



WATERSHED RESILIENCE ACTION PLAN

A Tree to Sea plan for landscape scale restoration and salmon recovery in the Snohomish Watershed.

JANUARY 2022



WASHINGTON STATE DEPT OF
**NATURAL
RESOURCES**

HILARY S. FRANZ
COMMISSIONER OF PUBLIC LANDS



EXECUTIVE SUMMARY

Salmon are an iconic and vital part of Washington’s environment, communities, economies and cultural traditions. Many Washingtonians take pride in our salmon as they are tied to fond childhood memories, recreation and outdoor activities, arts and culture and our fishing and culinary industries. Salmon, steelhead and other salmonids depend on a diverse array of healthy habitats found within a watershed to thrive. Salmon are a perfect indicator species for whether our landscapes, our watersheds and our communities are thriving, which is why DNR has embarked on this strategic approach. Salmon rely on each landscape they access throughout their life cycles, from mountain streams where salmon spawn and eggs hatch, through rivers, estuaries and “underwater forests” where young salmon feed and grow, to Puget Sound and back again.

Unfortunately, our salmon are in trouble. Despite decades of focus at federal, state and local levels, and nearly \$1 billion invested in salmon recovery efforts, there are still 16 populations of salmonids listed as endangered or threatened in Washington State (NOAA Fisheries 2021). Robust salmon recovery plans identify habitat restoration needs, but that restoration has not kept up with numerous pressures including climate change, a growing human population and increased urban development.



Culverts must be designed in ways that allow fish passage. The Snohomish Watershed includes at least 1,200 culverts that are barriers to fish.

Commissioner of Public Lands Hilary Franz has launched a strategy dedicated to creating resilient watersheds in support of salmon recovery while securing human wellbeing so that all people can thrive in healthy and equitable communities. We approach this effort from our unique perspective as a land management agency with important roles around urban, forest and aquatic lands. These critical goals are in no way guaranteed, and DNR is committed to redoubling our efforts and working in innovative ways in order to achieve them.

Water Resource Inventory Area (WRIA) 7—the Snohomish Watershed—was selected in 2020 as the first location where DNR will apply this watershed-scale work. This watershed was selected after DNR reviewed critical needs on the ground and identified numerous programmatic connections to the landscape as well as relationships with partners interested in finding new ways to work together. The Snohomish Watershed is one of the primary producers of anadromous fish in the state, home to nine salmonid species, three of which (Chinook salmon, steelhead and bull trout) are currently protected under the Endangered Species Act (ESA).

There are numerous aligned, federally approved salmon recovery plans that this work builds upon—the [Snohomish River Basin Salmon Conservation Plan](#), the [Puget Sound Salmon Recovery Plan](#) and [Washington’s Statewide Strategy to Recover Salmon](#). DNR’s aim is to fill critical gaps and add value where our programs are best suited—including working and natural forested lands in the uplands, urban areas and the submerged aquatic vegetation in the estuary and Puget Sound.

Many challenges make WRIA 7 a critical watershed. Nearshore kelp and eelgrass habitat decline necessitates additional protections, while the proliferation of derelict vessels, unpermitted marinas and marine debris require cleanup to improve habitat and water quality. Snohomish Watershed cities and towns are growing rapidly, providing challenges as well as opportunities, including increasing urban forest cover and green storm water infrastructure. Small forest landowners face new challenges, from changing precipitation patterns and increased wildfire risk, to economic challenges and threat of conversion from population growth; these factors mean the Snohomish



Watershed faces increasing risk of loss of forest cover lost to conversion, which is nearly impossible to recover. In addition, with approximately 50% of the watershed owned by the US Forest Service (USFS), DNR has unique opportunities to use tools including Good Neighbor Authority to work collaboratively to improve forest habitat and hydrology. All of these challenges, if addressed strategically and holistically, are opportunities to create a more resilient watershed to help communities and salmon thrive.

A watershed is a natural boundary to bring together collaborative efforts and commitment to innovation and successful implementation. This will require breaking down silos—within DNR’s own programs, between landowners in the watershed and between public and private actors. DNR recognizes and embraces interconnectedness and intersectionality in pursuit of these goals.

