces. Members will spend 8 hours per day, 4 days a week, for 2 weeks per year on this activity (total 64 hours).

ACTIVITY #4 Common Area Maintenance

Problem statement: The Nisqually Reservation includes large areas of open and unmaintained public lands adjacent to Tribal Housing and government office buildings. These lands are overrun with invasive species that present fire hazards, reduce habitat diversity, smother traditional food plants, and re-seed invasive incursions into maintained areas of the reservation.

Intervention: Members will remove invasive species on the Nisqually Indian Reservation (typically,

Narratives

scotch broom and himalayan blackberry.) Members will spend 8 hours/day, 4 days a week for 8 weeks per year (total 256 hours), treating an estimated 14 acres.

Emergency Response. Although emergency response is not the primary focus of the program, we will provide some emergency response training to crew members since the Tribe does not have an emergency response crew in place.

Partner activities and roles.

There are many partners in the watershed who will support the new AmeriCorps team through coordination of project sites, training, and volunteer labor. Partners include: the Nisqually Land Trust, Nisqually River Council, Backcountry Horsemen, Nisqually State Parks, Mt. Rainier National Park, Pack Forest (Research Forest of the University of Washington), WSU Low Impact Development Center, Washington Trails Association, Washington State Parks, and the Nisqually National Wildlife Refuge.

PROGRAM CALENDAR

We are planning for the Crew Leader to start in July 2015, and for members to start in September 2015. We estimate that it will take 12 months to complete 1700 service hours, assuming that members will want to and need to take time off for holidays, personal and family time, and illness. We are estimating an annual workplan of 1760 hours (about 55 weeks) and assuming that each member may need about 60 hours per year for time away from the program. The months of July and August 2015 will involve the Crew Leader working together with the Program Coordinator to complete training manuals, project site agreements, purchase equipment. The Crew Leader will also begin recruitment presentations over the summer.

The Crew Leader will vary activities as much as possible to provide some variety for members. Habitat restoration projects depend on seasonal timing and conditions, so they are scheduled first. Trail building projects depend on volunteer availability, and are scheduled next. Rain garden construction and maintenance will provide variety as these activities are more flexible in when they occur.

Initially, we are planning for about 11 months of activity in the first year. About 3/4 of that will be habitat restoration and rain garden projects, and the remaining 1/4 will be trail building and

Narratives

maintenance.

EVIDENCE BASE. There is a large and evolving body of research on effective salmon recovery strategies. No single strategy is successful on its own. Because of extreme variability in local factors, there is no way to find control groups for salmon recovery studies in which all influences of urbanization are present except for invasive species or rain gardens. The evidence for the effectiveness of habitat restoration and rain garden construction in salmon restoration is best considered "pre-preliminary."

There is growing interest in documenting the importance of invasive species to salmon restoration, as summarized in this study:

Beth L. Sanderson, Katie A. Barnas, and A. Michelle Wargo Rub. "Nonindigenous Species of the Pacific Northwest: An Overlooked Risk to Endangered Salmon?" *Bioscience* (March, 2009.) The effect of nonindigenous species on salmon could equal or exceed that of four commonly addressed causes of adverse impacts and suggests that managing nonindigenous species may be imperative for salmon recovery.

Salmon require clean water which is compromised by runoff from roofs, streets, and parking lots. These non-point sources of pollution are not usually targeted under the Clean Water Act, but their cumulative and negative impact on water quality is significant. Rain gardens (stormwater retention areas that capture and treat runoff) have emerged as an effort to capture and treat runoff before it reaches habitat. This new study documents the effectiveness of rain gardens in juvenile salmonid survival: J.K. McIntyre, J.W. Davis, C. Hinman, K.H. Macneale, B.F. Anulacion, N.L. Scholz, J.D. Starka. "Soil bioretention protects juvenile salmon and their prey from the toxic impacts of urban stormwater runoff." *Chemosphere* (6 January 2015.) This study found that untreated highway runoff was generally lethal to salmon and invertebrates, and this acute mortality was eliminated when the runoff was filtered through soil media in bioretention columns.

