

FINAL

SAUSAL CREEK WATERSHED ACTION PLAN

PREPARED FOR
THE FRIENDS OF SAUSAL CREEK

PREPARED BY
STOTT PLANNING ASSOCIATES

28 JANUARY 2000

**THE SAUSAL CREEK WATERSHED ACTION PLAN
IS MADE POSSIBLE BY A GENEROUS GRANT FROM
THE RIVER NETWORK**

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1.0 INTRODUCTION

1.1 PLAN PURPOSE AND GOALS

The Sausal Creek Watershed Action Plan provides a set of actions relating to natural resources, education, water quality, recreation, advocacy, and organizational development. These actions are intended to help focus and guide the volunteer outreach and restoration activities of the Friends of Sausal Creek (FOSC), a volunteer organization dedicated to the preservation and enhancement of the Sausal Creek Watershed in Oakland, California.

Priority actions, to be accomplished over the next five years, were identified during workshops with the FOSC. These priority actions clearly define the short-term focus of the FOSC – to increase participation in and funding for the organization so that it may expand its presence in the community, continue its successful outreach and restoration efforts in the Sausal Creek Watershed, and achieve the ultimate vision of a riparian corridor from the hills to the bay.

The six goals that guide the actions of the FOSC are:

NATURAL RESOURCES

Protect, enhance, and restore the natural resources of Sausal Creek and the Watershed.

EDUCATION

Enhance community awareness and stewardship of the Sausal Creek Watershed while fostering an understanding of watershed resources and water quality.

WATER QUALITY

Improve water quality in Sausal Creek to protect human and animal health and assure natural resource viability.

RECREATION AND PUBLIC USE

Provide opportunities for experiencing and enjoying Sausal Creek and the parks in the Watershed that are compatible with the protection of natural resources.

ADVOCACY

Act as an advocate for Sausal Creek at the city, county, and state level.

ORGANIZATIONAL DEVELOPMENT

Assure that the FOSC is an effective, self-sustaining, representative community effort by broadening, diversifying, and increasing membership and participation.

1.2 PLAN ORGANIZATION

The Sausal Creek Watershed Action Plan is organized into five sections:

CHAPTER 1.0: INTRODUCTION

This chapter discusses the purpose of the Action Plan and the goals that guide the future actions of the FOSC. This chapter also provides the FOSC Mission Statement and the 25-year vision for the Sausal Creek Watershed. Also discussed in this chapter are plan implementation, revision, and update and the relationship between this plan and the City of Oakland General Plan.

CHAPTER 2.0: BACKGROUND AND HISTORY

This chapter provides an overview of the Sausal Creek Watershed and its natural resources. It also includes the history of the FOSC, and the group's accomplishments to date.

CHAPTER 3.0: ISSUES AND OPPORTUNITIES

This chapter discusses the key issues and opportunities identified during the planning process.

CHAPTER 4.0: SAUSAL CREEK WATERSHED ACTION PLAN

This chapter includes all of the actions that the FOSC intends to accomplish in the Watershed. Actions fall into six categories: Natural Resources, Education, Water Quality, Recreation and Public Use, Advocacy, and Organizational Development. Priority actions to be accomplished in the next five years are identified in this chapter. Implementation of these priority actions is discussed in Chapter 5.

CHAPTER 5.0: FIVE-YEAR IMPLEMENTATION PLAN: PRIORITY ACTIONS AND STRATEGIES

This chapter includes a detailed discussion of the Priority 1 Action Items, including the key tasks required to implement these actions, potential partners, timing, and other guidelines for implementation. Priority 1 actions are intended to be initiated immediately. Priority 2 and 3 actions are also included in this chapter and are intended to be completed within the next five years. Action priorities were determined based upon the input from the participants at an Action Plan workshop in October 1999.

The Appendix includes handouts from each of the three public meetings and summaries prepared following each meeting.

1.3 PLANNING PROCESS

The planning process was generously funded by a grant from the River Network, an Oregon-based non-profit organization. The River Network's mission is "to help people organize to protect and restore rivers and watersheds". The River Network's long term vision is "to establish vigilant and effective citizen organizations in each of the 2000 major watersheds in the United States".¹

The planning process began in September 1999 and was organized around a series of three public workshops with the FOSC. The first workshop was held on September 15, 1999 and included a discussion of the FOSC's accomplishments over the past three years; key Watershed and organizational issues and opportunities; and a 25-year vision for the Sausal Creek Watershed.

The second Action Plan workshop was held on October 20, 1999. At this meeting participants were asked to comment on the draft FOSC Mission Statement and the 25-year vision for Sausal Creek.

¹ River Network, Starting Up: A Handbook for New River and Watershed Organizations

Meeting participants were also asked to brainstorm potential partners and review the five-year goals and subgoals for the FOSC.

The third Action Plan workshop took place on October 30, 1999. At this workshop participants were asked to review the specific actions to be undertaken by the FOSC. The proposed actions were developed from the issues and opportunities discussed at the previous two workshops. Actions fall into one of six categories – natural resources, education, water quality, recreation, advocacy, and organizational development. Meeting participants were asked to identify any additional actions they felt would help the FOSC to accomplish its mission and to identify top priority actions.

The Draft Action Plan was presented to the FOSC for review and comment on December 15, 1999. The document was also available for review on the FOSC website (<http://www.aoinstitute.org/sausal/>) and via e-mail. Comments received on the Draft Action Plan were incorporated into this Final Action Plan in January 2000.

The planning process was documented monthly in the Friends of Sausal Creek newsletter and was also periodically reviewed on the FOSC website.

1.4 MISSION STATEMENT

The following mission statement is, with minor exceptions, the original mission statement adopted by the FOSC in 1995:

The mission of the Friends of Sausal Creek is to promote awareness and appreciation of the Sausal Creek Watershed, and to both take and inspire action to restore, preserve, and protect the creek and its Watershed as a natural and community resource.

