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## Scope of Work

### Wisconsin DNR Office of the Great Waters

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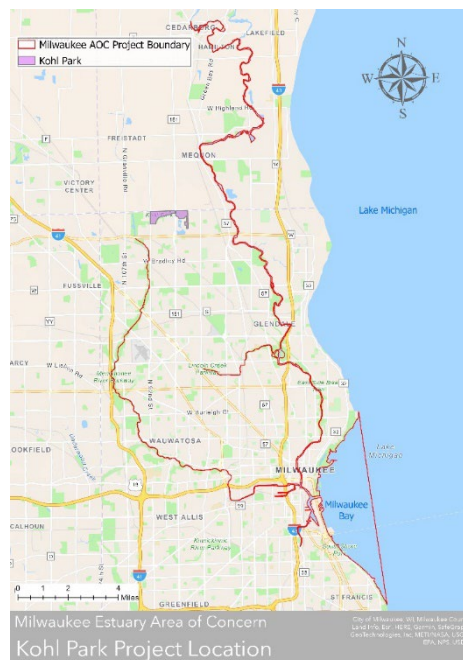
**Project Title:** Kohl Park Wildlife Enhancements – Planning & Design

**AOC(s):** Milwaukee Estuary Area of Concern

**Project Manager:** Natalie Dutack  
Area of Concern Program Supervisor  
Milwaukee County Parks  
9480 W Watertown Plank Road, Wauwatosa, WI 53226  
[Natalie.Dutack@milwaukeecountywi.gov](mailto:Natalie.Dutack@milwaukeecountywi.gov)  
414-257-5064  
Partner UEI Number: G97YX295EFY3

**WDNR Project Manager:** Jessica Brandt  
Project Manager  
Office of Great Waters  
2984 Shawano Avenue, Green Bay, WI 54313  
920-366-7275  
[jessica.brandt@wisconsin.gov](mailto:jessica.brandt@wisconsin.gov)

**Project Location:** Kohl Park  
7603 W. County Line Road  
Milwaukee, WI 53223



***Project Background/Rationale:***

Restoration of habitat within Kohl Park has been identified as a necessary management action for the Degradation of Fish and Wildlife Populations beneficial use impairment (BUI) in the Milwaukee Estuary AOC. The goal of the planning and design phase of this project is to provide detailed, baseline assessments and a final restoration concept design that will allow the project to move into an implementation stage. Kohl Park is a large Milwaukee County Park that has been donated over the course of the past decade by the Herb Kohl family. This 266-acre park has 3 short-term leased agricultural fields totaling 51.5 acres that contribute to the makeup of the total acreage. These parcels were determined to be a high priority for wildlife enhancements to address the Degradation of Fish and Wildlife Populations BUI. Within the Kohl Park unit is a UW-Extension leased parcel (46.79 acres) that is outside the scope of this project and will be omitted from surveys/data collection and future enhancements as part of this project. The outcome of this planning will be a product that moves the project to an implementation phase (i.e., a concept plan that could be used to produce final construction plans and/or a finalized habitat management plan that directs restoration activities and provides cost estimates).

The large size of this project area provides important habitat for forest, shrubland, and grassland breeding birds. Large contiguous grassland habitat types in the Area of Concern are extremely rare, making this project important for achieving the metrics and goals for the Degradation of Fish and Wildlife Populations BUI. This area is well connected to the Little Menomonee River (LMR) Corridor through LMR Section 1 and Joseph-Lichter Park. Kohl Park falls between other large, protected properties such as MMSD Greenseams parcels, Mequon Nature Preserve, and the LMR Parkway. The creation of new habitat on leased agricultural land and the restoration of existing habitat at Kohl Park would complement other nearby habitat areas and create a 1,143-acre habitat block, which would be the largest habitat block within the entire AOC. In addition, conversion of the leased agricultural land at Kohl Park to native grassland and oak savanna provides for a habitat type that is extremely rare in the AOC due to predominance of floodplain forests and existing urban development.

***Proposed Work:*** The proposed scope for the project is to conceptualize and plan feasible habitat improvements for Kohl Park. Then those plans, in the form of an ERMP, will be further developed into an HRP design.

