



**AGENDA**  
**Lake Washington/Cedar/Sammamish Watershed**  
**WRIA 8 Salmon Recovery Council**  
**Thursday, September 18, 2025, 2:00-4:15PM**  
**Virtual Meeting Using Zoom**

**\*See bottom of agenda for meeting link and other connection information**

Meeting  
Packet Page

1.	<b>Welcome and Review Participants</b>		Vanessa Kritzer, Chair Councilmember, City of Redmond	<b>2:00-2:10</b>
2.	<b>Public Comment</b>		Vanessa Kritzer	<b>2:10-2:15</b>
3.	<b>Consent Agenda:</b> • Approval of Meeting Notes for July 17, 2025	<b><u>3</u></b>	Vanessa Kritzer	<b>2:15-2:20</b>
4.	<b>Updates &amp; Good of the Order Announcements</b>	<b><u>9</u></b>	Jason Mulvihill-Kuntz, WRIA 8 Salmon Recovery Manager  WRIA 8 partners	<b>2:20-2:35</b>
5.	<b>2026 WRIA 8 Budget and Work Plan – Management Committee recommendation (Decision)</b>  Review and consider approval of Management Committee’s 2025 budget and work plan recommendation.	<b><u>11</u></b>	Jason Mulvihill-Kuntz	<b>2:35-2:50</b>
6.	<b>Salmon Recovery Council membership – Management Committee recommendations (Decision)</b>  Review and consider approval of Management Committee Salmon Recovery Council membership recommendations.	<b><u>23</u></b>	Jason Mulvihill-Kuntz	<b>2:50-3:00</b>
7.	<b>WRIA 8 Memorandum of Understanding (MOU) (Decision)</b>  Review and consider approval of MOU between the WRIA 8 Salmon Recovery Council and King County as the staffing and fiscal agent service provider to WRIA 8. The MOU is called for in the WRIA 8 Interlocal Agreement.	<b><u>24</u></b>	Jason Mulvihill-Kuntz	<b>3:00-3:15</b>
8.	<b>Funding Request – Lake Washington Science Summit (Decision)</b>  Consider approval of a WRIA 8 staff funding request to support co-hosting (with U.S. Geological Survey) a Lake Washington Science Summit to convene partners to share the latest research and best available science to inform management actions.	<b><u>30</u></b>	Mary Ramirez, WRIA 8 Technical Coordinator	<b>3:15-3:25</b>

9.	<b>2026 State Legislative Priorities</b> (Information/Discussion)  Review and discuss 2026 WRIA 8 state legislative priorities for the upcoming state supplemental (i.e., short) legislative session.	<b><u>31</u></b>	Jason Mulvihill-Kuntz	<b>3:25-3:40</b>
10.	<b>Salmon SEEson 2025!</b> (Information)  Hear a presentation on the 19 <sup>th</sup> annual Salmon SEEson program coordinated by WRIA 8 to share opportunities for the public to see salmon returning to spawn in local streams and rivers this fall.	<b><u>33</u></b>	Renee Leichter, WRIA 8 Admin Coordinator and Salmon SEEson lead	<b>3:40-3:55</b>
11.	<b>Success Story: Cottage Lake Creek Weir Removal</b>  Hear a presentation from Mid Sound Fisheries Enhancement Group on their project to remove a relic partial fish barrier concrete weir on Cottage Lake Creek, which wrapped up in-water construction in mid-September	<b><u>34</u></b>	Tracy Banaszynski, Mid Sound Fisheries Enhancement Group	<b>3:55-4:15</b>
	<b>Wrap up / Adjourn Meeting</b>		Vanessa Kritzer	<b>4:15</b>

*Next Meeting: November 20, 2025, 2:00-4:15PM*

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**Zoom meeting link: [Join the meeting now](#)**

Meeting ID: 856 0700 4142

Passcode: 317245

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**Dial in by phone, dial: 253-215-8782**

# WRIA 8 Salmon Recovery Council (SRC) Meeting Notes

## Tibbetts Creek Manor | July 17, 2025, 2:00 pm – 3:40 pm

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<b>Members Present</b>		
#	Name	Affiliation
1)	Councilmember (CM) Vanessa Kritzer, Chair	City of Redmond
2)	CM Carston Curd, Vice Chair	City of Bothell
3)	CM Conrad Lee	City of Bellevue
4)	CM Michelle Dotsch	City of Edmonds
5)	CM Zach Hall	City of Issaquah
6)	Deputy Mayor Melanie O’Cain	City of Kenmore
7)	CM Penny Sweet	City of Kirkland
8)	Deputy Mayor Tracy Furutani	City of Lake Forest Park
9)	CM Sun Burford	City of Newcastle
10)	CM Lisa Anderl	City of Mercer Island
11)	CM Valerie O’Halloran	City of Renton
12)	CM Roisin O’Farrell	City of Sammamish
13)	CM Maritza Rivera	City of Seattle
14)	CM Annette Ademasu	City of Shoreline
15)	CM Ted Frantz	Town of Hunts Point
16)	CM John Brock	Town of Woodway
17)	John Sherman	The Boeing Company
18)	Larry Franks	Friends of the Issaquah Salmon Hatchery (FISH)
19)	Noel Gilbrough	Mid Sound Fisheries Enhancement Group
20)	Bill Derry	Pilchuck Audubon Society
21)	Eric Adman	Sno-King Watershed Council
22)	David Kyle	Trout Unlimited
23)	Dr. Jeffrey Jensen	Washington Association of Sewer and Water Districts
24)	Stewart Reinbold	Washington State Department of Fish and Wildlife
<b>Alternates Present</b>		
25)	Mike Mactutis	City of Kent
26)	Meiring Borchers	City of Mukilteo
27)	Martha Neuman	City of Seattle
28)	Steven Schauer	King County Flood Control District
29)	Tracy Banaszynski	Mid Sound Fisheries Enhancement Group
30)	Joshua Thompson	Snohomish County
31)	David Bain	Sno-King Watershed Council
32)	Carl Scandella	Town of Yarrow Point
<b>Other Attendees</b>		
33)	Eric LaFrance	City of Bellevue
34)	Lacey Jane Wolfe	City of Bellevue
35)	Janet Geer	City of Bothell
36)	Allen Quynn	City of Issaquah
37)	Rachel Konrady	City of Kirkland
38)	Chris Korwel	City of Lake Forest Park
39)	Tom Hardy	City of Redmond
40)	Peter Holte	City of Redmond
41)	Kristina Lowthian	City of Renton
42)	Kathryn Hoffman	City of Sammamish
43)	Judy Blanco	King County
44)	Denise Di Santo	King County
45)	Julia Ryan	Friends of the Issaquah Salmon Hatchery (FISH)

# WRIA 8 Salmon Recovery Council (SRC) Meeting Notes

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46)	Rosa Mendez-Perez	King Conservation District
47)	Calvin Jones	Staff to Representative Victoria Hunt
48)	Gary Smith	Trout Unlimited
49)	Renee Lechlitter	WRIA 8 Administrative Coordinator
50)	Jason Mulvihill-Kuntz	WRIA 8 Salmon Recovery Manager
51)	Mary Ramirez	WRIA 8 Technical Coordinator

- I. **Welcome and Introductions** - Councilmember (CM) Curd, Vice Chair, called the July 17, 2025 Salmon Recovery Council (SRC) meeting to order. Vice Chair Curd welcomed everyone and established quorum by conducting roll call.
- II. **Public Comment:** No public comment.
- III. **Consent Agenda:** SRC meeting minutes from the May 15, 2025, meeting were discussed. No edits were received prior to this meeting.

*Action: The SRC voted unanimously to approve the May 15, 2025, meeting minutes.*

- IV. **Updates & Announcements** – Jason Mulvihill-Kuntz, WRIA 8 Salmon Recovery Manager
  - Jason reminded the Salmon Recovery Council (SRC) that WRIA 8 remains an active partner at the regional level as a watershed member of the Puget Sound Salmon Recovery Council (PS SRC). Recent meetings focused on the regional Salmon Recovery Plan addendum implementation plan and debriefing the state legislative session and what is going on at the federal level.
  - Jason updated the SRC on the progress of the Interlocal Agreement (ILA) approval and signatures. Twenty-five jurisdictions have signed, and remaining partners are scheduled to consider approval. The goal remains to secure all signatures by the end of September.
  - The King County Flood Control District approved Cooperative Watershed Management (CWM) grants totaling \$12.3M for all four King County watersheds at their meeting on July 8, 2025. This includes \$4.4M in grants for WRIA 8 as approved by the Salmon Recovery Council in May.
  - The annual Four-Year Work Plan (4YWP) was updated. The updated version includes two new projects, East Fork Issaquah Creek Restoration and Friendly Village Bear Creek Reach 6. It also clarifies the policy around when fish passage barrier removal projects are included as stand-alone entries vs. bundled under the programmatic entry.
  - WRIA 8 joined Seattle Public Utilities to host a tour of the recently completed Royal Arch Reach Floodplain Restoration project on the Cedar River for the state Salmon Recovery Funding Board. The project restored approximately 16 acres of riparian and aquatic habitat for Chinook and other salmon, creating new side channel and backwater areas for juvenile salmon rearing. Chair, Vanessa Kritzer, shared with the group the importance of restoring floodplains to achieve WRIA 8’s salmon habitat restoration goals and described the challenges WRIA 8 partners face in restoring habitat in an urbanized watershed.
  - Jason shared The U.S. Fish and Wildlife Service and National Marine Fisheries Service have proposed a rule change to rescind the definition of “harm” under the Endangered Species Act (ESA), which would reduce protections for listed species from actions that significantly modify or degrade habitat or disrupts where and how species migrate and reproduce. Washington State natural resource agencies submitted a letter to U.S. Fish and Wildlife Service opposing the proposed rule change and sharing concerns about legal, scientific, economic, and programmatic impacts the change would have.

