

PIERCE COUNTY NATIVE PLANT SALVAGE PROGRAM PROPOSAL

September 2003

MISSION STATEMENT

“In support of the region’s unique natural legacy, the Pierce County Native Plant Salvage Program collaborates to preserve, restore and teach about native flora.”

Program Summary

A need has been identified in Pierce County for a native plant salvage program to recover native plants from sites slated for development and keep them in a holding facility for later use in a variety of re-vegetation projects. It has also been shown there is a volunteer base of interested community members who care about native plants and will participate in the salvage work. It has been suggested that the Pierce County native plant salvage program be modeled after a similar program established by the King County Division of Natural Resources and Parks. Plants salvaged from ecosystems unique to Pierce County sites would be put to beneficial use restoring equally unique local stream banks and wetlands and would create buffers for a wide variety of capital improvement and road-building projects. Developers, landowners, local government, and individual citizens would collaborate to make a native plant salvage program work in Pierce County. These same interest groups stand to benefit from the cost savings that such a program can provide, in addition to gaining credit for the maintenance and enhancement of Pierce County’s overall quality of life.

The goal of this proposal is to provide a blueprint for implementation of a native plant salvage program with the Pierce Conservation District serving as a lead player. It is also an invitation for you and your agency or organization to participate, either financially or more directly with volunteers and holding facilities.

The vision described herein includes a program design that produces enough plant materials to balance or exceed the cost of staff salaries and related program overhead. Also included are a proposed budget, grant opportunities to help with start-up, lists of already participating volunteer agencies and potential program partners, salvage program guidelines, an overview of potential salvage sites, details regarding holding facilities and tool needs, plus a list of existing holding facilities that are available for potential use.

In addition to the details listed above, proposed guidelines have been developed to enable immediate implementation of salvage efforts, including volunteer waivers and insights on how to distribute plants equitably.

Most important, this proposal invites your agency or organization to get involved, and to take credit for leading Pierce County into the new millennium with an eye towards sustainable use of our community’s unique, limited and valuable resources.

Table of Contents

Project Summary	i
Table of Contents	ii
Introduction	
<i>Background</i>	1
<i>Justification</i>	1
<i>Benefits of Salvaging Native Plants</i>	2
<i>Effective Programs in other Counties</i>	2
Proposal Overview	
<i>Areas of Program Focus</i>	3
<i>Collaboration of Interest Groups</i>	3
Implementation Plan	
<i>Overall Organizational Structure</i>	4
<i>Potential Lead Organization(s)</i>	4
<i>Volunteer Steering Committee</i>	4
<i>Technical Advisory Committee</i>	5
<i>Staff</i>	5
<i>Volunteers</i>	6
<i>Proposed Budget</i>	7
<i>Additional Funding Sources</i>	7
Program Details	
<i>Potential Plant Holding Facilities</i>	8
<i>Sequence of Activities for a Plant Salvage Event</i>	9
<i>Distribution of Plant Materials</i>	10
Appendix A: List of People Facilitating Development of this Proposal	11
Appendix B: Plant Salvage Programs in Other Counties	12
Appendix C: Detailed Salvage Guidelines	16
Appendix D: Equipment, Tools & Materials	17
Appendix E: Salvage Program Collaboration and Promotional Venues	18

**PIERCE COUNTY NATIVE PLANT SALVAGE
PROGRAM PROPOSAL**

Introduction

Background

A group of 17 people met in a Bellarmine High School classroom on February 12, 2002 to discuss the formation of a Pierce County Native Plant Salvage (PCNPS) project (*Appendix A*). As a group, we took note of exemplary programs happening in King, Snohomish, Thurston, Kitsap and Mason counties, highlighting details about each program that makes each functional, and/or credible. The group also brainstormed short term and long term goals that would lend themselves to the development of a salvage program in Pierce County, in addition to addressing immediate plant salvage needs.

Justification

Many organizations in Pierce County desire native plantings to meet landscape requirements. At the time of this first gathering, there were nine organizations with immediate interest in the salvaging of plants and using these salvaged plants at other sites requiring the installation of native plant materials. This group includes the City of Tacoma and Tacoma Greenways Taskforce; Citizens for a Healthy Bay; Tacoma Metropolitan Parks (plus numerous subsidiary entities); Pierce County Solid Waste, Water and Transportation Divisions; Tacoma Public Utilities, public and private school districts in both Tacoma and Pierce County; plus representatives for restoration of three urban creeks occurring in Tacoma and Pierce County. More recently, the Pierce Conservation District has invited collaboration toward the expansion of their existing salvaging and propagation program. It is agreed among all participants that collaboration is a beneficial program approach that will help accommodate all of these interest groups, in addition to others that become known along the way.

