

Scope of Work
Wisconsin DNR Office of the Great Waters

Project Title: Milwaukee County Grounds, Menomonee River Parkway (Section 9), and Hoyt Park Wildlife Enhancements – Planning and Design

AOC(s): Milwaukee Estuary Area of Concern




Project Applicant: Mackenzie Franz
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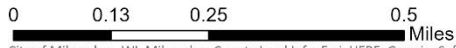
DNR Project Manager: Brennan Dow
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Project Location: County Grounds Park: 9480 W Watertown Plank Rd, Wauwatosa, WI 53226, Menomonee River Parkway (Section 9): parkway NE of Menomonee River between N. Swan Blvd and N. 83rd St, and Hoyt Park: 1800 N Swan Blvd, Wauwatosa, WI 53226



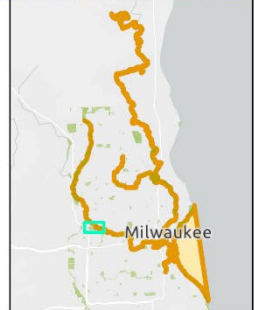
Milwaukee County Grounds, Menomonee River Parkway (Section 9), and Hoyt Park Wildlife Enhancements Project Area Map

-  County Grounds Park
-  Hoyt Park
-  Menomonee River PKWY Section 9



City of Milwaukee, WI, Milwaukee County Land Info, Esri, HERE, Garmin, SafeGraph, FAO, METI/NASA, USGS, EPA, NPS, Esri Community Maps Contributors, City of Milwaukee, WI, Milwaukee County Land Info, Esri, HERE, Garmin, SafeGraph, GeoTechnologies, Inc, METI/NASA, USGS, EPA, NPS, US Census Bureau, USDA, SEWRPC, Maxar

12/18/2023



Project Background/Rationale:

County Grounds Park, Menomonee River Parkway Section 9 (MNR 9), and Hoyt Park Wildlife Enhancements (collectively known as the **County Grounds project**) will complete the planning and design phase of this management action for the Degradation of Fish and Wildlife (F&W) Populations beneficial use impairment (BUI) in the Milwaukee Estuary Area of Concern (AOC). Carrying out this project will enable informed implementation of habitat enhancements that will address portions of the goals and metrics as part of this BUI. The **County Grounds project** makes up approximately 185 +/- acres of a 255-acre management action with opportunities for restoration and enhancement of forest, grassland, shrubland and wetland/ephemeral pond habitats.

Owned and managed by Milwaukee County Park (MCP), the project area provides forest, grassland, shrubland and wetland/ephemeral pond habitats, important habitat for numerous focal species in the Milwaukee Estuary AOC, as well as being a well-documented autumn roosting area for migrating monarch butterflies (*Danaus plexippus*). The **County Grounds project** includes native prairie plantings that support wildlife and stabilize the rolling landscape; it is found between historic cemeteries, Butler’s Garter Snake (*Thamnophis butleri*) habitat, recreational trails, and the existing Menomonee River Parkway. The first phase objective (Planning) of this project is to develop an Ecological Restoration and Management Plan (ERMP) in line with MCP existing AOC ERMPs, followed by the second phase objective (Design) – development of Habitat Restoration Plan (HRP) sets that will be used to inform phase 3 (Implementation/Restoration), outside of this scope of work.

Proposed Work:

The proposed scope of this project is to develop an ERMP (Phase 1) for the **County Grounds project** area through habitat and wetland assessments as informed by previous MCP ERMP development efforts and standards. This will be followed by the creation of an HRP (Phase 2). Both development of the ERMP and HRP will be conducted by contractors selected through a competitive procurement process by MCP. The planning and design phases will also include a cultural resources assessment to adhere to Section 106 National Historic Preservation Act (NHPA) requirements. The Wisconsin Department of Natural Resources (DNR) is consolidating completion of cultural resources services and deliverables for relevant AOC projects. All Section 106 deliverables for this project will be completed and reported as part of the Milwaukee Estuary and Lower Green Bay Fox River AOC Cultural Resources Services project.