1.5 A 25-YEAR VISION FOR THE SAUSAL CREEK WATERSHED

The following vision statement was developed based upon the results of a brainstorming session with Action Plan workshop participants. Workshop attendees were asked to imagine what the creek, the Watershed, and the surrounding community might look like in the year 2025 if the efforts of the FOSC are successful.

It is the year 2025 – a trail meanders along the edge of Sausal Creek extending from the creek's headwaters to the Oakland Estuary. Sausal Creek unites diverse communities on its journey to the Estuary and its beauty is due in large part to the enhancement efforts undertaken by the creek's committed group of advocates - residents, community groups, businesses and public agencies. The natural landscape has been restored in many places and lush native vegetation extends into the urban fabric from the banks of the creek. The creek is the pride of the community and activities and businesses turn towards the creek – using it as a living laboratory for students, a focal point for gatherings, and an example of what successful community involvement can create.

The water is clean and clear, fish have returned to the creek, and local wildlife travel along the riparian corridor. Creekside parks provide places for the community to view birds and wildlife, hear the running water, splash in the creek, and enjoy a quiet moment in nature. Restoration efforts have increased the native biodiversity in the Watershed and many of the plants used in the restoration of the riparian corridor are native to the Sausal Creek Watershed.

Inspiring and leading much of this restoration is the Friends of Sausal Creek, a diverse group of volunteers, dedicated to the ongoing care and improvement of the creek and Watershed. Working in partnership with schools, community groups, local businesses, and public agencies, the Friends' carry out their mission of educating the community about water quality, natural resources, and stewardship while simultaneously preserving, protecting and enhancing Sausal Creek and its Watershed for the enjoyment of future generations.

1.6 PLAN IMPLEMENTATION

The Sausal Creek Watershed Action Plan is a living document, intended to guide the future actions of the FOOSC. The Plan identifies three types of actions – Priority 1, Priority 2 and Priority 3 Actions. The Priority 1 actions should be undertaken immediately, if possible. Each action will require an individual or group of individuals to be responsible for implementation of the action. All actions will require a separate detailed strategy to identify the key steps, timelines, and responsibilities necessary to implement the action.

1.7 PLAN REVISION AND UPDATE

The actions and priorities set forth in the Sausal Creek Watershed Action Plan should be reviewed on an annual basis. Completed and in-progress actions should be noted; and any new actions not included in the Plan should be prioritized and added to the plan. Priority 1 actions that have not yet been implemented should be considered for implementation. Action Plan priorities should also be reviewed to assure that the actions that are essential to watershed health and organizational development are implemented.

1.8 CITY OF OAKLAND GENERAL PLAN

The City of Oakland's General Plan Open Space, Conservation and Recreation Element contains many goals and policies that pertain to creeks and open space protection and enhancement. The General Plan also includes specific recommendations for Sausal Creek. Many of the General Plan goals and policies are reflected directly in the goals and actions of the Sausal Creek Watershed Action Plan and the Action Plan is intended to be compatible with the City of Oakland General Plan.

2.0 BACKGROUND AND HISTORY

2.1 THE SAUSAL CREEK WATERSHED

The Sausal Creek Watershed encompasses 2,656 acres in Oakland, California. The headwaters of Sausal Creek arise in the Oakland Hills and the creek flows through the city, discharging into the tidal canal that separates the island of Alameda from Oakland; the creek ultimately flows into San Francisco Bay. For approximately half its length, Sausal Creek forms a lush, seemingly natural riparian corridor, unique in this highly urbanized area. For the remainder of its length the creek is mostly culverted or channelized. Although approximately twenty percent of the Watershed remains as open space, the Watershed is an urban one – ranging from low-density residential development in the hills to a dense mix of commercial and residential uses in the lower reaches of the Watershed. The Watershed is home to approximately 80,000 residents of diverse backgrounds and cultures – African Americans, Asian Americans, European Americans, Latinos, Pacific Islanders, and Native Americans.

The Watershed is also home to a diverse assemblage of plants and animals. Recent surveys have catalogued over 250 plant species and nearly 80 bird species inhabiting the riparian corridor and uplands. However, this ecosystem has been altered over time and its present condition bears little resemblance to that of the past. Terrestrial and aquatic systems that were once integrated are now dissociated and fragmented by human activities such as logging, urbanization, and fire suppression. Consequences of these human activities include the alteration of the geomorphic processes that shape Sausal Creek; changes in plant communities and the process of plant succession; and an overall loss of biodiversity.

Not only has the Watershed's urbanization resulted in habitat loss, but the Watershed's native diversity has been replaced, in many areas, by exotic species – Algerian and Cape ivy displace native gooseberry and wild rose in the riparian corridor; Eucalyptus and Monterey pine now grow where productive grasslands once clothed the hillsides; European starlings and rock doves occupy habitat once belonging to meadowlarks and burrowing owls. Nonetheless, native black phoebes and Wilson's warblers still make use of Sausal Creek; dogwood and scarlet monkeyflower can occasionally be found growing along its banks; backswimmers still live in its pools; and damselflies hover above its waters.

Over the past four years, one of the primary goals of the FOSC's Watershed restoration efforts has been the enhancement of native biodiversity. Invasive exotic species have been removed from the creek's banks and Watershed hills, providing the space for native species to grow once again; and portions of the creek are being restored to their natural geometry. These changes provide a renewed diversity of native habitat that is likely to result in an overall increase in native biodiversity. Birds, amphibians, and fish no longer or rarely seen in the Watershed will return. As the lower reaches of the creek are daylighted, the Watershed's human inhabitants will benefit as well, once again having a quiet place full of birds and plants to provide a respite from the pressures of urban life.

2.2 FOSC HISTORY AND ACCOMPLISHMENTS

Founded in 1996, the FOSC is a community partnership dedicated to environmental stewardship of the Sausal Creek Watershed and an ultimate vision of a riparian corridor linking the hills and the Bay. The Friends is a group of residents, teachers, students, merchants, and elected officials working together with the City of Oakland, Alameda County and the Aquatic Outreach Institute (AOI) to improve the Sausal Creek Watershed.