Best management practices (BMPs) for rain gardens are the subject of an emerging body of research, much of it being conducted currently in Western Washington. One available study emphasizes the importance of BMPs in design and management in order to maintain effectiveness: Tornes, Lan H. "Effects of Rain Gardens on the Quality of Water in the Minneapolis--St. Paul Metropolitan Area of

Narratives

Minnesota, 2002-04," US Geological Survey Scientific Investigations Report (2005-5189). Five rain-garden sites in the Minneapolis -- Saint Paul metropolitan area of Minnesota were instrumented to evaluate the effects of this water-management system on surface and subsurface water quality. The resulting data indicate that properly designed rain gardens enhance infiltration and can reduce concentrations of dissolved ions relative to background conditions.

MEMBER RECRUITMENT AND TRAINING

We will target recruitment at tribal and community members living on or near the Nisqually Indian Reservation, generally ages 18-30. Our primary recruitment partners will be tribal elders (aunties and grandmas) who are head of large families. The Crew Leader will meet with elders one on one or in small groups to explain the program and hand out information and enrollment sheets. The Crew Leader will repeat these meetings every week to give an opportunity for word of mouth to spread. Other important recruitment partners include the Tribe's recreation program, employment office, and tribal commissions.

Program and Tribal staff will offer member orientation in the first week of service. It will be a mix of classroom and hands-on training and will include:

- * Basic AmeriCorps program operations and regulations
- * Allowed and prohibited activities
- * Time-sheets
- * Basic safety and power tools
- * CPR and Basic first aid/ training certification (offered by local Red Cross)
- * Personal reflection, goal setting, and self-assessment (journaling)
- * Workman's compensation and motor pool compliance

We plan to offer formal training every other week. Training will be provided by a mix of program and partner staff. In the first quarter, training will include: Team building/ ropes course; native and non-native plant identification; invasive species handling; cultural importance and use of native plants; and personal finances.

Additional training will include: emergency response/ hazardous materials handling, trail building techniques, tool maintenance and repair, personal nutrition and fitness, conflict resolution, substance abuse prevention.

Narratives

and personal/public health topics (tobacco cessation, STD awareness).

We will evaluate each training with a brief, 1-page member feedback form. We will set aside time each day for member reflection on training and on program activities. We will review AmeriCorps regulations, including rules on allowable and non-allowable activities, each quarter.

MEMBER SUPERVISION

The AmeriCorps crew leader will be trained by the Program Coordinator in AmeriCorps and program regulations, priorities, and expectations. The AmeriCorps crew leader will also complete on-line training offered on the CNCS website regarding program regulations.

The Crew Leader (position not yet filled) will have significant and successful experience with supervising and training Native youth. The leader has access to partners in the Tribe's mental health, behavioral health, and wellness programs who are available to support members during their service year. As part of daily self-reflection, members will reflect on the leadership provided by the Crew Leader. The journals that the members keep will be read periodically by the Crew Leader and also by the Program Coordinator for an indication of how the members are doing and for how the Crew Leader is offering effective support.

MEMBER EXPERIENCE

Establishing a strong and positive member experience is a significant priority for our program. We want all members to complete their service with a strong sense of pride and accomplishment. We will include culturally relevant enhancement activities when appropriate during activities and training sessions. Sample activities will include: Elder visits to program sites to provide members with Tribal history of the area; direct learning from Elders about native plant identification and respect; Meaningful service experiences and opportunities for reflection; and presentation of small handmade tokens of member respect for Elders (cedar bark roses, for example). These activities will help ground members in tribal traditions of respect and stewardship.

Self-reflection is another important element of our program. We will set time aside every day for self-reflection (journaling at the end of the day). Periodic review of member journals is a critical way for program staff to identify concerns members may be having; where the program is strongest, and where it can improve.

Narratives

There are several AmeriCorps programs working in the South Puget Sound Region, and we plan to establish joint service and training days, where appropriate, with these crews to build camaraderie and to help establish a broader support network for members. Other elements of this network include the staff at the Nisqually Land Trust, the Nisqually Tribal Community Garden, the Nisqually Tribal Parks Program. We hope to be able to set up opportunities for joint training and work projects with other Tribal AmeriCorps programs including programs at Lummi and Hoopa.

Our recruitment plan will focus heavily on the Nisqually community. Because of the size of the Native community served by the Reservation (over 7000 people in the local area), we believe we will be able to complete our recruitment goals in this community.