Our Watershed Resilience Action Plan has five Goals, 15 Actions and 34 Outcomes, and is rooted in supporting the

needs on the ground and working with partners across all landscapes in the Snohomish Watershed to achieve measurable benefits for salmon recovery. These strategies will be brought to scale and applied to other priority watersheds in Washington State.

This Watershed Resilience Action Plan is our path forward. It takes an expansive view of the limiting factors salmon face in a critical watershed and develops a coordinated approach to removing or decreasing the barriers to recovery over the next 10 years. From Puget Sound, through our cities and towns, farms, forests and mountain headwaters—we will take action across these landscapes to help restore our salmon to non-endangered and stable levels, while creating healthy and resilient landscapes across the watershed.

DNR is one among many in a rich network of watershed resilience and salmon recovery partners. No one entity can do it all—but we know that we must do all that we can.



Blue carbon projects that protect and restore kelp and eelgrass also sequester carbon in the marine environment.



TRIBAL NATIONS, SALMON AND WATERSHED RESILIENCE

Since time immemorial, native peoples hunted, gathered and fished throughout the Snohomish Watershed. Tribes signatory to the 1855 Treaty of Point Elliott reserved their rights to access, harvest, and manage natural resources on lands that now constitute DNR lands and other publicly managed lands in the Snohomish Watershed. The Tulalip Tribes reserved such rights and has a continuous interest in activities taking place both inside and outside of the reservation, particularly those that might affect treaty protected fishing, hunting and gathering rights.

Washington State and the Department of Natural Resources acknowledge the ancestral and contemporary lands called home by the state's Tribal Nations and Indigenous peoples from time immemorial. We recognize Tribal sovereignty and that this place and the region of the Pacific Northwest hold spiritual, cultural and personal significance for Indian Tribes and Nations. DNR is committed to upholding these rights and working together with tribal co-managers of

the salmon resource. We seek to express gratitude for the historic and ongoing self-determination of the Tribes to be stewards for these lands, waters, natural resources and many creatures including salmon that we are so privileged to enjoy here.

Partnerships between Tribal Nations and state agencies including DNR have led to many successful efforts to protect and conserve natural resources and recover salmon, and sustaining these partnerships is critical in order to achieve all that is truly necessary to restore and protect these resources over the long term. Washington State and the Department of Natural Resources are committed to honoring the role of Indian Tribes and Nations as we work collectively to protect and restore salmon, the waterways and ecosystems paramount to their survival statewide and the countless people who depend on and are enriched by these vital resources.

Woody debris in the Upper Snoqualmie River. In the background is q'əlp̓c' (Mt. Si).

Photo courtesy of Matthew Baerwalde, The Snoqualmie Indian Tribe.



WATERSHED INFORMATION

THE SNOHOMISH WATERSHED - WRIA 7

Our aim is to leverage DNR's resources, relationships and role as the second-largest landowner in the state (after the federal government) to make meaningful contributions to salmon recovery in targeted watersheds. We believe that targeting salmon recovery efforts within key watersheds will lead to more impactful, large-scale change.

We are piloting our efforts in Water Resource Inventory Area (WRIA) 7—the Snohomish Watershed. This watershed-specific approach will allow us to harness the power of innovation, community expertise and historical knowledge, alongside statewide resources and the business community, to address core barriers to salmon recovery such as riparian cover, water quality, culverts, impervious surfaces and more.

