

Appendix I: Site Management Plan Template

Note: The following Site Management Plan template must be used for all Conservation Lands under the HCP. Within the first 12 months of the HCP being finalized, Thurston County will provide additional guidelines on any existing Site Management Plans for conservation lands to be engaged in the HCP in a standardized way. All Site Management Plans must be reviewed and approved by the HCP Implementation Team. It is recognized that each site will have its own needs and characteristics.

General Notes to Reviewers

This template anticipates the concurrent preparation of a Conservation Easement. The Conservation Easement outlines the primary prohibitions and restrictions that apply to the Easement Area while the Site Management Plan describes the primary activities that occur or are otherwise allowed to occur in the Easement Area in the future. As part of the implementation of the Thurston County HCP, the County, or its designee, for each mitigation area, will develop Site Management Plans that are consistent with Performance Standards (HCP Chapter 7) and that outline management practices suitable for specific Covered Species and their associated habitat types. The Site Management Plans will be used by the County to inform management and allowed activities for individual conservation easements. Thurston County, or its assigned designee, will work with each landowner to develop a site-specific Site Management Plan that is suitable to the specific conditions of the site and is mutually agreed upon by the landowner, and manager (where needed), and Thurston County.

Thurston County recognizes that changes (e.g., in agricultural practices and technologies, weather cycles, natural resource management technologies, conservation practices) may dictate changes in the management of the Easement Area, consistent with the purposes of the Conservation Easement and the Thurston County HCP. The Site Management Plan may be revised from time to time when adaptive management thresholds in the HCP are triggered and only with the written approval of both the Landowner, Land Manager and Thurston County (and Easement Holder in situations where Thurston County is not the Easement Holder), so long as the revisions are consistent with the applicable Thurston County HCP Performance Standards. Any requested changes that are not consistent with the applicable Performance Standards must also receive approval from U.S. Fish and Wildlife Service. A full and complete copy of the current Site Management Plan, including any revisions, shall be kept on file at the offices of Thurston County Community Planning and Economic Development.

For each property, the Conservation Easement and Site Management Plan will work together to specify (among other things) the allowed, restricted, and prohibited uses and activities. The Conservation Easement will generally include terms that will apply permanently to uses and activities on the easement property, while the Site Management Plan will contain terms relating to habitat maintenance, agriculture and other uses that may--with the consent of the landowner, land manager and Thurston County--vary over time due to changing conditions. Additionally, the Site Management Plan may contain terms relating to recreational uses, public access, and other uses and activities that are of interest to an individual landowner at the landowner's request if the uses are determined to be compatible with the conservation of the Biological Goals and Conservation Objectives of the property.

Site Management Plan Template

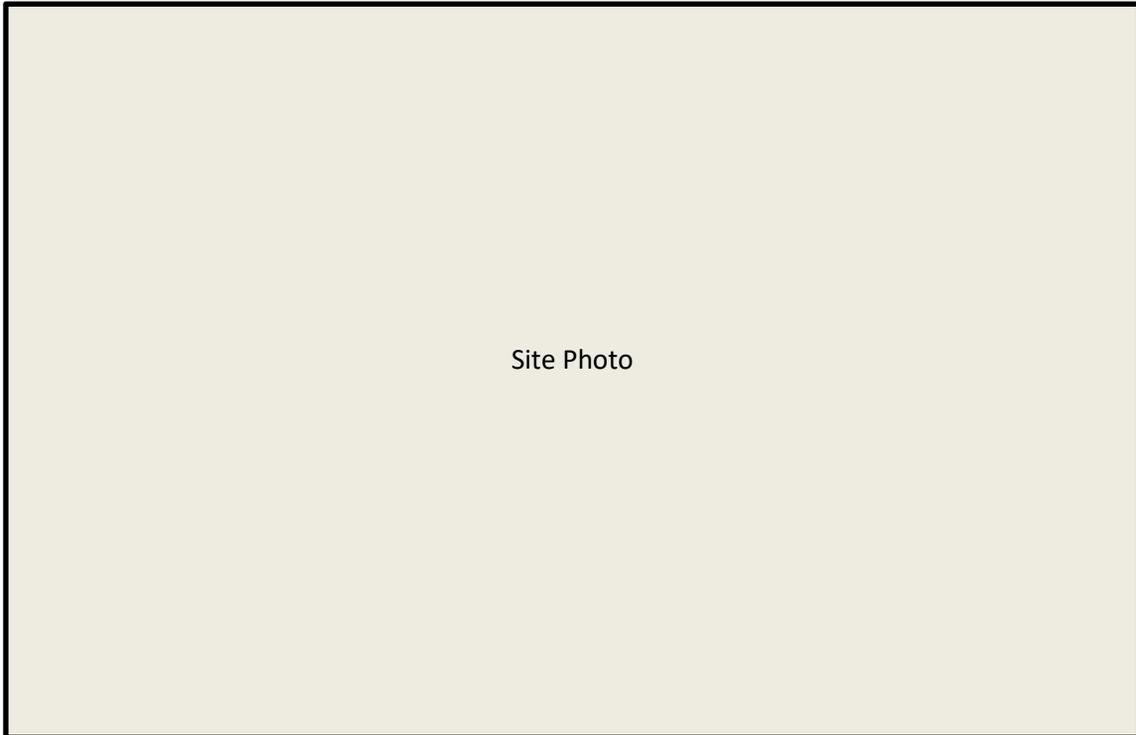
This Site Management Plan template is a companion document to the Thurston County HCP Conservation Easement template and is intended to provide an outline to assist in the development of site-specific Site Management Plans for properties included in the Thurston County HCP Conservation Lands System.

