

AMADOR RESOURCE CONSERVATION DISTRICT Board of Directors Meeting Agenda

Thursday, 21 September 2023

Time: 2:00pm - 4:00pm Location: 12200-B Airport Rd, Jackson CA 95642

Virtual attendance via video conference or telephone is available:

Google Meet: meet.google.com/hyh-zwww-ngn

Telephone: (612) 470-1917 - PIN 294-465-236#.

ARCD Directors: Steve Cannon, Carol Marz, Emily Taylor, Dan Port, Dr. Kelsi Williams **Executive Director:** Amanda Watson

Approval of agenda for this date, and any and all off-agenda items, must be approved by the Board of Directors Pursuant to Para 5495.2 of the government code. Oral communications by the public for items not appearing on the agenda consideration of "emergency or "subsequent need" items not appearing on the agenda cal. gov't code 54954.2(b)(2).

Item #	Time	Topic					
1	2:05 - 2:10	Approval of Itemized Warrants					
2	2:10 - 2:15	Approval of Past Meeting Minutes					
3	2:15 - 2:30	NRCS Report - Jennifer Wood					
4	2:30 - 2:45	Treasurer Report - Dana Simpson					
5	2:45 - 3:00	Healthy Soils Natural Resource/Project Coordinator Position approval - ACTION					
6	3:00 -3:15	Executive Director transition to Salary - ACTION					
7	3:15 -3:30	Adjust ARCD Regular Board Meeting time/date - ACTION					
8	3:30 – 3:50	Executive Director Report - Amanda Watson					
9	3:50 – 4:00	SAWQA Report - Dan Port					
10	4:00	Adjourn					

Next ARCD Board of Directors Meeting:

To be determined

Sep 2023 - ARCD Board Meeting 23-092 **Warrant Number** Amount Project Notes Approved by Pay to Status Inv 149088 7/3/23 cleaning 23-092 \$75.00 Garden del 8/29/23 by DS AW Wilkinson Portables 23-093 \$250.42 **Condrashoff Fabricators** Inv 19160 ARCD brochure for Fair Admin del 8/29/23 by DS AW \$1,000.00 **Emily Shelton** 23-094 Admin 2022 Scholarship Recipient del 8/29/23 by DS AW 23-095 \$192.50 Molly Taylor JC/WCB/HSP August 2023 DS del 8/29/23 by DS 23-096 \$297.66 Balancing the Books Admin Aug 2023 23-097 \$1,275.82 ACES Aug 2023 Chipping 23-098 \$656.18 TCRCD RCPP Aug 2023

ARCD Income

Check Date		Check From	Project	Notes	Status
8/21/23	\$12,146.44	Members	SAWQA	Member Fees	deposited by DP 8/21/23



12200-B Airport Rd Jackson, CA 95642 Phone: 209-223-65643 Email: ARCD@amadorrcd.org Web: www.amadorrcd.org

Directors

Steve Cannon, Carole Marz, Dan Port, Emily Taylor, Dr. Kelsi Williams

Minutes for Special Meeting 28 August 2023

Called to order on 28 August 2023 at 4:06 p.m. at 12200-B Airport Road, Jackson, CA

Present were: Directors Cannon, Marz, Port, Taylor & Williams
Executive Director Amanda Watson, Admin. Asst. Dana Simpson

Motion to approve the agenda as amended to include the Education Committee Report as Item 3A by Director Taylor. 2nd by Director Port. Roll call vote: Ayes = Marz, Port, Taylor, Williams, Cannon. Nays = 0. Motion passed

No oral communications: None

Warrants: Warrant 23-90 will be reviewed at the Sept. meeting. Warrants #s 23-086 to 23-089 for board approval. Motion to approve said warrants made by Director Williams, seconded by Director Taylor. Roll call vote: Ayes = Marz, Port, Taylor, Williams, Cannon. Nays = 0. Motion passed.

Minutes of July 2023: Motion to approve by Director Taylor. 2nd by Director Port. Roll call vote: Ayes = Marz, Port, Taylor, Cannon. Nays = 0. Abstained = Director Williams. Motion passed

Item 3A. Education Committee: Speak-off contest for high school students – Regional competition is Sept. 21 in El Dorado County at 4:00 p.m. Groundwater is topic. Motion to provide a budget of \$450-500 for prize plus travel allowance. Motion by Director Port, 2nd by Director Taylor. Roll call vote: Ayes = Marz, Port, Taylor, Williams, Cannon. Nays = 0. Motion passed

Coloring contest had three entrants, therefore there were three winners

Emily Shelton, past scholarship winner, is enrolled at Montana State Univ. and will receive her scholarship of \$1000.

