



FINAL 2026 WRIA 8 Staff Work Plan

Topic	Task	Staffing
WRIA 8 Salmon Recovery Council & Regional/State Coordination		
<p>WRIA 8 Salmon Recovery Council 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"> • Up to 6 meetings of WRIA 8 SRC • 1 meeting of WRIA 8 Management Committee • 1 meeting of the WRIA 8 Membership Committee (if needed) • 2026 state and federal legislative priorities • Project tours for SRC members, funders, state legislators, Congressional delegation, etc. • Meeting materials – agendas, briefing documents, presentations, minutes, etc. • 2027 work plan and budget • New member briefings 	<p>0.25 FTE Salmon Recovery Manager</p> <p>0.15 FTE Administrative Coordinator</p>
<p>Coordination with regional salmon recovery effort 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"> • 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 • Regular updates to WRIA 8 SRC on regional salmon issues • Responses to requests/tasks from the Puget Sound salmon recovery community • Coordination with other watersheds on shared interests and priorities • Inform updates to and ongoing implementation of the Puget Sound Salmon Recovery Plan 	<p>0.15 FTE Salmon Recovery Manager</p> <p>0.10 FTE Projects and Funding Coordinator</p> <p>0.05 FTE Technical Coordinator</p>



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



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	<ul style="list-style-type: none"> Report to SRC to facilitate engagement, shared learning, and coordination of priority action 	0.05 FTE Projects and Funding Coordinator
<p>WRIA 8 Implementation Technical Committee 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"> Coordinate up to 6 WRIA 8 Implementation Technical Committee meetings Develop recommendations for priority actions based on WRIA 8 Plan Coordinate with partners to continue to advance project development and implement projects and programmatic priorities 	0.10 FTE Technical Coordinator 0.10 FTE Projects and Funding Coordinator
<p>Salmon Recovery Funding Board (SRFB) and Puget Sound Acquisition and Restoration (PSAR) Grants 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"> Maintain and update WRIA 8 Four-Year Work Plan Issue request for proposals, conduct outreach to project proponents Assist project sponsors with project development Facilitate Grant Review Committee proposal review and ranking and development of funding recommendations Present Grant Review Committee funding recommendations to SRC Support applicants in the application process and in addressing program requirements Assist applicants in responding to SRFB Technical Review Panel comments and RCO grant manager information needs 	0.15 FTE Projects and Funding Coordinator 0.10 FTE Technical Coordinator



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



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<p>Project Innovation and Community Grants 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"> • Issue request for proposals • Provide outreach, project development assistance and application support to sponsors • Lead and facilitate review committee proposal review, ranking, and development of funding recommendations • Present funding recommendations to SRC • Work with sponsors and King County fiscal staff to contract grants • Administer grant contracts and track progress 	<p>0.10 FTE Projects and Funding Coordinator</p>
<p>Tracking and Reporting on Implementation Progress 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"> • Use implementation metrics to inform 5-year Progress Report and 10-year update of the WRIA 8 Plan • Assist project sponsors on CWM reporting to the King County Flood Control District and RCO/GSRO • 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 • Review and approve project additions to Four-Year Work Plan 	<p>0.05 FTE Projects and Funding Coordinator</p>



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<p>Report on progress implementing WRIA 8 Plan habitat goals and recovery strategies consistent with WRIA 8 Monitoring and Assessment Plan.</p>		
<p>Legislative Priorities and Outreach 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"> • Develop state and federal legislative priorities • Convene and facilitate WRIA 8 Legislative Subcommittee to review and discuss legislative priorities and consider supportive actions • Briefings/emails to SRC and partners regarding legislative priorities • Promote potential grant funding sources on WRIA 8 website and through E-news and Email notifications • Support efforts to identify and develop alternative funding mechanisms • Report to SRC regarding funding strategy for WRIA 8 Plan implementation • Targeted meetings and tours to raise awareness among decision-makers 	<p>0.15 FTE Salmon Recovery Manager</p> <p>0.05 FTE Projects and Funding Coordinator</p>
<p>Communications / Outreach & Education – Telling the Salmon Recovery Story Use WRIA 8 Communications and Outreach Framework to prioritize communication and outreach actions and focus available resources.</p>	<ul style="list-style-type: none"> • Review and update WRIA 8 Communications and Outreach Framework, as necessary. • Develop and distribute up to 6 WRIA 8 E-news editions (every other month opposite SRC meetings) • Manage media communications • Develop project/program fact sheets 	<p>0.15 FTE Administrative Coordinator</p> <p>0.10 FTE Salmon Recovery Manager</p> <p>0.05 FTE Technical Coordinator</p>



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<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"> • Salmon SEEson program to promote awareness and support for salmon recovery • Shore Friendly King County and Salmon Friendly Lakes programs to promote more salmon-friendly shorelines • Encouraging stewardship of riparian areas • Build public support for Cedar River restoration • Seek and support opportunities to improve integration of stormwater management and salmon recovery. 	<ul style="list-style-type: none"> • 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 • Manage annual Salmon SEEson program • Update WRIA 8 website • Support public outreach on restoration projects • Meet with local governments and other partners to maintain a working understanding of WRIA 8 Plan priorities and opportunities for implementing actions 	<p>0.05 FTE Projects and Funding Coordinator</p>
<p>Technical Coordination</p>		
<p>WRIA 8 Technical Committee 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"> • 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 • Record Technical Committee decisions 	<p>0.10 FTE Technical Coordinator</p>



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<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"> • Analysis/reporting/presentations to TC, ITC, and SRC • Recommendations for priority research and monitoring investments • Review and incorporate relevant regional salmon recovery technical information (study findings, reports, etc.) 	
<p>Coordinate Monitoring and Adaptive Management Efforts</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"> • Complete Progress Report capturing implementation efforts through 2025 • Maintain detailed understanding of key issues facing salmon recovery and watershed health • Assessments of existing habitat and salmon monitoring information to identify application to WRIA 8 recovery goals and recovery strategies • Reports, documentation, and presentations to WRIA 8 SRC on best available science to inform salmon recovery decisions • Products and deliverables related to addressing priority monitoring efforts and knowledge gaps • Pertinent data and technical study results posted on WRIA 8 website • Scopes of work, requests for proposals, and work products created by contractors • Grant proposals and other funding packages and partnerships to implement technical priorities 	<p>0.30 FTE Technical Coordinator</p>



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<p>Seek partnerships and funding to advance monitoring activities.</p>	<ul style="list-style-type: none"> Track and report on metrics for WRIA 8 salmon population and habitat goals. Coordinate reporting to SRC, PSP, RCO, and others. 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) Organize and oversee technical services contractors to carry out specific technical tasks (e.g., related to monitoring, studies, and data management). 	
Administration		
<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"> Manage WRIA 8 team meetings Staff hiring and supervision Prepare and submit ILA trimester billings/reports Prepare and submit grant billings/reports 	<p>0.15 FTE Salmon Recovery Manager</p> <p>0.10 FTE Administrative Coordinator</p>