There are numerous partnering agencies and organizations whose missions support plant salvaging and would help support an active plant salvage program in Pierce County. In addition to the parties listed above, potential partners include the Washington Department of Transportation; Tacoma School District horticulture programs at Lincoln and Bellarmine High Schools; Lakewold Gardens; the City of University Place; Pierce County Parks and Planning Divisions; Tahoma Audubon Society and area land conservancy organizations; Washington Department of Fish and Wildlife Lands Program, Washington State Department of Agriculture along with state and county Weed Control Boards; the Washington State University Cooperative Extension and Master Gardeners; the Tacoma Garden Club and the Washington Native Plant Society.

Established policy is another driver for the development of a native plant salvage program in Pierce County. The *Key Peninsula-Gig Harbor-Islands Watershed Action Plan* references the creation of a native plant salvage program in its **action item #GN 23**. This action plan was adopted by Pierce County in October of 2000. Similarly, the *Upper Puyallup Watershed Characterization Action Plan*, which was approved in 2002, notes that the creation of a Pierce County salvage program was determined beneficial to overall watershed health. This statement was supported by a wide range of committee participants and would fulfill **Action Item SW #12**. The same plan references the Pierce Conservation District as being the most appropriate agency to coordinate such a salvage program effort.

Benefits of Salvaging Native Plants

Cost Savings – Sponsoring agencies that use salvaged plants instead of purchased plants obtain the primary benefit. They also have available to them the use of plants from a unique resource that would otherwise go to waste.

Long Term Resource Savings – This translates into cost savings over time to cooperators (native plants require little fertilizer, water, etc. once they have been successfully re-established).

Benefits to the Environment –Native plants salvaged from construction sites are often the best solution to the enhancement or mitigation of other sites to maintain or enhance endangered species health and protect the bio-diversity of the region. This relates to the indirect enhancement of endangered wild salmon and other native wildlife.

Community Education – The opportunity for zero cost community education is greatly enhanced with the implementation of a native plant salvage program. More people are seeking ways to participate in voluntary and beneficial community activities. Environmental education is rich in science, allowing volunteers to become citizen scientists.

Community Recognition – The opportunities an agency has to gain credit among the community at large for maintaining and enhancing the quality of life in Pierce County is immense. Salvaging native plants for the benefits listed above is not only the right thing to do, but is an excellent public relations tool.

Effective Programs in other Counties (Appendix B)

Native plant salvage efforts are not unique to western Washington. One advantage we have in Pierce County is winter weather that is mild enough to allow successful transplanting of natives into holding beds for later relocation to new plantings. A commonly asked question is, “Why doesn’t Pierce County have a program of its own?” Answers vary from a perceived lack of need to bureaucratic inertia.

Funding mechanisms in counties with plant salvage programs differ. King County’s program has been in operation for ten years and is financially self-sufficient. Similarly, the program in Snohomish County, started in 1996, is also financially independent. Both programs are supported through Surface Water Management fees levied by each county’s Surface Water Management Division. Programs in Thurston and Kitsap counties are financially supported with grants obtained by program administrators.

Important in this proposal is the establishment of funding goals that create a financially independent salvage program. While the accomplishments of grant-funded operations are significant, it’s obvious that time spent securing grants is time not spent organizing, digging, educating or planting, which are the main objective of any salvage effort. Not one of the program coordinators from counties whose programs are grant driven suggested that this was a better path to follow for this specific reason. Further, it was recommended by many to not initiate a program using grant money because it sets a precedent that is hard to break out of. For this reason we are seeking a way to be independent of grant support. This would be achieved by securing a lead organization that would initially underwrite administrative costs and would be supported by a strong volunteer force. Once established,

**PIERCE COUNTY NATIVE PLANT SALVAGE
PROGRAM PROPOSAL**

the program would provide the lead organization with enough plant materials to off-set salaries and overhead. Because of their soon to expand program, Pierce Conservation District has offered to serve as the lead agency. We have secured their review of this proposal and their support towards becoming a central partner of this program.

Proposal Overview

Areas of Program Focus

- **Salvaging**, as the term indicates, is the primary objective of this program as proposed for implementation in Pierce County. This includes removal of plants from sites destined to be altered by construction, effective storage and care of plants removed from such sites, and use of these plants at sites where restoration and/or landscape site enhancement requires the use of native plants.
- **Education** involves the development of volunteer awareness as the same volunteers pursue the salvage process. Education not only includes the scientific analysis of what kind of plants are being salvaged and how to salvage them effectively, but also the awareness that each person plays a key role in the maintenance of their community and quality of life. How volunteer efforts affect the sustainability of local resources is intrinsic in the process. Because they are inter-related, topics can range beyond the salvaging of native plants to include the preservation of water quality and endangered species, the conservation of water and soil resources, reduction of landfill waste, and how the environment operates (ecology). Education efforts can go beyond volunteers and involve the public at large. (love how this is written!)
- **Communication** involves the effective communication of salvage and educational events to potential site donors and to potential volunteers as well as the general public. It also involves on-going communication between the various agencies and organizations that hold an interest in public education as it relates to native plants and community building.
- **Program Management & Administration** involves the day-to-day coordination of all other focal areas. It includes the mundane elements, such as record keeping and report development, as well as the more involved procedures, such as agency coordination and local policy development.