Treasurer Report: The Grant Tracking Worksheet has been updated. CalFire now requires separate accounts for interest bearing accounts. Motion to approve report by Director Williams, 2nd by Director Taylor. Roll call vote: Ayes = Marz, Port, Taylor, Williams, Cannon. Nays = 0. Motion passed.

Warrant Signing Policy: Minor change in policy from "District Manager" to "Executive Director". Also changed the policy to allow Admin Asst. Simpson to sign warrants < \$5000. All warrants will be listed in the monthly warrant summary. Motion to approve

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change in policy by Director Williams, 2nd by Director Taylor. Roll call vote: Ayes = Marz, Port, Taylor, Williams, Cannon. Nays = 0. Motion passed.

ARCD Budget for 2023/2024: Motion to approve by Director Taylor, 2nd by Director Port. Roll call vote: Ayes = Marz, Port, Taylor, Williams, Cannon. Nays = 0. Motion passed

SAWQA Budget for 2023/2024: Office expenses – other departments (bookkeeping) was budgeted for one year, but this budget shows 2 years in this category. Motion to approve by Director Taylor, 2nd by Director Port. Roll call vote: Ayes = Marz, Port, Taylor, Williams, Cannon. Nays = 0. Motion passed.

Pine Acres Fuel Break Notice of Exemption: this is a maintenance work project. Director Williams urged that we do more P.R. on radio and in the paper. Motion to approve by Director Williams, 2nd by Director Taylor. Roll call vote: Ayes = Marz, Port, Taylor, Williams, Cannon. Nays = 0. Motion passed.

ARCD/AFSC Partnership Agreement: an amendment to the agreement is proposed to confirm that salary ranges will be consistent for shared staff. Motion to approve by Director Taylor, 2nd by Director Williams. Roll call vote: Ayes = Marz, Port, Taylor, Williams, Cannon. Nays = 0. Motion passed.

Executive Director transition from hourly to salaried position: Information was provided and more information shall be presented at the September meeting.

Executive Director Report: Attached

SAWQA: Jill Damsky has been working with the Water Board to get new members. We need to work on educating our members on soil Nitrogen.

Meeting adjourned at 5:21 p.m.

Email: ARCD@amadorrcd.org Web: www.amadorrcd.org



USDA-NRCS Report by Jennifer Wood, District Conservationist, Jackson LPO September 2023

Program Deadlines

No program deadlines at this time

Partnerships/Planning

New

- Tuolumne County RCD (TCRCD) has secured the NRCS Cooperative Agreement to assist with technical and financial assistance outreach and navigation for forestry and other working lands operators. The Agreement is meant to assist with organizing the resources to help us all, across all 3 counties, deliver a consistent set of information to customers.
- TCRCD is hosting an outreach event on Tuesday, October 17 from 2 to 5 that includes the Modesto FSA staff presenting information on their loan programs, along with other partners.
- NRCS is applying to have a booth at the Chaw'se Indian Grinding Rock SP on Sept 23rd and 24th.
- A Meet and Greet was held at the Jackson office with Amador RCD, UCCE, and NRCS for staff and will now be held quarterly. A searchable resources spreadsheet that catalogs natural resources technical and funding assistance is in development this will help inform the TCRCD -led effort to develop a resources guide for each county.

Ongoing

- Staff continues to work through the over 70 applications that have not received site visits in the order they came in. There is backlog of at least 125 requests for planning in addition to the applicant list.
- Applications are accepted year-round. It is unlikely that new rangeland applicants will get a site
 visit this year due to the backlog. Exceptions could include candidates for CSP or new fund pools
 and initiatives.
- There are new opportunities to assist the Tribes, and building relationships with the Tribes is a priority for the Area and the office. There is also a fund pool specifically for Native American owners and operators.

Staff Updates

• The assistance we can get from the NRCS Auburn Office Rangeland Conservationist is limited. There is still a GS 9-11 vacancy for a Rangeland Conservationist on the staffing plan for our office, but there are no vacancy announcements planned in the near term.