***Habitat Assessment and Ecological Restoration and Management Plan (ERMP)***

The first stage objective of this project is to develop an ERMP through detailed, baseline assessments of Kohl Park for native and non-native vegetative communities, forest tree canopy percentages to determine canopy loss from emerald ash borers (EAB), and wetland delineations. Existing natural areas will require baseline data; while included in the overall project scope, the 50.9 acres currently being leased as agricultural property will not require baseline assessment due to their current use. The project area also includes several eroding gullies that will be mapped. Engineering design for stabilization of eroding areas will be required to avoid negative impact on habitat restoration implementation as part of the larger Kohl Park project.

Due diligence and high-level planning will be included in the first portion of this phase. As such, the level of detail that will be achieved for the final project deliverable is not yet completely defined. At a minimum, the final product will consist of an ERMP and cost estimates for proposed improvements by Milwaukee County Parks, developed with input from DNR and project partners adjacent to Kohl Park. To accomplish this work, MCP will hire temporary staff and work with current staff and hire contractual support to complete the habitat planning and design effort. Minimal habitat/vegetation data have been historically acquired or collected for this project area. Data will be collected through Arc GIS online via the Arc Collector tool. The

MCP and their selected contractor(s) will undertake a large portion of the planning efforts directly, in coordination with DNR, to develop a complete dataset.

#### Habitat Restoration Plan (HRP) Sets

The Final ERMP consisting of management recommendations and content as outlined above will be refined into detailed plan sets by a consultant in this second phase. This includes but is not limited to:

- Descriptions of all proposed restoration and maintenance activities, methods, equipment, recommended management schedules/timelines.
- Technical Specifications, including but not exclusive to specifications for management activities, equipment, and herbicide use, supporting data, GIS generated for the plan, and other related information.
- Completion of a wetland delineation and hydrology assessment based upon assessment results and recommendations made in the ERMP.
- Engineering design for erosion control in gullies.
- Monitoring Plan outlining a qualitative monitoring protocol to assess the project area during and after restoration implementation. The findings of the qualitative assessment will be used to guide adaptive restoration strategies as needed.
- Long Term Maintenance Plan that can be used by Park staff, contractors, and volunteers for restored areas. This should provide a detailed outline annual activities required to manage the project area and maintain desired conditions to meet AOC, MCP, and Partner goals, including detailed information about prescribed burns and the necessary requirements/conditions.

The HRP will be implemented by a contractor selected through a competitive bid process in Phase 3 (Implementation).

**Climate Resiliency:** Each ERMP MCP creates incorporates planning for climate change resiliency, taking special consideration of these changes will impact flora and fauna diversity and ecosystem health. Impacts assessed include changing temperatures, increased storm and flood intensity/frequency, invasive species spread, and emerging diseases. EMRPs includes the integration native flora species that have a slightly more southern natural range in the Midwest to enhance natural community resilience. In addition, habitat restoration activities utilize approaches from both the National Institute of Applied Climate Science Adaptation (NIACSA) and the Wisconsin Initiative on Climate Change Impacts Report (WICCIR). MCP Natural Areas team has already identified the preliminary activities and habitat types for Kohl Park that will form the basis for the ERMP. Kohl Park Climate Resiliency Activities and Planning (Table 1) highlights how design and implementation of this project will address climate change impacts and enhance resilience for habitat throughout the project area.