# WRIA 8 Salmon Recovery Council (SRC) Meeting Notes

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- The WRIA 8-led Salmon SEEson program is gearing up for the 2025 salmon return - its 19th season! This program coordinates with partners to highlight and promote opportunities for the public to see salmon in local streams and rivers when they return this summer and fall. The [Salmon SEEson website](#) provides a map and details for several self-guided viewing locations as well as in-person interpretive viewing opportunities.
- This year marks the 25th year of collaborative salmon recovery in response to the 1999 listing of Chinook salmon as threatened under the Endangered Species Act. Salmon recovery teams in King County watersheds, including WRIA 8, are planning a ‘Salmon Summit’ to commemorate this milestone. Partners should share feedback or input with Jason.
- Steven Schauer shared King County Flood Control District (KCFCD) has a blog that comes out every week and encouraged meeting attendees to read it to learn more about what KCFCD is working on.
- CM O’Halloran shared Lakeside Industries, an asphalt products company, is withdrawing their plan to build an asphalt plant along the Cedar River. They will repurpose this large piece of property for warehousing.
- Bill Derry shared City of Edmonds submitted a grant with NOAA for the Edmonds Marsh restoration project that will take them to 30% design.

### V. **Draft 2026 WRIA 8 Budget and Work Plan (Information)** – *Jason Mulvihill-Kuntz, WRIA 8 Salmon Recovery Manager*

Jason reviewed the draft WRIA 8 2026 budget and work plan. This is being brought to the SRC today for review and will go to the Management Committee in August to develop a recommendation to bring to the September SRC meeting for approval. Proposed 2026 ILA cost share is forecasted to equal \$786,979 with proposed ILA partners cost shares increasing 3.5% based on the March CPI-W estimate. The Puget Sound Acquisition and Restoration grant funding amount reflects half the 2025-2027 award. Proposed expenditures include an estimated \$30,499 increase in salaries and benefits to reflect current labor agreements and estimated increases in overhead based on shift in share of rent costs, unexpected 2025 general wage increase, and an increase in shared King County staffing costs. Under “Additional Expenditures,” priorities will be identified and brought to the SRC for consideration, which would be funded from available PSAR project development grant funding and/or available carry forward fund balance.

The WRIA 8 staff team work plan features similar level of services and products as the prior year with the notable additions of completing the 5-year implementation progress report, initiating and completing 10-year update to the WRIA 8 Chinook Salmon Conservation Plan, and updating WRIA 8 Communications and Outreach Framework, as necessary.

Jason reminded the SRC King County, Snohomish County, City of Bothell, Seattle, Redmond, Renton, and Town of Hunts Point currently have representation on the Management Committee. If other jurisdictions are interested in participating, reach out to Jason.

# WRIA 8 Salmon Recovery Council (SRC) Meeting Notes

## Tibbetts Creek Manor | July 17, 2025, 2:00 pm – 3:40 pm

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### Discussion:

- CM Ademasu asked if we are concerned about the carry forward balance of \$277,402? Jason said he is not, noting that the carry forward fund balance was high at the start of the year, and the staff team is considering opportunities to spend these funds.
- CM Lee asked is there any budget for education or to make this group more known to the public and young people to understand salmon recovery? Does this group work with school districts? Jason clarified education is part of WRIA 8's annual grant program priorities and a lot of work is done with schools and school districts.
- CM Lee asked whether funding is provided for scholarships or universities studying these topics? Jason shared he likes that idea, and it is an area the WRIA 8 SRC could do more work with. For monitoring and assessment work, WRIA 8 has supported work by the University of Washington in the past. CM Burford added there are many summer camps that could be a good opportunity to reach out to and educate youth.
- Carl Scandella asked if WRIA 8 has considered having an intern to do projects in Lake Washington? Jason shared WRIA 8 has used King County interns in the past but hasn't used them in recent years.
- CM Frantz asked if Jason could share the cost share table with the difference in each jurisdiction amounts from the year prior? Jason said he would provide that information as a follow-up to the meeting.

### **VI. Review Draft WRIA 8 Memorandum of Understanding (MOU) (Information) – Jason Mulvihill-Kuntz, WRIA 8 Salmon Recovery Manager**

Jason shared the draft Memorandum of Understanding (MOU) is a companion document to the renewed interlocal agreement and is available for partner review and feedback by August 22<sup>nd</sup>. The draft will be reviewed at the September ITC meeting, and a revised final draft will then be considered for approval at the September SRC meeting. If approved, the WRIA 8 Chair and King County Department of Natural Resources and Parks Director (KC DNRP) will sign. The purpose of the MOU is to outline services provided by KC DNRP as “Service Provider” to the WRIA 8 SRC. These services include staffing, annual work plans, budget principles and terms, and serving as the fiscal agent.

### **VII. Funding Request (Decision) – Jason Mulvihill-Kuntz, WRIA 8 Salmon Recovery Manager and Mary Ramirez, WRIA 8 Technical Coordinator**

Jason noted the SRC is being asked to consider two staff funding request recommendations. First, WRIA 8 staff is seeking SRC approval to contribute up to \$15,000 to support the 25-year salmon summit event, including planning, content development, and facilitation. In conjunction with the summit, tours of multi-benefit projects in WRIA 8, WRIA 9, and the Snoqualmie Watershed will offer an on-the-ground look at the elements of successful projects. Visitors will hear from ecologists, engineers, and funding partners. The event will be scheduled to coincide with the ratification of the renewed watershed interlocal agreements and the 2025 Salmon SEEson.

**Action:** The SRC voted unanimously to authorize WRIA 8 staff to contribute up to \$15,000 in WRIA 8 funds to support the 25-year salmon summit event in fall 2025.

For the second staff funding request, Mary Ramirez shared WRIA 8 staff is seeking SRC approval to invest up to \$120,000 in technical assessments of large wood in priority streams and the Cedar River. The bulk of the money (~\$100,000) would go toward a comprehensive survey of

# WRIA 8 Salmon Recovery Council (SRC) Meeting Notes

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large wood in 22 miles of the Cedar. This work will inform the upcoming WRIA 8 progress report and will help assess progress toward 2025 habitat goal to increase wood volume. The SRC approved a similar funding request in 2018, ahead of the previous progress report.

***Action:** The SRC voted unanimously to authorize WRIA 8 staff to invest up to \$120,000 in WRIA 8 funds to support technical assessments of large wood in priority streams and the Cedar River*

### Discussion:

- Carl Scandella asked if the funding requested is for staff time or funds to allocate? Jason clarified WRIA 8 would hire a consultant.
- CM Hall asked if these funds would come from the carry forward fund balance in the WRIA 8 budget? Jason confirmed they would.
- Carl Scandella asked what are the deliverables of the \$120,000 being requested? Who will be completing this work? Mary clarified the deliverables are a comprehensive survey of the Cedar River, inventorying large wood in the river to compare with the study done in 2017, and also to support an upcoming progress report. The work will be done by WRIA 8 staff and contracted out.
- CM Frantz asked how this data will be collected? Mary shared typically the stream is walked and raw data is collected using a standard protocol and form. There will be opportunities to take photos if needed.
- CM Hall asked if the \$120,000 is going to come from carry forward in the 2026 budget? Jason clarified this work will happen in 2025, not the 2026 budget and is accounted for in the 2026 estimated carry forward fund balance. There is enough in the carry forward balance in 2025 to cover this work.
- CM Ademasu asked if there are any tribal updates on pinniped predation? Jason shared he has not heard any updates, but staff from the Muckleshoot Indian Tribe were appreciative of the pinniped management recommendations report produced by WRIA 8 in 2024.

### **VIII. Overview of Issaquah Creek basin habitat protection and restoration (Information) – Judy Blanco, King County and Allen Quynn, City of Issaquah**

Judy presented information about the Issaquah Creek basin and the work Basin Stewards do to support conserving open space, floodplain restoration & fish passage, and community stewardship. Judy thanked community stewards, volunteers, and partners who make her work possible.