- NRCS Area 3 Biologist position was advertised, and selections being considered. Biology assistance is a critical need to conduct bird nesting surveys for anticipated increased forestry work and for helping to plan wildlife practices.
- Current staff: District Conservationist Jennifer Wood, Engineer Bradley Soares and Forester Garrett McFall. Tamryn Zahradka is the ACRCD Forester and an NRCS affiliate who is assisting with NRCS forestry customers.

Environmental Quality Incentives Program (EQIP), Conservation Stewardship Program (CSP) and Conservation Incentives Program (CIC)

- Administration of 66 active conservation contracts to treat 24,195 acres is ongoing, with 3.46 million dollars obligated.
- There are an total of 11 FY' 23 contracts obligating approximately \$500,000 on approximately 3500 acres for range and forestry conservation activities.

Summary of new contracts by county

FY '23 Contracts	Amador	Calaveras	Tuolumne
Range	1 EQIP, 1 CSP	1 EQIP, 2 CSP	1 CSP
Forestry	1 EQIP, 1 CSP	1 EQIP	1EQIP
Disaster			1EQIP

						Remaining					
ARCD	<u>Grant Period</u>	<u>Am</u>	ount Awarded	<u>Direct Cost</u>	Indirect Cost	<u>Advance</u>	Exp	ended to Date	Invoiced	Am	nount remaining
Jackson Creek Watershed 8GG20624	11/15/2021 - 3/31/2025	\$	3,603,152.00	\$ 3,217,100.00	\$ 386,052.00	\$ 465,204.19	\$	505,287.11		\$	3,097,864.89
Chipping 2021 - Round 2 5GG20102	11/2021 - 3/15/2025	\$	718,292.00	\$ 652,993.00	\$ 65,299.00		\$	79,229.11	\$ 57,851.03	\$	639,062.89
Mitchell Mine Fuel Break 2CA05282	6/10/2021 - 6/9/2024	\$	327,700.00	\$ 297,910.00	\$ 29,790.00		\$	16,953.40		\$	310,746.60
RCPP	5/15/2019 - 8/31/2023	\$	312,362.00	\$ 312,362.00	n/a		\$	296,000.33	\$29,205.60	\$	16,361.67
Healthy Soils - Round 2 21-0540-000-SG	10/1/2021 - 10/1/2024	\$	60,000.00	\$ 50,000.00	\$ 10,000.00		\$	27,221.33	\$ 1,955.21	\$	32,778.67
NACD 2022 - Round 5		\$	100,000.00	\$ 100,000.00		\$ 5,724.05	\$	31,775.95		\$	68,224.05
WCB Grant - Carbon Farms		\$	251,000.00	\$ 251,000.00			\$	337.16		\$	250,662.84
WCB Grant - Wildlife Habitat		\$	200,000.00							\$	200,000.00
Defensible Space	Awarded, but not executed yet	\$	633,584.00							\$	633,584.00
Misc Receivables									\$ 365.00	\$	-
AFSC Staff Time									\$ 69,585.35		
LCRCD Staff Time									\$ 3,293.40		
SAWQA Staff Time											
		\$	6,206,090.00	\$ 4,881,365.00	\$ 491,141.00	\$ 470,928.24	\$	956,804.39	\$ 162,255.59	\$	5,249,285.61