The FOSC is one of two community-based creek preservation organizations established through the Watershed Awareness Program of the Alameda County Flood Control and Water Conservation District. The Watershed Awareness Program is designed to help the community become responsible stewards of their own creeks and watersheds and, in the process, help the County improve water quality. The County was assisted in the formation of the FOSC by the City of Oakland's Department of Environmental Services, the City department responsible for creek improvement and education; and by the AOI, a non-profit organization dedicated to creek and watershed education and outreach. The process of forming the FOSC began with a series of public meetings in the vicinity of Sausal Creek. Over 60 people attended the first meeting, at which goals and actions were developed, and the FOSC was born.

Since its founding, the 100-plus FOSC volunteers have committed over 10,000 person-hours to improving and enhancing the Sausal Creek Watershed; educating the community on the importance of watershed protection; expanding the organization and its capabilities; improving habitat and water quality; and improving recreational access to the Watershed. A sampling of the specific accomplishments of the FOSC is included below:

NATURAL RESOURCE AND CREEK RESTORATION AND ENHANCEMENT

- Native Plant Demonstration Garden and Creek Restoration Project (30,000 square feet)
- Exotic Species Removal
- Native Plant Cultivation
- Redwood Grove Planting
- Oak Grove Restoration
- Creek Cleanups
- Monitoring Program Database
- Team Leader Training
- Propagation Workshops
- Wilmont-Sweeney Greenhouse Project
- Water Quality Monitoring that Resulted in Repair of Sewer Leaks
- Purchase and Resale of Redwood Trees for Christmas Trees with January Tree Planting in Dimond Park

RECREATION AND PUBLIC USE

- Park Boulevard Trail and Trailhead Construction
- Bridgeview Trail Construction
- Doggie Bag Dispensers and Trash Cans - Installation and Ongoing Maintenance
- Signage Installation
- Constructed Stone Circles for Seating
- Increased Recreational Use of the Watershed
- Increased Access to Formerly Inaccessible Areas (27th Street)

EDUCATION

- Involvement with Programs and Projects in Local Schools
- Watershed Tours for Local Colleges, Universities, and the General Public

PUBLIC OUTREACH

- Friends of Sausal Creek Website
- FOSC List Server
- Sausal Creek Brochure – English and Spanish
- Gardeners Guide to the Sausal Creek Watershed
- The Sausal Creek Watershed: A Cultural and Natural History
- Monthly Newsletter
- T-shirts
- Special Events:
 - Creek-to-Bay Day (1996, 1997, 1998)
 - Earth Day/Oakland's Earth Day Festival (1996, 1997, 1998, 1999)
 - Winter Solstice Celebration (12/97)
 - Volunteer Monitoring Workshop (2/98)
 - Demonstration Garden Party (5/98)
 - Day of the Dead Festival (11/98, 11/99)
 - Great Green Sweep (5/99)
 - Festival de la Familia (6/98, 6/99)
 - Open Garden Days (5/98, 5/99)

ORGANIZATIONAL AND ADVOCACY

- Friends of Sausal Creek Bylaws and Steering Committee
- Alliance with Friends of Oakland Park and Recreation Enabling Friends to Accept Donations
- Worked with City of Oakland to Add Two Parcels to Park
- Helped Draft Oakland's New Creek Ordinance
- Successful Fund-raising
- Documented History of the FOSC
- Successful Alliances with Other Organizations – Girl Scouts, Boy Scouts, Youth for Environmental Service, Bicycle Groups, etc.
- Worked Closely with the City of Oakland and Alameda County
- Involvement with the Sewer Replacement Project

MONTHLY ACTIVITIES

- Bird Monitoring
- Water Quality Monitoring
- Aquatic Insect Sampling
- Workdays
- Meetings

GRANTS AND DONATIONS

- California Department of Water Resources – Erosion Control, Bridgeview Meadow
- River Network – Watershed Action Plan
- Power Bar DIRT Program – Bridgeview Trail
- Conservation Fund – Bridgeview Trail
- California Trails and Greenways Fund – Bridgeview Trail
- Alameda Countywide Clean Water Program – Signs in Demonstration Garden
- National Park Service's Rivers, Trails and Conservation Assistance Program – History Booklet
- California Coastal Conservancy – Gardener's Guide
- U.S. Fish and Wildlife Service's San Francisco Bay Program – Riparian Restoration

- Aquatic Outreach Institute – Organizational and Administrative Support

PUBLICITY

- Monthly MacArthur Metro Column
- Occasional Montclairion Articles
- Nickelodeon Spot
- Eastbay Express Article
- Calendar of Events Listings in Multiple Publications

3.0 ISSUES AND OPPORTUNITIES

The FOSC has achieved a tremendous amount in the four years since its founding. One of the key achievements is the perspective the group has gained regarding what has been accomplished; what remains to be accomplished; and the issues and opportunities associated with achieving future accomplishments and, ultimately, the FOSC's mission.

One of the first steps in the planning process for this Action Plan was brainstorming issues and opportunities. Many of these were translated into action items and are included in this Action Plan. In addition, several issues came up repeatedly and are, as yet, unresolved. Key issues and opportunities include:

NATURAL RESOURCES

Key natural resource issues identified at the public workshops include the need to promote the use of native plants and to eradicate invasive non-native plants; the need to increase the FOSC's understanding of Watershed resources; and the need to daylight the creek in order to achieve the 25-year vision. Unresolved natural resource issues include establishing a realistic definition of restoration for Sausal Creek and its Watershed, and determining acceptable types and intensities of public use that are compatible with the natural resources of the Watershed.

Over the past four years FOSC volunteers have directed their efforts towards removing invasive exotic plants from and planting native species in Dimond Park Canyon with the goal of enhancing biodiversity in this area. During the course of preparing the Action Plan, some members of the group questioned this focus on native plants, feeling that some people simply enjoy green areas and that exotic species, especially trees, should not be removed from the watershed.