Allen shared information about salmon recovery efforts made by the City of Issaquah in Issaquah Creek. The City of Issaquah has taken a multi-faceted approach, including storm and surface water plan updates, stream and riparian habitat restoration, which has restored 73 acres and completed 24 projects since 1994. Some recent stream restoration work includes the Lower Issaquah Creek Stream and Riparian Habitat Enhancement project which was completed in 2023 and created three side channels and two backwater channels, installed 259 large woody debris pieces, removed 5.2 acres of invasive plants, and added 43,000 native plants. Other priority areas include fish barrier culvert replacements and urban forestry, which includes a 7.2% increase in canopy cover at Issaquah Creek from 2017-2021.

## WRIA 8 Salmon Recovery Council (SRC) Meeting Notes Tibbetts Creek Manor | July 17, 2025, 2:00 pm – 3:40 pm

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### Discussion:

- CM Ademasu asked how the 7.2% increase was done in four years? Allen shared the increase could be attributed to a few large projects that were done in that timeframe.

**Next Meeting:** Chair Kritzer adjourned the meeting and noted the [next SRC meeting](#) is September 18, 2025, from 2:00 p.m. – 4:15 p.m..

**Business portion of the meeting adjourned at 3:40 p.m. Interested partners reconvened at Lake Sammamish State Park for a site visit to the Lower Issaquah Creek Restoration project.**



## WRIA 8 Updates and Committee Reports

September 18, 2025

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- **Puget Sound Regional Update** – The **Puget Sound Salmon Recovery Council (PS SRC)** last met on July 31, 2025. The meeting focused on:
  - Approving appointment of the Northwest Marine Trade Association as a new member
  - Reviewing the 2025 Salmon Science Request for Investigations and overview of funded projects
  - Discussion of 2026 legislative session and Puget Sound and salmon recovery priorities
  - Presentation on the “Pay for Success” initiative, which proposes an approach to paying for contract work that is linked to project outcomes rather than just activities completed
  - Discussion and review of tribal consultation feedback included in the draft 2027-29 PSAR Large Capital Projects Request for Proposals
  - Discussion of second round of Implementation Plan workshops and potential commitments to priority actions
  - Presentation on watershed chapter updates from WRIA 14 and the West Sound Watersheds

The PS SRC meets next in-person/hybrid on September 25, 2025. Ted Frantz, Hunts Point Councilmember and Melanie O’Cain, Kenmore Deputy Mayor, represent the WRIA 8 Salmon Recovery Council on the PS SRC. Jason Mulvihill-Kuntz also attends as a WRIA 8 staff alternate.

The **South Central Action Area Caucus** (Local Integrating Organization (LIO)) has not met since the last SRC meeting. The LIO next meets on September 23. Jason Mulvihill-Kuntz attends to represent WRIA 8.

- **WRIA 8 Interlocal Agreement (ILA) approval and signature** – The Salmon Recovery Council approved the final ILA at the January meeting. WRIA 8 staff have worked with individual ILA parties to approve and sign the ILA by September 30. As of the September meeting, 27 of 28 partners have approved and signed the ILA, and King County is scheduled to approve at an upcoming County Council meeting in September. Once all partners have signed, WRIA 8 staff will send the fully ratified ILA to all ILA partners.
- **Project Innovation and Community grant round** – We are excited to be running another round of the Project Innovation and Community Grants program. This grant round, supported by ILA carryforward funds and PSAR project development dollars, funds early stages of project development work in key areas of the watershed as well as projects that seek to engage communities in salmon recovery work. Information is located on our Funding Opportunities website and applications are due October 24<sup>th</sup>. Please reach out to

Carrie Byron ([cbyron@kingcounty.gov](mailto:cbyron@kingcounty.gov)) with any questions or to discuss your potential project prior to submitting an application.

- **Wood surveys on the Cedar River and priority streams** – WRIA 8 staff, with support from King County Science and Technical Services and other partners like Washington Department of Fish and Wildlife and City of Bellevue, are conducting surveys this month in the Cedar River and WRIA 8 priority streams to update estimates of large wood volume and to track progress toward the 2025 goal to increase wood volume. WRIA 8 and supporting partners will survey Tier 1 and Tier 2 streams over the next few weeks. WRIA 8 hired HDR Engineering to survey the Cedar River (from Landsburg Dam down to the river mouth). Status and trends of wood volume will be reported in the upcoming WRIA 8 Progress Report.
- **Fall tours being planned for WRIA 8 partners** – WRIA 8 Salmon Recovery Council partners have consistently identified an interest in project site tours. WRIA 8 staff are coordinating with project sponsors to schedule one or two site visits in October to recently constructed habitat restoration projects. Exact tour date(s) and time(s) will be confirmed as soon as possible. Partners should look for an invitation in the next couple weeks.
- **Marking 25 years of salmon recovery** – This year marks the 25<sup>th</sup> year of collaborative salmon recovery efforts in WRIA 8 in response to the 1999 listing of Chinook salmon as threatened under the Endangered Species Act. Staff from salmon recovery watershed groups, including WRIA 8, are planning a cross-watershed “Salmon Summit” event for the fall/early winter, to coincide with the signing of the new interlocal agreements demonstrating the shared commitment to continue collective watershed-based salmon recovery efforts for another 10 years. Thanks to all partners who provided feedback on the recent survey, which is being used to inform Summit planning. We hope to confirm the date and location of the Summit shortly.
- **WRIA 8 E-News** – The [August edition](#) of the WRIA 8 E-news included the following topics and updates: information about recent WRIA 8 SRC tour of Lower Issaquah Creek Restoration Project, Salmon SEEson kick off, partner project and program updates, media stories related to salmon, and notice of recent funding opportunities. The next edition is scheduled for October. Please submit proposed topics to Renee Leichter ([rleichter@kingcounty.gov](mailto:rleichter@kingcounty.gov)) by October 7<sup>th</sup>.

## **WRIA 8 Committee Reports**

**Implementation Technical Committee** – The Implementation Technical Committee (ITC) September meeting focused on updates from the WRIA 8 team. Staff presented on the Salmon SEEson program, the Community Engagement Framework refresh, an agenda for the upcoming legislative session, and a number of other staff updates. The next ITC meeting will be on November 12<sup>th</sup>.

**Technical Committee** – The Technical Committee (TC) did not meet since the July SRC meeting. The Technical Committee is scheduled to meet in-person/hybrid next on October 9 to discuss and develop 2026 monitoring and assessment priorities.



# Draft 2026 WRIA 8 Budget and Work Plan Memo

September 18, 2025

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## Background

Per the WRIA 8 Interlocal Agreement (ILA), the annual WRIA 8 partner cost share increases for based on the estimated Consumer Price Index for Wages (CPI-W) rate to keep pace with annual staffing and operating cost increases. See attached draft 2026 ILA cost share table reflecting individual WRIA 8 partner cost shares based on the proposed cost share amount in the draft 2026 budget.

Estimated base expenditures in 2026 are anticipated to increase approximately \$46,390 over 2025 expenditures. Proposed revenue sources, including WRIA 8 ILA partner cost share reflecting a 3.5% CPI-W rate increase, annual state salmon recovery Lead Entity grant, and Salmon SEEson program sponsorships are anticipated to cover the estimated increase in base expenditures in 2026.

The 2026 WRIA 8 staff team work plan includes a similar level of services and products as previous years. Notable additions include completing a 5-year Progress Report on implementation efforts, initiating and completing a 10-Year update to the WRIA 8 Plan, and updating the WRIA 8 Communications and Outreach Framework, as necessary.

The Management Committee met on August 6 to develop the 2026 budget and work plan recommendation. In addition to recommending approval of the proposed 2026 budget and work plan, the Management Committee requested additional information from King County on the increase in overhead costs, specifically to understand anticipated future adjustments and any foreseeable trends. WRIA 8 staff are working with King County finance staff to develop a communication tool to improve sharing information about anticipated future overhead costs.

### **Management Committee recommendation**

The Salmon Recovery Council should approve the proposed 2026 WRIA 8 budget and corresponding proposed WRIA 8 staff work plan.