*Deferred Rev

*Accounts Rec

SAWQA

-	Amount Billed	Amount Received	Amount Due
Member Fees			

Accrual Basis

Amador Resource Conservation District Profit & Loss Budget vs. Actual

July through August 2023

_	Jul - Aug 23	Budget	\$ Over Budget	% of Budget	
Ordinary Income/Expense					
Income 45000 · Investments					
45030 · Interest-Savings, Short-term CD	4,746.86	2,500.00	2,246.86	189.9%	
Total 45000 · Investments	4,746.86	2,500.00	2,246.86		189.9%
46400 · Other Types of Income 46009 · Partnership Contracts	30,211.12	214,000.00	(183,788.88)	14.1%	
Total 46400 · Other Types of Income	30,211.12	214,000.00	(183,788.88)		14.19
47890 · Program Income 47891 · Grant Income	212,515.88	3,056,793.00	(2,844,277.12)	7.0%	
Total 47890 · Program Income	212,515.88	3,056,793.00	(2,844,277.12)		7.09
Total Income	247,473.86	3,273,293.00	(3,025,819.14)		7.6
Gross Profit	247,473.86	3,273,293.00	(3,025,819.14)		7.6
Expense 50100 · Payroll Expenses	660.00	483,609.00	(482,949.00)		0.1
51000 · Insurance 50600 · Worker's Compensation Insurance 51500 · Insurance - Liability, D and O	3,004.38	3,000.00 3,000.00	4.38 (3,000.00)	100.1%	
Total 51000 · Insurance	3,004.38	6,000.00	(2,995.62)		50.19
52000 · Memberships and Dues 52200 · Office Expenses		3,000.00	(3,000.00)		
52200-1 · Office Equipment 52200-2 · Postage, Mailing Service	1,875.16 8.56	15,000.00 300.00	(13,124.84) (291.44)	12.5% 2.9%	
52200-3 · Printing and Copying 52200-4 · Supplies	250.42 679.64	1,200.00 1,000.00	(949.58) (320.36)	20.9% 68.0%	
52200-5 · Telephone, Telecommunications 52200-6 · Advertising	239.19	1,200.00 1,500.00	(960.81) (1,500.00)	19.9%	
52200-7 · Software	403.79	3,000.00 600.00	(2,596.21)	13.5%	
52200-8 · Website 52200-9 · Tech Support	54.86	150.00	(600.00) (95.14)	36.6%	
Total 52200 · Office Expenses	3,511.62	23,950.00	(20,438.38)		14.79
52300 · Professional Services 52300-4 · Consulting	934.30	6.300.00	(5,365.70)	14.8%	
52321 · Auditor's Services 52383 · Bookkeeping	362.66	10,000.00 4,000.00	(10,000.00) (3,637.34)	9.1%	
52399 · Other		5,000.00	(5,000.00)		
Total 52300 · Professional Services	1,296.96	25,300.00	(24,003.04)		5.19
52800 · Special Departmental Expenses 52800-1 · Community Garden 52800-3 · Fair Booth	343.57 635.40	800.00 600.00	(456.43) 35.40	42.9% 105.9%	
52822 · Mini Grants	1,000.00	5,000.00	(4,000.00)	20.0%	
Total 52800 · Special Departmental Expenses	1,978.97	6,400.00	(4,421.03)		30.99
52900 · Travel and Meetings 52905 · Travel and Transportation 52905-1 · Mileage	47.82	5,885.00	(5,837.18)	0.8%	
Total 52905 · Travel and Transportation	47.82	5,885.00	(5,837.18)	0.8%	
52910 · Convention and Meetings 52915 · Meals		2,000.00 500.00	(2,000.00) (500.00)		
Total 52900 · Travel and Meetings	47.82	8,385.00	(8,337.18)		0.6
54138 · Contractor Services 54138-1 · Groundwork Contractor 54138-2 · Professional Service Contractor	175,335.07 11,255.98	1,760,991.00 453,600.00	(1,585,655.93) (442,344.02)	10.0% 2.5%	
Total 54138 · Contractor Services	186,591.05	2,214,591.00	(2,027,999.95)		8.4
65100 · Other Types of Expenses 65160 · Grant Supplies/Costs	575.00	95,325.00	(94,750.00)	0.6%	
Total 65100 · Other Types of Expenses	575.00	95,325.00	(94,750.00)		0.6
Total Expense	197,665.80	2,866,560.00	(2,668,894.20)		6.9
Net Ordinary Income	49,808.06	406,733.00	(356,924.94)		12.2
Other Income/Expense Other Expense					
70000 · Additions to Reserves		150,000.00	(150,000.00)		
Total Other Expense		150,000.00	(150,000.00)		
Net Other Income		(150,000.00)	150,000.00		
et Income	49,808.06	256,733.00	(206,924.94)		19.4%

12:28 PM 09/18/23 Accrual Basis

Amador Resource Conservation District Balance Sheet

As of August 31, 2023

	Aug 31, 23
ASSETS Current Assets Checking/Savings	
101768 · Sac/Ama Water Quality Alliance 101769 · Amador RCD	443,018.30 796,553.12
Total Checking/Savings	1,239,571.42
Accounts Receivable 11000 · Accounts Receivable	162,255.57
Total Accounts Receivable	162,255.57
Total Current Assets	1,401,826.99
TOTAL ASSETS	1,401,826.99
LIABILITIES & EQUITY Liabilities Current Liabilities Other Current Liabilities 24500 · Accrued Time Off 25800 · Unearned or Deferred Revenue	5,375.83 470,928.23
Total Other Current Liabilities	476,304.06
Total Current Liabilities	476,304.06
Total Liabilities	476,304.06
Equity 30000 · Opening Balance Equity 32000 · Retained Earnings Net Income	714,685.99 177,636.81 33,200.13
Total Equity	925,522.93
TOTAL LIABILITIES & EQUITY	1,401,826.99

