

**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 and is subject to sections 7.1 and 7.2 in the ILA.

#### **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, and be consistent with the individual financial obligations described in the ILA and its Exhibit A;
- 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, 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 September 18, 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.

**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 through work of the Salmon Recovery Manager and/or the King County Water and Land Resources Division Director per Section 6(g) of this MOU, 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**

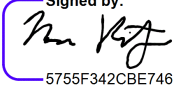
This MOU may be amended only upon written approval of both the WRIA 8 SRC and the Service Provider. This MOU will terminate automatically upon selection of a new Service Provider, pursuant to Section 4.3 of the ILA, or upon termination of the ILA, pursuant to Section 9.2 of the ILA. In the event of termination, 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:  Signed by:  
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 John Taylor, Director

By:  Signed by:  
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 Vanessa Kritzer, Chair  
 Council President, City of Redmond

Date: 10/23/2025

Date: 10/22/2025