Habitat Assessment and Ecological Restoration and Management Plan (ERMP): The first phase of this project is to develop an ERMP through detailed, baseline assessments within the **County Grounds project** including but not exclusive to:

- Native and non-native vegetative communities, the occurrence of county, state, and federally rare, threatened, or endangered species observed,
- Forest tree canopy percentages to determine canopy loss from the emerald ash borer (EAB),
- Ash abatement efforts,
- Management recommendations for each habitat type with a focus on meeting requirements for species identified,
- Planning for climate change as determined by the North Institute of Applied Climate Science (NIACS) structured adaptation workbook approach,
- Recommended tree, shrub, and herbaceous seed/plant lists to inform future re-vegetation activities,
- Hydrology assessment and wetland delineation,
- Mapping and GIS data packages for all field work, accurate location information for survey sites, species occurrence, etc. will be collected using GPS with 95% accuracy. GIS data shall be collected

utilizing tools and software comparable to or exceed standards utilized by MCP, such as ArcGIS online via ArcGIS Field Maps tool.

Due diligence and high-level planning will be included in the first portion of this phase. At a minimum, the final product will consist of an ERMP and cost estimates for proposed improvements by MCP, developed with input from DNR and project partners adjacent to the **County Grounds project** with additional quality control implemented by MCP Natural Areas staff. MCP and 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 contractor 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, opinion of probable cost / cost estimates
- 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.
- Descriptions of canopy loss due to EAB and ash abatement recommendations. 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 MCP staff and volunteers for restored areas. This should provide a detailed outline of 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, if applicable.

The HRP will be implemented by a contractor selected through a competitive bid process in Phase 3 (Implementation/Restoration). Any remaining funds will be used for implementation oversight Phase 3.

Proposed Tasks:

Task 1: Services and Development

MCP will develop request for proposals (RFP), in collaboration with DNR, to hire a contractor to develop the ERMP and HRP for the **County Grounds project**.

Task 2: Planning & Design Quality Assurance Project Plan (QAPP)

MCP and the selected contractor will develop a QAPP for gathering historical biological data at the **County Grounds project**, conducting survey work/baseline assessment and development, a hydrology assessment, potential wetland restoration and a monitoring and long-term maintenance plan. The hired contractor and MCP will update and amend the QAPP as needed.

Task 3: Baseline Assessments

The selected contractor shall perform thorough vegetative (non-native and native) inventories of the project area, this includes all areas that will undergo restoration work, within the **County Grounds project**. 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.

Task 4: Ecological Restoration and Management Plan (ERMP) for the County Grounds project

The selected contractor will develop a detailed ERMP for the **County Grounds project** with input and feedback from MCP, DNR and the F&W Technical Advisory Committee (Tech Team). The plan will be developed in accordance with the Project Scope detailed in the above sections, tasks, and AOC program goals/metrics. The ERMP will be developed in line with MCP existing AOC ERMP's.

Task 5: Permitting and Regulatory Requirements (Design Phase)

Contractors will prepare all applicable federal, state, and local permit applications and gain regulatory approvals as required. Prepare materials and ensure compliance with NHPA, National Environmental Policy Act and Endangered Species Act.

Task 6: Hydrology Assessment (Design Phase)

Completion of hydrology assessment to determine:

- Whether the groundwater is an important source for the ephemeral pond and where the original groundwater source is.
- If the hydroperiod is long enough to support priority species (suitability for restoration).
- The potential to increase the depth and hydroperiods of the ephemeral ponds as needed to support healthy populations of priority species.

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. Baseline hydrology data will be used to support wetland design in the HRP.

Task 7: Habitat Restoration Plan Sets (Design Phase)

An HRP will be developed by the hired contractor 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 contractor will seek input and feedback from project partners such as MCP, DNR, Tech Team and other stakeholders throughout the development of the HRP. The HRP will also include vegetative monitoring plans through the implementation phase and a long-term maintenance plan.

Task 8: 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 through the Waterway Restoration Partnership (WRP). The DNR Project Manager will facilitate input via the Tech Team for technical expertise. MCP with support from contractor, WRP, and the AOC Outreach and Communications Team, will create and provide 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.

Task 9: 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.

Climate Resiliency:

To address climate resiliency concerns, the project team will collaboratively work through the NIACS structured adaptation workbook approach to (1) identify climate impacts and vulnerabilities at the project site and (2) identify opportunities for climate resilient actions in the final design. Climate impacts, vulnerabilities, and adaptation opportunities will be documented in the concept plan, and the design contractor will incorporate adaptation opportunities approved by the project team into the basis of design reporting and the final project design portfolio.

Conferences/Meetings:

There are opportunities for this project to include public meetings, held virtually or in-person, as the current public health climate dictates. Public meetings pertaining to this project will be convened by MCP, supported by other members of the Waterway Restoration Partnership (WRP)*in consultation with the EPA, Community Advisory Committee (CAC)**, and other project partners. Specific outreach will need to be conducted with Friends of Hoyt Park, Monarch Coalition, Friends of County Grounds Park, and Metro Mountain Bikers. Project relevant content will be provided by MCP, in coordination with WRP.