SAWQA Profit & Loss Budget vs. Actual July 2023 through June 2024

	Jul '23 - Jun 24	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense Income 45000 · Investments 45030 · Interest-Savings, Short-term CD	3,414.07	5,000.00	-1,585.93	68.3%
Total 45000 · Investments	3,414.07	5,000.00	-1,585.93	68.3%
47890 · Program Income 47895 · SAWQA Member Fees	12,146.44	346,300.00	-334,153.56	3.5%
Total 47890 · Program Income	12,146.44	346,300.00	-334,153.56	3.5%
Total Income	15,560.51	351,300.00	-335,739.49	4.4%
Gross Profit	15,560.51	351,300.00	-335,739.49	4.4%
Expense 51000 · Insurance 51500 · Insurance - Liability, D and O	0.00	3,000.00	-3,000.00	0.0%
Total 51000 · Insurance	0.00	3,000.00	-3,000.00	0.0%
52200 · Office Expenses	0.00	5,000.00	-5,000.00	0.0%
52300 · Professional Services 52300-2 · Project Administration 52300-3 · Workshops 52300-5 · Record Keeping 52300-6 · Monitoring and Reporting 52321 · Auditor's Services 52383 · Bookkeeping 52384 · State Board Oversight	0.00 0.00 0.00 0.00 0.00 0.00 0.00	20,000.00 2,000.00 20,000.00 165,676.00 3,500.00 21,403.00 140,740.00	-20,000.00 -2,000.00 -20,000.00 -165,676.00 -3,500.00 -21,403.00 -140,740.00	0.0% 0.0% 0.0% 0.0% 0.0% 0.0%
Total 52300 · Professional Services	0.00	373,319.00	-373,319.00	0.0%
Total Expense	0.00	381,319.00	-381,319.00	0.0%
Net Ordinary Income	15,560.51	-30,019.00	45,579.51	-51.8%
Net Income	15,560.51	-30,019.00	45,579.51	-51.8%

Amador Resource Conservation District Attn: Board of Directors 12200 B Airport Road Jackson, CA 95642

Dear Members of the Board,

I respectfully request that we consider classifying our current Executive Director as an exempt employee by California labor laws. This classification offers several benefits for our organization and our manager while ensuring compliance with California's Salary Basis and Duties Test for the Executive and Administrative exemptions.

Salary Basis Test: Our manager is currently paid a fixed hourly rate exceeding the state minimum wage for full-time employment, meeting California's Salary Basis Test requirement.

Duties Test:

- **Executive Exemption:** Our manager's primary duty revolves around managing our organization's operations and supervising a team of at least two full-time employees. They have the authority to make significant decisions, aligning with the Executive Exemption criteria.
- Administrative Exemption: Our manager's primary duty involves office and non-manual work related to management policies and business operations. They exercise discretion and independent judgment on significant matters, satisfying the Administrative Exemption criteria.

Now, let's explore the benefits of classifying our manager as an exempt employee:

- <u>Flexibility:</u> Exempt status gives our manager greater flexibility in managing their work schedule, enabling them to adapt to the evolving demands of our organization efficiently.
- <u>Financial Stability:</u> The transition to a salary-based compensation structure offers our manager consistent income, regardless of the number of hours worked, fostering financial stability.
- <u>Enhanced Benefits:</u> Exempt employees are generally eligible for more comprehensive benefits packages, including health insurance, retirement plans, and paid time off, contributing to overall well-being.
- <u>Career Growth:</u> Exempt status often aligns with opportunities for career growth and development within the organization, promoting long-term commitment and stability within our leadership team.

By classifying our manager as exempt, we ensure compliance with California labor laws and offer them a work environment that encourages their professional growth and success.

Annual Salary: \$99,840

Thank you for considering this proposal. I am open to discussing this more and providing any additional information or clarification you may need.

Sincerely,

Dana Simpson Administrative and Financial Manager

Amador RCD

Executive Director Report

Prepared for: August 28th 2023 Board Meeting

Current Projects Updates:

Community Chipping Program: Community Events and Roadside Chipping are continuing.

