

Sacramento-San Joaquin Delta Conservancy
2020 Implementation Plan
DECEMBER 31, 2020 UPDATE

2020 IMPLEMENTATION PLAN: YEAR-END STATUS

COMMUNITY AND ECONOMIC ENHANCEMENT PROGRAM

2020 GOALS	TIMELINE	STATUS	NOTES
Begin accepting concept proposals	Qtr 1	Ongoing	Eleven concept proposals have been received to date.
Assist project proponents to develop comprehensive proposals	Ongoing	On Track	Staff are assisting seven applicants to develop eight concept proposals into comprehensive (full) proposals.
Manage awarded grants	Ongoing	On Track	Grant proposals are being developed. There are no awarded grants as of the time of this update.

DELTA MARKETING

2020 GOALS	TIMELINE	STATUS	NOTES
Distribute recreation maps	Ongoing	Delayed	Delayed due to COVID-19. Staff continues to reach out to potential partners on the initial distribution list, but most remain closed.
Pursue sustainable management plan for visitCADelta.com	Ongoing	On Track	Student assistant will be hired in the spring or summer to support site management.
Install 11 signs per Delta Sign Plan	Qtr 4	Delayed	Caltrans initially denied encroachment permits needed to post signs. Staff worked with Caltrans to gain approval from the California Traffic Control Devices Committee to include signage opportunities for National Heritage Areas (NHA) in the California Manual on Uniform Traffic Control Devices and to revise "Welcome to the Delta" signs to highlight the Delta NHA. The Delta Protection Commission is resubmitting the encroachment permit applications and contracting for sign printing and installation. The new goal for project completion is April 2021.

ECOSYSTEM RESTORATION & WATER QUALITY GRANT PROGRAM

2020 GOALS	TIMELINE	STATUS	NOTES
Manage active and closed grants	Ongoing	On Track	Currently managing 21 active and four closed grants and working on the execution of four grants.
Plan Cycle 5 solicitation	Ongoing	On Track	Cycle 5 solicitation will open August of 2021.
Adjust granting processes based on audit results	As Required	On Track	At the audit exit conference, the Department of Finance indicated overall compliance, stating that the Conservancy is recognizing and responding to risks and that the amount of detail to process is impressive and can serve as a model. Two or three relatively minor findings related to processes improvement are anticipated when DOF issues the final audit report. Internal adjustments to the granting process are being implemented based on auditor input to date.

INVASIVE SPECIES COORDINATION, CONTROL, AND RESTORATION

2020 GOALS	TIMELINE	STATUS	NOTES
Write white paper summarizing 2019 Delta Invasive Species Symposium	Qtr 2	Delayed	Delayed due to vacancy of Senior Environmental Scientist position and the need to address reviewer comments that were received late in the process. The document is complete and will be posted to Conservancy website in the first quarter of 2021.
Coordinate arundo control and restoration activities at Phase 1 sites	Ongoing	On Track	Work funded by Department of Water Resources includes spraying of arundo and planting of native vegetation across the Cache Slough Complex (project ends 3/31/2021). Work funded by U.S. Department of Agriculture included spraying arundo on Brannan Island and Andrus Island. Project ended 8/31/2020.
Develop funding and implementation strategy for Phase 2	Ongoing	On Track	Efforts to identify funding for additional work continue but have thus far been unsuccessful.
Facilitate quarterly DIISC meetings	Ongoing	Ongoing	Facilitation of Delta Inter-Agency Invasive Species Coordination (DIISC) meetings was paused in the second quarter while the Senior Environmental Scientist (Sr. ES) position was vacant. The new Sr. ES facilitated meetings on 10/8/2020 and 12/15/2020.
Develop Delta interagency collaboration strategy for early detection and rapid response to invasive species	Ongoing	Ongoing	In collaboration with DWR and the Delta Stewardship Council, staff facilitated a panel discussion 10/8/2020 about early detection and rapid response work currently underway in the Delta. Staff submitted an abstract to the Bay Delta Science Conference for a poster that will summarize the outcomes of a working group led by staff. The working group met for first time on 12/17/2020.

LAND OWNERSHIP AND MANAGEMENT

2020 GOALS	TIMELINE	STATUS	NOTES
Refine draft ownership/management white paper	Ongoing	On Track	Work on this goal has been focused on briefing agency heads regarding land ownership considerations and challenges.
Provide updates to the Board	Ongoing	On Track	This effort has shifted to an exploration of the potential for the Conservancy to hold and manage conservation easements. Staff has identified several specific examples that will be used as real-world scenarios to better inform the exploration. The Program and Policy Subcommittee has been providing input to the effort and the Executive Officer has been including updates to the Board through the EO report at Board meetings.