**TABLE 1: Kohl Park Climate Resiliency Activities and Planning**

Activity/Design	NIASCA Approach	WICCIR Approach
<p>Invasive species management utilizing a variety of methods including prescribed burns; continued identification and management of new and existing invasives species.</p>	<p><b>Note: invasive species management is the first step in every restoration project and is a key element in each approach.</b></p>	<ul style="list-style-type: none"> <li>○ Reducing non-climate stressors that could make a system more susceptible to negative climate impacts:               <ul style="list-style-type: none"> <li>▪ Use of prescribed fire as a habitat management tool, addressing degradation caused by fire suppression in ecosystems dependent on periodic fire.</li> <li>▪ Detect and control new non-native invasive species.</li> </ul> </li> </ul>
<p>Reintroduction of a diverse suite of native species found within each identified habitat/remnant, including those from with a more southern natural range/near their northern range limit. Utilize an adaptive reforestation plan due to high loss of Ash trees to Emerald Ash Borer by planting a greater diversity of canopy species to prevent future canopy loss through mass die-offs. Includes planning for unique features including gullies and wetlands with new potential for species specific habitat improvements.</p>	<p><b>Note: all habitat types and plant communities planned for as well as species selected will be chosen for their benefit to priority focal wildlife species.</b></p> <ul style="list-style-type: none"> <li>○ Restore and increase native tree and vegetative cover</li> <li>○ Promote native species that are near their northern range limit and future-adapted native species in tree planting lists and projects</li> <li>○ Reforest floodplain forests with high degrees of mortality from emerald ash borer with a climate-adapted mix of trees</li> <li>○ Select species that are well-adapted to the soils in the area for restoration projects</li> </ul>	<ul style="list-style-type: none"> <li>○ Preserve and protect large tracts of land for wildlife, implement habitat management changes to provide food and cover for wildlife that align with expected future climate conditions for climate-vulnerable species</li> <li>○ Management and restoration of vulnerable native habitat, including reintroduction of diverse native vegetation, designed to increase ecosystem health and promoting climate resiliency.</li> </ul>
<p>Restoration and long-term maintenance of habitat including grassland, oak savanna, and shrubland; planned restoration to more climate resilient habitats (grassland)</p>	<ul style="list-style-type: none"> <li>○ Protect existing habitat remnants from loss, conversion, or invasion from nonnative plants, in an area that may provide future climate refugia</li> <li>○ Restore unique habitats that may be less susceptible to climate change or use reclamation efforts to create new patches of such habitats on suitable sites</li> </ul>	
<p>Wetland enhancements/restoration where supported hydrology assessments</p>	<ul style="list-style-type: none"> <li>○ Restore natural hydrology where appropriate by removing drain tiles or other remnant hydrological modifications</li> </ul>	
<p>Restoration of riparian floodplain and forest habitat along 6-miles of the LMR Corridor, also identified as a primary environmental corridor,” defined by SEWRPC as “elongated areas in the landscape which contain concentrations of the best remaining elements of the natural resource base, including wetlands, woodlands, surface-water areas and associated undeveloped shorelands and floodplains, and wildlife habitat areas.”</p>	<ul style="list-style-type: none"> <li>○ Manage riparian corridors within otherwise highly developed landscapes to provide habitat value and ecosystem services</li> <li>○ Manage natural areas that serve as wildlife corridors to promote their maximum habitat value (e.g., by removing invasive species) and prioritize management in those locations</li> <li>○ Restore or promote a diversity of riparian tree and plant species to increase stream shading, provide a source of woody debris, stabilize the soil, and provide habitat and connectivity for wildlife</li> </ul>	<ul style="list-style-type: none"> <li>○ Creation of refugia habitat for at-risk species</li> </ul>

***Collaboration with Partners:*** A project team made up of representatives from the DNR, MCP, and partners will ensure coordination and continuous interaction between parties. At a minimum the project team will include the respective project managers for all agencies. The project team will utilize collaborative decision making. The team shall function within the framework of funding regulations, state statutes, and County ordinances. It is recognized that project outputs must meet Milwaukee Estuary AOC goals and criteria within the scope of the AOC program. It is DNR's responsibility to ensure satisfaction of these goals and criteria.

***Environmental Justice Considerations:*** Given the recognized need to address environmental justice, equity, and outreach within the fields of restoration ecology and conservation, the WRP and Milwaukee County Parks have developed a model to engage communities, promote stewardship, provide educational opportunities, and garner support. This model will be used to inform site tours, community engagement meetings, and outreach events with local partners for the Kohl Park Project. Further, MCP and WRP are utilizing internet presence, social media, published interviews, and short educational presentations online to maintain a consistent flow of information for the public. Key next steps will be working with Communications and Outreach workgroup, CAC, and WRP partners to 1) identify EJ issues for Kohl Park and create a more engaging and targeted outreach campaign, boosting community participation and contributions and 2) create a comprehensive workforce training initiative based around habitat restoration. In addition to these measure MCP will also continue their ongoing efforts towards addressing equity issues throughout the County.