Text Color Code Key:

- **Blue Text** includes general notes to the user intended to provide additional explanation.
- **[Green Bracketed Text]** notes where site-specific information needs to be included. The description of the type of information is written within the brackets.
- Acceptable variations to the primary text will be provided in brown text surrounded by brackets, like this: *(replace “Thurston County” with the “Easement Holder” if the County is not the Easement Holder)*
- **{Purple Bracketed Text}** provides references to associated sections of the Thurston HCP that may contain additional explanation or detail.

Thurston County Habitat Conservation Plan

[Site Name] Site Management Plan



Site Photo

Date **[insert completion date]**

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1 INTRODUCTION

1.1 Purpose and Establishment

Thurston County is currently implementing a Habitat Conservation Plan (HCP). The HCP provides for the conservation of the Covered Species¹ and protects regional biodiversity by protecting, restoring, enhancing, and managing Covered Species habitat and important natural communities across Thurston County, including natural and agricultural landscapes that support the Covered Species. As part of the HCP Conservation Program, Thurston County acquires Conservation Easements from willing landowners on lands within the County that include conservation and management conditions consistent with the Biological Goal and Conservation Objectives of the Thurston County HCP.

A Conservation Easement has been established on a [insert acreage of conservation easement] -acre portion of the [insert name of site or sites] property (Easement Area). The [insert site name] Conservation Easement was filed with the Thurston County Auditor's Office on [insert date] and is identified as [insert County Document code shown in top right corner of recorded easement document DOC-YEAR-restofcode-xx]. This Site Management Plan was developed concurrently with the Conservation Easement, and the Baseline Documentation Report for the property. Both the Conservation Easement and this Site Management Plan are intended to be consistent with the Biological Goal and Conservation Objectives of the HCP and to contribute to the HCP Conservation Program.

The Conservation Values of the Easement Area are:

- [Insert description of the Conservation Values as they are described in the Conservation Easement]

The Easement Area contributes to the HCP Conservation Program by:

{See Chapter 5 of the Thurston County HCP for the full description of the Conservation Program.} [Insert a separate bullet here for each Thurston County HCP Conservation Objective that is addressed] {See section 5.2.1 – 5.2.4 of the Thurston County HCP}. [An example format for describing an HCP Conservation Objective is provided below.]

In support of HCP Conservation Objective 2: Protect, Enhance, and Maintain New Reserves, protecting, enhancing, and maintaining in perpetuity [insert acreage] acres of [insert habitat type (e.g., nesting, foraging, upland, aquatic)] for [insert Covered Species] and [insert land cover type providing the abovementioned habitat] *{this includes the land cover type(s) present on the site that provide habitat for the identified Covered Species (e.g., upland, pasture, riparian) along with the habitat function that the identified land cover type provides (e.g., foraging, nesting, aquatic, upland habitat)}.*

¹ Covered Species are identified in HCP Chapter 1 and described briefly in HCP Chapter 2. For a complete description of status, range, life history, and threats for each Covered Species associated with the Thurston County HCP, See Appendix B: Covered Species Descriptions of the Thurston County HCP. Available: <https://www.thurstoncountywa.gov/planning/Pages/hcp-docs-maps.aspx>

1.2 Purpose of Site Management Plan

The purpose of this Site Management Plan is to ensure the Easement Area is managed, monitored, and maintained in perpetuity for the Covered Species. This document includes a description of biological resources identified for protection and establishes specific guidelines, roles, and responsibilities for the management and monitoring of the Conservation Easement. It was developed concurrently with the Conservation Easement. This Site Management Plan is a binding and enforceable agreement implemented in accordance with the requirements of the Thurston County HCP and the terms of the Conservation Easement covering the property.

1.3 Performance Standards and Credit Determination Methodology

Performance standards describe the habitat conditions necessary to earn and release mitigation credits from New Reserves, Working Lands Easements, and Enhanced Existing Preserves (inclusive of any lands dedicated in lieu of mitigation that feed into one of these Conservation Objectives) in the Conservation Lands System during the phases of their habitat enhancement and management. Performance standards are tied to site-specific targets in habitat quality and function within the configuration of different habitat types, habitat qualities, and soil types; this relationship is identified in the Site Management Plan for each Conservation Land.