Public meeting advertisement and outreach content will be shared through the WRP website & newsletter, MCP website & social media pages, and other platforms as appropriate. MCP staff will be the main content creator with partner and contractor input, developing project specific materials for meetings and events, such as wildlife and habitat fact sheets, maps, and educational posters. DNR and Great Lakes Restoration Initiative (GLRI) logos will be utilized on public materials, along with partner logos. Participation will vary based on the subject of the meeting, but approximate percentage of participation is anticipated to be: Federal government 5%, State government 10%, Local government 15%, NGOs 10%, public participants 60%. The WRP and MCP will be primarily responsible for preparing proceedings and disseminating information to the community. They will work directly with DNR to collaborate with EPA Great Lakes National Program Office (GLNPO) and other nonfederal partners to plan and execute outreach and community engagement. No program income is anticipated from these meetings (no registration fees). The financial assistance for these meetings is to support the public purpose (not for EPA’s direct use or benefit) and DNR will oversee the planning and agenda of these meetings, in cooperation with EPA and other partners.

* The WRP is a formalization of a team of long standing partners (150+) who have been working to help delist the Milwaukee Estuary Area of Concern, which includes Milwaukee County Parks and DNR. The WRP developed a universal branding kit which is utilized by Partner leads for outreach material development. The WRP provides additional support, as needed for event planning and promotion.

** The CAC serves as the voice of the community in the process of cleaning up the Milwaukee Estuary Area of Concern. They create and facilitate conversation between the community and the regulatory authorities in charge of completing the work, ensuring the community’s concerns and ideas are recognized and prioritized.

Collaboration with Partners:

A project team made up of representatives from the DNR, MCP, and Partners will encourage coordination and continuous interaction among parties, allowing the team to function within the framework of funding regulations, state statutes, and County ordinances. At a minimum the project team will include the respective project managers for all agencies. The project team will utilize collaborative decision making. 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.

In addition, MCP is working with several partners on various aspects of park improvement and planning at the **County Grounds project** area. These include friends' groups and non-profit organizations involved with restoration projects and initiatives throughout the County. These stakeholders include but are not limited to Friends of Hoyt Park, Friends of the Monarch Trail, Friends of County Grounds Park, and Metro Mountain Bikers. It is important to the project team to bring all stakeholders with an invested interest and involvement in this region to discuss the improvement of wildlife habitat at this large site along the Menomonee River.

Responsibilities of Partners, Collaboration & Decision Making

The MCP and DNR are entering into this project with a shared vision of water quality and wildlife habitat improvement through a collaborative approach. It is the intent of all to complete a project that benefits the AOC and in turn the community, while fitting into the site and regulatory constraints. It is recognized that the project must meet the funding goals and criteria. It is DNR's responsibility through the funding to ensure satisfaction of these goals and criteria for meeting the delisting of the BUIs.

A project team made up of representatives from the DNR and the MCP will ensure coordination and continuous interaction between parties. At a minimum the project team will include the respective project managers for both agencies. The project team will utilize collaborative decision making.

The project team will develop the RFPs to solicit contracting firms, participate in pre-bid contractor meetings, participate in progress meetings, discuss change orders, and provide updates. The MCP will develop a draft RFP for the project team to review and comment by the DNR and project team. The team shall function within the framework of funding regulations, state statutes, County ordinances, and County procurement procedures. It is recognized that project outputs must meet Great Lakes Restoration Initiative and AOC goals and criteria. It is DNR's responsibility to ensure satisfaction of these goals and criteria.

Milwaukee County shall:

- Provide a project manager.
- Provide access to its properties for this scope of work to be conducted.
- Administer the funding according to the aid agreement and this scope of work.
- Hire qualified contractors and staff to carry out this scope of work.
- Assure the scope of work defined has been completed in the agreed upon schedule.
- As landowner, will secure or have consultants secure necessary permitting.
- Coordinate with all relevant County departments.
- Obtain necessary approval from local entities, including the Milwaukee County Board.
- Work with the DNR to ensure the project meets the Area of Concern program goals to the DNR's satisfaction.
- Review all contractor and subcontractor invoices to assure that all work included is complete before submitting an invoice to DNR for reimbursement.
- Develop comprehensive plan, including allocated capacity and funding, for long-term maintenance of project site.

Wisconsin Department of Natural Resources shall:

- Provide a project manager.
- Provide funding for the execution of this scope of work in the amount specified in section Project Funding & Invoicing.
- Provide oversight of this funding agreement.