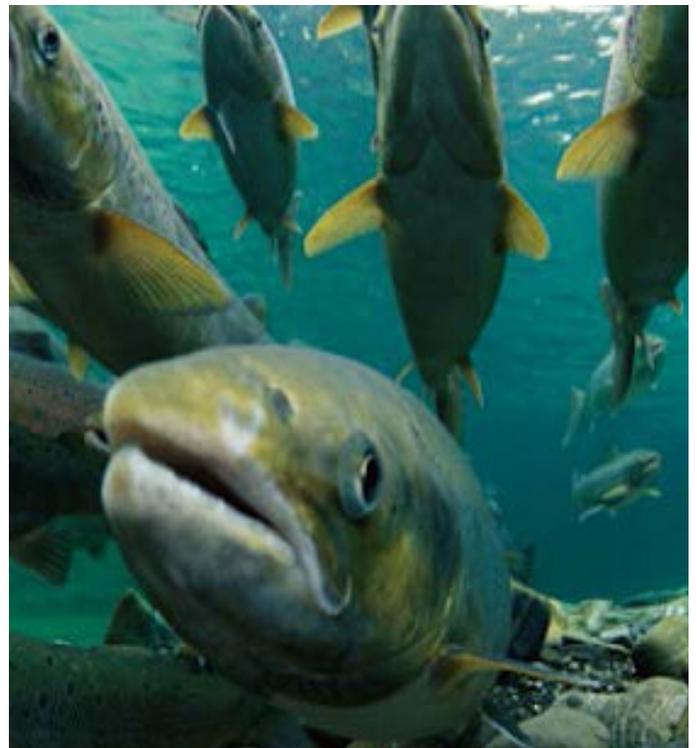
The Snohomish Watershed covers an area of approximately 1,856 square miles in both King and Snohomish counties, and is the second-largest river system draining into Puget Sound. It is one of the primary producers of anadromous fish in the state, home to nine salmonid species:

- ▶ Chinook salmon (*Oncorhynchus tshawytscha*)
- ▶ Coho salmon (*Oncorhynchus kisutch*)
- ▶ Chum salmon (*Oncorhynchus keta*)
- ▶ Pink salmon (*Oncorhynchus gorbuscha*)
- ▶ Sockeye salmon (*Oncorhynchus nerka*)
- ▶ Steelhead and rainbow trout (*Oncorhynchus mykiss*)
- ▶ Cutthroat trout (*Oncorhynchus clarkii*)
- ▶ Bull trout (*Salvelinus confluentus*)
- ▶ Mountain whitefish (*Prosopium williamsoni*).

Three of these species, Chinook salmon, steelhead and bull trout, are currently protected under the Endangered Species Act (ESA). Coho salmon are also listed as a species of concern. Our plan includes support for recovering all salmonids, with a focus on these ESA-listed species.

Salmon face numerous limiting factors in this watershed, including lack of spawning and rearing habitat, as well

as water quality and quantity impairments, lack of access due to fish passage barriers and more. In a watershed with significant human population growth, the pressures on healthy salmon habitat are only increasing. The Snohomish Watershed has among the fastest population growth in the Puget Sound; the population grew by more than 52,000 people (14%) between 2010-2020, and is expected to continue to rapidly increase, with expected growth from 425,782 in 2020 to 610,000 by 2050 (Puget Sound Regional Council 2020). While salmon recovery projects have led to many site-scale successes over the last 20 years, many environmental indicators continue to decline, showing the need for additional actions and new approaches.



Salmon moving through the waters and landscapes they rely on as part of their anadromous life cycle.



Partnerships & Cross-Sector Collaboration

Our partnership efforts have included entities from all sectors, and we have sought wherever possible to break down traditional silos and introduce enhanced coordination. A non-comprehensive overview of our partnership efforts includes:

Tribal nations and tribal-led organizations	Watershed, regional and statewide salmon networks	Federal, state and local government	Environmental nonprofit organizations	Private sector and non-traditional salmon partners
Northwest Indian Fisheries Commission The Snoqualmie Indian Tribe The Tulalip Tribes	Salmon Recovery Network Snohomish Basin Salmon Recovery Forum Snohomish Basin Salmonid Recovery Technical Committee Snohomish County Marine Resources Committee Snohomish-Stillaguamish Local Integrating Organization Snoqualmie Watershed Forum Sustainable Lands Strategy	City of Everett King County King Conservation District National Oceanic and Atmospheric Administration Port of Everett Puget Sound Partnership Snohomish County Snohomish Conservation District Snohomish County Public Utility District Washington State Department of Ecology Washington State Department of Fish and Wildlife Washington State Recreation and Conservation Office, including the Governor's Salmon Recovery Office United States Department of Agriculture - Forest Service	Audubon (Pilchuck and Washington) Emerald Alliance Forterra Futurewise Long Live the Kings Mountains to Sound Greenway Trust Puget Sound Restoration Fund Sound Salmon Solutions The Nature Conservancy The Wilderness Society Trout Unlimited	Blue Forest Conservation Boeing Cedar Grove Craft3 Dirt Corps Front and Centered International Association of Machinists and Aerospace Workers Latino Community Fund ORCA School School's Out Washington Washington State Labor Council