The Credit-Debit Methodology is the process by which the County will use to quantify impacts (debits) from Covered Activities and mitigation offsets (credits) from the Conservation Program for the Covered Species. This method is described in HCP Appendix H.

1.4 Land Ownership, Management and Monitoring Entities

The parties responsible for ensuring that the lands associated with the Conservation Easement are maintained in a manner consistent with the Conservation Easement are listed below. The Landowner is responsible for overseeing implementation of all management activities and site requirements that are prescribed in this Site Management Plan *(If the landowner wishes to formally designate all or a portion of this responsibility to another entity such as a Land Manager, lessee or an entity that the Landowner has willingly delegated the responsibility of all or portion of site management (grazing management, habitat enhancement activities, etc.) then state so here and provide contact information below the Landowner contact information).*

Landowner

The landowner that owns fee title to the Easement Area. Contact information for the landowner is as follows:

Name: [insert contact person and organization/entity where applicable]

Contact Name: Delete if landowner is an individual

Address:

Phone number:

Email:

Conservation Easement Holder

The Conservation Easement holder is responsible for conducting, at minimum, annual compliance monitoring to ensure the Easement Area is managed and maintained in accordance with the Thurston County HCP, the Conservation Easement, and this Site Management Plan.

Name: [Insert contact person and organization/entity]

Contact Name:

Address:

Phone number:

Email:

(In cases where the Thurston County is not the Conservation Easement holder, a separate contact entry will be added for the Thurston County Community Planning:

Thurston County

Thurston County Community Planning and Development Services Department oversees the implementation of the Thurston County HCP and is responsible for ensuring the activities within the Easement Area are consistent with the Thurston County HCP Conservation Program.

HCP Administrator contact name:

Address:

Phone number:

Email:

2 PROPERTY DESCRIPTION

2.1 Location and Setting

The property is located at [insert address or other location description], in Thurston County, Washington. The Easement Area is shown on the general vicinity map (Figure 1), location map (Figure 2), and the site map (Figure 3). The general vicinity map shows the Easement Area in relation to cities, towns, or major roads, and other distinguishable landmarks. The location map shows the Easement Area and adjacent lands, and the site map shows the Easement Area and specific land management areas defined within the Conservation Easement.

Assessor's Parcel Number(s): [insert Parcel #]

U.S. Geological Survey 7.5-minute quadrangle: [insert name of quad map]

Township, Range, & Section: [insert Township, Range, & Section]

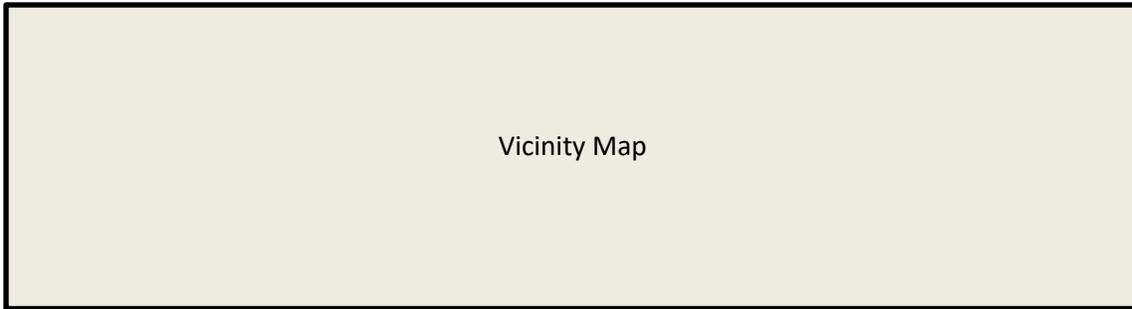


Figure 1: [insert name of site] vicinity map

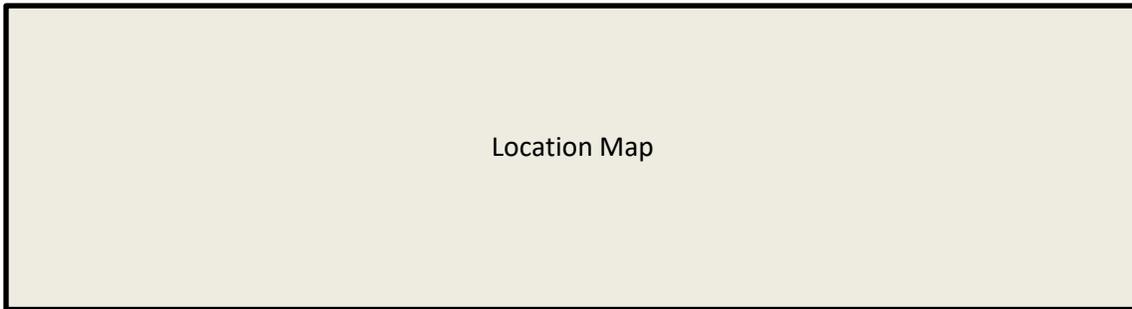


Figure 2: [insert name of site] location map showing adjacent land uses as captured in aerial photo taken [insert date of aerial photo]



Figure 3: [insert name of site] site map showing specific land management areas or zones.