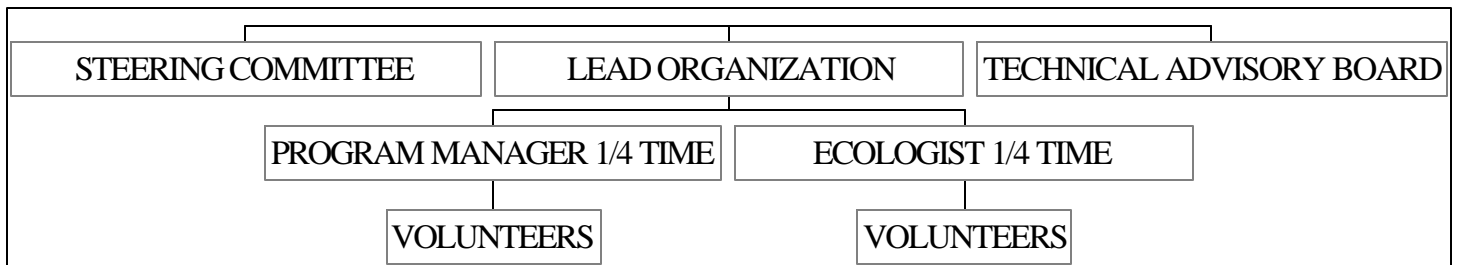
Collaboration of Interest Groups

Most of the organizations with interest in the development of a native plant salvage program see the similar benefits and want to participate for similar reasons. They share an interest in education, in protecting and enhancing the environment, in reaching a broad audience and in providing their volunteers with a rewarding experience. In fact, many of these organizations have similar Mission Statements. By collaborating, they gain needed exposure, are able to improve their outreach to the community and can develop a broader pool of volunteers. It is these volunteers that are at the heart of a plant salvage program. By participating, they are given the opportunity to live out their values. These values include a love of native plants, working outdoors, protecting the environment, educating themselves on the flora of this region, and being part of a group of like-minded people.

Implementation Plan

Overall Organizational Structure

It is envisioned that the Pierce County NPSP will be structured similarly to the King County program, which has proven to be an effective model and, of course, can be altered to fit the Pierce Conservation District or whichever agency or organization ultimately takes the lead position. It has been suggested that if the Pierce Conservation District does take the lead for this salvage program, the District will supply funding for a portion of the staffing, as well as a location. Additional funding for staffing could come from other partnering organizations. If six partners or more made a contribution of approximately \$5,000 each, this would fulfill the funding necessary for more complete staffing and program basics.



Potential Lead Organization(s)

It is suggested that the lead organization supply two ¼ time staff or the equivalent work force to cover 40 hours of management and 40 hours of ecological oversight per month. As mentioned earlier in this proposal, the cost to the lead organization of staffing could be covered by the savings made in not having to purchase plants for its required native landscaping in addition to donations from collaborating partners.

Additional funding partners could include:

- Pierce County Public Works/Water & Transportation Divisions
- City of Tacoma
- Tacoma Public Utilities (Power & Water)
- Tacoma Metropolitan Parks
- Other Cities, Organizations, Agencies

Volunteer Steering Committee

Within limits established by the lead organization, volunteer steering committee members should have the ability to marshal resources from the organization(s) to which they belong. These people need not have technical expertise relevant to native plants or salvaging but

**PIERCE COUNTY NATIVE PLANT SALVAGE
PROGRAM PROPOSAL**

should have good organizational and management skills. Responsibilities for individuals or for the group at large would include:

- Garnering support towards start-up funding
- Guiding general program direction
- Developing long term guidelines in coordination with lead organization
- Providing consultation regarding staffing and funding

Technical Advisory Committee

These individuals (which could be a combination of volunteers and paid staff) should have a combined depth of experience in plant work including ecology, restoration, botany, horticulture, as well as experience in non-profit management and volunteer coordination. Responsibilities include supporting staff in:

- Developing/updating protocols for plant salvage and storage
- Developing/updating process for identifying salvage opportunities
- Developing/updating short term program details

Staff Two ¼ time staff (this is suggested by King County's model)

➤ **Volunteer and event coordination, including the following:**

- Manage aspects of plant salvage events including publicity, volunteers, and logistics.
- Manage and supervise office.
- Publicize volunteer needs and plant salvage events through various print and broadcast media, including public service announcements, calendar maintenance, and newsletter output.
- Establish and maintain contact with volunteers regarding scheduling, interest, and availability.
- Develop systems as needed to manage volunteer program, including maintaining volunteer database for effective mailings and electronic communication.
- Attract new volunteers via relationships with a variety of venues for volunteer recruitment, including web site and on-site enrollment at fairs and other events.
- Establish and maintain relationships with schools offering horticulture programs and school internship programs, and schools in need of Nature/environmental education.
- Organize volunteer recognition events as appropriate.
- Act as liaison between primary sponsor agency, secondary sponsors and benefit sponsors.
- Maintain on-going office responsibilities as needed.