- Provide any available information collected as part of other AOC related projects.
- Provide any available NHI data for the AOC restoration project area (preferably in a GIS format).
- Work with EPA to complete NHPA and Section 106 requirements through a separate project with UW-Milwaukee.
- Review and approve drafts, work products, invoices, and deliverables in a timely manner.

Environmental Justice:

Milwaukee County and Partners of the AOC understand and recognize the crucial need to address environmental justice, equity, and outreach efforts within the fields of conservation, restoration, and ecology. The first steps are to define the environmental justice and equity issues that are present regarding the project area. This process is ongoing and adaptive that the partners of the Milwaukee Estuary AOC are working towards. Key steps within this process are working with workgroups, such as the Communications and Outreach, CAC and WRP to continue to address environmental justice issues (where possible) and create a more engaging and targeted outreach campaign, boosting community participation and contributions, as well as creating a comprehensive workforce training initiative based around habitat restoration. Efforts currently being put forth to address these issues include community outreach, promoting stewardship, provide educational opportunities and materials, and a more engaging social media presence through more digital platforms. Public outreach events are a large part of breaking down these barriers, by creating a safe space to learn and inquire about the projects taking place we can inform community members about the importance of project and receive their meaningful input in return.

Habitat restoration, improvements to safe, open, green space, and education and outreach opportunities for everybody help combat systemic environmental justice issues, notably those related to the disparity in access to natural areas experienced by people of color. A recent analysis and report by Conservation Science Partners (CSP) ([The Nature Gap](#), 2020) found that “the United States has fewer forests, streams, wetlands, and other natural places near where Black, Latino, and Asian American people live. Notably, families with children—especially families of color with children—have less access to nature nearby than the rest of the country.” Work under the MNR Sections 5 and 6 Enhancements project will actively address these issues by providing safer recreation, access to different, native habitat types and presenting new opportunities to engage with the community and school groups through joint outreach efforts. As with all parks, this site and its amenities are available to all County residents. **Working with partners to engage with the community in defining and addressing, where possible, the EJ issues that exist in MNR 5 and 6 will be the key EJ action for this project, along with outreach.**

Timetable: July 1, 2024 – April 31, 2027

Please note, the timeline is dependent on the receipt of the Grant Agreement and is subject to change. Work could begin earlier or later, with a range of start dates in 2024 or 2025.

Task	Timeframe	Responsible Party
Establish Subaward Agreement	July 2024 – Dec. 2024	DNR, MCP
RFP Posted + Proposal Selection Process	Jan. – March 2025	MCP, DNR
Contractor Selected & Contract Awarded	March – April 2025	MCP
Quality Assurance Documentation (development and approval)	April – May 2025	Contractor, MCP as needed, DNR

Preparation of Permits	April 2025 – July 2026	Contractor
Existing Data Review	April 2025 – May 2026	Contractor
Field Season Surveys	May 2025 – May 2026	Contractor
Hydrology Assessment	May 2025 – May 2026	Contractor
Draft ERMP	Feb. 2026	Contractor, MCP, DNR, Stakeholders
Public Outreach Event(s)	Spring 2026	MCP, Contractor, DNR, WRP, CAC
Final ERMP Completed	June 2026	MCP, Contractor, DNR
Draft HRP (60%) Completed	Sept. 2026	Contractor, MCP, DNR, Stakeholders
Public Outreach Event	November 2026	MCP, Contractor, DNR, WRP, CAC
Draft HRP (90%) Completed	Nov. 2026	Contractor, MCP, DNR, Stakeholders
Bid Documentation Prep	Nov. 2026 – Jan. 2027	MCP, Contractor
Final HRP Completed	Feb. 2027	Contractor, MCP, DNR
Project Reporting	Quarterly	MCP, Contractors
Additional Public Outreach and Tech Team updates	As Necessary	MCP, Partners, DNR, Contractor
Final Report, Billing, & Project Closeout	Feb. – April 2027	MCP, Contractor

Deliverables:

The following outlines deliverables per task (see Proposed Work) for the **County Grounds project** that will be completed by MCP and the selected contractor, through a 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 Deliverables (Services and Development)

MCP will develop request for proposals (RFP), in collaboration with DNR, to hire a contractor to develop the ERMP and HRP for the **County Grounds project**.

- a) Draft and Final RFP documents.
- b) RFP Committee developed to review all proposals and select contractors.
- c) Copy of all contractor submittals & proposal ranking.
- d) Contractor selected and awarded contract (Professional Service Agreement)

Task 2 Deliverable (Planning & Design Quality Assurance Project Plan (QAPP)):

- a) Completed QAPP in electronic format and any subsequent updates/amendments.