Member skills in native plant restoration and trail building will make them highly competitive for openings at the Nisqually Tribe, at other tribal governments in the region, at the Northwest Indian Fish Commission, and at many salmon restoration partners in the region (land trusts, conservation districts, and similar.)

We will host "Give Back" service days four times a year on the reservation. These days will focus on community-identified priority service projects and will help expand the ethic of community service that members will be living during their term. We will be working with tribal member advisors to incorporate culturally appropriate elements during these events.

Members will wear AmeriCorps logo gear every day, either on a T-shirt or in a hat (member choice). Members will be issued 7 logo T-shirts and a hat at the start of service. Member all weather gear (rain gear and jackets) will include an AmeriCorps patch.

Organizational Capability

Organizational background and staffing

This proposal has grown out of direct input from tribal Council and administration about the importance of establishing a youth conservation corps to address habitat concerns in the watershed and to provide workforce development opportunities for tribal youth. The idea of a youth conservation corps was identified as a priority in the Tribe's 2013 Vision Plan. Tribal Council is strongly supportive of the proposed project. Throughout the startup planning period, Nisqually tribal and community

Narratives

members have been involved in developing the AmeriCorps proposal, in reviewing it, and revising it.

The AmeriCorps program will be housed in the Tribe's Natural Resources or Parks Department. There will be two dedicated program staff: a Crew Leader and a Program Coordinator. The AmeriCorps coordinator will report to the department director and coordinate closely with natural resources and with other Tribal staff in support of the program.

The Tribe's Natural Resources Department has a significant track record in successful accomplishment of complex habitat restoration projects, from planning to implementation. Each project typically requires the assembly of multiple funding sources and compliance with multiple funding restrictions as to eligible uses of funds, record keeping, and performance-based reporting. The most recent habitat restoration projects include: design and installation of 23 logjams on Mashel River to recreate salmon spawning habitat (\$1.4 million, 24 months, completed 2010); and restoration of 1 mile of creek meander and 100 acres of floodplain (\$2.2 million, 24 months, completed 2011).

2. Compliance and accountability

This program is at extremely low risk of engaging in prohibited activities due to the nature of the work effort. The crew will be working, frequently in remote and isolated rural areas, far from any attempts to influence legislation, organize protests, or engage in political or religious activities. We are developing project site agreement forms that will require that program staff review and certify to ensure that each work project meets AmeriCorps criteria. The Tribe's grants and contracts officer will review these project site agreement forms along with detailed daily activity logs completed by members and by the Crew Leader. The Grants Officer will compare these reports with the AmeriCorps prohibited activities list at 45 CFR 2520.65.

Fiscal oversight will be provided primarily by our dedicated grants and contracts officer, who is a member of our financial services department. The Tribe's organizational structure and management systems provide for separation of policy-making and management functions and provide clear lines of authority within the organization. The accounting function is carried out by our Financial Services Department which utilizes cost-accounting software to manage restricted-purpose funds. Appropriate backup documentation and vouchers are required for all expenditures, which are

Narratives

reviewed by both program and financial staff. Checks are signed by any two of the seven bonded Tribal Council members. The Tribe is not delinquent on any federal debt. The Tribe's most recent audit (CY 2014) is completed and contained no significant findings related to its financial management systems.

The Tribe's Chief Financial Officer has over 12 years accounting experience with special emphasis on governmental accounting. The Tribe successfully administers over \$30 million in federal funds and has successfully implemented hundreds of federally-funded projects over the past 30 years. The Tribe completes an annual A-133 Audit, which includes a certification of tribal management systems.

Cost Effectiveness and Budget Adequacy

We have developed the cost proposal based on our experience with the costs to support Tribal field biology crews, as well as on information shared from other local AmeriCorps and Tribal AmeriCorps crews.

Personnel Expenses

We have established staff salaries at levels that will allow us to recruit and retain staff with requisite skills in leading a crew and managing an AmeriCorps program. Crew Leader salary level is \$54,080 + \$5267 in vacation benefits. Program Coordinator is \$24,960 (50% of \$49,920) plus 50% vacation benefits (\$2,633). Background checks for these two staff will be provided by the Tribe at no additional cost to the program.