**PIERCE COUNTY NATIVE PLANT SALVAGE
PROGRAM PROPOSAL**

- Coordination with other staff to ensure good communication.
- **Salvage and facility coordination, including the following:**
 - Coordinate the maintenance of plant storage facilities and equipment, as appropriate, to ensure optimum functionality.
 - Be responsible for care and maintenance of salvaged plants while in holding facility.
 - Organize donation of surplus plants.
 - Serve as liaison between facility operations and technical committee.
 - Schedule meetings and other use of space, and control access and building security.
 - Provide technical support and equipment troubleshooting.
 - Be responsible for facility billing, including insurance, utilities, etc.
 - Maintain and order equipment and supplies for facility and salvage operations.

Volunteers

All successful plant salvage programs depend on a large cadre of volunteers who tend to fall into two groups. Most volunteers can be considered ‘periodic volunteers;’ these are the people who sign up for events in response to advertisements and program pr. Periodic volunteers remove plants from sites scheduled for construction, place plants in pots for interim holding and replant the rescued native vegetation in designated sites. The remaining volunteers can be considered ‘vested volunteers;’ people who provide the program with ongoing support, dependable public relations and oversight of other volunteers.

One example of the volunteer support for a native plant salvage program in Pierce County is that of the Pierce Stream Team. They have offered to loan shovels, advertise for volunteers, coordinate salvage volunteers, supervise and coordinate plant salvage events, participate in native plant education and workshops, host a plant salvage web site and provide volunteers to help at a plant holding facility. As an example of community interest in these kinds of activities, 50 volunteers came out to plant native vegetation along the Thea Foss at an event coordinated by Citizens for a Healthy Bay. Another example of support comes from the Department of Fish and Wildlife, which has donated hundreds of planting pots to salvage programs.

It is estimated that this program needs 30-50 or more periodic volunteers and up to 30 vested volunteers.

**PIERCE COUNTY NATIVE PLANT SALVAGE
PROGRAM PROPOSAL**

Proposed Budget

It is suggested that the lead organization initially supply the funding for volunteer and event coordination and salvage and facility coordination. The majority of the costs first incurred will be staff salary. Because of the extensive use of volunteers, this is a very cost-effective program. Besides volunteer labor, donations of materials will keep the overhead low. Over a period of time the salvaging of plants for use by the Lead Organization should balance the cost of salaries and overhead (based on the King County model).

Annual Cost Breakdown

<input type="checkbox"/> One ¼ part-time employee	\$ 8,000
<input type="checkbox"/> One ¼ part-time employee	\$ 8,000
<input type="checkbox"/> Employee benefits	\$15,000
<input type="checkbox"/> Supply costs (detailed list in <i>Appendix D</i>)	\$ 3,000
<input type="checkbox"/> Plant Holding Facility costs (<i>Appendix D</i>)	\$ 500
<input type="checkbox"/> Promotional costs	\$ 500
<input type="checkbox"/> Transportation Costs	<u>\$ 3,000</u>
TOTAL	\$38,000

Additional Funding Sources

The following agencies should be approached to assist the Lead Organization with start-up costs:

- Dept. of Ecology Centennial Clean Water
- Dept. of Ecology, Public Involvement and Education (PIE)
- Dept. of Fish & Wildlife ALEA
- Environmental Protection Agency
- Russell Family Foundation
- Weyerhaeuser Foundation
- Bullitt Foundation
- Cheney Foundation
- City of Tacoma Environmental Services (Splash Grant)
- Programs in other cities (eg. King County often shares plants with other communities, as they've done recently with Tacoma)

Program Details

Potential Plant Holding Facilities

Once plants are salvaged they must be potted and cared for in a holding facility until they are needed. A holding facility is different than a nursery. Salvaged plants are not to be sold, though they may be given to individuals or organizations that have contributed to salvage efforts. The following potential holding sites have been identified:

1. **Inglin Dairy Farm, South Prairie (to be purchased by Pierce Conservation Dist)**
2. **Bellarmino High School, Tacoma**
3. **University Place Maintenance Yard, University Place**
4. **Washington Dept. of Fish and Wildlife's South Puget Sound Wildlife Area, Lakewood**
5. **Metro Parks Point Defiance Greenhouses, Tacoma**
6. **Lakewood Gardens, Lakewood**
7. **Washington State University Cooperative Extension, Puyallup**
8. **Clover Park Vocational Technical Institute, Horticulture Program, Lakewood**