The group needs to clearly define its policy on native plants and invasive exotic plant removal and craft this policy hand-in-hand with establishing a realistic definition of restoration. It may be necessary to have different policies for the upper and lower portions of the Watershed as the natural resources and character of these two areas are vastly different.

EDUCATION

Key educational issues identified at the public workshops include the need for additional educational outreach to schools and universities; the need to better link restoration and educational efforts; and the need to involve the communities in the lower Watershed in the FOSC's restoration efforts.

WATER QUALITY

Key water quality issues include severe erosion and sedimentation along the creek. Erosion is both natural and human-induced and limits the FOSC's restoration efforts, especially restoration of aquatic species habitat. Other water quality issues include a lack of ongoing monitoring to determine sources of pollution.

RECREATION AND PUBLIC USE

Recreation and public use issues center around the need for more signage, ensuring visitor safety, providing trashcans in the Watershed, the need for education of trail users, and improvement of the trails to reduce environmental damage. Unresolved recreational issues include the appropriateness of mountain bikes and dogs in the Watershed, the appropriateness of swimming in the creek, and

recreational access in the lower Watershed. These unresolved issues are ultimately issues to be legislated by the City of Oakland. However, the FOSC will likely have a position on these issues and can be instrumental in influencing an outcome that is beneficial to the creek and Watershed.

ADVOCACY

Advocacy issues identified during the public workshops include the need to monitor development in the Watershed so that the group may take action as necessary, and to work with the City to develop policies and ordinances addressing native plants, exotics removal, undeveloped Watershed lands, water quality, erosion, and habitat loss.

ORGANIZATIONAL DEVELOPMENT

Key organizational development issues include the need to raise funds to pay for staff and materials; the need to find ways to expand the group's membership and support; and the need for trained project leaders. Unresolved issues include the question of whether or not the FOSC should seek non-profit status; defining what activities, if any, are beyond the role and mission of the FOSC; and identifying ways to improve internal communication within the organization.

4.0 SAUSAL CREEK WATERSHED ACTION PLAN

4.1 INTRODUCTION

This chapter identifies the goals and subgoals of the FOSC and the future actions to be undertaken to achieve these goals. The goals and subgoals address the key issues identified in Chapter 3 and define a desired future state. Subgoals have been developed within each goal to further clarify and expand upon the goal. For example, for the overall goal of maximizing recreation opportunities, the subgoals include encouraging low impact recreation, improving public access, and ensuring a safe visitor experience. The actions are specific activities to be undertaken by the FOSC to implement each subgoal.

This chapter is divided by goal into six sections:

- Natural Resources (NR)
- Education (EDU)
- Water Quality (WQ)
- Recreation and Public Use (REC)
- Advocacy (ADV)
- Organizational Development (ORG)

The first five goals are directly related to the mission of the FOSC – to promote awareness of the Watershed and to restore, preserve, and protect the creek and Watershed as a resource. The sixth goal – Organizational Development, pertains to guiding the future growth of the FOSC. As the FOSC increases the number and scope of its educational and resource activities and involves more people in these activities, the organization must grow to support these activities. The sixth goal identifies the actions necessary to develop the FOSC into an organization that can adequately support all that the FOSC undertakes.

Within each section, the subgoals and actions are numbered. The subgoals are identified by an abbreviation of the goal they implement (e.g. NR, EDU, ADV, etc.) plus a number. The actions for each subgoal are identified by the subgoal number (EDU1 for example) plus a lower case letter.

Within this chapter, Priority 1 Actions - those that should commence within the next year – are labeled as (Priority 1) adjacent to the action number. Priority 1 actions are discussed in greater detail in Chapter 5: Five-Year Implementation Plan where key tasks required to accomplish each action, potential partners, and timing are discussed. Priority 2 and Priority 3 items are identified with a (Priority 2) or (Priority 3) adjacent to the action number. In this chapter, actions are listed within each subgoal by priority with Priority 1 Actions listed first, followed by Priority 2 and then Priority 3 Actions. Actions that are not prioritized follow these prioritized actions.

Action priorities were identified based upon the input of the participants at the third Action Plan workshop. Participants voted for the actions that they felt should have the highest implementation priority. Priority 1, Priority 2 and Priority 3 actions received between one and 29 votes. The unprioritized actions in the following sections did not receive any votes during this workshop. However, these items were identified for inclusion in the Action Plan by participants at prior workshops and therefore, are retained in the Plan.

4.2 NATURAL RESOURCES

In the four years since the founding of the FOSC, enhancing and restoring the creek and the Watershed's natural resources has been the group's primary focus and its area of greatest success. The group's overall natural resource goal is:

Protect, enhance, and restore the natural resources of Sausal Creek and the Watershed.

Natural resource subgoals relate to increasing the FOSC's understanding of the Watershed's natural resources; protecting and enhancing wildlife and habitat; assuring adequate support facilities for enhancement efforts; restoring the creek channel; encouraging the use of native plants and eradicating invasive exotic plant species; and daylighting the creek.

SUBGOAL NR 1

Increase the FOSC's understanding of the Watershed and creek as an overall, inter-related system.

Action NR 1a (Priority 1):

Develop a comprehensive Watershed plan that addresses the management and restoration of vegetation, wildlife, aquatic resources, fisheries, etc.

Action NR 1b (Priority 3):

Continue to develop a GIS database of the Watershed – roads, trails, streams, land use, vegetation (communities, rare species, exotics), wildlife habitat, infrastructure, slope, geology, soils, etc.

Action NR 1c:

Conduct a one-acre GIS pilot project in the Watershed. Guidelines include:

- Mapping should be at a finer scale than in Action NR 1b above to provide greater information and detail than provided by the Watershed-wide mapping.
- Identify the purpose and use of the mapped information (e.g. fine grain mapping to assist with a specific restoration project).
- Identify the layers needed to complete the specific project.
- Identify possible partners to assist with the mapping effort.

