

2025 WRIA 9 STAFF WORK PLAN



CORE SERVICE AREA/PROGRAM ELEMENTS	DELIVERABLES/OUTCOMES	STAFFING
Watershed Ecosystem Forum & Regional/State Coordination		
WRIA 9 Watershed Ecosystem Forum (Forum) Schedule and staff Forum meetings to support decision making related to funding and implementation of the Salmon Habitat Plan (Plan). Schedule and staff Management Committee meetings to develop and review annual Interlocal Agreement (ILA) budget and work plan. Forum leadership and delegate recruitment. Engage Forum members on local and regional issues with implications for salmon recovery efforts. New 10-Yr Interlocal Agreement needed to be fully executed by 12/31/2025.	• Quarterly Forum meetings • Quarterly Management Committee meetings • Agendas, briefing materials, presentations, minutes, etc. • 2026 Work Plan and Budget • 2025 state and federal legislative priorities and legislative outreach • Comment letters on local and regional issues of interest • Coordinate 2026-2035 ILA Renewal • New member briefings	0.30 FTE Salmon Recovery Mgr. 0.10 FTE Administrative Coordinator
Regional Salmon Recovery Coordination Represent WRIA 9 Lead Entity in State and Puget Sound regional salmon recovery initiatives (i.e., Salmon Recovery Council, Washington Salmon Coalition, Puget Sound Partnership, and South-Central Action Area Caucus Group) to inform policy development, advocate for funding, and seek other resources for Plan implementation. Implement and administer state lead entity contract as salmon recovery Lead Entity for WRIA 9.	• Attend 6 Salmon Recovery Council meetings • Attend 4 Local Integrating Organization meetings • Attend 6 Washington Salmon Coalition meetings • Attend 8-12 Puget Sound Ecosystem Monitoring Program Salmonids Work Group meetings	0.20 FTE Salmon Recovery Mgr. 0.15 FTE Projects Coordinator 0.10 FTE Technical Coordinator

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	- Engage in regional planning initiatives (e.g., Flood Hazard Reduction Plan) - Coordination across watersheds on regional issues of interest to improve outcomes - Forum updates on regional salmon recovery issues	
Outreach and Strategic Partnerships Outreach to partners regarding emerging issues with potential implications for salmon recovery efforts so they can be advocates for the watershed and effective liaisons within their organizations. Raise awareness about salmon recovery efforts and restoration priorities through print, web, and social media platforms . Expand local and regional partnerships to obtain support and resources Plan implementation.	- Watershed field trips/project site visits with elected local, state, and federal elected officials - Website Refresh - Partner meetings - Quarterly watershed newsletters - Annual Salmon SEEsOn campaign - Fact sheets	0.10 FTE Salmon Recovery Mgr. 0.10 FTE Administrative Coordinator
Capital Project and Program Coordination/Implementation		
Manage Funding Strategy for Plan Implementation Iteratively prioritize and support implementation of priority projects and programs within the Plan and identify new project opportunities for adoption to the capital project list. Coordinate with project sponsors to develop individual funding strategies and grant applications for capital projects. Provide technical support to and project management coordination of habitat project design, development, and implementation.	- Update capital project list 4-year Work Plan - Recreation & Conservation Office's Planned Project Forecast List - Update Salmon Recovery Portal - Project sponsor support for external grants applications	0.40 FTE Project Coordinator 0.10 FTE Salmon Recovery Mgr.

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Administer WRIA 9 Grant Programs Coordinate solicitations, technical review, project prioritization, and awards for WRIA 9 controlled grant funding, including King County Flood Control District Cooperative Watershed Management Grants, Salmon Recovery Funding Board (SRFB) grants, and Puget Sound Acquisition and Restoration (PSAR) grants.	• Annual funding package recommendation for Forum Approval • Cooperative Watershed Management Grant Awards ○ Capital Projects ○ Regreen the Green ○ Stewardship Engagement and Learning ○ Research and Monitoring • SRFB Grants • PSAR Grants • Coordinate site visits for review panels	0.40 FTE Projects Coordinator 0.10 FTE Technical Coordinator 0.10 FTE Salmon Recovery Mgr.
Monitoring & Adaptive Management		
Implement Monitoring and Adaptive Management Plan Coordinate monitoring and adaptive management priorities consistent with the Plan Update. Track and report on implementation progress and long-term status and trends monitoring with respect to identified habitat goals. Develop adaptive management recommendations to refine Plan implementation and maximize benefit of recovery investments across the watershed.	• Develop data collection and analysis timeline and process for continued status & trends reports on a 5-year timescale • Develop/refine new metrics and analyses recommended by the ITC for future status & trends tracking • Implement and refine implementation and	0.50 Technical Coordinator 0.10 FTE Salmon Recovery Mgr. 0.05 FTE Projects Coordinator

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	effectiveness monitoring programs • Strengthen project closeout and reporting processes to support improved progress tracking • Serve on Puget Sound Salmon Science Advisory Group • Strengthen local and regional coordination to identify and address priority research gaps • Review technical documents associated with regional salmon recovery priorities • Annual Research and Monitoring Grant solicitation and awards • Periodic presentations to Forum	
Coordinate Implementation Technical Committee Coordinate and facilitate Implementation Technical Committee (ITC) meetings to develop, implement and report on monitoring priorities. The ITC should provide technical feedback on project designs, and both project funding and adaptive management recommendations to the Forum.	• Host 6-10 ITC meetings and project review subcommittees as needed • Agenda development • Coordinate adaptive management recommendations for Forum consideration • Post key technical reports and studies on website	0.25 FTE Technical Coordinator
Stewardship		

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Lower Green River Stewardship Coordinate with Lower Green jurisdictions and key partners to accelerate Plan implementation. Provide project support for acquisitions, revegetation, and capital project development. Lead restoration projects, including securing funding, managing contractors, and coordinating with local jurisdictions.	• Coordinate with partners on project development and implementation • Quarterly Green Duwamish Revegetation Network meetings • Regreen the Green Revegetation Strategy Implementation	0.25 FTE Basin Steward
Miller Walker Stewardship Program Coordinate implementation of the Miller/Walker Stewardship Program. Support research, restoration, and outreach opportunities within the Basin that are consistent with the 2006 Basin Plan.	• Manage external contract for stewardship services • Research partnerships • Land Owner Point of Contact	0.05 FTE Technical Coordinator
Program Administration		
Conduct general administration work (i.e., budget management, progress reports, work plan) in support of the WRIA 9 ILA. Supervise WRIA 9 Team, hire staff and evaluate staff performance.	• WRIA 9 team meetings • Quarterly ILA billings/progress reports • Grants billings/progress reports • New hires and training	0.10 FTE Salmon Recovery Mgr. 0.20 FTE Administrative Coordinator