Habitat restoration, improvements to access, and resultant education and outreach opportunities within these areas help combat systemic Environmental Justice issues, notably those related to the disparity in access to natural areas experience by people of color. MCP has developed the Parks Equity Index (GIS based tool) that assigns each park a score based on a series of weighted metrics. This index is utilized to assist in decision making and planning of projects that help meet identified needs for the community. Kohl Park, with an "high need" Equity Index score of 7, has been identified as a priority site for access improvements. The site is in the northwest corner of the County, in area that lacks suitable access to open space. MCP was recently awarded a Stewardship Grant for a new Oak Leaf Trail connection through Kohl Park. As part of the proposal, an additional data analysis was conducted of the 4 census block groups immediately adjacent to the project area. The 5885 people in these block groups are all .75 miles or closer to the proposed trail, have an average household income of \$36,142, and are 55% African American. The average household income in these census blocks is \$27,000 - 57% lower than the Wisconsin state average. The property currently has a little access for residents and local support of the project is strong – as demonstrated in a 2017 plan for the area that included the goal to "create a connected greenway and bikeway" in Kohl Park and trail volunteer workdays with the YMCA in 2019. The trail project in combination with AOC habitat restoration efforts, will bring the community in direct contact with unique local ecotypes and eventually, educational, and recreational opportunities.

The Kohl Park AOC project builds on the equity initiatives of the County by enhancing and increasing opportunities that also align with recommendations from the CSP report, including creating more close-to-home outdoor opportunities in communities of color and low-income communities. The EI is just one item in our toolkit which we will continue to improve upon and combine with the efforts of the communications workgroup - we will work together to conduct outreach and provide meaningful ways for the community to be directly involved in the AOC delisting process. In conjunction with the current planned work for trail connections, this project will provide access to restored natural areas, support the development education and outreach opportunities with local partners, as well provide potential workforce development and training opportunities through stewardship opportunities as work progresses with the GreatJTI program and training initiatives are developed.

**Timetable:** Project duration: January 1, 2024-November 30, 2026

<b>Task</b>	<b>Timeframe</b>	<b>Responsible Party</b>
Quality Assurance Documentation (development and approval) for MCP Assessments	January - March 2024	MCP, DNR
Field Season Surveys	March 2024-March 2025	MCP
Data Compilation, Report, & ERMP Preparation	March 2024-September 2025	MCP
Draft ERMP Completed (60%); Assessment by stakeholders	March 2025	MCP, DNR; Stakeholders
Public Outreach Event/ Social Media Content	Spring/Early Summer 2025	MCP, DNR
Draft ERMP Completed (90%); Assessment by stakeholders	June 2025	MCP, DNR, Stakeholders
Final ERMP and Assessment Project Completion	July 2025	MCP
Request for Proposal (RFP) developed	January 2025-June 2025	MCP
RFP Posted + Proposal Selection Process	July 2025	MCP
Consultant Selected & Contract Awarded	August-September 2025	MCP
Quality Assurance Documentation (development and approval)	September-October 2025	MCP; Consultant
Preparation of permits	September 2025 – September 2026	Consultant, DNR
Section 106 Deliverables	September 2025 – May 2026	Consultants(s); MCP, DNR, USEPA
Historical Reviews/Data Gap Analysis	September-December 2025	Consultant
Field Visits	March 2026 - September 2026	Consultant
Hydrology Analysis / Functional Assessment	October 2025 – September 2026	Consultant
Drafting of Habitat restoration design plan sets	January 2026-September 2026	Consultant
Draft Design Completed (60%); Assessment by stakeholders	May 2026	Consultant, MCP, DNR; Stakeholders
Public Outreach Event	Spring or Fall 2026	MCP, Consultant (as needed), DNR, WRP, CAC
Draft Design Completed (90%); Assessment by stakeholders	September 2026	Consultant, MCP, DNR, Stakeholders
Bid Documentation Prep June-October 2026 MCP, Consultant Project reporting	Quarterly	MCP, Consultants
Additional public outreach and Tech Committee updates	As necessary	MCP, Partners, DNR, Consultants
Final HRP, Subaward Report, Billing, & Project Closeout	October 2026	MCP, Consultants
WDNR Final grant billing	November 2026	DNR

**Deliverables:** The following is a list of tasks that must be completed for the project along with the deliverables associated with each task. Deliverables for this project will be completed by MCP through subaward agreement. All work products must be approved by DNR and will be retained as property of DNR. All work deliverables will be submitted to the DNR Project Manager by the subaward recipient.