2.2 Historic and Current Land Use

[Describe past and present land use including any development, crop types, grazing practices, and/or other significant land use activities as applicable. Describe all existing structures and improvements including roads, levees, fencing, and buildings, and whether they are in the Easement Area or within a development envelope for sites that contain development envelopes.]

[Include a summary of the findings in the Phase 1 Environmental Site Assessment.]

2.3 Existing Easements

[If there are existing encumbrances, include descriptions/locations of existing easements located on the property, their nature (buried pipeline, overhead power, ingress/egress, etc.), authorized users (if known), access procedures, etc. Depict easements, rights of way, ingress, and egress routes in a map. This section should reflect and include the site’s Baseline Documentation Report by reference. If there are no existing encumbrances on the site, state so here – DO NOT DELETE THIS SECTION.]

2.4 Threats to Conservation Values

[Insert a description of threats to conservation values at the site, which may include invasive species, small Covered Species population size (e.g., genetic bottleneck), erosion, trespass, surrounding land use or development, or other threats. This section should be modified as needed based on applicable threats for each specific site.]

2.5 Adjacent Land Uses

[Provide a description of the adjacent land uses at the time in which the Conservation Easement was established. This description should be general, and any constraints should be described in section 2.6 below. These land uses may change over time; however, the description of the baseline conditions will give the manager some idea of the conditions present when the Site Management Plan was first developed and can bring to light areas that may be of management concern or items outside of the Easement Area that may support or compromise the integrity of the functional acres over time. Note any known lands in conservation existing within a two mile radius of the property at the time in which the Conservation Easement was established, identify if any are part of the Thurston County HCP Conservation Land System, and show them on the map in Figure 2.]

2.6 Site Soils, Topography, and Hydrology

[Note any significant topographic features (i.e. Mima Mounds), soil types, hydrologic conditions associated with the site. Identify any significant HGM or land cover types (e.g., freshwater emergent wetland, riverine, etc.) Show the location of any hydrologic land cover types in Figure 3 if applicable.]

2.7 Constraints

[Identify constraints outside the owner’s control that might affect the Oregon Spotted Frog (OSF) mitigation site. This section should not restate what was provided in section 2.4 above. Examples of constraints are site where: (The major sources of water in a stream in which a hydroperiod is controlled upstream stormwater discharge; the mitigation site is next to a pasture from which cattle sometimes escape and cause damage to new plantings; the forested buffer is owned by someone else, and may be logged.)]

3 HABITAT AND SPECIES DESCRIPTIONS

3.1 Inventory and Analysis

[Cross reference the Baseline Documentation Report and/or collect and provide appropriate biological resource information. The inventory level of detail should be appropriate for identifying and calculating the lift between baseline conditions and the desired future conditions for the site. Describe land cover

type(s), their extent, and their condition (forest, prairie, emergent wetland, stream/riparian, range, etc.); infrastructure (roads, buildings, power lines, drainage ditches, culverts, etc.); invasive species; cultural, educational, and aesthetic resources. Include appropriate maps and/or imagery and reference them in the plan text. Include any applicable information about how the protection of this site fits in with protection of other adjacent sites or of specific natural community types that have been designated as important. This is a general explanation and should reference the baseline report completed prior to purchase of the site as well as any condition changes since the initial Baseline Documentation report.]

3.2 Covered Species

[Describe all Covered Species that occur or may occur on the site.] *{a complete list of Covered Species is found in Chapter 2 of the Thurston County HCP}.*

3.3 Desired Future Conditions

[Describe the desired future conditions at the site, cross referencing the HCP Performance Standards. Stratify desired future conditions by management zones or areas, as appropriate. Include the estimated schedule at which the conditions will be reached, and what benefits the enhancement will have for Covered Species, other species, and the natural community at-large. Include a map showing the desired future conditions zones and acreages.] *{Do not spell out management prescriptions (that will occur in Section 4. Do not quantify desired future conditions or describe Performance Targets in this section – that will be completed in Section 7.)}*

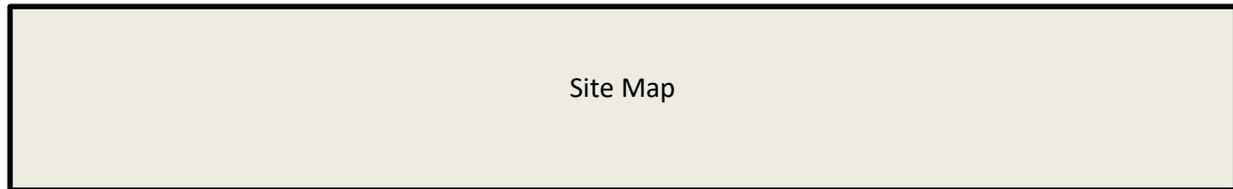


Figure 4: [insert name of site] site map showing specific zones/areas and acreages for desired future conditions.