## WRIA 8 Salmon Recovery Program - 2026 Preliminary Budget

REVENUES	2025 Approved (reflects 3.6% CPI-W rate forecast)	2026 Proposed (reflects 3.50% CPI-W rate forecast)
WRIA 8 ILA Partners Cost Share	760,366	786,979
State Lead Entity grant <sup>1</sup>	86,000	86,852
Salmon SEEson Sponsorship	7,000	7,000
<b>Base Revenues subtotal</b>	<b>853,366</b>	<b>880,831</b>
<b>Additional Revenue</b>		
Puget Sound Acquisition and Restoration project development grant <sup>2</sup>	49,000	49,000
<b>Additional Revenue subtotal</b>	<b>49,000</b>	<b>49,000</b>
<b>TOTAL REVENUE</b>	<b>902,366</b>	<b>929,831</b>
<b>EXPENDITURES</b>		
<b>Staffing: Salary and Benefits<sup>3</sup></b>		
Salary and Benefits for 3.4 FTE (Salmon Recovery Mgr, Projects and Funding Coord., Technical Coord., and Admin Coord.)	581,296	611,795
Overhead <sup>4</sup>	184,856	219,985
<b>Total Salaries, Benefits, and Overhead subtotal</b>	<b>766,152</b>	<b>831,780</b>
<b>Supplies and Services<sup>5</sup></b>		
Meeting & event support	3,151	1,500
Consultant/professional/technical services	40,000	30,000
Training & misc. supplies	5,436	2,500
Mileage & vehicle use	3,151	1,500
Visual communications/GIS services	15,000	12,000
Printing	1,500	1,500
<b>Total Supplies &amp; Services subtotal</b>	<b>68,238</b>	<b>49,000</b>
<b>Expenditures subtotal</b>	<b>834,390</b>	<b>880,780</b>
<b>Additional Expenditures<sup>6</sup></b>		
Project Innovation and Community Funding grants Advancing early project development, salmon recovery planning, and integrating equity and environmental justice	100,000	150,000
Initiatives to advance WRIA 8 recovery priorities (e.g., address survival bottlenecks, project development, science/research gaps, DEI Strategic Plan implementation, outreach and education activities)	41,896	50,000
<b>Total Additional Expenditures subtotal</b>	<b>141,896</b>	<b>200,000</b>
<b>TOTAL EXPENDITURES</b>	<b>976,286</b>	<b>1,080,780</b>
<b>Carryover ILA</b>		
<b>BEGINNING CARRY FORWARD FUND BALANCE<sup>7</sup></b>	<b>492,968</b>	<b>277,402</b>
Anticipated/committed discretionary investments	234,542	200,000
BUDGET RESERVE (10% of Base Revenues for unanticipated staffing/operating costs)	84,637	88,083
<b>ENDING CARRY FORWARD FUND BALANCE<sup>8</sup></b>	<b>277,402</b>	<b>77,453</b>

<sup>1</sup> The annual state Lead Entity funding in 2025-2027 biennium is \$86,852. This funding is dependent upon state legislative appropriation.

<sup>2</sup> Funding supports project development activities. Amount includes state legislative appropriation in 2025-2027 biennium and unspent balances from prior biennium appropriations.

<sup>3</sup> Salaries and benefits calculation, please refer below.

<sup>4</sup> Overhead is calculated based on estimate of King County administrative cost distribution. Overhead cost includes Department of Natural Resources Director's Office, Water and Land Resources Division Director's Office, Water and Land Resources Division section services, computer services and support, Human Resources, Financial management, Office Support Services, and King Street Center building rent and maintenance charges.

<sup>5</sup> Supplies and services calculation based upon discretion of WRIA 8.

<sup>6</sup> Additional expenditures for 2026 will be dependent on availability of carry forward fund balance and/or external grants secured and based on priorities approved by the Salmon Recovery Council (SRC).

<sup>7</sup> Carry forward balance is from staff salary savings and ILA funding offset by grants and sponsorships carried forward from previous years.

<sup>8</sup> Carry forward fund balance is available for use at the discretion of the Salmon Recovery Council to advance priority actions identified in the WRIA 8 Plan and/or to fill revenue gaps. Salmon Recovery Council approved reserving 10% of base revenue in carry forward funds for unanticipated operating/staffing

**Exhibit A - WRIA 8 Interlocal Agreement**

**Regional Watershed Salmon Recovery Funding  
2026 WRIA 8 Cost-share - DRAFT**

Note: Per the WRIA 8 Interlocal Agreement, each year the WRIA 8 Salmon Recovery Council approves a partner cost share budget to support the services of the WRIA 8 staff team and program. The cost share reflects an annual increase based on the Consumer Price Index for Wages (CPI-W) estimate. The cost share table below reflects a 3.5% CPI-W estimate (March 2025).

WRIA 8 Jurisdiction	Population (Pop)		Assessed Value (AV)		Area (Sq. Mi.)		2026 Cost Share (reflects 3.5% CPI-W estimate) (Average of Pop, AV, Area)		WRIA 8 Jurisdiction	2025 Cost Share
Beaux Arts	315	0.02%	\$285,891,000	0.04%	0.08	0.02%	0.03%	\$199	Beaux Arts	\$193
Bellevue	154,600	8.91%	\$96,339,979,101	13.67%	33.53	7.12%	9.90%	\$77,918	Bellevue	\$75,283
Bothell	49,550	2.85%	\$17,957,876,264	2.55%	13.67	2.90%	2.77%	\$21,791	Bothell	\$21,054
Clyde Hill	3,115	0.18%	\$4,389,953,700	0.62%	1.06	0.22%	0.34%	\$2,694	Clyde Hill	\$2,603
Edmonds	43,370	2.50%	\$16,549,900,400	2.35%	8.97	1.91%	2.25%	\$17,717	Edmonds	\$17,118
Everett	33,485	1.93%	\$6,381,442,800	0.91%	5.20	1.11%	1.31%	\$10,336	Everett	\$9,986
Hunts Point	460	0.03%	\$1,783,212,000	0.25%	0.29	0.06%	0.11%	\$896	Hunts Point	\$866
Issaquah	41,290	2.38%	\$17,493,815,787	2.48%	12.11	2.57%	2.48%	\$19,502	Issaquah	\$18,843
Kenmore	24,230	1.40%	\$7,459,653,182	1.06%	6.15	1.31%	1.25%	\$9,866	Kenmore	\$9,533
Kent	0	0.00%	\$12,761,000	0.00%	0.45	0.10%	0.03%	\$255	Kent	\$246
King County (Uninc.)	102,707	5.92%	\$35,458,579,530	5.03%	163.04	34.65%	15.20%	\$119,613	King County (Uninc.)	\$115,568
Kirkland	96,920	5.58%	\$45,311,849,550	6.43%	17.84	3.79%	5.27%	\$41,459	Kirkland	\$40,057
Lake Forest Park	13,660	0.79%	\$4,237,895,040	0.60%	3.51	0.75%	0.71%	\$5,598	Lake Forest Park	\$5,409
Maple Valley	5,022	0.29%	\$1,155,422,680	0.16%	0.94	0.20%	0.22%	\$1,712	Maple Valley	\$1,654
Medina	2,925	0.17%	\$6,866,863,700	0.97%	1.41	0.30%	0.48%	\$3,785	Medina	\$3,657
Mercer Island	25,800	1.49%	\$21,056,678,532	2.99%	6.30	1.34%	1.94%	\$15,248	Mercer Island	\$14,732
Mill Creek	21,630	1.25%	\$6,848,308,200	0.97%	4.68	0.99%	1.07%	\$8,428	Mill Creek	\$8,143
Mountlake Terrace	23,810	1.37%	\$5,911,042,400	0.84%	4.16	0.88%	1.03%	\$8,119	Mountlake Terrace	\$7,844
Mukilteo	21,221	1.22%	\$7,572,645,200	1.07%	5.99	1.27%	1.19%	\$9,363	Mukilteo	\$9,046
Newcastle	13,610	0.78%	\$5,376,208,083	0.76%	4.46	0.95%	0.83%	\$6,545	Newcastle	\$6,324
Redmond	77,490	4.46%	\$36,605,924,250	5.19%	16.56	3.52%	4.39%	\$34,568	Redmond	\$33,399
Renton	70,904	4.08%	\$18,024,891,468	2.56%	14.01	2.98%	3.21%	\$25,235	Renton	\$24,382
Sammamish	61,452	3.54%	\$26,240,200,285	3.72%	19.09	4.06%	3.77%	\$29,699	Sammamish	\$28,694
Seattle	556,865	32.08%	\$233,153,890,428	33.09%	53.00	11.26%	25.48%	\$200,497	Seattle	\$193,716
Shoreline	61,120	3.52%	\$16,722,153,900	2.37%	11.58	2.46%	2.79%	\$21,920	Shoreline	\$21,179
Sno. Co. (Uninc.)	213,926	12.32%	\$55,882,188,800	7.93%	55.38	11.77%	10.67%	\$84,004	Snoh. Co. (Uninc.)	\$81,163
Woodinville	13,830	0.80%	\$6,429,716,438	0.91%	5.66	1.20%	0.97%	\$7,638	Woodinville	\$7,379
Woodway	1,340	0.08%	\$1,112,962,100	0.16%	1.09	0.23%	0.16%	\$1,227	Woodway	\$1,186
Yarrow Point	1,135	0.07%	\$2,075,804,200	0.29%	0.36	0.08%	0.15%	\$1,147	Yarrow Point	\$1,108
<b>Totals</b>	<b>1,735,781</b>	<b>100.0%</b>	<b>\$704,697,710,018</b>	<b>100.0%</b>	<b>470.56</b>	<b>100.0%</b>	<b>100.0%</b>	<b>\$786,979</b>		<b>\$760,366</b>
							<b>TOTAL</b>	<b>\$786,979</b>		

**Population:**

- Population estimates are based on 2023 OFM April 1st Estimates and 2023 OFM Small Area Estimate Program (SAEP) data for census blocks.
- Jurisdictions entirely within a WRIA are assigned the 2023 OFM April 1st Estimate directly. Jurisdictions that straddle WRIA boundaries are assigned the percent share of the

**Note:** This method was tested against the 2021 ILA Cost Share tables using 2020 OFM data and was determined to be highly comparable for estimating population breakdowns. As OFM releases data every year, and the data spans both King and Snohomish Counties, this is a consistent and repeatable analysis across the entire study area.