⁵ This table is inclusive of all members of the Snohomish Basin Salmon Recovery Forum Snoqualmie Forum, and others. For more information on Forum roles and members please see: <https://snohomishcountywa.gov/1128/Forum-Roles-Activities>

WATERSHED RESILIENCE ACTION PLAN VISION

We will build and sustain resilient landscapes at the watershed level that provide sufficient habitat and cool, clean waters that support salmon recovery and human wellbeing. We will manage our lands and waters, protect our communities and connect our work across multiple land-ownerships, jurisdictions and land uses. We will not just look to the past or the present to inform our work, but look to the future and the changes in front of us—increasing population growth, shrinking fish and wildlife habitat and a rapidly changing climate. We will tackle these challenges in a holistic manner to achieve true watershed resilience.



Rattlesnake Mountain Scenic Area. This Natural Resources Conservation Area is co-managed and co-owned by DNR and King County.

Goals and Outcomes

This Watershed Resilience Action Plan has five goals. For each of these goals we have selected strategic action areas, measurable outcomes and key actions that we will work with partners to achieve over a 10-year period.

- ▶ **GOAL 1: PROTECT AND CLEAN UP AQUATIC HABITAT.** Remove habitat impediments and protect critical nearshore and estuary habitat for the long term.
- ▶ **GOAL 2: RESTORE, CONSERVE AND CONNECT FORESTS AND RIPARIAN HABITAT.** Restore and conserve forests and improve riparian habitat, to ensure fish have access to cool, clean rivers and streams across the landscape.
- ▶ **GOAL 3: REVITALIZE URBAN FORESTS AND STREAMS.** Increase urban tree canopy and nature-based solutions that improve urban heat islands, air quality and water quality.
- ▶ **GOAL 4: ENGAGE AND INVEST IN COMMUNITIES.** Engage communities in actions that protect and restore our lands and waters, while also benefiting people through education, training, positive economic impacts and advancing environmental justice.
- ▶ **GOAL 5: REDUCE AND COMBAT CLIMATE IMPACTS.** Improve the pace of investments in climate mitigation and adaptation strategies for the lands, waters and people to thrive.



GOAL 1: PROTECT AND CLEAN UP AQUATIC HABITAT

ACTION 1: Protect and Restore Submerged Aquatic Lands and Nearshore Habitat



Outcome 1: Protect 100% of priority nearshore habitat with a Kelp and Eelgrass Protection Zone by 2022.



Outcome 2: Increase kelp forest and eelgrass meadow coverage (net gain) by 2031: 967 acres baseline.

ACTION 2: Improve Aquatic Lands and Riparian Habitat in the Estuary



Outcome 3: Restore habitat availability by removing 150 tons of marine debris by 2024.



Outcome 4: Improve aquatic lands, including removal of 100% of current derelict vessels by 2026.



Outcome 5: Eliminate 100% of unpermitted marinas/infrastructure, and bring 100% of default leases into compliance and resolve resulting habitat impacts by 2031.

ACTION 3: Increase Estuary and Puget Sound Water Quality



Outcome 6: Increase Marine Water Condition Index score above zero for Whidbey Basin by 2031: negative 11 baseline.



GOAL 2: RESTORE, CONSERVE AND CONNECT FORESTS AND RIPARIAN HABITAT

ACTION 4: Remove or Repair Fish Passage Barriers on Fish-Bearing Streams



Outcome 7: Inventory 36 miles of stream on small forest landowner parcels, and develop new funding strategy for expediting repair of small forest landowner barriers, by 2023.



Outcome 8: Expand fish passage barrier programs across all land ownership types, and develop a full prioritized inventory, by 2026.



Outcome 9: Remove 100% of priority barriers—as identified through a watershed barrier inventory—throughout the Snohomish Watershed by 2031.