SUBGOAL NR 2

Protect and enhance native wildlife, bird, amphibian, fish, and insect populations and habitats and to the greatest extent possible, protect, enhance, and restore the native biodiversity of the Watershed.

Action NR 2a (Priority 1):

Continue the plant community restoration program to systematically remove invasive exotics and replace them with plants native to the Watershed.

Action NR 2b (Priority 2):

Continue to monitor birds in the Watershed.

Action NR 2c (Priority 3):

Build bird houses/bat houses.

Action NR 2d (Priority 3):

Identify problems and opportunities for restoration of a native fishery in the creek. Remediate problems associated with fisheries restoration and where feasible, reintroduce trout and stickleback in pools and tree frogs in wet meadows.

Action NR 2e (Priority 3):

Enhance riparian corridors for neotropical migrants.

Action NR 2f (Priority 3):

Monitor amphibians and reptiles in the Watershed.

Action NR 2g:

Continue to monitor insects in the creek.

Action NR 2h:

Create a coastal prairie demonstration area in Dimond Park.

Action NR 2i:

Conduct mammal surveys in the Watershed.

Action NR 2j:

Develop management plans for specific rare plants and unique communities. Specific plans could address:

- Management of the pallid manzanita
- Thinning and overall management of redwood groves

Action NR 2k:

Continue to inventory Watershed plants and plant communities.

SUBGOAL NR 3

Assure adequate support facilities, personnel and equipment to conduct natural resource projects.

Action NR 3a:

Identify and fix natural resource bottlenecks (e.g. use of chainsaws, brush chipping, stump grinding, etc.).

Action NR 3b:

In order to expedite restoration efforts in Dimond Canyon, work with the City of Oakland to gain access to more people who are skilled and insured in the use of chainsaws and who are available to do work in the Watershed on a regular basis. Assure that the City of Oakland grants final approval over any use of chainsaws in Dimond Canyon.

Action NR 3c:

Identify appropriate locations for and construct additional tool sheds.

SUBGOAL NR 4

Restore the creek channel.

Action NR 4a:

Conduct a full assessment of the creek channel, mapping current conditions, problem areas, and potential channel improvement project locations.

Action NR 4b:

Design and implement the creek channel improvement projects identified in Action NR4a.

SUBGOAL NR 5

Encourage the use of native plants in the Watershed with an emphasis on using plants native to this Watershed.

Action NR 5a (Priority 2):

Expand the native nursery program. Guidelines include:

- Expand the propagation of plant species native to the Watershed using the resources available through the Wilmont-Sweeney Greenhouse Project.
- Make plants available for sale to the public (Tilden Botanic Garden native plant sale, etc.) for use in private gardens, for sale to the City for use in public parks, and available for restoration projects in the Watershed.

Action NR 5b:

Expand size and scope of demonstration garden to become a fuller representation of commercially available California native species, with more easily available information on the garden and the plants.

Action NR 5c:

Expand the restoration garden to become a more effective interpretive area for the Watershed. Include a representative of all the species growing in the Watershed in the garden with educational material posted.

Action NR 5d:

Identify an appropriate location to construct a greenhouse in the Watershed to house the Watershed native seed bank.

Action NR 5e:

Conduct annual seed collection and propagation workshops.

SUBGOAL NR 6

Reduce and eliminate, where possible, populations of invasive, exotic species.

Action NR 6a (Priority 3):

Identify and remove large hazardous non-native trees (e.g. eucalyptus and acacia).

Action NR 6b:

Develop a program to encourage FOSC members and other park users to pull non-natives (e.g. ivy and Scotch broom) and pick up trash and debris as they hike and use the Watershed.

Action NR 6c:

Develop and implement an exotic species management plan. Guidelines include:

- Map the location and type of exotic species in the Watershed.
- Identify the most effective eradication method for each exotic species. Evaluate the use of prescribed burns as a potential management tool.
- Identify those locations where invasive exotics pose the greatest threat to native plants and habitat and eradicate in these areas first. Following this, eradicate in the most pristine areas of the Watershed and move towards those that are most disturbed.
- Stabilize slopes as necessary using biotechnical solutions and revegetate cleared areas with locally grown native plants.

SUBGOAL NR 7:

Encourage and promote daylighting of the creek.

Action NR 7a (Priority 1):

Identify additional segments of the creek that could be successfully daylighted in the short term (e.g. within Dimond Park, behind Hawthorne-Whitton School, and William Wood Park). Work with Alameda County Flood Control and Water Conservation District to accomplish this.

Action NR 7b (Priority 3):

Encourage Alameda County Flood Control and Water Conservation District to evaluate and analyze all the creeks within its jurisdiction to determine if continued burial is justified. If not justifiable, develop plans for daylighting.

Action NR 7c:

Develop a plan for daylighting additional portions of the creek over time.

Action NR 7d:

In areas where the creek is not currently daylighted, paint the location of the creek on the ground above where it flows.

SUBGOAL NR 8:

Assure that the creek is clean and clear of trash and debris.

Action NR 8a:

Prioritize, for first time clean-up, those portions of the creek that have not been cleared of debris, trash, etc.

Action NR 8b:

Organize work days to focus on cleaning up those areas identified in Action NR8a.

Action NR 8c:

Periodically dedicate workdays to comb the creek and remove any recently accumulated trash and debris.

4.3 EDUCATION

The FOSC has included the education of the community as a key element in its mission statement. Educational outreach may take the form of active teaching by members of the group or it may involve identifying ways in which local schools and universities may further the FOSC's knowledge of Sausal Creek and its Watershed through class activities and research projects. The overall education goal is:

Enhance community awareness and stewardship of the Sausal Creek Watershed while fostering an understanding of Watershed resources and water quality.

Educational subgoals and actions relate to the FOSC serving as a community educational resource, assuring adequate interpretive signage on the Watershed, developing educational partnerships with local schools and universities, and increasing volunteer involvement.