Task 3 Deliverables (Baseline Assessments)

- 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 (NHI) and MCP of the occurrence of county, state, and federal rare, threatened, or endangered species observed.
- c) Report of forest tree canopy percentages, and canopy loss from EAB.
- d) Identify and evaluate hazard trees in proposed work areas.
- e) Maps of existing native and non-native vegetative communities with survey points/transects and survey areas shown.
- f) Wetland identification based on existing data from DNR and SEWRPC.
- g) Baseline wetland delineation report and accompanying concurrence documentation.

Task 4 Deliverables (Ecological Restoration and Management Plan (ERMP)):

- a) A comprehensive draft and final ERMP for **County Grounds project** 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 in feasible locations, and any constraints limiting restoration opportunities (i.e., sediment remediation in the floodplains).
 - Priority Focal Species 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 Estimates: 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 (BMP).
 - 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/Topography, Significant landscape features, Primary Environmental Corridor, Floodplain, Ash Population, and hazard trees.
 - Species lists: Invasive species, MCP/SEWRPC Combined Plant List; Priority focal species lists will be incorporated in the Habitat Projects Table.
 - Soil Descriptions and relevant site history.

Task 5 Deliverable (Permitting and Regulatory Requirements (Design Phase)):

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

Task 6 Deliverable (Hydrology Assessment (Design Phase)):

- a) Copy of hydrology data including completed field data sheets, photographs, and other documentation will be submitted in the appropriate format, with electronic format preferred.

Task 7 Deliverable (Habitat Restoration Plan Sets (Design Phase)):

- a) HRP Sets including, but not limited to:
 - Descriptions of all proposed restoration and maintenance activities, methods, equipment, recommended management schedules/timelines, opinion of probable cost / cost estimates.
 - Technical Specifications, including but not exclusive to specifications for management activities, equipment, herbicide use, supporting data, GIS generated for the plan, and other related information.
 - Development of ephemeral pond design/wetland scrape and restoration plan. This task is dependent upon the results of hydrology assessment.
 - Identification of climate impacts, vulnerabilities, and adaptation opportunities within the project area based on the NIACS adaptation workbook.
 - Descriptions of canopy loss due to EAB and ash abatement recommendations.
 - 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 MCP staff and volunteers for restored areas. This should provide a detailed outline annual activity 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, if applicable.

Task 8 Deliverables (Collaboration with Project Partners and Stakeholders):

- a) Summary of public feedback, public meeting minutes, and stakeholder (DNR, Tech Team, WRP, AOC Outreach and Communications Team) meeting minutes in electronic format; electronic format copy of any public informational meeting deliverables, presentations, meeting notices, etc.
- b) Meeting minutes from monthly project check-ins with the project team.

Task 9 Deliverables (Quarterly Reporting):

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

Project Budget:

Budget Detail	Year 1 Jul. 1, 2024 – Dec. 31, 2025	Year 2 Jan. 1, 2026 - Dec. 31, 2026	Year 3 Jan. 1, 2027 – Aug. 31, 2027	Total Project Cost
Personnel: MCP Personnel/Salaries - ERMP QC – FTE (270 hrs)	\$4,000.00	\$3,000.00	\$2,000.00	\$9,000.00
Fringe Benefits (55%)	\$2,200.00	\$1,650.00	\$1,100.00	\$4,950.00
Personnel: MCP Personnel/Salaries - HRP – FTE (160 hrs)	\$2,000.00	\$1,500.00	\$1,500.00	\$5,000.00
Fringe Benefits (55%)	\$1,100.00	\$825.00	\$825.00	\$2,750.00

Travel	--	--	--	--
Equipment	--	--	--	--
Supplies	--	--	--	--
Contractual	\$48,080.00	\$121,060.00	\$126,160.00	\$295,300.00
Other – Project Outreach	\$0.00	\$4,000.00	\$4,000.00	\$8,000.00
Total Direct	\$57,380.00	\$132,035.00	\$135,585.00	\$325,000.00
Indirect (%)	--	--	--	--
Total Project Costs	\$57,380.00	\$132,035.00	\$135,585 .00	\$325,000.00

Budget Detail:

Personnel: MCP staff will provide review, edits, and approval of the ERMP and HRP to ensure alignment with previous MCP ERMP’s and HRP’s.

Contractual – ERMP and HRP Design: MCP will hire a contractor to develop an ERMP, directly followed by the development of an HRP.

Other- Project Outreach 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