All potential holding sites need to be evaluated for the following desirable features:

- 1/3 of the square footage in shade and 2/3 in sun
- vehicle access
- water availability
- a tool shed
- funding/staff/partners/volunteers currently dedicated to site
- security
- an acre of flat terrain

Sequence of Activities for a Plant Salvage Event

BEFORE A SALVAGE EVENT:

- 1. The identification & pursuit of salvage site locations is conducted.**
Through an automated communication system, Pierce County's Planning and Land Use Services (PALS) and the City of Tacoma's Building and Land Use Services (BLUS) would notify the Pierce County Native Plant Salvage (PCNPS) volunteer coordinator that land has been approved for clearing. A description of the land is given to this coordinator and any other information that would help the coordinator evaluate the site's suitability for plant salvaging.
- 2. The coordinator secures permission with landowner or developer and from them gets a signed waiver.**
- 3. The event is promoted on web and via other electronic and area media** (see *Appendix E* for collaborative and promotional venues).
- 4. Interested citizens sign up with volunteer coordinator.**
- 5. Salvage coordinator(s) prepare site, gather tools and paper-work.**

DAY OF THE EVENT

- 1. Coordinators arrive early, establish site entry and parking signage, set up Head Quarter's tent, first aid station, and lay out water, snacks and tools.**
- 2. Volunteers arrive, gather at Head Quarter's tent.**
- 3. Volunteers sign waivers.**
- 4. Salvage coordinator briefs volunteers on housekeeping, rules, use of tools, best salvage methods, and plants to salvage.**
- 5. Salvaged plants are carefully placed in vehicle.**
- 6. Volunteers & vehicles transport plants to holding sites where plants are unloaded, potted and 'healed' in.**

AFTER THE EVENT

- 1. Coordinator thanks volunteers (via e-mail).**
- 2. Salvaged plants are cared for at holding site to await distribution.**

ONGOING

- 1. Potential volunteers and community at large are educated.**

2. **Networking is continually taking place among builders and public agencies.**

Distribution of Plant Materials

Lead organizations get the first choice of salvaged plants in most cases, although volunteers can sometimes be allowed to dig for themselves as an incentive to participate.

Plants could be distributed in the following order:

1. Lead organization
2. Participating/supporting organizations
3. Non-profits and other partners
4. Volunteers

For distribution among volunteers, plants are available on a first-come, first-serve basis unless the salvage coordinator has agreed to share a percentage of the plants collected. Any group or volunteer that wants to use salvaged plants has to provide at least some volunteer help – e.g. participating in a salvage project, helping at holding facility, donating money or equipment.

APPENDIX A

People facilitating development of this proposal (and affiliation)

Jonathan Ashley, TCC student	253-853-3144
Eric Beach, Tacoma Power (Natural Resources)	253-502-8782
David Biek, WA Native Plant Society	253-565-5471
Aaron Cady, Metro Parks/Pt. Defiance Zoo&Aqm	253-591-5328
Stan Chapin, Tacoma Metro Parks, Pt. Defiance	253-404-3802
Helen Engle, at large	253-564-3112
Tanyalee Erwin, student	253-377-6032
John Garner, Tacoma Metro Parks/Nature Center	253-229-5966
Mary Sue Gee, Biology/Landscape Architect	253-531-5767
Thelma Gilmur, Tahoma Audubon	253-564-8210
Jayne Gordon, Pierce Stream Team	253-845-2973
Erica Guttman, Thurston Conservation District	360-704-7785
Heather Halabisky, Consultant/TCC instructor	253-927-4968
Scott Hansen, Puget Creek Restoration	253-779-8890
Jenn Joque, Bellarmine High School, Botanist	253-538-0220
Patricia King	253-588-3009
Monty Mahan, Pierce Conservation District	253-845-9787
Robert C. McCallum, Tahoma Audubon	253-564-2767
Ryan Mисley, Pierce County Envir. Services	253-798-4685
Scott Moore, Snohomish County Plant Salvage	425-388-6462
Victoria Olsen, Landscape Designer	253-759-5637
John Olson, Cascade Land Conservancy	253-209-1248
Jean Peterson, Tacoma Garden Club/Native Garden	253-549-2397
Donna Pitt, Bellarmine High School, Botanist/Math teacher	253-752-7701
Desiree Pooley, City of Tacoma Public Works	253-502-2126
Greg Rabourn, KCDNR/Native Plant Salvage	206-296-1923
Claudia Reidner, Tacoma Metro Parks/Conservatory	253-591-5330
Tom Sawyer, Firgrove Mutual Water	253-845-1542
Jim Senko, Senko Nursery	253-582-4024
Anna Thurston, Tacoma Public Utilities	253-502-8723
Katrina Weihs, Tahoma Audubon Society	253-565-9129
Marc Wicke, City of Tacoma, Tacoma Power	253-502-8196
Mary Williams, Tacoma Garden Club/Native Garden	253-564-0990
Jamie Wright, Architect,	253-565-5568
Cindy Young, King County Native Plant Salvage	206-296-8065