SUBGOAL EDU 1:

Serve as an educational resource to increase the community's understanding of the Watershed's natural resources, and natural and human history; and to enhance awareness of human impacts on the creek, Watershed, and the Bay.

Action EDU 1a (Priority 2):

Conduct oral histories of longtime Watershed residents.

Action EDU 1b (Priority 3):

Work with local nurseries to encourage customers to landscape with native plants, to assist customers in understanding the problems with planting invasive exotics, and to reduce and eventually eliminate the sale of invasive exotics.

Action EDU 1c (Priority 3):

Sponsor and participate in a roundtable discussion with members of the FOSC and outside experts to discuss urban watershed restoration issues – What is restoration? Can you restore native vegetation in an urban area? Should native plants or plants native to the Watershed be used? How do other cultures and peoples view restoration, the use of native plants, etc.?

Action EDU 1d:

Teach creek-related classes.

Action EDU 1e:

Sponsor a forum addressing the benefits of using native plants and other beneficial ecological practices. Hold the forum in several different locations – in the lower Watershed, in other communities, etc.

Action EDU 1f:

Work with local hardware stores, nurseries, and drug stores to discourage/ban the sale of toxic garden pesticides and encourage them to educate customers about safer alternatives.

Action EDU 1g:

Revise “The Sausal Creek Watershed: A Cultural and Natural History” to reflect the increased understanding of the Watershed's natural resources and local history.

SUBGOAL EDU 2:

Assure adequate educational/interpretive facilities, signage, and support facilities in the Watershed.

Action EDU 2a (Priority 2):

Post signs at all existing trailheads that include interpretive and safety information, and rules and regulations (litter, dog waste disposal, leash regulations, etc.). Also include brochure boxes and doggie bag dispensers at these locations.

Action EDU 2b (Priority 3):

Identify appropriate locations for and place additional Sausal Creek Watershed signs. Create several larger signs to be located in highly visible areas. Continue to demarcate the overall Watershed boundary using signage. Place signs where roads and freeways cross the creek.

Action EDU 2c (Priority 3):

Establish a central interpretive area in Dimond Park or at Chabot Observatory. Tie interpretive area to the reconstruction of the Scout Hut to promote human history interaction.

Action EDU 2d:

Identify additional locations for interpretive signs, brochure boxes, and doggie bag dispensers in the upper Watershed. Assure that the signs and brochures are both interpretive and promotional (i.e. make people aware of the FOOSC, its activities and goals). Possible locations for these facilities include:

- Chabot Science Center
- Joaquin Miller Park Ranger Station

Action EDU 2e:

As new trails are constructed, provide interpretive and regulatory signage, brochure boxes and doggie bag dispensers at the trailheads.

Action EDU 2f:

Provide flyers, interpretive signs and courses to help visitors identify native and non-native birds and plants and understand the area's ecological history.

SUBGOAL EDU 3:

Expand education and outreach to the parents, teachers and students at the local elementary, junior high and senior high schools.

Action EDU 3a (Priority 2):

Encourage teachers to conduct field trips and develop class projects and course curriculum in the Watershed.

Action EDU 3b:

Identify all schools in the Watershed and identify the appropriate contact at each school responsible for watershed curriculum.

Action EDU 3c:

Compile existing watershed curriculum and make available to teachers.

Action EDU 3d:

Develop new watershed curriculum.

Action EDU 3e:

Conduct teacher training.

Action EDU 3f:

Establish an intern program.

Action EDU 3g:

Establish a location to display kids art projects that relate to the Watershed.

Action EDU 3h:

Develop a mural or tile wall using designs developed by local schoolchildren to depict the importance of watershed protection and stewardship. Use large blank structures, such as the base of the Leimert Bridge, for painting educational murals. Coordinate with Alameda County Watershed Arts in Education Program and AOI training for this program to avoid duplication of effort.

Action EDU 3i:

Work with the Dimond Recreation Center after school program to develop activities that are creek-related and encourage watershed stewardship.

Action EDU 3j:

Work with local schools to develop an “adopt-an-acre” program where different classes or schools could be assigned a designated area of the Watershed to maintain and/or enhance. Guidelines include:

- If possible, tie the program to an educational program within the school and provide opportunities for learning about plants, wildlife, insects, seasonal changes, water quality, etc.
- Possible tasks to be accomplished on this adopted acre include trash pick-up, plant propagation, revegetation, and water quality monitoring.
- Assure a minimum commitment of one-year to the project and encourage multi-year commitments that would allow the school class to monitor the progress of their actions over time.

SUBGOAL EDU 4:

Strengthen ties with specific departments at local colleges and universities and encourage professors to develop class projects and research projects in the Watershed.

Action EDU 4a:

Identify a list of desired Sausal Creek-related studies and projects that could be accomplished by college level students. Use this list to target specific institutions/departments to undertake projects in the Watershed. Possible projects include:

- Conducting oral histories
- Natural resource surveys and mapping
- Water quality and natural resource monitoring
- Developing a Watershed GIS
- Watershed design studios
- Trail design
- Erosion control
- Laboratory classes
- Film making and video productions
- Still photography

- Journalism
- Brochure and signage design
- Revising “The Sausal Creek Watershed: A Cultural and Natural History”

Action EDU 4b:

Identify possible institutions/departments for outreach and potential contacts at each institution/department. Individual departments should be identified based upon interest and contacts with FOSC members. Table 5-1 indicates potential schools and departments.

4.4 WATER QUALITY

The FOSC has monitored the water quality in Sausal Creek over the past year and has been successful in identifying some of the sources of elevated levels of fecal coliform bacteria in the creek. The FOSC’s efforts resulted in repairs to some of the sanitary sewers that were causing these water quality problems in the creek. The FOSC’s overall goal for water quality is:

Improve water quality in Sausal Creek to protect human and animal health and assure natural resource viability.