- The portion of Kent in WRIA 8 is solely the Kent Watershed and has no population allocated to it.

**\*Assessed Value & Area:**

Snohomish County: Assessed value is based on Snohomish County Assessor's data March 2021, for market land value + market improvements value  
 King County: Assessed value is based on King County Assessor's data February 2021, land + improvements value  
 Assessed value and area (sq. miles) excludes the Upper Cedar River subwatershed.



# DRAFT 2026 WRIA 8 Staff Work Plan

Topic	Task	Staffing
<b>WRIA 8 Salmon Recovery Council &amp; Regional/State Coordination</b>		
<p><b>WRIA 8 Salmon Recovery Council</b>            Schedule and staff WRIA 8 Salmon Recovery Council (SRC) meetings. Coordinate overall WRIA 8 implementation effort at the direction of the WRIA 8 SRC. Schedule and staff WRIA 8 Management Committee for annual budget and work plan review.</p> <p>Identify and inform SRC of emerging issues/topics affecting salmon recovery (e.g., climate change, regulatory updates, capital/capacity funding, etc.).</p>	<ul style="list-style-type: none"> <li>• Up to 6 meetings of WRIA 8 SRC</li> <li>• 1 meeting of WRIA 8 Management Committee</li> <li>• 1 meeting of the WRIA 8 Membership Committee (if needed)</li> <li>• 2026 state and federal legislative priorities</li> <li>• Project tours for SRC members, funders, state legislators, Congressional delegation, etc.</li> <li>• Meeting materials – agendas, briefing documents, presentations, minutes, etc.</li> <li>• 2027 work plan and budget</li> <li>• New member briefings</li> </ul>	<p>0.25 FTE Salmon Recovery Manager</p> <p>0.15 FTE Administrative Coordinator</p>
<p><b>Coordination with regional salmon recovery effort</b>            Represent WRIA 8 in regional work with the Puget Sound Partnership (PSP), Puget Sound Salmon Recovery Council (PS SRC), Puget Sound Watershed Leads, South Central Puget Sound Local Integrating Organization (LIO), and other regional salmon recovery forums to seek funding, inform policy, and provide other appropriate assistance for WRIA 8 plan implementation.</p> <p>Coordinate with NOAA Fisheries, US Fish and Wildlife Service, Co-Managers, PSP and other watershed partners on implementation of overall Puget Sound Chinook Salmon Recovery Plan (of which WRIA 8 Plan is a chapter). Promote and advocate for benefits to WRIA 8 ILA partners and resources for plan implementation.</p>	<ul style="list-style-type: none"> <li>• Attendance at up to 6 PS SRC meetings, 12 PS Watershed Leads meetings and 4 South Central LIO meetings to represent WRIA 8’s interests</li> <li>• Regular updates to WRIA 8 SRC on regional salmon issues</li> <li>• Responses to requests/tasks from the Puget Sound salmon recovery community</li> <li>• Coordination with other watersheds on shared interests and priorities</li> <li>• Inform updates to and ongoing implementation of the Puget Sound Salmon Recovery Plan</li> </ul>	<p>0.15 FTE Salmon Recovery Manager</p> <p>0.10 FTE Projects and Funding Coordinator</p> <p>0.05 FTE Technical Coordinator</p>



## DRAFT 2026 WRIA 8 Staff Work Plan

Topic	Task	Staffing
<p><b>Coordination with state Recreation and Conservation Office (RCO) and Governor’s Salmon Recovery Office (GSRO)</b>            Implement and administer state Lead Entity contract as salmon recovery Lead Entity for WRIA 8. Participate on Washington Salmon Coalition (WSC) to coordinate with other Lead Entities across the state and advance items of shared importance.</p>	<ul style="list-style-type: none"> <li>• Semi-annual Lead Entity grant progress reports and billings</li> <li>• Participation in up to 6 Washington Salmon Coalition meetings/conference calls</li> <li>• Participate in biannual Washington State Salmon Recovery Conference</li> <li>• Coordinate with other Lead Entities to:               <ul style="list-style-type: none"> <li>○ Increase capacity/funding for implementation and communicating salmon recovery messages</li> <li>○ Identify improvements to the Salmon Recovery Funding Board (SRFB) funding process, address policy issues, and work with RCO and GSRO to implement actions</li> </ul> </li> </ul>	<p>0.05 FTE Projects and Funding Coordinator</p> <p>0.05 FTE Salmon Recovery Manager</p>
<b>Support Plan Implementation</b>		
<p><b>WRIA 8 10-Year Plan Update</b>            Coordinate with PSP, SRC, Implementation Technical Committee, and other WRIA 8 partners to update WRIA 8 Plan.</p>	<ul style="list-style-type: none"> <li>• Up to six meetings/workshops with Technical Committee, Implementation Technical Committee, and other partners to inform the Plan update</li> <li>• Update the WRIA 8 Plan project list with partner input</li> <li>• Regular SRC status reports on draft Plan update, including key milestones and policy decisions</li> </ul>	<p>0.15 FTE Technical Coordinator</p> <p>0.10 FTE Projects and Funding Coordinator</p> <p>0.10 FTE Salmon Recovery Manager</p>
<p><b>Diversity, Equity, and Inclusion (DEI)</b>            Improve integration of DEI into WRIA 8 salmon recovery. Support the SRC DEI Subcommittee in implementing the WRIA 8 DEI Strategic Plan, including developing strategies and actions.</p>	<ul style="list-style-type: none"> <li>• Plan, coordinate, facilitate DEI Subcommittee to advance DEI Strategic Plan</li> <li>• Lead on planning and implementing DEI strategies</li> </ul>	<p>0.05 FTE Salmon Recovery Manager</p> <p>0.05 FTE Technical Coordinator</p>



## DRAFT 2026 WRIA 8 Staff Work Plan

Topic	Task	Staffing
	<ul style="list-style-type: none"> <li>Report to SRC to facilitate engagement, shared learning, and coordination of priority action</li> </ul>	0.05 FTE Projects and Funding Coordinator
<p><b>WRIA 8 Implementation Technical Committee</b>            Coordinate with policy, planning, and science/technical staff from WRIA 8 ILA partners and other stakeholders to share information and inform ongoing salmon recovery planning and implementation in the watershed. Prioritize implementation actions, seek partnerships, and develop strategies to implement priority actions identified in WRIA 8 Plan update.</p>	<ul style="list-style-type: none"> <li>Coordinate up to 6 WRIA 8 Implementation Technical Committee meetings</li> <li>Develop recommendations for priority actions based on WRIA 8 Plan</li> <li>Coordinate with partners to continue to advance project development and implement projects and programmatic priorities</li> </ul>	0.10 FTE Technical Coordinator  0.10 FTE Projects and Funding Coordinator
<p><b>Salmon Recovery Funding Board (SRFB) and Puget Sound Acquisition and Restoration (PSAR) Grants</b>            Support the WRIA 8 SRC (in their role as citizen-based committee under RCW 77.85) in developing, prioritizing, and presenting grant proposals to the state’s Salmon Recovery Funding Board (SRFB) for SRFB and PSAR funds. Track SRFB/PSAR policies and procedures.</p>	<ul style="list-style-type: none"> <li>Maintain and update WRIA 8 Four-Year Work Plan</li> <li>Issue request for proposals, conduct outreach to project proponents</li> <li>Assist project sponsors with project development</li> <li>Facilitate Grant Review Committee proposal review and ranking and development of funding recommendations</li> <li>Present Grant Review Committee funding recommendations to SRC</li> <li>Support applicants in the application process and in addressing program requirements</li> <li>Assist applicants in responding to SRFB Technical Review Panel comments and RCO grant manager information needs</li> </ul>	0.15 FTE Projects and Funding Coordinator  0.10 FTE Technical Coordinator



## DRAFT 2026 WRIA 8 Staff Work Plan

Topic	Task	Staffing
	<ul style="list-style-type: none"> <li>Attend SRFB meetings, as necessary, to represent WRIA 8 interests and priorities</li> <li>Review and document support for project amendments to PSP/RCO (e.g., cost increases, scope changes, time extensions, etc.)</li> </ul>	
<p><b>King County Flood Control District Cooperative Watershed Management (CWM) Grants</b>            Support the WRIA 8 SRC in developing, prioritizing, and presenting project and program grant recommendations to King County Flood Control District (FCD) for Cooperative Watershed Management grant funding. Track FCD policies and procedures and coordinate with King County as the grant program administrator.</p>	<ul style="list-style-type: none"> <li>Secure approval of annual SRC funding guidance</li> <li>Continue to review and update CWM grant round process and proposal review criteria</li> <li>Issue request for proposals</li> <li>Provide outreach, project development assistance and application support to sponsors</li> <li>Lead Technical Committee review and recommendations for monitoring and research proposals</li> <li>Lead and facilitate Grant Review Committee proposal review, ranking, and development of funding recommendations</li> <li>Present CWM recommendations to SRC and the King County FCD</li> <li>Work with FCD and King County grant administrator on grant review and management</li> </ul>	<p>0.20 FTE Projects and Funding Coordinator</p> <p>0.10 FTE Technical Coordinator</p>