Personnel fringe benefits

FICA is 7.65%. All other costs are per Nisqually Tribal personnel policy. All costs are prorated (100% for the full time crew leader, 50% for the half-time Program Coordinator). Unemployment insurance is 1% of gross salaries (\$790 total). Medical insurance for these two staff positions is \$7,904 per FTE (\$11,947 total). Dental insurance is \$789 per FTE (\$1183 total). Long term disability insurance is \$170 per FTE (\$255 total). Retirement is 4% of salaries (\$3200 total). AFLAC is \$280 per FTE (\$420 total). Life insurance is \$143 per FTE (\$214 total).

Staff Travel

Costs to travel to Washington DC for CNCS annual grantee meeting are airfare, hotel, registration, and per diem. Roundtrip airfare to Arlington VA from SeaTac is \$580 per person. Hotel is \$222/night

Narratives

for September 14-17, plus tax, = \$1003 per person. Per diem costs are \$71/day x 5 days= \$355. Shuttle service to/from SeaTac airport: \$65 per person x 2 people. The total is \$2003 per person x 2 people.

Supplies

Supply costs are based on costs reported from similar crews in the area. We estimate \$2,500 for start-up hand tool and personal protective equipment costs (rakes, shovels, pulaskis, hand saws, gloves, eye protection, and similar.)

We will supply the crew with all weather gear (boots, rain gear, heavy outer coat) and with AmeriCorps logo t-shirts as well as 1 AmeriCorps logo hat. The estimated cost here is \$500 per person for a total of \$2,500.

Planting supplies: based on reported costs from similar crews, we expect the cost of planting supplies to run \$1,500 per acre (including plants, browse protection, irrigation, and any herbicide application.) For 10 acres, that will be \$15,000.

For the cost of rain garden installation, we expect to purchase bulk native plants and soil amendments at wholesale, at an average cost of \$1600 per 400 square foot planting area. This is based on recent experience updating a single rain garden on the Reservation. For 4 rain gardens, we estimate the cost to be \$6,400.

Other power tools include hand-held weed trimmers with several attachments: different types of metal heads and extension for pole saw. The cost per unit is \$984 x 5 units = \$4920. We are basing our equipment list on the equipment that the Hoopa Tribal Civilian Conservation Corps used when they came to perform a week of service in 2014. One chainsaw and safety kit comes to \$484.

Staff Training

The Crew Leader will participate in all training with the staff during this initial year (HAZWOPER/ Emergency response, ropes course, and first aid/CPR.) In addition, the crew leader will obtain their herbicide application license which requires a licensing course.

Member Training

Most of the training will be provided in-kind by Tribal staff or partners at no cost. We estimate 24 days of this training per year. For each of these days, we will contract with the Tribe's Youth Center to cook

Narratives

lunch for members, at a cost of \$10/meal.

There are several trainings provided by third parties that have an entry fee. We will offer the 40 hour HAZWOPER (emergency response) course for \$708 per member. American Red Cross offers First Aid/CPR for \$110 (6 hour course). We plan to offer a High Ropes Course for \$250/day. These trainings are offered in Olympia, very close to the Reservation, so we don't expect additional per diem or mileage costs.

Member costs

We plan to recruit 5 full-time members at a living stipend cost of \$12,530 each. In addition, there is FICA (7.65% of the member living cost) and Worker's Compensation (\$2.88 per \$100 of member living cost.) Background checks for members will be provided by the Tribe at no additional cost to the program.

Health Care: Health Care will be provided through the Nisqually Tribal Clinic (Indian Health Service) at no cost to members or to the program, for Native members. On a preliminary basis, we are assuming that 80% of members will be eligible for services at the Nisqually Tribal Clinic and that 1 member might need outside health care.

Evaluation

No cost for year 1.

Other Program Operating Costs

Crew Leader mobile phone will cost \$50 to purchase and \$50/month for 12 months= \$650 total.

Insurance on the crew vehicle will cost \$2,205 based on similar vehicles insured by the Tribe.

Fuel to and from project sites in the upper Nisqually watershed will cost \$0.55/mile x 60 miles per day, 4 days/week, 32 weeks/year for a total of \$4,224.

Maintenance and repair cost for the crew vehicle is estimated at \$2,500 based on similar vehicles that the Tribe maintains.

Office and computer equipment -- estimated at \$2,500 for desk, chair, and computer for Crew Leader.

The primary equipment cost is a crew travel vehicle (van). We intend to lease this van until we're able

Narratives

to purchase one, at \$225 per month from Government Services Administration.