APPENDIX B

Plant Salvage Programs in Other Counties

King County

News Release

With the help of 4,270 dedicated volunteers like Val Moore of Issaquah, King County has salvaged nearly 40,000 native plants, replanted close to 80,000 native plants and saved the county more than \$450,000.

"Volunteering makes me feel that individuals can still make a difference in this world," said Moore. "Little did I realize what a huge impact this program would have on my life."

King County will celebrate the 10-year anniversary of its Native Plant Salvage Program by honoring Moore and four other long-time volunteers with Earth Hero Awards at Redmond Ridge, Saturday, Dec. 7, at 9 a.m.

"These volunteers are critical to our success in saving plants from sites slated for development," said King County Executive Ron Sims. "Not only do volunteers give these plants new life by replanting them along our streams to help salmon and natural habitat, but these volunteer efforts save King County money."

Recognizing the volunteers' vital role in the Salvage Program, Sims will honor five program team leaders – Moore, Janka Hobbs, Richard Tinsley, Rick Thompson, and Janet Wall – who have provided guidance, supervision and instruction at plant salvage sites for years. Many of these volunteers and their families have been involved with the Native Plant Salvage Program since 1992.

"Where else can you play with plants, get muddy, and feel useful all at once," said Hobbs, an Issaquah resident. "Also, the kids could be involved, even when they were little."

The cost-effective Salvage Program is staffed largely by volunteers. Beginning in 2003, the program will become completely funded by the sale of plants to users, saving King County even more money. Because of its success, the Salvage program serves as a model for other jurisdictions, including Kitsap, Thurston, Snohomish, Pierce counties, and various locations in British Columbia.

Since its inception in 1992, the Native Plant Salvage Program has effectively promoted the King County Department of Natural Resources and Park's mission to protect and conserve the environment. The purpose of the program is to:

- Provide locally adapted and genetically distinct plants for a growing number of habitat restoration projects and drainage projects conducted in sensitive areas.

PIERCE COUNTY NATIVE PLANT SALVAGE PROGRAM PROPOSAL

- Provide plants at a reasonable cost to county projects.
- Salvage and recycle a resource that would otherwise be destroyed.
- Provide opportunities for volunteer involvement in a program that would provide real benefits to county programs.
- Educate the public about watershed health and the use of native plants in revegetation efforts.

As salvaged plants are adapted to local soil and climatic conditions, their survival rate on restoration sites is higher than imported plants. These plants are used in re-vegetating streambanks and wetlands to help control erosion, filter pollutants, and provide food and shelter for wildlife.

"Redmond Ridge is a fitting place for the awards ceremony because we've held more salvages there than any other location," said Community Stewardship Specialist Greg Rabourn. Created by Quadrant Corp., Redmond Ridge is a 1,046-acre planned community east of Redmond expected to provide 1,500 single-family homes, patio homes, condominiums and apartments. More than 60 percent of the total area is preserved as open space for parks, meadows, wetlands and trails with native landscaping.

To learn more about the 10-year anniversary salvage on Dec. 7 at Redmond Ridge, or for more information on participation in other salvages, call Community Stewardship Specialist [Greg Rabourn](#) at (206) 296-1923. Reasonable accommodations for people with disabilities will be provided upon request.

TTY: 1-800-833-6388.

For more information about the Native Plant Salvage Program, or to volunteer at the holding facility, contact Ecologist [Cindy Young](#) at (206) 296-8065.

Thurston County

The Thurston County Native Plant Salvage Project was initiated in 1994 to involve Thurston County residents in protecting water resources and improving wildlife habitat in Southern Puget Sound. Thirty advisory committee members representing over 15 non-profit organizations, private businesses, real estate developers, local governments, state agencies, and private citizens, are volunteering in a unique partnership to sponsor the program.

The Native Plant Salvage Project's goal is to collect native plants from land scheduled for development, care for the plants, then replant the salvaged vegetation on sites where water quality and wildlife habitat has been compromised. The salvaged plants are used to create buffers along streams and wetlands and in residential landscapes.

In addition to the salvaging activities, a series of workshops, lectures and field experiences are offered. These activities teach residents how to identify, responsibly salvage, and successfully use native plants to protect water quality by reducing toxic chemical use, improve wildlife habitat, and reduce landscape maintenance cost and effort. We welcome new information on the identification, propagation and landscape use of native plants.