PROJECT TRACKING/REPORTING AND IMPROVED DATA INTEGRATION/ACCESS

2020 GOALS	TIMELINE	STATUS	NOTES
Work with restoration project managers to enter or update project information in EcoAtlas	Ongoing	Ongoing	Staff reviews EcoAtlas entries as they are created or updated by project proponents.
Update the DARI mapping SOP and develop protocols for submitting data and maintaining the DARI base map	Qtr 3	Completed	The Standard Operating Procedure (SOP) has been developed and continues to be refined and revised as it is applied.
Integrate DARI into EcoAtlas	Qtr 3	Delayed	Due to COVID-19, staff requested and secured a no-cost time extension for the DARI contract. The new project end date is June 2021.
Training for regional data stewards	Qtr 3	Delayed	Due to COVID-19 impacts, staff secured a no-cost extension of the DARI contract. The new project end date is June 2021.

PESTICIDES MANAGEMENT BEST PRACTICES

2020 GOALS	TIMELINE	STATUS	NOTES
Develop a list of high priority outreach areas	Qtr 2	Completed	List of high priority outreach areas were determined based on available water quality data.
Send introductory letters and enrollment information to landowners and operators in/near high priority outreach areas	Qtr 2	Completed	More than 400 letters were sent to growers and an advertisement was sent out through numerous list-serves.
Establish a Technical Advisory Committee	Qtr 3	Completed	A list of Technical Advisory Committee members with their affiliations, roles, and responsibilities was submitted by the contractor on 12/15/2020.
Conduct workshop with enrolled properties	Qtr 4	Delayed	This task was delayed due to delays in contract execution and COVID-19 making in person training impossible. The workshops are now slated to begin in 2021 and will be virtual, if necessary for public safety

DELTA WATERWAY CLEANUPS

2020 GOALS	TIMELINE	STATUS	NOTES
Clean-up, community outreach, and environmental education events	Qtr 2 & Qtr 3	Inactive	2020 events have been canceled due to COVID-19. Events will restart in 2021 provided conditions are safe to do so.
Collect data on types and amounts of trash in the Delta	Ongoing	Inactive	2020 events have been canceled due to COVID-19. Events will restart in 2021 provided conditions are safe to do so.

DELTA CARBON MANAGEMENT

2020 GOALS	TIMELINE	STATUS	NOTES
Develop, in coordination with DWR, carbon credit sale agreements for existing managed wetlands on Sherman and Twitchell Islands	Qtr 2	On Track	In November 2020, the American Carbon Registry certified the final validation/verification for Department of Water Resources (DWR) wetland credits. If DWR decides to sell the certified credits, the Conservancy can assist in development of a credit sales agreement.
Seek funding to support future projects	Ongoing	Delayed	2020 bond discussions were curtailed due to COVID-19. Staff anticipates renewed interest in early 2021.

ENVIRONMENTAL EDUCATION AND OUTREACH

2020 GOALS	TIMELINE	STATUS	NOTES
Conduct education and outreach for Sacramento-San Joaquin Delta Week	Qtr 3	On Track	Staff created social media posts, an Executive Officer blog post, and a blog post by Senator Bill Dodd for Delta Week 2020. In-person events were not feasible due to COVID-19 related restrictions.
Education and outreach via social media, events, and other opportunities	Ongoing	On Track	Staff continues to maintain a presence on Facebook and Twitter, posting original content and coordinating with contractors, grantees, and other state agencies to share relevant information. The Students and Landowner Education and Watershed Stewardship (SLEWS) program was put on hold due to COVID-19 restrictions. The Conservancy applied for a grant from the U.S. Bureau of Reclamation to conduct education and outreach activities, but the application was unfortunately not approved.
Develop fact sheets for Conservancy programs	Ongoing	Delayed	Planned development of fact sheets to highlight Proposition 1 Grant Program projects, the Proposition 68 Grant Program, and the Delta Carbon Program were delayed due to staffing constraints. Work on this goal should progress in 2021.

MERCURY EXPOSURE REDUCTION PROGRAM

2020 GOALS	TIMELINE	STATUS	NOTES
Evaluate effectiveness of posted advisory signs	Qtr 1	Complete	The Southeast Asian Assistance Center completed its evaluation of the effectiveness of advisory signs in January, concluding that target audiences were viewing and understanding the advisory information from the signs.
Convene stakeholder meeting	Qtr 2	Inactive	The stakeholder meeting was canceled due to COVID-19.
Coordinate and post advisory signs	Ongoing	Complete	Delta MERP staff and partners posted 11 advisory signs in the first quarter of 2020 (further postings were canceled due to COVID-19). From 2015 to 2020, Delta MERP staff and partners posted a total of 147 signs throughout the five Delta counties.
Conduct outreach to Delta communities	Ongoing	Complete	In the first quarter of 2020, the Conservancy engaged one tribe and two community-based organizations (further outreach was canceled due to COVID-19). From 2018-2020, Conservancy staff worked with 48 community-based organizations and six state agencies. The Delta MERP Program is now complete; a final overview presentation was made to the Board at the May 2020 Board meeting.