3.4 Climate Change

For all types of HCP Conservation Lands, regardless of the Conservation Objective they fit under, the Site Management Plan must also include site specific content describing the anticipated effects of climate change in the short and long term and the interaction of climate change with desired future conditions, management prescriptions, and Performance Targets.

[Insert site specific information describing the anticipated effects of climate change on the site in the short and long term, and how climate change has been considered in the development of the desired future conditions for the site, management prescriptions, and Performance Targets.]

4 HABITAT MANAGEMENT PRESCRIPTIONS

Management of the site includes those actions needed to implement functional lift (above baseline) and maintain the credits (functional acres) of the site in perpetuity and achieve the desired future conditions as informed by the HCP Performance Standards and measured through Performance Targets.

[The purpose of management actions is to set a framework for achieving the desired conditions or maintain current conditions and values as appropriate for the Conservation Objective. For each phase of management, describe what the management actions, best practices and techniques will be used, within what zones of the site, and at what schedule. Identify who is responsible for implementing the management actions and who will be responsible for management and maintenance over time. Develop, integrate and consider actions to solve site specific resource concerns. The actions should be clearly linked to the site baseline inventory, HCP Conservation Objectives, and site history {this is especially important for Oregon Spotted Frog/wetland sites}. Before including actions, evaluate their known effectiveness for achieving the Conservation Objective and the Performance Targets. Identify and select preferred actions that will best address the needs of the site’s natural resources and reach the desired future conditions. If maintaining current status is the desired future condition, develop strategies to minimize those threats identified.]

Choose the Conservation Objective that the site contributes to from the list below and provide the needed information.]

4.1 New Reserves

[For applicable sites, this section would summarize land management prescriptions, schedules, locations and details regarding timing, duration, and/or quantity of practices, by phase and zone. These items may include, but are not limited to, methods and timing of invasive species management, specific allowable grazing practices, prescribed fire, native species seeding, etc..]

4.2 Enhanced Existing Preserves

[This section describes any management practices occurring in the easement area that are conducted to enhance the functional acres of the site that improve existing protected land, by phase and zone. Management practices described here are generally species-specific and will vary depending on the nature of the site. Examples of management practices that may be included: managing vegetation height for birds, planning of specific oviposition vegetation, restoration of upland buffers, seeding, burning, invasive plant management, etc..]

4.3 Working Lands Easements

[For applicable sites, this section will identify the specific locations in which agricultural activities occur and/or are allowed to occur, provide a general description of the agricultural practices within the defined areas, and any details regarding timing, duration, and/or quantity of practices. Information must be provided by phase and zone, as applicable. These items may include, but are not limited to, methods and/or timing of grazing where species are present, management of irrigation, and others. Included below is the nine-step Conservation Planning Process to use in development of the Site Management Plan.]

4.3.1 Nine Step Conservation Planning Process:

A nine step Conservation Planning Process is shown below with bulleted examples of tasks that could be implemented to support each step.

4.3.1.1 Identify Problems and Opportunities.

- Landowner interested in rotational grazing, expanding/deepening forage management
- Potential for expanded native habitat, landowner is aware of other landowners who have implemented conservation easements on grazed prairie ground

- Is amenable to native interseeding, planned grazing, enhancing grazing infrastructure on property

4.3.1.2 *Determine Objectives.*

- Implement a pilot rotational grazing system
- Learn about temporary electric fencing systems
- Develop a draft grazing map more broadly for the property on the basis of the pilot
- Seed natives and evaluate establishment
- Implement pilot rotational grazing system and evaluation forage response

4.3.1.3 *Inventory Resources.*

- Walk-about forage inventory with NRCS
- ID site selection for rotational grazing pilot
- Inventory forage species, opportunities for management impacts on forage improvement

4.3.1.4 *Analyze Resource Data.*

- Family resources, family objectives
- Pasture condition
- Site soils
- Site forage condition: current condition, potential for improvement
- Evaluate current practices: stocking rate, grazing resources
- Current infrastructure options and limitations
- Native habitat opportunities: species resource potential and limitations

4.3.1.5 *Formulate Alternatives.*

- Install cross fencing
- Install additional grazing infrastructure: watering system, grazing plan/protocol
- Implement planned grazing with rest periods and stubble height goals
- Establish deferment period
- Seed native forbs to augment/establish native species
- Establish record-keeping logs
- Establish data collection and Management Plan with proper technical research protocol