Snohomish County

The Native Plant Program works with volunteers to save native plants prior to land development and relocates those plants to other places within the county. Plants are typically relocated to riparian areas (streambanks) to improve water quality and fish habitat.

Grays Harbor

The Native Plant Salvage Project's goal is to collect native plants from land scheduled for development, care for the plants, then replant the salvaged vegetation on sites where water quality and wildlife habitat has been compromised. The salvaged plants are used to create buffers along streams and wetlands and in residential landscapes.

In addition to the salvaging activities, a series of workshops, lectures and field experiences are offered. These activities teach residents how to identify, responsibly salvage, and successfully use native plants to protect water quality by reducing toxic chemical use, improve wildlife habitat, and reduce landscape maintenance cost and effort. We welcome new information on the identification, propagation and landscape use of native plants

Kitsap County

A new plant salvage program takes root as part of a restoration project at Poulsbo's Sandamar Farm.

The loud speaker from a horse show boomed "Walk," "Canter," and "Trot" on Saturday morning at Poulsbo's Sandamar Farm. On the other side of the pasture, a streamside replanting project was under way — the first for Kitsap County's Native Plant Salvage Program.

Julie and Reg Gelderman own Sandamar, a 10-acre equestrian center. The Geldermans recently approached the Kitsap Conservation District for environmental advice before adding an indoor arena to their facility. KCD Resource Planner Steve Heacock advised the Geldermans about services and improvements, such as a stormwater retention pond and fencing. Heacock also suggested that Kitsap's new plant salvage program could revitalize the exposed western bank of the Gamble Creek tributary that passes through Sandamar Farm.

"We had done some clearing," Julie Gelderman said, "and Steve said, 'Why don't we put back some of the native plants?' We wanted to take it back to its natural state as much as possible. I wanted to make sure there wasn't harm to ecology or environment, so I said, 'That's wonderful. Let's go ahead and do it.' "

Sandra Jacobson, the Native Plant Salvage program's coordinator, saw Sandamar as a

**PIERCE COUNTY NATIVE PLANT SALVAGE
PROGRAM PROPOSAL**

perfect first project.

"The goal of the program is to salvage native plants from sites that are being developed and then plant them in riparian buffers to provide food and habitat for fish and wildlife," she said.

So, Heacock designed Sandamar's stream restoration plan using salvaged plants set aside on a .33-acre site donated by the Forestry Division of Bremerton Public Works and Utilities.

On Saturday, NPSP's eight workers covered 500 feet of stream bank with plants, including recycled quaking aspen, Douglas-fir, evergreen and deciduous huckleberries, salmonberry and sword fern.

Among the volunteers was Bainbridge Island's Brian Fish, a computer specialist.

"It's really an effort to preserve some of the natural environment we have around us, which disappears so quickly these days," he said.

The natives planted along the banks will prevent silt runoff that could smother fish eggs. They also will shade the tributary for coldwater fish downstream. Kitsap streams and the near-shore habitat support Puget Sound Chinook and Hood Canal summer chum, as well as Kitsap County Coho, cutthroat, steelhead and Chinook.

The recycled plantings also will help stream insects uphold their part of the salmon cycle.

"People may overlook stream insects but they're vitally important to survival of our fish," said Jacobson, who developed Kitsap's program, which is funded by grants, while at Evergreen College.

"Without having them upstream to shred leaves, they won't have organic matter and stream insects downstream to feed the salmon and trout," she said.

Jacobson said the Native Plant Salvage Program is about more than salvaging plants.

"It demonstrates to Kitsap County residents the value of native plants in benefiting the life cycles that start at the water's edge and affect living things within the larger riparian habitat.

"Native plants are the gems of Kitsap County."

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APPENDIX C

Detailed Salvage Guidelines

Flat-bladed gardening spades, files, burlap bags (to hold moist mulch), and hand-clippers (for pruning stubborn roots) are the key tools for salvaging. Burlap bags can be donated by local coffee companies. Wheelbarrows and “ferny gurneys” (stretchers made out of burlap sacks and bamboo poles) are used to transport the plants. The five steps to successfully salvaging a plant are: finding the right plant, preparing the plant, digging the plant, transporting the plant and tending the plant.

FINDING THE RIGHT PLANT Ideal candidates are plants that can withstand transplantation and grow quickly once replanted. Plants growing in disturbed areas are especially suited to salvaging as they have developed an extensive root system to survive. The ideal plant has a shallow, compact root system, tolerates a broad range of habitat conditions, and is adapted to disturbance.

PREPARING THE PLANT Flat-nosed gardening spades should be sharpened before each salvaging excursion. Cutting roots cleanly is critical to a successful salvage. Clear the leaves and twigs from around the plant’s trunk or stem. Shrubs can be pruned back somewhat if they have a few long branches (over four feet). Sword fern fronds can be pruned to half their length. Have a wet burlap sack nearby filled with moist leaf matter and other mulch.