ACTION 5: Improve Water Quality and Quantity in Forest Headwaters



Outcome 10: Conduct site evaluations on 48 miles of stream on DNR lands identified as High Suitability beaver habitat by the Beaver Intrinsic Potential model, using Tulalip Tribes' site scorecard, by 2026.



Outcome 11: Decrease turbidity through implementing high-priority road, stream and fish passage projects across at least 10 miles of federal forestlands by 2026.



Outcome 12: Increase Snohomish River summer low flows by 8.2 cubic feet per second by 2031.

ACTION 6: Protect and Restore Forestlands



Outcome 13: Conduct Forest Health evaluation in the Snohomish Watershed and identify key restoration metrics by 2023.



Outcome 14: Increase forestland acreage (net gain) by 2031: 900,000 acres baseline.

ACTION 7: Protect Riparian Ecosystem Functions at Scale



Outcome 15: Increase riparian habitat complexity through conducting at least 1,000 large woody debris installations in fish-bearing streams across the watershed by 2031.



Outcome 16: Improve riparian habitat function through attaining maintenance levels of knotweed (95% control) and replanting riparian zones along headwater streams, mainstem rivers and major tributaries by 2031.



GOAL 3: REVITALIZE URBAN FORESTS AND STREAMS

ACTION 8: Grow Tree Canopy in Priority Urban Areas



Outcome 17: Increase tree canopy by 2,000 acres (3.5% increase) in Snohomish Watershed cities and towns by 2031.



Outcome 18: Plant 10,000 trees annually alongside streams, streets and other priority landscapes in Snohomish Watershed cities and towns through 2031, to achieve clean water goals.

ACTION 9: Reduce Impervious Surfaces and Increase Green Stormwater Infrastructure Solutions



Outcome 19: Expand green stormwater infrastructure programs, including the development of at least \$50M worth of prioritized projects and an expansion of workforce training opportunities, by 2025.



Outcome 20: Mobilize 50,000 hours of Urban Forestry Revitalization workforce training and Corps crews work time by 2024 and sustain at least 14,000 hours of crew work time and training annually.



Outcome 21: Reduce impervious surface levels in key urban sub-basins to below 30% by 2031.



GOAL 4: ENGAGE AND INVEST IN COMMUNITIES

Action 10: Increase Environmental Literacy and Engagement to Support Ecosystems



Outcome 22: Provide outdoor education and career-connected learning opportunities that reach at least 6,000 K-8 and high school students with a focus on girls and youth of color by 2031.



Outcome 23: Support 500 people to complete a natural resources apprenticeship/training program by 2031.

Action 11: Create Good Jobs and Support Equitable and Resilient Economies



Outcome 24: Support salmon-dependent economies through creating an average of 188 direct and indirect jobs per year until 2031.



Outcome 25: Avoid forest conversion by enrolling 90% of working forests in long-term protections and establishing a new program to retain and diversify small forest landowners by 2031.

Action 12: Support Environmental Justice and Human Health Benefits



Outcome 26: Conduct an Environmental Justice Assessment including meaningful community engagement on 100% of Watershed Resilience Action Plan projects in the watershed by 2023.



Outcome 27: Ensure 100% of projects located in overburdened communities ranked seven and above on the Environmental Health Disparities Map are implemented by 2025.



Outcome 28: Utilize social determinants of health lens and community-centered process to identify restoration projects with significant human health benefits by 2026.



GOAL 5: REDUCE AND COMBAT CLIMATE IMPACTS

Action 13: Sequester Carbon and Mitigate Growing Climate Risks



Outcome 29: Conduct a baseline analysis of carbon storage on the landscape by 2024.



Outcome 30: Implement 10,000 acres of carbon sequestration projects in the Snohomish Watershed by 2026.

Action 14: Track Climate Change Impacts over Time to Inform Policy, Programs and Investments



Outcome 31: Establish one ocean acidification monitoring station in the Snohomish nearshore by 2024.



Outcome 32: Conduct climate change impacts monitoring for 100% of relevant watershed actions by 2025.



Outcome 33: Protect shoreline habitat by ensuring 100% of aquatic leaseholds at high risk of sea level rise include environmentally friendly mitigation strategies by 2031.

