



WRIA 8 Salmon Recovery Council – March 2023

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Purpose

- Update on topic that is applicable throughout practitioner community
- Information on Greenway Trust's initiative and effort
- Multi-year Commitment
- Encourage conversation and add context



History & Background

- ~20+ years partnership with AmeriCorps programs:
 - EarthCorps
 - Washington Conservation Corps
 - Mt. Adams Institute
 - Washington Service Corps
- Supporting variety of programs
 - Education
 - Restoration
 - Trails/Recreation
 - Volunteer
- Hundreds of participants over the years
 - 10+ positions per year at peak
 - Many now with agencies and partner organizations
 - Really successful! And...





2010 WCC AmeriCorps Crews



2022 Seasonal Positions
(plus a few others)

Considerations

- Equity
 - Compensation (Living Wage)
 - Affordability
 - Limitations for applicants
 - Housing
- Experience
- Accountability
- History of paid seasonal positions



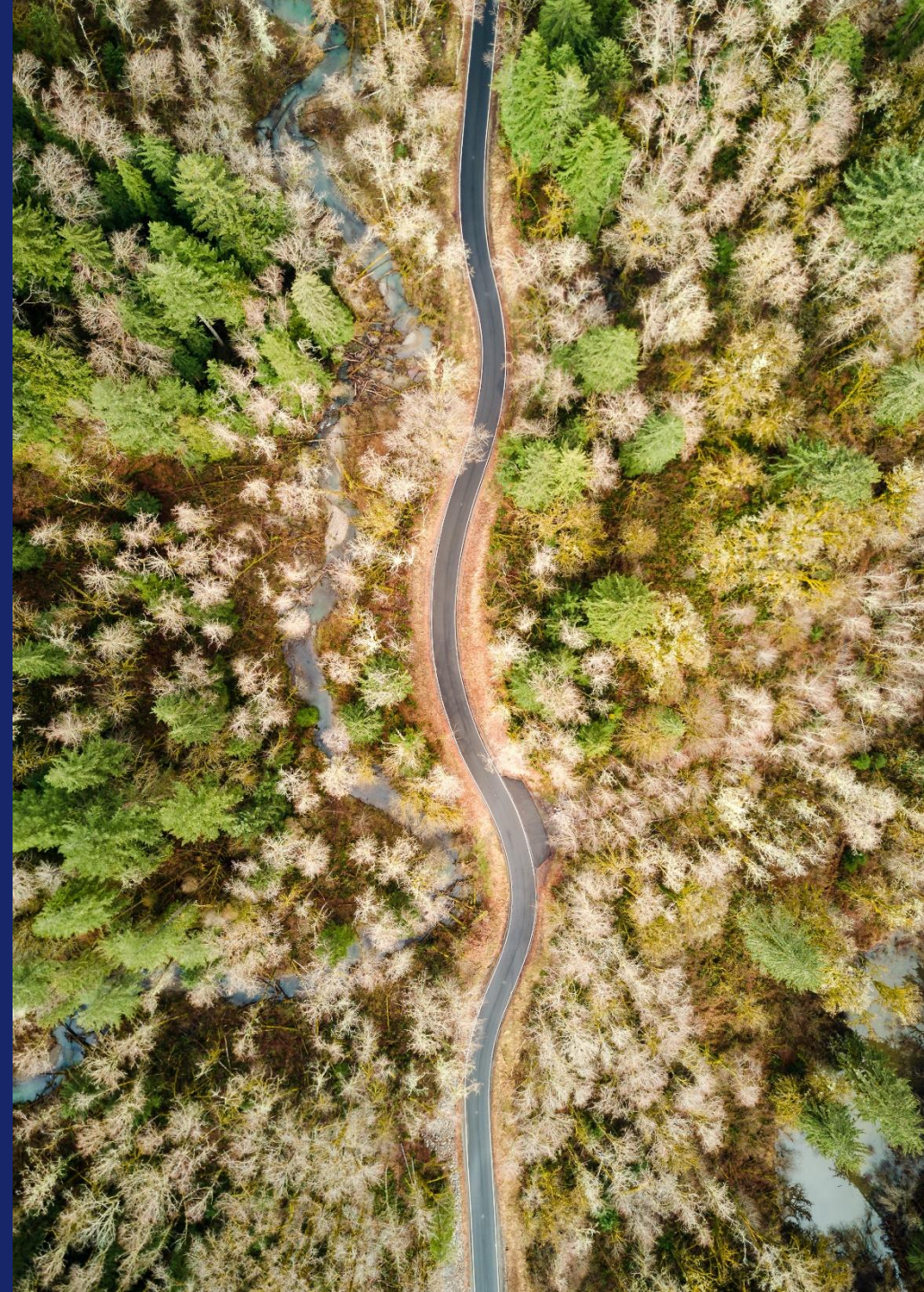
DIVERSITY, EQUITY, AND INCLUSION

- Expand participation in our programming and diversify our partnerships, Board of Directors, and staff to better reflect the racial, ethnic, geographic, generational, and economic diversity of people in the region.
- Prioritize environmental justice and equity considerations in our projects and programming.