DIGGING THE PLANT Dig in a circle at least eight inches from the stem, or one foot from the trunk if it is a large shrub or seedling (three or more feet high). Gently work the spade under the plant’s roots and lift the root ball out on the shovel blade. Move the rootball into a moistened burlap sack as soon as possible since the roots begin drying out almost immediately. Be especially careful to keep the roots moist on cold, dry days. Take several shovels full of the native soil along with the plant as there is a symbiotic relationship between the roots and the microorganisms in the soil.

TRANSPORTING THE PLANTS Put three or four plants in each burlap sack. Once you have a few bags full, they can be carried to your vehicle with a “ferny gurney.” The plants are then taken back to the holding facility where they will be potted

TENDING THE PLANTS Upland species are potted, watered and placed in capillary beds. A few species, like cedar or sword fern, can be placed directly in a bed and the root ball covered with mulch. Wetland plants can be placed in plastic swimming pools. All plants need to be watered diligently during the dry season.

APPENDIX D

Equipment, Tools and Materials

(short term[*] & long term[**])

- List of items for central administration
 - Computer with:
 - word processing (MS Word)
 - spreadsheet (MS Excel)
 - e-mail
 - web software
 - internet interface
 - Paper/Ink
 - Printing budget

- List of all necessary equipment and tools for salvaging plants
 - *tent/table/snacks for salvage events (to get out of the rain)
 - *vehicle(s) to transport plants from salvage sites to storage
 - **periodic use of tree spade (max size?)
 - *X# shovels (specify types & number of each)
 - *Y# gloves (bulk order - Atlas has good price on BEST product)
 - *wheel barrows/Transport carts
 - *burlap
 - **tree baskets
 - *small flags/surveyor ribbon
 - */**stakes and mallet
 - **guy wire
 - *rope
 - *transport tarps
 - **replacement fund
 - *write in the rain clip boards
 - **hard hats?
 - *misc. supplies (pencils, markers, poster board...)

- List of materials needed at holding facilities
 - *soil (how much?, what type?)
 - *mulch (how much?, what type?)
 - *pots (sizes and quantities)
 - *hoses & hose attachments (#, lengths, and other specifics)
 - **weed barrier/shade fabric
 - *water (verify who's going to pay the bill)
 - **replacement fund

Responsibility for work tool upkeep and/or replacement

Ownership of equipment, tools, materials purchased for PCNPS events

APPENDIX E

Salvage Program Collaboration and Promotional Venues

Any plant salvage program depends on the coordination and communication between an array of community groups and agencies. Developers need to be aware that such a program exists. They need to know who to contact when they are ready to excavate a site. Volunteers need to be contacted and organized to dig up the native plants from the site. Educational activities about native plant identification and salvaging need to be coordinated and advertised. Web sites, literature, community calendars, and newsletters all play a role in promoting such a program. Below are some specific venues already in place or ready to be put into place that would advertise all aspects of a Plant Salvage Program.

- ◆ **Pierce County Native Plant Salvage Web Site – A core tool**
 - List service postings of salvage sites/plants available
 - Calendar of salvage & education events
- ◆ **Coordination with City of Tacoma BLUS & Pierce County PALS**
 - Each agency might consider a web site promotion/link to PCNPS
 - Agencies might include plant salvage information in developer's permit application materials
 - Support from agency inspectors/others - word of mouth
- ◆ **Developers & Landscape Architects via**
 - Presentations by PCNPS staff/Tech Adv comm.
 - PCNPS/Sponsors literature available for distribution
 - PCNPS/Sponsors awards program/public recognition
 - Sponsors provide other incentives
- ◆ **City & PC Public Works: site promotion/link to PCNPS web**
- ◆ **Other Utilities (Water/Power/Sewer): site promotion/link to PCNPS web**
- ◆ **Pierce Stream Team: site promotion/link to PCNPS web + Newsletter**
- ◆ **WSU Master Gardeners: site promotion/link to PCNPS web**
- ◆ **Metro Parks/Activity calendar**
- ◆ **Regional & Local Non-profit Newsletters/Web sites**
 - Native Plant Society (South Sound Chapter)
 - Washington Native Plant Society List Server
 - Tahoma Audubon Society
 - Citizens for a Healthy Bay
 - People for Puget Sound
 - Puget Creek Restoration Society
 - Puget Sound Water Quality Action Team
- ◆ **Local Media (use automated PSA's)**
- ◆ **School Districts:**
 - Provide PCNPS literature to lead Administrators (get buy-in)
 - Participate in School District design review (Steering comm.)
 - PCNPS/Sponsor awards program/public recognition
 - Sponsors provide other incentives?