Recruitment events: We plan to host three community recruitment dinners @ \$400 each.

Power tool maintenance: based on costs reported by similar crews at the Tribe, we expect to spend about \$750/year to maintain the crew power tools.

The crew van will cost \$225/month to lease. Eventually, we hope to purchase a crew van.

Evaluation Summary or Plan

N/A

Clarification Summary

CLARIFICATION #1

a. Budget Clarification Items

i. Criminal History Background Checks. The budget has been revised to reflect these costs as a grantee expense.

ii. Give Back Days. The budget has been revised to include supply costs for 4 Give Back Days per year (\$750 per day x 4 days/year= \$3000). We do not anticipate additional costs for staff time or transport since the days will occur on the Reservation.

iii. Health Care costs. We are assuming that four out of the five members are Native American and are eligible for full health care coverage through the Indian Health Service (clinic on the Nisqually Reservation.) For the non-native member or members, we would provide support for the member or members to purchase health care coverage through the Affordable Care Act as required by CNCS. The revised budget assumes 1 member covered through the ACA at \$4,200/year (assuming that 1 year is the average time it may take the member to complete the 1700 hour service commitment.) If additional members are not eligible for health care coverage through the Indian Health Service, we will revise the project budget (grantee contribution) to fully fund their health care costs through the Affordable Care Act. In future years we will have a better sense of how many of our members are likely to be non-native; for this first year, this number is an educated guess based on high levels of community interest in this project.

iv. Member Training Meals. We believe these costs are reasonable and necessary in order to maintain

Narratives

high levels of interest in the training days. This expense is included because of our experience of hosting another Tribal service crew in 2014, when we witnessed the strong and positive impact that culturally appropriate foods had on the visiting crew. Traditional foods are essential elements of Native culture, and by including them in hot cooked meals for periodic trainings, we will support the overall messages of cultural resilience and restoration that will be at the heart of our member experience. Training meals are certainly available for less than \$10/meal. But at \$10/meal, we can afford to work with the Youth Center cook, who is adept at serving traditional foods (shellfish, game meat, home grown vegetables.)

v. Other Program Operating Costs- Graduation Celebration Event- item deleted.

vi. Indirect Cost Rate Agreement- Forwarded to Program Officer 6/2/2015

b. Programmatic Clarification Items

i. The Executive Summary has been revised.

ii. The additional activity that members will complete (invasive species removal on the Reservation) has been added to the narrative. Minor additional modifications have been made throughout the narrative to stay under the allowable page limit with this addition.

c. Performance Measure Clarification

i. Proposed targets for EN 4 will remain the same. However, the # of weeks/year of effort and the MSY for this activity has been modified to match the target.

ii. The proposed target for EN 4.1 has been modified since it is likely that not all acres treated will demonstrate improvement.

iii. Proposed targets for EN 5 and EN 5.1 have been modified to more appropriate levels. The MSY for this activity has been modified as well. Additional funding has been identified to add necessary supplies to support increased level of effort for this activity.

iv. The proposed target for EN 5.1 has been modified since it is likely that not all trail miles worked on

Narratives

will demonstrate improvement.

v. The tracking instruments for EN 4.1, EN 5, and EN 5.1 have been modified to more closely meet CNCS requirements.

vi. The performance measure previously associated with OUTPT23686 and OUTCM 23687 has been removed.

vii. Nonduplication of counts

The tracking instrument descriptions for EN 4 and EN 5 have been updated to explain how we will ensure and verify that each treated area is only counted once, even if the land is treated more than once.

CLARIFICATION #2

a. Programmatic clarification items.

i. The performance measure section has been modified to reflect the correct weekly total. There will be 20 weeks/year on trail construction.

Also, we have increased the amount of time spent on common area maintenance to 8 weeks/year, for an overall total of 55 weeks (1760 hours). The extra 60 hours/year should be enough for members to take time off for leave, holidays, and sick time. If it is not, we will have to adjust our goals and program to support what is realistic for our members.

ii. Working 32 hours/week and starting in September, we will not be able to complete required service hours in June. We will need to operate closer to 12 months/year in order to allow enough time for members to complete their service hours and have sufficient time of for personal matters and other leave. The narrative has been modified to show this.

Continuation Changes

N/A

Grant Characteristics