4.3.1.6 *Evaluate Alternatives.*

- Sufficient family resources and commitment?
- Sufficient technical resources and commitment?
- Costs and budget review
- Timing compatible with partners, farm operation, etc.?
- Farm map, fencing plan, etc. ok?
- Native seed availability, site preparation, equipment and personnel review

4.3.1.7 *Make Decisions.*

- Confirm plan as noted
- Develop adaptive management strategies
 - o Potential problems: pest management, logistics, finances
 - o Try to anticipate likely problems

4.3.1.8 *Implement the Plan.*

- Purchase supplies
- Plan installation
- Keep formal actions/notes logs

- Record-keeping: finances, grazing log
- Data collection with technical team

4.3.1.9 Evaluate the Plan. [This information should then be incorporated into the monitoring and adaptive management section]

- Pasture condition (opportunity for formal forage scoring)
- Site soils data: fertility baseline and soil pits
- Site forage inventory (with NRCS)
- Stocking rate calculations, projections
- Forage: Stubble height, forage biomass
- Native plant establishment
- Review grazing plan periodically
- Adaptive management as needed
- Annual meetings to review actions and modify upcoming season

5 OVERALL SITE MANAGEMENT AND COORDINATION

5.1 Overall Site Management

Elevated Performance Targets require elevated levels of management actions needed to maintain the site at that state in perpetuity. [Describe the actions to be taken to monitor for trespass, dumping, and other unauthorized activities. Include schedule/timeline and/or frequency for each action. In addition, describe maintenance of site infrastructure (roads, gates, fencing) and provide a schedule and/or frequency for each action. Include maps of current and future conditions. Describe if any public access will be allowed and how the public will be monitor and for what reasons the public would be allowed on site (e.g., volunteers, guided education groups, etc.).]

5.2 Coordination with Third Parties

[Some properties are subject to encumbrances (e.g., utility and access easements) that give third parties rights to use the property. In such instances, the Site Management Plan must include actions for coordinating with the third parties to ensure their activities are within their rights and obligations, and to minimize impacts to the property.]

5.3 Water Rights

[If an applicant is proposing to acquire fee property with appurtenant water rights, or a Conservation Easement with the authority to use appurtenant water rights, a discussion of the use of those rights should go here. The use shall be consistent with the management goals and strategies identified in the Management Plan, including use of water for restoration or in-stream purposes.] *(Typically for OSF restoration plan)*

6 COSTS AND ENDOWMENT CALCULATIONS

6.1 Management and Maintenance Costs

It is expected that implementation of an approved Site Management Plan will result in the achievement and maintenance in perpetuity of Performance Targets and standards, the release of mitigation credits, and the receipt of revenues via mitigation fees. The Site Management Plan must describe the amount of funding needed for all phases of implementation, including habitat restoration, management, maintenance, monitoring, and any needed contingency funding. This cost information informs the calculation of the funds required for the stewardship endowment. The cost per phase informs the endowment funding schedule. The stewardship endowment is to be fully funded prior to the release of the final 15% of credits from the site.

[Provide a summary of costs by phase]

[Insert a PAR² or similar long-term management and maintenance calculation, associated information, and description here.]

7 PERFORMANCE TARGETS, CREDIT RELEASE SCHEDULE, AND ENDOWMENT FUNDING

[The Site Management Plan should be implemented using methods and practices that are sound and scientifically based. *{They should be consistent with the Biological Goal and Conservation Objectives of the HCP's Conservation Program and Performance Standards}*. This section shall discuss the goals, Performance Targets, and standards to be met for each phase and include a schedule of endowment deposits/funding.]

7.1 Site Phases – Performance Targets and Schedule

The restoration of the site will be implemented in [insert number of phases here]. [Site manager name] will conduct management and monitoring actions at varying intensities across the phases. The actual progression to the various phases will be dependent on sufficient credit sales to support endowment of the next phase, and the response of the habitats to restoration, which would generate sufficient functional value and attainment of Performance Standards to warrant release of additional credits.

The Performance Targets for each phase are based on the expected condition of habitat (vegetation) relative to the HCP Performance Standards, and level of [specific Covered Species or sub-species here] occupancy at a site. The Performance Targets for [insert site name] are described in [insert Table number here, using prairie species or Oregon Spotted Frog template as appropriate]. The Performance Targets for each phase can be further quantified through estimates of credits that will be available for release at each phase, as calculated by the HCP Credit-Debit Methodology, and qualified by the generalized HCP credit release schedule in HCP Chapter 7. In general, the total credit value is described by the area of the site at each habitat condition, and the acres of the site that support or are considered occupied by [specific Covered Species or sub-species here]. *Note that for Enhanced Existing Preserves,*

² Property Record Analysis is a tool developed by Center for Natural Lands Management that has been widely used to estimate various costs for phased enhancement and restoration and determine an endowment amount.

all credit calculations must take into account pre-existing obligations, funding restrictions, and commitments of the site.