Subgoals for water quality relate to the development of an ongoing water quality monitoring program, and eliminating known sources of water quality degradation.

SUBGOAL WQ 1:

Develop an understanding of water quality in the creek.

Action WQ 1a (Priority 1):

Identify key water quality monitoring points along the creek and critical substances to monitor (e.g. pesticides, particulates, fecal coliform, etc.). Establish an ongoing water quality monitoring program.

SUBGOAL WQ 2:

Reduce, and eliminate where possible, sources of water pollution.

Action WQ 2a (Priority 2):

Identify significant sources of point (storm drain outfalls) and non-point source pollution (parking lots, etc.) and work with the property owners (City of Oakland and private landowners) to redirect discharge and/or improve parking lot runoff and drainage.

Action WQ 2b:

Identify and stencil additional storm drains in the Watershed.

Action WQ 2c:

Develop brochures and educational information about the water quality parameters of greatest concern (e.g. pesticides and erosion). Information should be targeted to Watershed residents who may be able to do something differently on their property to improve the creek (e.g. stop using pesticides, repair a landslide on their property, eradicate invasive exotic plants).

SUBGOAL WQ 3:

Reduce, and eliminate where possible, erosion and sedimentation in order to improve restoration efforts and provide adequate aquatic habitat.

Action WQ 3a (Priority 2):

Measure and study stream flow characteristics.

Action WQ 3b (Priority 2):

Conduct an assessment of the Watershed slopes and identify slopes that are significantly eroding. Design and implement erosion control solutions for these significantly eroded areas. Monitor the success of the slope stabilization and replanting. Monitor the water for total particulates before and after slope stabilization to ascertain the success of these erosion control methods. Potential critical areas to consider for treatment include:

- Creek banks between Wellington Street and the top of Dimond Avenue
- Unstable slope below the Bridgeview Meadow

Action WQ 3c:

Establish and promote a local "stream team," that consists of practicing environmental professionals who would be available to help creekside property owners solve their erosion problems with biotechnical solutions. This service would be offered at "people's rates," possibly supplemented by grant money. The service might be extended upland in planning habitat gardens appropriate to the Watershed.

4.5 RECREATION AND PUBLIC USE

Recreational use of Sausal Creek and its Watershed currently includes hiking, dog walking, picnicking, and splashing in the creek. Bird watchers and plant enthusiasts, bicyclists and joggers also recreate in the Watershed. The overall goal for recreation and public use is:

Provide opportunities for experiencing and enjoying Sausal Creek and the parks in the Watershed that are compatible with the protection of natural resources.

Subgoals for recreation and public use relate to encouraging low impact recreation, improving public access, and ensuring a safe experience for Watershed visitors.

SUBGOAL REC 1:

Encourage low impact public use and recreation.

Action REC 1a (Priority 1):

Identify areas of the Watershed where trails require improvement for resource protection or public safety reasons. Design and construct trail improvements, as necessary, in an environmentally sound manner.

Action REC 1b:

In mailings and fliers about the Friends, include information regarding the recreational opportunities in the Watershed.

Action REC 1c:

In the City of Oakland's recreation information about parks within the Watershed (e.g. Dimond, Joaquin Miller, William Wood, Sanborn), encourage the City to mention the recreational opportunities along the creek and the restoration efforts underway.

Action REC 1d:

Add permanent trashcans along the creek above Dimond Park.

SUBGOAL REC 2

Improve public access to the Sausal Creek Watershed.

Action REC 2a (Priority 1):

Identify areas below I-580 where creek and Watershed access can be developed. Work with the City, local community members, and others to develop access in these areas. Possible locations include the City-owned parcel where the creek flows beneath 27th Street.

Action REC 2b:

Identify areas of the Watershed where trails are lacking. Design and Construct new trails as necessary in an environmentally sound manner.

Action REC 2c:

Identify appropriate locations for and construct footbridges over the creek.

4.6 ADVOCACY

The FOSC has advocated for various local issues and initiatives in the past. The group was actively involved with the City of Oakland in preparing the City of Oakland Creek Protection Ordinance and has also been involved in the sewer relocation project in Dimond Canyon. The overall goal for advocacy is:

Act as an advocate for Sausal Creek at the city, county, and state level.

Subgoals for advocacy pertain to encouraging protection of Watershed lands threatened by development; monitoring development projects in the Watershed; assuring that new regulations do not harm the creek; assuring that existing creek protection regulations are enforced; and promoting development of beneficial creek programs and regulations.

SUBGOAL ADV 1:

Encourage protection of Sausal Creek Watershed lands either threatened by development or threatening Watershed resources.

Action ADV 1a (Priority 2):

Work with the City of Oakland to identify and purchase critical properties adjacent to the creek including lots within the riparian corridor, parcels containing sensitive habitat/species, and/or lands providing corridors between parks and open space. Purchase could be outright or through purchase of conservation easements.

Action ADV 1b:

Work with the City of Oakland to develop a policy prohibiting the sale or development of ecologically significant public lands in the Watershed.

Action ADV 1c:

Work with the Montclair Golf Course, in coordination with the City of Oakland, to design a model golf course and develop a golf course management plan based upon ecological principles. Management should be focused on reducing erosion, providing wildlife habitat, landscaping with native plants, and developing an integrated pest management plan. Grants and other forms of assistance for the development of ecologically sound golf courses should be pursued.

SUBGOAL ADV 2:

Monitor public and private development projects in the Watershed to assure protection of Watershed resources.

Action ADV 2a:

Form a development project watchdog team to keep the FOSC informed.

Action ADV 2b:

Form an ecological assessment team to review all proposed projects (City and private) in the Watershed prior to approval.

Action ADV 2c:

Develop a protocol for commenting on proposed projects.

SUBGOAL ADV 3:

Assure that new state and local regulations do not harm the creek.

Action ADV 3a:

Appoint a FOSC member to monitor new state and local regulations affecting water quality, creeks, watersheds, etc. and bring those regulations that may adversely impact Sausal Creek and its Watershed to the attention of the group so action may be taken.