<u>Healthy Soil Program Technical Assistance Funding</u>- Molly is working on planning for upcoming compost applications.

<u>Forest Health Assistance Program (FHAP):</u> RCPP funding is completed and the next round should be available in the next 2 months. CARCD is working with contracting with NRCS and then contracts between RCDs and the CARCD will be drafted and executed.

<u>Jackson Creek Forest Health Project</u>: Gordon is the Project Manager for this project. He is working with project forester to adjust grazing units.

WCB Habitat Structure Grant: ARCD/Calaveras is working to transfer contract to ARCD.

<u>WCB Pollinator Habitat Installation</u>: Staff are planning to wait until HSP funding is announced so that we can advertise this assistance as a bundle. Working on developing a clear description of what practices will be accepted (per grant requirements and CEQA requirements).

Mitchell Mine Fuel Break: Two workshops were held in September with a total of 41 attendees.

Amador Calaveras Tuolumne RCD Partnership (ACT) Update: See ACT Shared Project Mapping

RCD staff have been meeting quarterly, we are moving our meetings to monthly to increase coordination as staffing and projects begin to ramp up. The ACT group would like to have an 'introductory' RCD Mixer to host an opportunity for Board Members and lead RCD staff to get to know each other and facilitate future coordination. Save the Date: **September 27**th **4:30-7pm, Angel's Camp.**

Upcoming Funding/Projects:

NACD 2023: Application submitted for \$100k to fund a position to assist with NRCS workload.

<u>Healthy Soils TA Program (HSP):</u>

- <u>ARCD HSP TA:</u> Application submitted for CDFA for another year of HSP TA funding for Amador RCD. \$60k to assist landowners in applying for HSP funding.
- <u>HSP Block Grant</u>: Placer RCD awarded funding, ARCD will receive funding over the next 3 years to help plan and distribute \$3.4 million in the Central Sierra/Foothills region.

Defensible Space Assistance Project:

- <u>CalFire Grant Award:</u> awaiting contract for signature.
- CaFSC Funding Opportunity: ARCD did not receive this grant funding.

Amador-Alpine-Calaveras-Tuolumne Natural and Working Land Collaborative –

- <u>CCI Carbon Hub (Natural & Working Lands Hub) Funding</u>: still accepting applications for Coordinator.
 The funding may be moved to Tuolumne RCD, Placer RCD, or CARCD.
- <u>Dept. of Conservation- Climate Smart Management Grant Application</u>: Awaiting to hear regarding award.

Mitchell Mine Fuel Break Demonstration Workshops:











Upcoming Meetings/Events:

ACT Mixer: September 27th 4:30 – 7:00pm Angel's Camp

Central Sierra Regional Meeting: October 20th El Dorado County RCD Hosting

CARCD Annual Conference: The CARCD 78th Annual Conference will be held December 13th - 15th, 2023 at the DoubleTree Sacramento.

Early Bird Pricing Ends September 30th

- Full Conference: \$425: Includes: Wednesday RCD Workshops & Sessions (Lunch + Dinner); Thursday Sessions (Breakfast + Lunch), Thursday Awards Dinner; Friday Sessions (Breakfast + Lunch)
- Wednesday Only: \$100: Includes: Wednesday RCD Workshops & Sessions (Lunch + Dinner)
- Thursday Only: \$200: Includes: Thursday Sessions (Breakfast + Lunch), Thursday Awards Dinner
- Friday Only: \$150: Includes: Friday Sessions (Breakfast + Lunch)

Amador Calaveras Tuolumne RCDs (ACT) Partnership Programs Summary

	Amador	Calaveras	Tuolumne	NRCS
Current Staffing	Amanda (ED) Dana (Finances) Gordon (PM) Tamryn (Forest TA)	nces) Dana (Finances) Trish (PM) William (PM)		Jennifer (DC) Garrett (Forestry) Bradley (Engineer) Charles (Soil Con.)
Projects/Funding	Underserved Outreach (CARCD 27k 3 years)			
	ACT Coop Agre	eement - Forestry Outreach (N	RCS 75K 3 years)	
	Wildlife	Structures (CARCD/WCB 200	0k 3 years)	
Expected				
Expected Projects/Funding				
Expected Staffing			Forester (CARCD funded)	
Needs:	Project Manager HSP TA	Project Manager Executive Director Forester		Range Specialist Soil Health/Cropland
_	Forester (RPF), Navigator*			

