

**2014 EDWARDS AQUIFER AUTHORITY
PROGRAM MANAGEMENT WORK PLAN AND BUDGET**

Section 2.2 of the Funding and Management Agreement (FMA) assigns “general management and oversight” of the Edwards Aquifer Habitat Conservation Plan (EAHCP) to the Edwards Aquifer Authority (EAA); and §5.6.5 of the FMA allows for use of EAHCP funds to fund EAA administrative costs and employee salaries, so long as all incurred costs and salaries are 100% related to “general management and oversight” of the EAHCP.

Long-term Objective: To manage and oversee day-to-day operations and administration, in coordination with the Applicants, of the EAHCP; resulting in a valid and continued Incidental Take Permit (ITP) from the United States Fish and Wildlife Service (USFWS) for designated Covered Activities. Additionally, to prepare for and gather information to be used in the Phase II Strategic Adaptive Management decision-making process.

Project Management in 2014 will encompass all tasks/projects detailed in the sections below. EAHCP staff will also coordinate/facilitate work outlined in the 2014 Ecological-Modeling, Biological Monitoring, Refugia, Applied Research and Regional Water Conservation Program work plans. EAHCP staff will work to secure alternate funding sources. Additionally, EAHCP staff will execute duties assigned to the Program Manager in the FMA, oversee the implementation of the EAHCP, process and pay all invoices and mitigation reimbursements, maintain financial records, participate in the 2015 work plan process, serve on the ASR Advisory Committee and Regional Water Conservation Advisory Committee, oversee contract tracking and compliance, prepare meeting agendas and minutes, coordinate public outreach initiatives, maintain the EAHCP.org website, prepare the annual report to USFWS, and facilitate the acquisition of U.S. Army Corps of Engineers (USACE) and Texas Parks and Wildlife Department (TPWD) permits.

Routine and Non-routine *Adaptive Management Program (AMP)* decisions are defined in Article 7 of the FMA and HCP staff will continue to manage that process and coordinate resulting adopted modifications. The process for this facilitation and adoption is outlined in the EAHCP AMP Memo presented to the Implementing Committee on January 17, 2013. EAHCP staff will also serve as a liaison to USFWS in the AMP process. Additionally, EAHCP staff will continue to prepare necessary information to support the Phase II Strategic AMP decisions in Year 7 of the permit.

USACE and TPWD Permitting: The current USACE permits for San Marcos and New Braunfels do not have a specific term but are valid through at least 2014 and the process to renew/amend is dependent on the inclusion of new/unpermitted mitigation projects or changes to permit requirement by USACE. Public Stocking, Exotic Species, and Sand & Gravel permits from TPWD have permit terms that will require continuous renewal over the duration of the ITP. Texas Historic Commission (THC) permits are valid for the term of the EAHCP, with the exception of new/unpermitted mitigation that will need to be considered. The EAHCP staff will continue to assist applicants with any permitting requests they may have.

EAHCP staff will continue to work with the *Science Committee* to facilitate review of annual work plans and applied research methodologies, address issues forwarded by the Implementing Committee or Stakeholder Committee, and review required by the AMP process.