Seasonal Position Goals

- Flexible, Responsive, Adaptable, Accountable
- Complete & support high-quality projects and programs
- Expand access for early-in-career positions
 - Adding in another step on the ladder
- Connections to partners & opportunities
- Contracted Services & Partners → Niche



Current Iteration

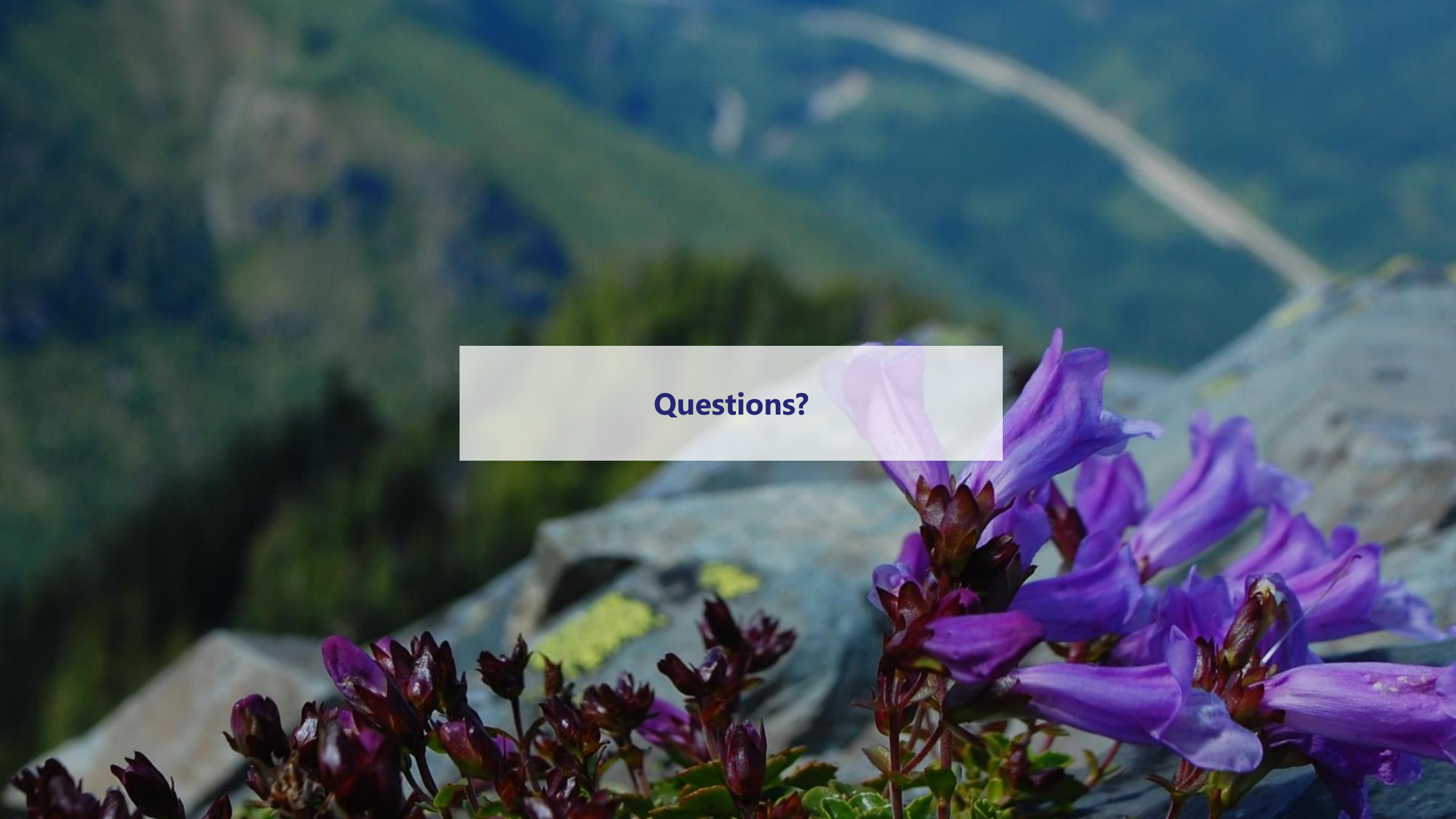
- ~14 Positions across three program areas
- Started at Prevailing Wage rate in 2018 (\$18/hour) + all legally required benefits
- 2023 Hourly Rate for Positions:
 - \$23 for Crew Leads
 - \$22 for Assistant Crew Leads
 - \$21 for Crew Members
- Retirement plan participation & Match
- \$200 / month ICHRA Healthcare stipend
- Mental Health+ resources (Healthiest You)
- \$250 “Gear” stipend at beginning of season
- Professional Development & Training



Ongoing Effort

- Qualifications | Expectations | Requirements
- Recruitment & Retention
 - Not full-time → seasonality
 - Increasing hourly rate (COLA, inflation, competitiveness)
 - Paid Time Off (Holidays, Vacation, Sick)
 - Health Insurance
 - Funding considerations & fluidity
- Administration & HR Requirements
- Clarifying / assessing role in the broader ecosystem and associated expectations
 - Not an agency, Corps program, private contractor
 - Partner feedback - “Value Added”



A scenic mountain landscape with a winding road and purple flowers in the foreground. The background shows a steep, rocky mountain slope with a narrow, light-colored path or road that curves through the greenery. In the foreground, there are several purple flowers, likely bellflowers, growing from a rocky surface. The overall scene is bright and clear, suggesting a sunny day.

Questions?