## DRAFT 2026 WRIA 8 Staff Work Plan

Topic	Task	Staffing
<p><b>Project Innovation and Community Grants</b> Support the WRIA 8 SRC in developing, prioritizing, and presenting recommendations for Project Innovation and Community grant. These grants support innovative or conceptual projects with smaller grant awards, and fund projects that might not compete well in our traditional grant rounds.</p>	<ul style="list-style-type: none"> <li>• Issue request for proposals</li> <li>• Provide outreach, project development assistance and application support to sponsors</li> <li>• Lead and facilitate review committee proposal review, ranking, and development of funding recommendations</li> <li>• Present funding recommendations to SRC</li> <li>• Work with sponsors and King County fiscal staff to contract grants</li> <li>• Administer grant contracts and track progress</li> </ul>	<p>0.10 FTE Projects and Funding Coordinator</p>
<p><b>Tracking and Reporting on Implementation Progress</b> Track and report on implementation of habitat restoration projects (including approved WRIA 8 grants and actions from other regional funding sources as appropriate) to inform ongoing implementation, 5-year Progress Report, and 10-year update of the WRIA 8 Plan.</p> <p>Manage updates to the Four-Year Work Plan to ensure alignment with WRIA 8 recovery strategies/goals.</p> <p>Manage WRIA 8 data in state project tracking database(s) and improve WRIA 8 implementation tracking and reporting tools.</p>	<ul style="list-style-type: none"> <li>• Use implementation metrics to inform 5-year Progress Report and 10-year update of the WRIA 8 Plan</li> <li>• Assist project sponsors on CWM reporting to the King County Flood Control District and RCO/GSRO</li> <li>• Obtain information from project sponsors to update state project tracking database(s) and to support WRIA 8 project implementation tracking, consistent with the WRIA 8 Monitoring and Assessment Plan</li> <li>• Review and approve project additions to Four-Year Work Plan</li> </ul>	<p>0.05 FTE Projects and Funding Coordinator</p>



## DRAFT 2026 WRIA 8 Staff Work Plan

Topic	Task	Staffing
<p>Report on progress implementing WRIA 8 Plan habitat goals and recovery strategies consistent with WRIA 8 Monitoring and Assessment Plan.</p>		
<p><b>Legislative Priorities and Outreach</b>            Coordinate with WRIA 8 partners and organizations, including Puget Sound Partnership, Recreation and Conservation Office and other watersheds regionally and statewide, to develop annual state and federal funding and policy priorities to support Plan implementation.</p> <p>Identify and share new grant and funding opportunities. Help establish partnerships and seek funding for priority projects. Identify grant funding opportunities that support multiple benefits, including salmon habitat protection and restoration.</p> <p>Track and report on funding and policy priorities. Brief partners and engage where appropriate to promote WRIA 8 interests.</p>	<ul style="list-style-type: none"> <li>• Develop state and federal legislative priorities</li> <li>• Convene and facilitate WRIA 8 Legislative Subcommittee to review and discuss legislative priorities and consider supportive actions</li> <li>• Briefings/emails to SRC and partners regarding legislative priorities</li> <li>• Promote potential grant funding sources on WRIA 8 website and through E-news and Email notifications</li> <li>• Support efforts to identify and develop alternative funding mechanisms</li> <li>• Report to SRC regarding funding strategy for WRIA 8 Plan implementation</li> <li>• Targeted meetings and tours to raise awareness among decision-makers</li> </ul>	<p>0.15 FTE Salmon Recovery Manager</p> <p>0.05 FTE Projects and Funding Coordinator</p>
<p><b>Communications / Outreach &amp; Education – Telling the Salmon Recovery Story</b>            Use <a href="#">WRIA 8 Communications and Outreach Framework</a> to prioritize communication and outreach actions and focus available resources.</p>	<ul style="list-style-type: none"> <li>• Review and update WRIA 8 Communications and Outreach Framework, as necessary.</li> <li>• Develop and distribute up to 6 WRIA 8 E-news editions (every other month opposite SRC meetings)</li> <li>• Manage media communications</li> <li>• Develop project/program fact sheets</li> </ul>	<p>0.15 FTE Administrative Coordinator</p> <p>0.10 FTE Salmon Recovery Manager</p> <p>0.05 FTE Technical Coordinator</p>



## DRAFT 2026 WRIA 8 Staff Work Plan

Topic	Task	Staffing
<p>Raise awareness about salmon recovery and WRIA 8 Plan update priorities with ILA partners and watershed stakeholders.</p> <p>Seek funding and partnerships with WRIA 8 jurisdictions and partners, agencies and non-profits to implement outreach and education efforts that support WRIA 8 Plan. Ongoing efforts include:</p> <ul style="list-style-type: none"> <li>• Salmon SEEson program to promote awareness and support for salmon recovery</li> <li>• Shore Friendly King County and Salmon Friendly Lakes programs to promote more salmon-friendly shorelines</li> <li>• Encouraging stewardship of riparian areas</li> <li>• Build public support for Cedar River restoration</li> <li>• Seek and support opportunities to improve integration of stormwater management and salmon recovery.</li> </ul>	<ul style="list-style-type: none"> <li>• Plan project tours, groundbreakings, and/or ribbon cutting events to highlight project milestones and share implementation progress with local and state elected officials, partners, and Congressional delegation</li> <li>• Manage annual Salmon SEEson program</li> <li>• Update WRIA 8 website</li> <li>• Support public outreach on restoration projects</li> <li>• Meet with local governments and other partners to maintain a working understanding of WRIA 8 Plan priorities and opportunities for implementing actions</li> </ul>	<p>0.05 FTE Projects and Funding Coordinator</p>
<b>Technical Coordination</b>		
<p><b>WRIA 8 Technical Committee</b></p> <p>Provide technical support and analysis to WRIA 8 SRC and Team. Coordinate and facilitate WRIA 8 Technical Committee (TC) meetings, as needed. Maintain focus on monitoring and assessment priorities detailed in the WRIA 8 Plan update (e.g., elevated water temperatures in Ship Canal and</p>	<ul style="list-style-type: none"> <li>• Up to 6 Technical Committee meetings to provide field and project site visit opportunities, address specific technical topics and emerging issues and to capitalize on opportunities to advance shared learning and adaptive management</li> <li>• Record Technical Committee decisions</li> </ul>	<p>0.10 FTE Technical Coordinator</p>



## DRAFT 2026 WRIA 8 Staff Work Plan

Topic	Task	Staffing
<p>Sammamish River, artificial light at night, predation in Lake Washington and Ship Canal, etc.).</p> <p>Review and provide technical feedback on project concepts funded by WRIA 8 grants.</p> <p>Work with Implementation Technical Committee to assess overall progress in implementing plan.</p>	<ul style="list-style-type: none"> <li>• Analysis/reporting/presentations to TC, ITC, and SRC</li> <li>• Recommendations for priority research and monitoring investments</li> <li>• Review and incorporate relevant regional salmon recovery technical information (study findings, reports, etc.)</li> </ul>	
<p><b>Coordinate Monitoring and Adaptive Management Efforts</b></p> <p>Work with the Technical Committee (TC), Implementation Technical Committee (ITC), PSP, WRIA 8 jurisdictions, SRC and other partners to implement, inform, and adapt the WRIA 8 Monitoring and Assessment Plan (MAP).</p> <p>Provide input and recommendations based on best available science and on-the-ground observations to inform the WRIA 8 Plan -- including understanding of emerging challenges and identifying which actions offer the most benefit in meeting Plan goals and objectives.</p> <p>Support WRIA 8 jurisdictions to integrate best available science related to salmon habitat needs into local and regional planning, regulations, and permitting.</p>	<ul style="list-style-type: none"> <li>• Complete Progress Report capturing implementation efforts through 2025</li> <li>• Maintain detailed understanding of key issues facing salmon recovery and watershed health</li> <li>• Assessments of existing habitat and salmon monitoring information to identify application to WRIA 8 recovery goals and recovery strategies</li> <li>• Reports, documentation, and presentations to WRIA 8 SRC on best available science to inform salmon recovery decisions</li> <li>• Products and deliverables related to addressing priority monitoring efforts and knowledge gaps</li> <li>• Pertinent data and technical study results posted on WRIA 8 website</li> <li>• Scopes of work, requests for proposals, and work products created by contractors</li> <li>• Grant proposals and other funding packages and partnerships to implement technical priorities</li> </ul>	0.30 FTE Technical Coordinator