Restoration actions, as described in Section 4, are needed to lift the functional acres of the site between Phases. The site requires active restoration to lift it from the *[insert phases here (for example: Initial to Intermediate Condition and from Intermediate to Final Condition)]*.

[Insert a schedule for the implementation of the phases. Include the management and monitoring of activities and credit releases]

At any and all Phases, for credits to be verified and released at Enhanced Existing Preserves, clear documentation must identify and distinguish that credits are earned via funding provided by the HCP Conservation Program, and not from state or federal funds designated to the Existing Preserve.

[Insert table No.]: [use for upland species] Minimum Performance Targets to be maintained during each of the phases on [insert site name here]. Performance targets for each phase are measured by the acreage the site that are categorized at each Performance Standard level – e.g., as High-Quality Native Prairie, Native Prairie, Degraded Grassland, Shrub Dominated, and non-prairie. Also included is the acres to be occupied by [insert species here] as measured by presence or other measure of occupancy (for MPG sub-species gopher mounds = presence). (Note: While 25 m x 25 m cells are the units monitored, this table is intended to summarize that information into acres, which can be used to calculate credits. Also, this table may be stratified by management zone where appropriate, but subtotals and overall row and column totals must be provided.)

	Acres on Site						Estimated Credit Release <i>(in alignment with HCP Credit-Debit Methodology (Appendix H) and Credit Release Schedule (HCP Chapter 7))</i>
	High-quality Native Prairie	Native Prairie	Degraded Grassland	Shrub-dominated	Non-prairie	[Species Name] Occupancy	
Baseline							
Phase _							
Phase _							
Phase _							

[Insert Table No.]: (use for wetland/OSF habitat) Minimum targets to be maintained during each of the phases on the [insert site name here] to determine performance measure are met.						
	Phase I Baseline (Year 1)	Phase II Post Restoration (Year 2)	Phase III (Years 3)	Phase IV (Years 5)	Phase V (Years 7)	Phase VI (Years 10)
Native Emergent and Submergent Vegetation Cover						
Native shrub cover to provide wintering habitat						
Emergent vegetation no greater than 12 in above water surface to provide breeding habitat						
Open Water						
Credit release schedule³	15% (#)	15% (#)	20% (#)	20% (#)	15% (#)	15% (#)

7.1.1 Initial Phase

[Insert narrative description here of the prairie baseline values that occur on the site, how these values were identified. Describe the phase objectives and restoration actions, metrics, frequency, and schedule to be taken to provide the ecological lift that improves conditions to meet the Performance Target. Describe the number of functional acres, endowment needed to support maintenance of the phase and when this funding will be in place.]

7.1.2 Phase __

[Continue to insert needed phases with narratives.]

7.1.3 Final Phase and Beyond

[Insert the targets for the final phase the year at which this is expected, the composition of the site, the increase in number of credits from the described work, the percentage of each habitat category that is expected as well as the endowment needed to support the management and maintenance of the site in its final condition – the Performance Target and habitat conditions - in perpetuity.]

³ Credit release schedule should reflect Performance Standards for OSF in HCP Chapter 7 and not the minimum requirements as stated in WAC 173-700 331-334

Describe the phase objectives and restoration actions, metrics, frequency, and schedule to be taken to provide the ecological lift that improves conditions to meet the Performance Target per year of the phase.]

8 MONITORING AND ADAPTIVE MANAGEMENT

8.1 Effectiveness Monitoring

The purpose of Effectiveness Monitoring is to determine the success of the implementation of the HCP's Conservation Program. As required by the Thurston County HCP, sites that are part of the HCP Conservation Lands System will be monitored on a regular basis, and at a minimum of [insert frequency, no less than every five years]. Monitoring activities will:

- Ensure compliance with the Site Management Plan and Conservation Easement requirements;
- Measure the effectiveness of management activities in achieving the desired future conditions and Performance Targets of the Site Management Plan and protection of the Conservation Values of the Conservation Easement;
- Evaluate progress towards Performance Targets and inform credit release;
- Include specific considerations for tracking and addressing the effects of climate change on the progress towards the desired future conditions and Performance Targets; and
- Assess the status of covered and other native species, associated habitats, on the site as a part of the overall Thurston County HCP monitoring program.

The Conservation Easement describes the limitations on access for these purposes.