Action 15: Attract New Funding Streams to Accelerate Resilience-building and Salmon Recovery



Outcome 34: Facilitate the investment of \$200M in public and private funding by 2031, as part of approximately \$1 billion of restoration need identified by the watershed.

Implementation Strategies

The Watershed Resilience Action Plan has eight overarching implementation strategies that will help guide our actions and contribute to the goals outlined above. Specific actions in the short- and medium-terms action plan will deliver on these overarching strategies in the most appropriate ways for each goal and outcome.

	<p>1. Achieve multiple benefits. Work towards improving environmental, social and economic outcomes wherever possible to achieve a higher return on investment and support human wellbeing. We will integrate opportunities to improve equity and environmental justice.</p>
	<p>2. Collaborate. To be successful, we need an “all hands on deck” approach, and must work through existing partnerships with all actors, including Tribes, the Lead Entity, federal, state and local government, regional fish enhancement groups, conservation districts, nonprofits and the private sector. This strategy will mobilize new actors and inspire collaborative approaches, including public-private partnerships.</p>
	<p>3. Connect. Provide connectivity of the lands and waters salmon depend on. Be strategic and prioritize based on upstream and downstream data so that barrier removal provides as much additional habitat connection as possible.</p>
	<p>4. Educate and enforce. Educate partners and the public about opportunities to contribute to salmon recovery, and strengthen enforcement of existing regulations.</p>
	<p>5. Fund. Raise funding or leverage financing to implement restoration and acquisition activities. This should involve capital projects addressing limiting factors on the ground, as well as capacity and programmatic funding to plan, manage and monitor the effectiveness of recovery actions.</p>
	<p>6. Monitor and report. Conduct research, analysis and monitoring activities, share data with partners and connect to education activities.</p>
	<p>7. Protect. Protect high-quality habitat for the long term. This includes implementing existing laws and policies that protect habitat and endangered species, such as DNR’s State Trust Lands Habitat Conservation Plan and Forest Practices Habitat Conservation Plan. This also includes avoiding loss of habitat and preventing conversion through acquisitions, easements, transfer of development rights, Trust Land Transfers or other means.</p>
	<p>8. Restore. Improve habitat quality and ecosystem function through restoration and stewardship measures.</p>



WATERSHED RESILIENCE AT SCALE

DNR is committed to innovation and effectively using the leadership of Commissioner Franz and the resources of the agency to support salmon recovery at scale in our pilot watershed, as well as to taking these approaches and lessons to scale in other watersheds. The key actions identified in this plan are based on research and conversations specific to WRIA 7 and each watershed will have its own particular needs and opportunities. However, there are numerous lessons and approaches that can be applied in other watersheds to expand the impacts of this watershed-focused approach.

► Beavers and Hydrology—Landscape Assessment and Awareness-Raising

- **What this is:** DNR will establish efforts and programs to explore which lands are suitable for beaver introduction to support salmon and water storage. This includes mapping DNR lands and providing education to small forest landowners around voluntary reintroduction.
- **Why this matters:** Beavers are seen as critical for creating cool water refugia, slowing water flow and improving basin hydrology all for the benefit of salmon. Providing additional research and tools including outreach to small forest landowners will help identify the most appropriate locations where beavers may create benefits without impacting human infrastructure.
- **Opportunity for other Watersheds:** Current efforts in the Snohomish Watershed rely on a mapping tool called Beaver Intrinsic Potential that was developed in partnership with the Tulalip Tribes and is specific to this region. In other watersheds, similar activities will benefit from the existence or creation of similar tools to inform site suitability.

► Education and Equity

- **What this is:** New efforts to use DNR lands to provide outdoor education opportunities to K-12 children, to inspire and raise awareness about the natural environment and the needs of salmon to contribute to recovery. This should have an equity focus, prioritizing girls and youth of color, and providing career-connected learning opportunities.

- **Why this matters:** DNR can deliver education programs that will support environmental awareness and salmon recovery. With an equity lens, this helps address diversity, equity and inclusion (DEI) and workforce outcomes—so that we can inspire the next generation of natural resource managers, and increase diversity and inclusion in this sector.
- **Opportunity for other Watersheds:** This approach will be valuable in all watersheds where DNR has lands that can be made available for educational activities and connections to local schools or nonprofits that wish to partner. Outdoor education delivered in ways that support awareness of salmon recovery and resilience needs will support implementation of similar action plans in other areas.