## DRAFT 2026 WRIA 8 Staff Work Plan

Topic	Task	Staffing
<p>Seek partnerships and funding to advance monitoring activities.</p>	<ul style="list-style-type: none"> <li>Track and report on metrics for WRIA 8 salmon population and habitat goals.</li> <li>Coordinate reporting to SRC, PSP, RCO, and others.</li> <li>Coordinate and produce other technical products arising from implementing MAP (e.g., data summaries and reports focused key bottlenecks to salmon health and survival and recommended management actions)</li> <li>Organize and oversee technical services contractors to carry out specific technical tasks (e.g., related to monitoring, studies, and data management).</li> </ul>	
<b>Administration</b>		
<p>Conduct general administration work in support of the WRIA 8 interlocal agreement (ILA) and memorandum of understanding.</p> <p>Supervise and lead WRIA 8 Team, hire staff and evaluate staff performance.</p> <p>Develop and manage WRIA 8 budget and staff team work plan, grant billings/reporting, and trimester billings and progress reports to ILA parties.</p>	<ul style="list-style-type: none"> <li>Manage WRIA 8 team meetings</li> <li>Staff hiring and supervision</li> <li>Prepare and submit ILA trimester billings/reports</li> <li>Prepare and submit grant billings/reports</li> </ul>	<p>0.15 FTE Salmon Recovery Manager</p> <p>0.10 FTE Administrative Coordinator</p>



## WRIA 8 Salmon Recovery Council membership

### Management Committee Recommendations

September 18, 2025

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#### **Background**

The WRIA 8 Management Committee annually reviews WRIA 8 Salmon Recovery Council membership to understand recent changes and consider recommendations for replacing or adding community stakeholder partners. To support the Management Committee's membership review WRIA 8 staff assessed member attendance in 2024 and 2025 (to date), highlighting members whose attendance has decreased or is consistently low in 2025. Recommendations are presented to the Salmon Recovery Council for approval.

#### **Management Committee recommendations**

- Contact WRIA 8 Salmon Recovery Council members whose attendance decreased in 2024 and/or in 2025 (to date), to encourage engagement and/or to understand why they are not attending.
- Reach out to Alderwood Water and Wastewater District and Washington Policy Center to inquire whether they want to continue to be stakeholder partners.
- Convene the WRIA 8 DEI Subcommittee to identify community organizations that could help improve equity and inclusion (i.e., from diverse communities in the watershed, or communities that have not traditionally participated in salmon recovery), which the Salmon Recovery Council should consider inviting to join as stakeholder partners.



# Draft Memorandum of Understanding between WRIA 8 Salmon Recovery Council and King County as Service Provider to WRIA 8

September 18, 2025

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## **Background**

The Memorandum of Understanding (MOU) between the WRIA 8 Salmon Recovery Council and King County Department of Natural Resources outlines the agreed upon services, processes, and expectations for the services King County provides as the Service Provider to WRIA 8. The proposed MOU updates the current MOU (2016-2025) and is a companion document to the WRIA 8 Interlocal Agreement (ILA), so aligns with the 2026-2035 timeline of the renewed WRIA 8 ILA.

The services covered in the MOU include WRIA 8 staffing, annual work plans, budget principles and terms, and serving as fiscal agent for billings, payments, and grant and contract management. Changes in the proposed MOU reflect general updates to improve clarity and to be consistent with the renewed WRIA 8 ILA. WRIA 8 partners provided a few additional minor type edits during the comment period and the Management Committee reviewed the draft and recommends approval.

## **Decision**

The WRIA 8 Salmon Recovery Council should consider approval of the proposed MOU with King County Department of Natural Resources and Parks, outlining the services, processes, and expectations King County agrees to provide to WRIA 8 during the period of the renewed WRIA 8 ILA (2026-2035).

**Memorandum of Understanding between WRIA 8 Salmon Recovery Council  
and King County Department of Natural Resources and Parks  
for Provision of Chinook Salmon Conservation Plan Implementation Services  
(2026-2035)**

This Memorandum of Understanding (“MOU”) sets out the services to be furnished by the King County Department of Natural Resources and Parks, hereinafter referred to as the “Service Provider” or “King County,” to the Water Resources Inventory Area (“WRIA”) 8 Salmon Recovery Council (“SRC”), pursuant to an interlocal agreement (“ILA”) under which participating local governments in WRIA 8 (“Parties”) have agreed to work together from 2026 through 2035. The services include annual work plans and staffing approved by the WRIA 8 SRC, dispute resolution procedures, budgeting principles, and billing and payment procedures. Unless modified by written agreement of the parties hereto, the provisions of this MOU shall carry forward for each year that the ILA remains in effect.

**1. Work Plan and Budget for 2026**

The Service Provider will provide services in 2026 consistent with the WRIA 8 SRC approved work plan described in Attachment A. The SRC functions as both: (1) an advisory body to the Parties to make recommendations concerning implementation of the WRIA 8 Plan which protects and restores watershed health, including monitoring and adaptive management; and as (2) the local citizens committee, also known as the Lead Entity under state law (chapter 77.85 RCW), to develop prioritized habitat project lists for funding consideration by the Salmon Recovery Funding Board. The evaluation and ranking of habitat project lists will be done by a local technical team that also makes habitat project funding recommendations to the SRC.

Attachment B is a chart that depicts the WRIA 8 organizational structure established through the ILA and this MOU and its associated work plan.

**2. Work Plan for Services after 2026**

For each year after 2026, the Service Provider will submit an annual proposed work plan and budget to the WRIA 8 SRC for approval. The annual proposed work program and budget will be reviewed and approved by the SRC by no later than October 1 of each year.

**3. Revisions to the Work Plan**

The WRIA 8 SRC, the Management Committee, or the Service Provider may

recommend changes or revisions to the approved work plan during each year. Any changes to the work plan must be approved by the WRIA 8 SRC, pursuant to the terms of the ILA, and may in no event increase the total budget for the year without approval by the WRIA 8 SRC according to the terms of the ILA. Nothing in this MOU shall be construed to limit the Parties, the SRC, or the Service Provider from increasing the budget through third-party grant revenue.

#### **4. Budget Principles and Terms**

Parties agree that the following principles will govern the development of WRIA 8's annual work program and budget. The Parties may revisit this policy annually if the services needed by the SRC change or costs for existing services increase inconsistent with the below principles.

Principles governing development of annual WRIA 8 program budgets:

- a) WRIA 8 annual budget increases will stay within the Consumer Price Index for Wages (CPI-W Seattle) as a measure of inflation.
- b) The cost-share formula for implementing and adaptively managing the WRIA 8 Plan will be based on each jurisdiction's population, assessed value and area;
- c) The cost for salaries, benefits, overhead, and operation and maintenance are generally recognized to increase incrementally over time. Such costs include, and shall keep pace with, negotiated union wage rates and inflation over the term of the ILA;
- d) Parties' proportional cost-share shall remain fair and reasonable for their rate payers;
- e) Increases to funding obligations will be conducted predictably with sufficient lead time and in close approximation to the CPI-W (Seattle); and
- f) The annual WRIA 8 budget will be based on the Service Provider's costs including, but not limited to, salaries, benefits, overhead and operations, supplies, and services.

#### **5. Description of Staff and Nature of Employment**

Staff provided under this MOU shall be as established by the work plan approved by the SRC on XXXX, 2025. Staff are employees of the Service Provider and all matters concerning payroll, benefits, safety, leave, or other incidents of employment are the responsibility of the Service Provider. Certain responsibilities or tasks may be delegated/sub-contracted as appropriate.

XXXX, 2025

**6. Responsibilities of the Salmon Recovery Manager**

The WRIA 8 Salmon Recovery Manager shall:

- a) Supervise Service Provider staff in their performance of services under this MOU;
- b) Be the primary point of contact between King County as the Service Provider and the WRIA 8 SRC, its members, and its Management Committee;
- c) Work with the WRIA 8 SRC chair and vice chair or designees to schedule, plan, prepare materials for, and otherwise staff meetings of the WRIA 8 SRC;
- d) Work with the WRIA 8 SRC and appropriate committees to schedule, plan, prepare materials for, and otherwise staff meetings of the WRIA 8 SRC and committees;
- e) Report to the WRIA 8 Management Committee, as directed by the WRIA 8 SRC;
- f) Coordinate with jurisdictions and others contributing technical and policy work in support of WRIA 8 Plan implementation;
- g) Mediate or otherwise resolve any issues that arise between the WRIA 8 SRC or Parties and Service Provider staff. If unable to resolve the dispute, the Salmon Recovery Manager, in coordination with one or more members of the Management Committee of the WRIA 8 SRC, will refer the conflict to the King County Water and Land Resources Division Director; and
- h) Perform other duties as described in each year’s annual work plan and as defined by the WRIA 8 SRC.

**7. Dispute Resolution Procedures**

The Service Provider and WRIA 8 SRC will use their best, good-faith efforts to cooperatively resolve disputes and problems arising from this MOU. The Parties will make a good-faith effort to continue without delay to carry out their respective responsibilities under this MOU and the WRIA 8 ILA while attempting to resolve any dispute. If resolution is not possible, the issue will be brought to the WRIA 8 SRC for a vote pursuant to Section 5 of the ILA.