(For prairie species, insert the following, tailored to the Covered Species present at the site:)

Site level Effectiveness Monitoring protocols are included as the Procedures for Quantifying Credits in the Credit-Debit Methodology (HCP Appendix H). In summary, the procedure describes the office preparation, GIS mapping, and field survey to collect monitoring data. The field data collection consists of a census of habitat quality and function within a grid of 0.1544 acre (625 m²) cells distributed contiguously across the prairie at a site. Percent cover of tree, shrub, native herbaceous vegetation, non-native vegetation, invasive or noxious weeds, and bare ground is visually estimated by category. The diversity (species richness) of native species, and the presence of species or specific habitat or indicators (e.g., Pocket Gopher mounds, nectar/host plants for Taylor's Checkerspot Butterfly, habitat structure for Oregon Vesper Sparrow) is recorded within each cell. These data are then used to categorize each cell as to its habitat type and presence or potential for Covered Species.

(For Oregon Spotted Frog, insert the following:)

Monitoring protocols for Oregon Spotted Frog also follow the Credit-Debit Methodology for the species (described further in Section 7.5.4 of the HCP), and will follow the procedures identified in the [“Calculating Credits and Debits for Compensatory Mitigation in Wetlands of Western Washington”](#) manual. Overlain on the wetlands crediting procedure layout to evaluate overall habitat will be evaluation of habitat quality and function attributes specific to Oregon Spotted Frog, including

abundance of native emergent and submergent vegetation, area of native shrub cover to provide wintering habitat, area of emergent vegetation to provide breeding habitat, and open water depth.

[Insert any language regarding specific schedule of monitoring based on species or habitat factors (e.g., timing of species presence or a particular life stage)].

8.2 Adaptive Management

Site level adaptive management will be informed by Effectiveness Monitoring, and address areas of uncertainty related to Covered Species and associated habitat response to habitat restoration, management, and maintenance. Results of monitoring will be used to ensure compliance with the Site Management Plan and to make recommendations with regard to:

- The success of habitat enhancement measures;
- The status of Covered Species and habitat quality and function, and any needed actions to remedy declines;
- Problems that need near-term or long-term attention (e.g., invasive species removal, fence repair); and
- Changes in the monitoring or management program.

Site level adaptive management on HCP Conservation Lands will address uncertainty related to the response of Covered Species and associated habitat to restoration, enhancement, management, and maintenance activities. Through adaptive management, land managers will detect declines in Covered Species status or in habitat quality and function (e.g., increasing invasive shrub species populations) and adjust management practices within the Site Management Plan to restore habitat quality and function. In response to Effectiveness Monitoring data, the County will work with the HCP Implementation Team to recommend and approve minor adaptive adjustments to Site Management Plans, acquisition criteria, monitoring frequency, or other factors. Such changes will be included in the HCP Annual Report.

Examples of key uncertainties and adaptive management actions that may be triggered at the site scale are outlined in HCP Table 6.2. Information will be reviewed for these site level adaptive management triggers during each Effectiveness Monitoring cycle.

Noncompliance with the Conservation Easement and/or Site Management Plan provisions will be addressed in accordance with the provisions of the Conservation Easement.

9 TERM, AMENDMENTS, TRANSFERS, AND NOTICES

9.1 Site Management Plan Term

[Insert term of Site Management Plan (maximum of ten years), and schedule for review (minimum of once per ten years)]. The Site Management Plan is still binding after and beyond transfer of all credits and will continue to guide management and long-term maintenance of the property in perpetuity.

9.2 Amendments to Management

It is recognized that future changed or unforeseen circumstances may arise that warrant the review and modification of the terms of the Site Management Plan to achieve the management goals. Any of the participating parties (as identified in Section 1.2) may request a modification to this Site Management Plan if the requested change meets or exceeds the existing ability of Site Management Plan activities to meet the HCP Conservation Program goals and Conservation Objectives, Performance Targets identified for the site, and credits (functional acres) to be released from the property. Any change to the terms outlined in this Site Management Plan will require agreement of the Landowner and the Conservation Easement Holder [also include Thurston County if they are not the Conservation Easement holder]. Parties that have been identified as third-party entities in the Conservation Easement shall also be provided with notification and an opportunity to review and provide comments on any proposed amendments.

All proposed amendments shall be formalized in writing with the agreement of all parties as an update to this Site Management Plan. All modifications must be consistent with the requirements for the Thurston County HCP and the terms of the Conservation Easement.

9.3 Transfer of Responsibilities

Any subsequent landowner of the Conservation Easement Area assumes the responsibilities described in this Site Management Plan and as required in the Conservation Easement. The Conservation Easement holder [and Thurston County – if the County is not the easement holder] shall be notified in writing of any transfer of land ownership or land management responsibilities under this Site Management Plan. Any transfer of responsibilities shall be incorporated into an updated version of this Site Management Plan and kept on file by all parties.

9.4 Notices

[This section is a place to insert contact information for Conservation Easement third-party entities or other entities that should receive notifications beyond those listed in Section 1.2. If this is not needed, this Section can be removed]

In addition to the parties named in Section 1.2, the following entities shall be provided with written notice of any proposed modifications to this Site Management Plan: [insert entities]