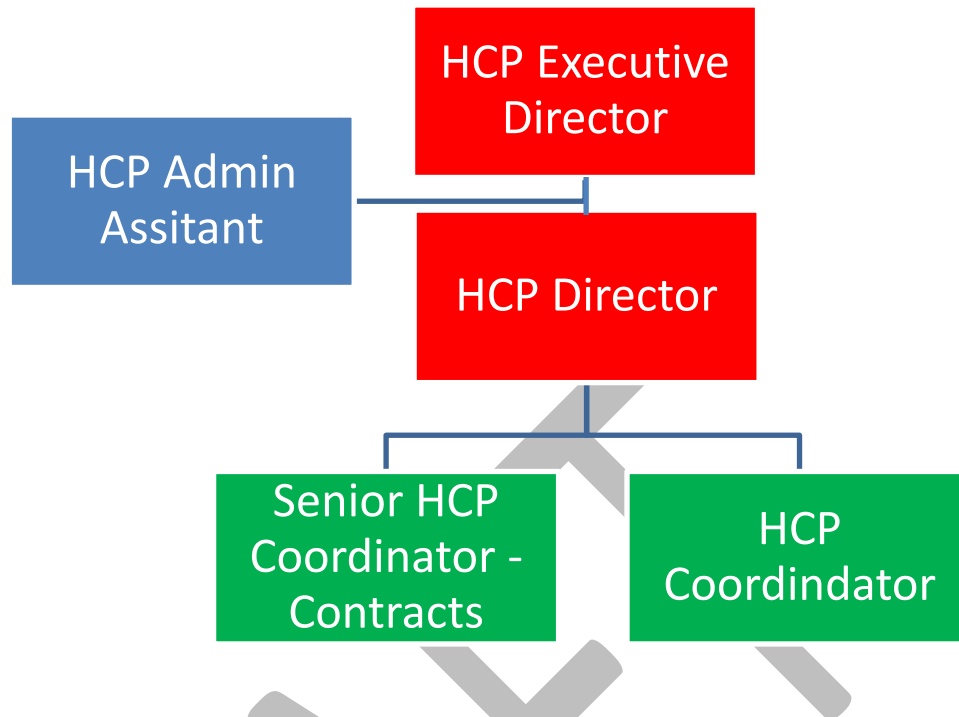
Initial conversations with the National Research Council (NRC) in regards to the formation of the *Science Review Panel* (SRP) occurred in April 2013, with all indications representing a willingness by the NRC to participate. The first two meetings of the SRP were contemplated to occur in 2014; however, the NRC is recommending a meeting in 2013 to facilitate the timeline desired by the EAHCP. Actual meeting dates and frequency will be established by the timeline in the contract between EAA and the NRC. Regardless of date of occurrence, the first meeting of the SRP will be an introductory meeting and will focus on the requirements of the EAHCP, general overview of the Covered Species science to date and role the SRP will serve within the EAHCP. The initial work of the SRP will focus on the review of the ongoing Ecological Model development, applied research activities, components and results of the Biological Monitoring, water quality program data and any specific requests generated by the SRP at the first meeting. To the extent practicable, meetings of the SRP will be open to the public.

Issuing/Managing Contracts for other Applicants per Funding and Management Agreement (FMA) §5.6.5: The FMA requires the Program Manager to issue and manage mitigation contracts of other Applicants, in the event that the responsible Applicant receives the competitive bid to conduct the mitigation. Depending on the number and scope of contracts fitting this requirement, the EAHCP team may require one additional employee in 2014.

EAHCP staff will compile the *Annual Report to the United States Fish and Wildlife Service* (USFWS) that is due by March 31, 2014. The Annual Report is the document that USFWS will rely on to determine overall compliance with the EAHCP. The content of the report will focus primarily on stating achieved compliance with the EAHCP, including: results of the Biological Monitoring program, water quantity and quality data/compliance, and progress on required mitigation and flow protection measures.

Staffing in 2014

Other than the possibility of one additional employee as described above and a retiring Executive Director, no additional staffing changes are anticipated. Additionally, all positions have been renamed as identified below in the Organizational Chart to adhere with the EAA employment structure.



Budget

The staffing expenses for 2014 are set out in the table below.

Salaries	\$372,632.00 ¹
Fringe/Benefits	\$104,650.59
COLA/Merit Increases	\$20,992.41
Total	\$498,275.00

The following tables set out the estimated HCP Project Administration budget for 2014.

	2014
Program Administration	\$750,000
Science Review Panel	\$50,000
Total Available Budget	\$800,000

¹ Not to exceed; may be less than.

	2014
Staffing ²	\$498,275.00
Public Outreach/Education	\$3,000.00
Meeting Expenses ³	\$15,000.00
Travel	\$4,000.00
Operating Supplies	\$2,000.00
Professional Development / Memberships	\$2,000.00
Printing	\$2,000.00
Professional Contracted Services (PCS)	
PCS - Support ⁴	\$137,725.00
PCS - Science Review Panel	\$50,000.00
PCS - Adaptive Management Program ⁵	\$75,000.00
PCS – Historic/Archeological Consultation ⁶	\$11,000.00
Total Expenditure	\$800,000.00

Science Review Panel Budget – The budget for the activities of the Science Review Panel was estimated at \$50,000 for 2014 in Table 7.1 of the EAHCP; and this estimated cost is represented in this work plan. However, after initial negotiations with the NRC, it appears that additional funds will be needed to secure NRC deliverables in 2014. As these costs are established through the contract negotiations with NRC, the Implementing Committee will be updated. Additionally, actual costs will have been established prior to submittal of the EAA 2014 Funding Application.

² Staffing expenses subject to change based on EAA HR benefit analysis

³ Science Committee travel. Implementing Committee and Stakeholder Committee meetings

⁴ Research, Support, Consulting, Science Committee Stipend, Contingency

⁵ The program manger has authority up to \$50,000 for Adaptive Management implementation

⁶ Ama Terra contract for THC or archeological survey or consulting