**8. WRIA 8 Salmon Recovery Council Decisions on Staffing**

If decisions are made to hire new staff for positions jointly agreed to by the WRIA 8 SRC and the Service Provider, then interested WRIA 8 SRC representatives will be invited to participate directly in the hiring process. All hiring and staffing decisions are to be in accordance with King County labor contracts and King County personnel guidelines.

## **9. Billing and Payment Procedures**

The following protocols for billing and payment shall be followed:

- a) Should any Party fail to approve their assessments and insufficient revenues be available to fulfill the approved scope of work, then the Service Provider shall consult with the Management Committee of the WRIA 8 SRC and any other advisory bodies authorized by the WRIA 8 SRC, as soon as practicable, to recommend adjustments necessary to the approved work plan to meet the revenues anticipated;
- b) The Service Provider, as fiscal agent, will provide participating municipalities with three invoices, each representing one-third (1/3) of the total of their respective portions of the approved annual budget. The billing trimesters end on April 30, August 31, and December 31, and invoices will be sent two to three weeks after the end of each trimester. Invoices will be considered past due if not paid within 45 days of invoice date. The Service Provider will disclose past due invoices or accounts at any time to the WRIA 8 SRC or its Management Committee. Parties may make a single payment for their respective portion of the approved budget at the start of the year or upon receipt of their first invoice;
- c) The Service Provider, as fiscal agent, will maintain itemized records of actual costs expended pursuant to the annual WRIA 8 work plan and will track payments received from Parties providing credit for overpayment on subsequent invoices where applicable. Parties jointly may elect to carry over unspent funds into the following year's budget;
- d) Parties wishing to inspect and review records maintained in connection with costs, billing, and payments for services provided under the ILA should contact the manager of the Finance and Administration section of the Water and Land Resources Division of King County, who will make the records available in a timely manner;
- e) The billing and payment procedures of this section shall carry through year to year during the timeframe of the WRIA 8 ILA; and
- f) The Service Provider will continue to provide regular reports and summary of services to Parties when invoices are sent out.

## **10. Technical Data Release**

Each Party controls its data and may specify protocols for release of that data.

**11. Amendment and Termination**

This MOU may be amended only upon written approval of both the WRIA 8 SRC and the Service Provider. This MOU will terminate automatically upon selection of a new Service Provider, pursuant to Section 4.3 of the ILA, or upon termination of the ILA, pursuant to Section 9.2 of the ILA. In the event of termination, the Service Provider is to receive full payment for all services rendered prior to the effective date of termination, within 30 days after such effective date of termination.

**Signed:**

For King County Department  
Natural Resources and Parks:

For WRIA 8 Salmon Recovery  
Council:

By: \_\_\_\_\_  
John Taylor, Director

By: \_\_\_\_\_  
Vanessa Kritzer, Chair  
Council President, City of Redmond

Date: \_\_\_\_\_

Date: \_\_\_\_\_



## Lake Washington/Cedar/Sammamish Watershed (WRIA 8)

### Funding Request – Staff Recommendation

September 18, 2025

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#### **Request**

WRIA 8 staff seek Salmon Recovery Council approval to contribute \$10,000 to support the Lake Washington Science Summit, including planning, facilitation, and post-summit reporting.

#### **Background**

WRIA 8 and USGS Western Fisheries Research Center (WFRC) are working together to organize and host a 2-day Lake Washington Science Summit in early 2026. The summit brings together regional partners to review the state of science on urban and climate impacts on fish in and around Lake Washington and identify information gaps to support salmon recovery actions. The event will engage scientists and students within the watershed, with the goal of improved coordination and communication. Information shared during the summit and documented in a final summary report will help inform development of the WRIA 8 10-year Plan Update in 2026.

The summit is estimated to cost \$20,000, to be shared by USGS and WRIA 8, plus rental and refreshment costs covered by USGS. Funding from WRIA 8 will support hiring a contractor to assist with project management, event planning and facilitation, and final summit read out. The 2025 WRIA 8 budget includes \$40,000 for “Consultant/professional/technical services”. As of July 1, a balance of \$32,776 remains available in this budget category.

#### **Staff Recommendation**

WRIA 8 staff recommend SRC approval to contribute \$10,000 to support WRIA 8 co-hosting a Lake Washington Science Summit.



# 2026 Legislative Priorities for Salmon Recovery and Puget Sound Watershed Health

*Lake Washington/Cedar/Sammamish Watershed (WRIA 8) Partners*

## State Priorities

### Supplemental Budget Requests

- **Support additional capital investments to fully fund 2025-27 biennium agency requests for priority salmon recovery grant programs**, including:
  - Salmon Recovery Funding Board
  - Puget Sound Acquisition and Restoration
  - Floodplains by Design
  - Estuary and Salmon Restoration Program
  - Brian Abbott Fish Barrier Removal Board
  - Aquatic Lands Enhancement Account
- **\$800,000 to Washington State Department of Fish and Wildlife to continue successful and effective removal of predatory fish species in the Lake Washington basin to support juvenile salmon survival.** This will support continuing the successful and important work funded by a 2023-25 budget proviso and local investments, addressing a key factor limiting salmon survival.
- **\$1.56 million in the Office of Superintendent of Public Instruction budget to provide ongoing support to continue the Salmon in the Schools program**, teaching students in Washington the importance of salmon to our state and communities.

### Policy Legislation

- **Advance streamlining regulatory review and permitting to support habitat restoration project implementation.** Build on the Habitat Recovery Pilot Program at the Washington Department of Fish and Wildlife and the federal and state Multi-Agency Review Team to establish and support a coordinated and streamlined permitting process for ecologically beneficial projects.

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**For more information about these priorities, please contact:**

Jason Mulvihill-Kuntz, Salmon Recovery Manager  
*Lake Washington/Cedar/Sammamish Watershed (WRIA 8)*  
jason.mulvihill-kuntz@kingcounty.gov • 206-477-4780

- **Improve regulatory protections for important salmon habitat**, including regulatory improvements that enhance protection of riparian areas and lake and marine shorelines.
- **Increase funding to regulatory entities for permit enforcement of land use regulations.** Lack of adequate regulatory permit enforcement at the state and local level enables continued unpermitted development and loss of habitat and critical areas.
- **Improve integration of salmon and Puget Sound recovery into land use planning and policies.**
- **Promote and fund stormwater management planning, coordination, and implementation at a watershed scale, address critical data/information needs, and seek innovative solutions to achieve multiple benefits from integrating stormwater management and habitat protection and restoration.**
  - Advance research, policy/product changes, and treatment actions to address impacts of the tire dust chemical 6PPD-quinone on salmon survival.
  - Support implementation of low impact development, green stormwater infrastructure, and retrofits to older stormwater facilities.
  - Seek a dedicated funding source for local government stormwater retrofits.
  - Create a new funding source or modify an existing one to support multiple benefit stormwater projects that integrate stormwater management and salmon habitat restoration (modeled on the Floodplains by Design funding program).
- **Align investments in equity and environmental justice with salmon recovery priorities** to achieve multiple benefits for salmon populations and human communities.
- **Support outreach, education, and stewardship projects and programs** that raise awareness, empower the next generation to continue salmon recovery and climate change mitigation work, and promote and engage private landowners in using best available science to guide decisions in how they manage their property to protect and restore important habitats and improve environmental conditions.
- **Increase investment in salmon recovery and Puget Sound restoration priorities through existing funding authorities, and support innovative funding approaches**, including new watershed-based and/or regional funding mechanisms and public-private partnerships that engage state agencies and private funding sources to support multiple-benefit projects.

# SALMON SEASON

## VIEW SPAWNING SALMON IN KING COUNTY WATERSHEDS

AUGUST - NOVEMBER 2025

# FREE!

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# COTTAGE LAKE CREEK WEIR REMOVAL PROJECT



Mid Sound Fisheries Enhancement Group is a non-profit that works with landowners, volunteers and project partners to restore Puget Sound waterways for the benefit of salmon and people. We are working with neighbors here on Cottage Lake Creek to create healthy habitat.

Through summer 2025, Mid Sound and our partners are removing a weir (the concrete structure shown bottom left), recontouring stream banks, and installing large wood. In fall we will plant native trees and shrubs with the help of community volunteers.

According to neighbors, the weir was constructed roughly 100 years ago to support irrigation for agriculture. The weir has been out of use since this area was developed for housing and is in poor condition, presenting a risk of failure during heavy creek flows. The structure is limiting fish passage, including for threatened Chinook salmon that use this stream to spawn, and is interrupting natural stream processes needed to keep the creek healthy. This project will remove the risk of weir failure, allow fish to move freely upstream to spawn, provide sheltered habitat for young salmon to grow, and reinstate natural stream processes critical for a healthy creek.

This project is made possible with grant funding from the King County Flood Control District in partnership with the WRIA 8 Salmon Recovery Council.

For more information scan the QR code below or contact:



Jasmin Ka  
Construction Oversight Project Manager  
206-734-2615  
[jasmin@midsoundfisheries.org](mailto:jasmin@midsoundfisheries.org)