ADMINISTRATION

2020 GOALS	TIMELINE	STATUS	NOTES
Proposition 1 Grant Program acquisition process and template	Qtr 2	Complete	The acquisition grant agreement template, delayed due to staff turnover and COVID-19, was completed in November.
Submit and update State Leadership Accountability Act (SLAA) Implementation Plan	Qtr 2 & Qtr 4	Complete	The SLAA Implementation Plan was submitted and approved by Department of Finance (DOF) in June 2020. The Biannual Implementation Plan update was submitted in December 2020 and is pending DOF review.
Develop internal work plans	Qtr 2	Complete	Work plans were completed for both program and administration activities.
Develop records retention schedule	Qtr 3	Delayed	Completion of this goal has been due to a leave of absence of a key staff member, increased administrative workload related to COVID-19, and the need to obtain information from other agencies facing similar workload challenges due to COVID-19.
Submit indirect cost rate proposal	Qtr 4	Complete	Staff submitted the fiscal year 2021/22 indirect cost rate proposal on December 31, 2020. Review by the Department of Finance and the Conservancy's cognizant agency is pending.
Develop Workforce Plan and Succession Plan	Qtr 4	Delayed	Development of a Workforce Plan and a Succession Plan has been delayed due to resource constraints, which were exacerbated by the COVID-19 pandemic. Both plans are scheduled for development in 2021.
Develop new/update existing policies and procedures	Qtr 4	Delayed	Core policies have been revised and are under management review. Union notification may be required for some policies. Resource constraints, exacerbated by the COVID-19 pandemic, have delayed this project. Finalizing policies, union notification notwithstanding, is anticipated by the third quarter of 2021.
Ensure accessibility of Conservancy web content	Ongoing	Complete	Staff monitors the accessibility of web content by completing an accessibility checklist for each website update and trains new staff on document remediation.
Submit financial reports and information (such as Governor's budget building, bond accountability reporting, update System for Award Management)	As Required	Complete	Standard budget development is complete. Planning for a mandated 5 percent reduction of operating budget for fiscal year 2021/22 is underway. Bond accountability reporting is ongoing. Financial reporting has been resource intensive due to the financial impacts of the COVID-19 pandemic upon the state.

2020 GOALS	TIMELINE	STATUS	NOTES
Fulfill human resource related mandates (such as Disability Advisory Committee)	As Required	Complete	The Disability Advisory Committee meets quarterly.
Various administrative and operational requirements (e.g. State Agency Recycle Campaign and State Agency Reporting System reports, Contracting Activity Report and Improvement Plans, Continuity Plan)	As Required	Complete	A Continuity Plan was completed in the first quarter and put into practice in response to the COVID-19 pandemic. All annual reporting was completed.
Participate in Audits (e.g. Dept. of Finance audits of bond funded grant programs, State Personnel Board audit of human resources practices, General Services audit of purchasing and procurement)	As Required	Complete	Preliminary findings from the Department of Finance's audit of the Conservancy's Proposition 1 Grant Program are that the Conservancy is compliant and has an impressive process; two to three minor findings related to process are expected in the final audit report which is pending. The Conservancy completed corrective actions in December 2020 in response to the State Personnel Board's audit of personnel practices.
NEW: Respond to COVID-19 pandemic reports and drills	Ongoing	Complete	The COVID-19 pandemic required significant additional workload on the Administration and Executive staff in 2020 to complete ongoing reports and drills for health and safety, human resources, budgets, and planning.

NEW: JUSTICE, EQUITY, DIVERSITY, AND INCLUSION (JEDI)

2020 GOALS	TIMELINE	STATUS	NOTES
All staff members complete Implicit Bias Training	Qtr 3	Complete	Staff attended a virtual, CNRA-sponsored, Implicit Bias Training in September.
Develop curriculum for internal education on issues relating to JEDI	Ongoing	On Track	Staff leads developed curriculum covering a variety of issues relating to JEDI. The curriculum was developed based on staff feedback on the Implicit Bias Training.
Engage all Conservancy staff in JEDI education and discussions about JEDI issues	Ongoing	On Track	Beginning in October, staff have attended two monthly meetings which cover topics outlined in the JEDI curriculum.