Task 1: Planning & Assessment Quality Assurance Project Plan (QAPP)

MCP develop a QAPP for gathering historical biological data at Kohl Park, conducting survey work/baseline assessment at remaining locations, and development of the Kohl Park ERMP. Gain approval by DNR.

Deliverables:

- a) Completed QAPP in electronic format.

Task 2: Baseline Assessments

MCP staff shall perform thorough vegetative (non-native and native) inventories of the pre-determined locations within Kohl Park. Survey data will be submitted in electronic format, which includes location information (i.e., lat/long, decimal degrees, etc.) for non-native invasive species populations and sensitive native species (as defined by MCP, DNR and/or SEWRPC). Acceptable formats include Microsoft Excel and/or ArcGIS geo-database.

Deliverables:

- a) Survey documentation including completed data sheets, photographs, and other documentation will be submitted in the appropriate format, with electronic format preferred. Species identification verification through voucher photographs. Photographs should be of the highest available resolution and provide needed information for species identification purposes. For all field work, accurate location information for survey sites, boundaries, species occurrence, etc. must be collected using GPS with 95% accuracy, so data can be used in geographic information systems, including ArcGIS 10.3 or higher. The referencing system and datum (i.e. WGS84, WTM 83/91) must be documented for all data collected.
- b) Provide reporting to Natural Heritage Inventory of the occurrence of county, state, and federal rare, threatened, or endangered species observed.
- c) Maps of existing plant communities with survey points/transects and survey areas shown.
- d) Wetland Delineation based existing data.

Task 3: Ecological Restoration and Management Plan (ERMP) for Kohl Park

MCP will develop a detailed ERMP for Kohl Park with input and feedback from DNR and the Fish and Wildlife Tech Team. The plan will be developed in accordance with the Project Scope detailed in the above sections, tasks, and AOC program goals/metrics.

Deliverables:

- a) A comprehensive ERMP for Kohl Park based on similar models that are made for habitat management plans through MCP. The plan will include the following components:
  - Restoration & Management Recommendations: Identify potential restoration measures feasible locations, and any constraints limiting restoration opportunities (i.e. sediment remediation in the floodplains);

- Priority SCLI List and Habitat Projects Table: Develop a decision support chart to determine feasible restoration and incorporate data collected in Task 3, list focal wildlife and their critical habitat requirements (biological constraints) for guiding proposed habitat restorations and identify any projects/actions needing design specifications.
- Cost estimate: Provide cost estimates for restoration activities (per acre or another unit of measurement),
- Project Timeline: Provide estimated timeframes and ideal schedules for successful implementation based on best management practices.
- Reference Data: Pending the results of assessments outlined in Task 3 comprehensive site maps, species lists, and soil descriptions will be included. The following components are anticipated, but additional data may also be included:
  - Maps: Site/Location, Existing Vegetative Cover, Invasive Species, Delineated Wetland & Verified Ephemeral Ponds, Soil/Topo, Significant landscape features, Primary Environmental Corridor, Floodplain, and Ash Population.
  - Species lists: Invasive species, MCP SEWRPC Combined Plant List; Priority SCLI lists will be incorporated in the Habitat Projects Table.
  - Soil Descriptions and relevant site history.

Task 4: Services and Development

MCP will develop a request for proposals (RFP) to hire a consultant to develop a Habitat Restoration Plan (HRP) for Kohl Park, based on the ERMP.

Deliverables:

- a) Request for proposals to solicit consulting firms.
- b) RFP Committee developed to review all proposals and select consultants.
- c) Copy of all consultant submittals & proposal ranking.
- d) Consultant selected.