► Good Neighbor Authority

- **What this is:** Use Good Neighbor Authority to raise revenue that can be invested in support of salmon recovery on USFS forestlands, which for WRIA 7 provides opportunities in Mount Baker-Snoqualmie National Forest.
- **Why this matters:** The USFS has identified \$18M worth of salmon habitat projects in this watershed, and the GNA opportunity is one unique to DNR where we can generate new restoration resources which are greatly needed especially in the headwaters.
- **Opportunity for other Watersheds:** Other watersheds where there is significant acreage of federal forestlands (especially non-wilderness areas) will provide ample opportunity to utilize this program for forest health and salmon recovery.



► Kelp and Eelgrass Protection Zone

- **What this is:** A Kelp and Eelgrass Protection Zone that can be established through a Commissioner's Withdrawal order. This zone would provide a focal point for kelp and eelgrass protection, research and learning and restoration opportunities.
- **Why this matters:** Kelp, eelgrass and other submerged aquatic vegetation (SAV) are critical for salmon and forage fish habitat and also sequester carbon.
- **Opportunity for other Watersheds:** This approach will be valuable in watersheds in Puget Sound or on the coast where kelp and eelgrass are present. Additional protection zones should be explored strategically after assessing the prevalence of and threats to kelp and eelgrass broadly across the state.

► Large Woody Debris Partnership

- **What this is:** Proposed new policy of selling large trees with root wads to Tribes, Fish Enhancement Groups or other partners for in-stream restoration projects.
- **Why this matters:** Having access to a reliable supply of large trees and root wads is important for creating large woody debris installations. DNR has access to such trees in close proximity to many streams where projects are needed. Creating a new agency program will increase reliable access and support habitat complexity for salmon.
- **Opportunity for other Watersheds:** If pilot efforts are successful in the Snohomish Watershed, DNR should work with partners in other watersheds to consider expansion. This will work best where there is a presence of large trees suitable for large woody debris projects in reasonably close geographic proximity to streams in need of more habitat complexity.

► Multiple Benefits Communication— WatershedConnect and Restoration Project Dashboard

- **What this is:** WatershedConnect mapping tool and ESRI dashboard with Project Comparison Tool to visually communicate and compare restoration projects.
- **Why this matters:** Generating new funding for

restoration projects is critical. These tools seek to help by assessing and communicating multiple benefits—so we can see which projects deliver high return on investment, and connect with strategic priorities of new stakeholders to bring on new partners and funders.

- **Opportunity for other Watersheds:** These mapping tools have been built so they can easily be expanded statewide. Partnerships in additional watersheds where partners are willing to collaborate and share project data would support expansion of these funding strategies.

► Water Quality Screening Study

- **What this is:** Assess water quality inputs in a key urban area (roads and bridges, industrial facilities, Combined Sewer Overflow outfalls). Determine what the primary sources of contamination are, and what interventions to reduce this could look like. Work with salmon recovery partners to link interventions with mapped incidents of coho pre-spawn mortality.
- **Why this matters:** We need location-specific information to inform urban water quality interventions with the highest return on investment. This will describe the highest quality protection areas within urban basins.
- **Opportunity for other Watersheds:** This approach will be valuable in watersheds with large urban areas where contamination is impacting local water quality and is harming fish and other wildlife. Efforts should be made to connect with local communities to assess and seek to improve human health outcomes as well.

► Watershed Steward

- **What this is:** Agency decision to hire a new staff member to work in the field throughout WRIA 7 to drive forward plan implementation.
- **Why this matters:** We need sufficient capacity to implement this action plan, stay connected to watershed stakeholders to take actions and monitor progress. A role like this takes a tree-to-sea approach to salmon, breaking down internal silos.
- **Opportunity for other Watersheds:** Hiring a similar position in additional watersheds will ensure there is capacity on the ground to work with partners and provide project management. This should be replicated in any additional focus watersheds.



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