Task 5: Design QAPP (Design Phase)

Hired consultant and MCP will prepare and gain approval for a Quality Assurance Project Plan (QAPP) for completing project management activities, a existing data review (ERMP and related documents), necessary field surveys, Section 106 assessments, draft and final design of the project that includes a HRP, hydrology assessment, potential wetland restoration, and a monitoring and long-term maintenance plan. Gain approval by DNR.

Deliverables:

- a) Completed QAPP in electronic format.

Task 6: Permitting and Regulatory Requirements (Design Phase)

Consultants will prepare all applicable federal, state, and local permit applications and gain regulatory approvals as required. Prepare materials and ensure compliance with National Historic Preservation Act, National Environmental Policy Act and Endangered Species Act. See Task 7 for relevant Cultural Resources and Section 106 deliverables.

Deliverables:

- a) Copies of all permit applications, materials, and regulatory correspondence.



Task 7: Cultural Resources Archaeological Assessment (Design Phase)

Hired consultant will conduct an archaeological archival/literature review and a Phase 1 assessment of Kohl Park. This will include identification of all cultural resources, both archaeological and architectural, directly within the project area as well as resources within one mile of the project area. See Task 4 for additional permitting and regulatory requirements.

Deliverables:

- a) Survey documentation including completed data sheets, photographs, and other documentation will be submitted in the appropriate format, with electronic format preferred. Photographs should be of the highest resolution and all field work, accurate location information for survey sites, and boundaries must be collected using GPS with 95% accuracy, so data can be used in geographic information systems, including ArcGIS 10.8.1 or ArcPro. The referencing system and datum (i.e. WGS84, WTM 83/91) must be documented for data collected.
- b) Section 106
  - Delineate the area of potential effects (APE), map or site figure
  - Identify previous archaeological surveys or documentation of historic properties (also for nearby relevant areas)
  - Conduct desktop or field surveys as appropriate
  - Identify any historic properties
  - Identify relevant consulting parties if appropriate for the project
  - Involve public – both before and after determination of effect as appropriate for the project and identify how the public was involved
  - Submit report(s) of investigation along with SHPO consultation form to EPA for review
  - Following EPA review, submit SHPO form and reports to SHPO (GLNPO to send letter to applicable parties/tribes)

Task 8: Wetland Delineation & Hydrology Assessment (Design Phase)

Completion of baseline wetland delineation and hydrology assessment to determine:

- The mitigation alternatives of addressing runoff concerns and nutrient loading from the former agricultural fields to Trinity Creek.
- The potential to increase the depth and hydro-periods of the 4 ephemeral ponds identified within the east side of the park.

Project area hydrology requires analysis, including determination of the water source and potential hydroperiod, through the installation of shallow groundwater monitoring wells within wetland depressions. If supported by baseline hydrology data, design for wetland scrapes and drain tile mitigation will be incorporated into the HRP.

Task 9: Habitat Restoration Plan Sets (Design Phase)

Habitat Restoration Plan (HRP) will be developed outlining on the ground land management activities for wildlife: invasive species control, forest stand improvement, reforestation, grassland restoration, wetland restoration, native revegetation, and prescribed burns. The HRP will also include vegetative monitoring plans through the implementation phase and a long-term maintenance plan.

Deliverables:

- a) HRP Sets including, but not limited to:

- Descriptions of all proposed restoration and maintenance activities, methods, equipment, recommended management schedules/timelines.
- Technical Specifications, including but not exclusive to specifications for management activities, equipment, and herbicide use, supporting data, GIS generated for the plan, and other related information.
- Development of wetland design/ restoration plan. This task is dependent upon results of hydrology assessment.
- Monitoring Plan outlining a qualitative monitoring protocol to assess the site during and after restoration implementation. The findings of the qualitative assessment will be used to guide adaptive restoration strategies as needed.
- Long Term Maintenance Plan that can be used by Park staff and volunteers for restored areas. This should provide a detailed outline annual activities required to manage the project area and maintain desired conditions to meet AOC, MCP, and Partner goals, including detailed information about prescribed burns and the necessary requirements/conditions.

*Task 10: Collaboration with Project Partners and Stakeholders*

MCP will collaborate with DNR via the project manager and other appropriate staff throughout the project. MCP will include in all phases of the project, appropriate public input processes and notices, facilitated by the WRP. The DNR project manager will facilitate input via the Tech Team for technical expertise, as well support coordination with Milwaukee AOC Outreach and Communications team for any materials that are to be developed for public outreach or meetings. Deliverables will include but are not exclusive to meeting minutes, summary of public feedback, presentations, and related outreach materials.

Deliverables:

- a) Summary of public feedback, public meeting minutes, and stakeholder (DNR, Tech Team, Waterway Restoration Partnership, MKE AOC Outreach and Communications Team) meeting minutes in electronic format; electronic format copy of any public informational meeting deliverables, presentations, meeting notices, etc.

*Task 11: Quarterly Reporting*

Prepare and submit quarterly reports, quarterly invoices, and a final report. Reports will be submitted January 1, April 1, July 1, and October 1. Reports will identify amount expended per quarter, activities conducted, and planned activities for the upcoming quarter, along with identification of any issues encountered (including delays or deviations from the original schedule or other setbacks) during the quarter and how they were addressed.

Deliverables:

- a) Quarterly Project Reports for each quarter from receipt of funding through project close out.
- b) Final report on activities completed

**Project Budget:**

<b>Budget Detail</b>	<b>Year 1 Jan 1 - Dec 2024</b>	<b>Year 2 Jan 1 - Dec 2025</b>	<b>Year 3 Jan 1 – Dec 2026</b>	<b>Total Project Cost</b>
MCP FT Natural Areas Staff (1110 hours)	\$16,325	\$17,000	\$4,380	\$37,705
Fringe Benefits MCP FT Natural Areas Staff (23%)	\$3,754	\$3,910	\$1,007	\$8,671
MCP Seasonal Natural Areas Technicians (600 hrs)	\$10,000	\$10,000		\$20,000
Fringe Benefits MCP Seasonal Natural Areas Technicians (7.65%)	\$765	\$765		\$1,530
MCP Dept. of Administrative Services (DAS) - FTE (5hrs)			\$440	\$440
Fringe Benefits DAS Staff (110%)			\$484	\$484
Contractual - Habitat Restoration Plan Sets		\$60,325	\$70,345	\$130,670
Contract Admin (RFP Ads & Outreach)			\$500	\$500
Subtotal Direct	\$30,844	\$92,000	\$77,156	\$200,000
Indirect (RATE %)				
<b>Subtotal Project Costs</b>	<b>\$30,844</b>	<b>\$92,000</b>	<b>\$77,156</b>	<b>\$200,000</b>

**Budget Detail:**

**Personnel:** Milwaukee County Parks Natural Areas Staff (Natural Areas Supervisor, Assist. Natural Areas Coordinator, and Season Natural Areas Technicians), in coordination with MCP AOC Program Supervisor, will complete baseline assessments of the project site and prepare the ERMP in Year 1 and Year 2. During Year 3 and Year 4 Milwaukee County Park Natural Areas Staff will provide review, edits, and approval of the HRP to ensure alignment with ERMP and AOC Goals.

Milwaukee County Department of Administrative Services staff will provide contracting and procurement services as needed to hire the HRP Design Consultant.

**Contractual- HRP Design Consultant** will create the HRP and complete all related tasks. This will include:

- Creation and edits to relevant Quality Assurance Project Plan(s) (QAPP).
- Preparation of all applicable federal, state, and local permit applications and gain regulatory approvals as required.
- Completion of Section 106 Deliverables
- Hydrology Assessment of Kohl Park
- Habitat Restoration Plan Sets
- Participation in outreach and stakeholder coordination as needed.
- Quarterly Reporting and invoicing

**Project Administration** costs are those needed to cover public outreach materials/ social media promotion (i.e. Facebook costs), advertising fees for RFPs, permits, and office supplies (i.e. for printed materials, lamination, etc.).

**References:**

DNR 2022. Degradation of F&W Populations MAL