SUBGOAL ADV 4:

Encourage enforcement of existing state, county, and local regulations that protect the creek.

Action ADV 4a:

Appoint a FOSC member to become familiar with the myriad of state and local regulations affecting creeks and watersheds. Infractions should be brought to the attention of the FOSC so that action may be taken.

Action ADV 4b:

Ensure that the City of Oakland Creek Protection Ordinance is properly implemented when sensitive properties in the Watershed are developed.

SUBGOAL ADV 5:

Promote the development of beneficial creek and watershed programs and regulations.

Action ADV 5a (Priority 2):

Encourage the City of Oakland to develop a citywide native plant ordinance to protect native plants and habitat; develop a list of exotic plants that should not be planted; landscape city parks and facilities with native plants; actively participate in exotic plant control; and develop restoration guidelines for natural areas.

Action ADV 5b (Priority 3):

Make the creek a focal point for redevelopment of the Dimond business district by supporting the design of a commercial development around the creek between MacArthur Blvd. and I-580.

Action ADV 5c:

Encourage the City of Oakland and the Oakland Unified School District as well as other agencies involved in the maintenance of lands within the Watershed to use less pesticides, plant drought tolerant native plants, etc.

Action ADV 5d:

Encourage the City of Oakland, EBMUD and others to develop an educational campaign about the detrimental effects of pesticides on water quality and natural resources and the availability of safe alternatives.

Action ADV 5e:

Encourage the City of Oakland to develop an ordinance banning the sale of diazinon in the City.

Action ADV 5f:

Encourage the City of Oakland to adopt an ordinance addressing the use of bikes on Watershed roads and trails (e.g. Joaquin Miller and Dimond Park). Guidelines include:

- Encourage responsible use of bikes.
- Authorize the use of bikes on fire roads and trails whose physical characteristics allow for the safe use of bicycles.
- Prohibit the use of bicycles off of defined trails.
- Prohibit the use of bicycles of trails that are narrow, steep or windy for safe bicycle passage.
- Encourage education of all trail users regarding trail etiquette and the impact of their activities on our natural areas.
- Prior to authorizing bicycle use in the parks, implement the following:
 - review all park trails and designate authorized bicycle riding trails
 - post clear signage regarding authorization or prohibition of bicycle use at all trailheads and relevant junctions
 - construct physical enclosures on key closed trails
 - provide easily available maps of park land showing authorized bicycle trails
 - conduct rider, pedestrian, and equestrian education
- When determining which park trails should be open to bicycle use consider the following:
 - pedestrian, equestrian, and cyclist safety
 - trail width, gradient, and sight lines
 - soil erosion and compaction
 - potential damage to native plants
 - potential impact on stream ecosystems
 - potential impact on wildlife and habitat

Action ADV 5g:

Encourage the City of Oakland to prepare and adopt guidelines for human use of sensitive habitat.

Action ADV 5h:

Develop a list of preferred plants for the City to use in Dimond Park. Work with the City to implement the use of these plants when revegetating areas of the park.

4.7 ORGANIZATIONAL DEVELOPMENT

Organizational development is the key to building and growing the FOSC and allowing the goals of the group to continue to be accomplished over time. Organizational development issues are those that arose most often during the Action Plan process and actions relating to organizational development have emerged as the highest priority items to be accomplished by the group.

The overall goal related to organizational development is:

Assure that the FOSC is an effective, self-sustaining, representative community effort by broadening, diversifying, and increasing membership and participation.

Subgoals pertain to fund-raising, increasing visibility of the FOSC, increasing membership and volunteer involvement, developing organizational policies, and identifying key organizational roles.

SUBGOAL ORG 1:

Assure adequate financial resources to accomplish the mission and goals of the FOSC.

Action ORG 1a (Priority 1):

Develop and implement a strategy to solicit financial support from individuals, businesses/corporations, and foundations. Funding should first be used to pay for staff to support the organization.

Action ORG 1b (Priority 3):

Create a Watershed-wide fund-raising flyer/mailer for all Watershed residents. The flyer should educate the community about the FOSC, its accomplishments, and future plans. The flyer should also include a map of the Watershed, and discuss Watershed resources and public access opportunities.

Action ORG 1c:

Identify sources of possible grants and solicit grants for projects in the Watershed. Possible grants include:

- EPA/PGA Action Grant – ecological golf course management
- National Fish and Wildlife Fund – riparian corridor restoration

SUBGOAL ORG 2:

Increase the presence and visibility of the FOSC within the community.

Action ORG 2a (Priority 1):

Establish a FOSC Speakers Bureau to promote the FOSC through presentations (e.g. slide, power point, etc.).

Action ORG 2b (Priority 1):

Expand relationships with local media organizations to improve publicity of FOSC accomplishments, meetings, and events.

Action ORG 2c (Priority 1):

Systematically document the activities, projects, and accomplishments of the FOSC through photographs or videos.

Action ORG 2d (Priority 1):

Expand outreach to the diverse ethnic and cultural communities in the Watershed and assure that the FOSC understands the attitudes of these communities regarding natural resources, watersheds, water quality, and recreation.

Action ORG 2e (Priority 3):

Produce a video documenting the successes of the FOSC that could be used for outreach to different community groups, fund-raising, and other purposes.

Action ORG 2f (Priority 3):

Regularly update the website to include all projects and activities, opportunities for donating to the FOSC, current volunteer information, and other pertinent information. Solicit opportunities/partners for links to the FOSC website from other organizations' websites. (e.g. City of Oakland, River Network, AOI, other environmental and watershed groups, etc.).

Guidelines include:

- Avoid making the website time-sensitive (e.g. including specific meeting dates, event dates, etc.) unless there is a FOSC member interested in long-term, ongoing site maintenance.

Action ORG 2g (Priority 3):

Adopt a section of I-580 or Hwy. 13 and install signage along these routes.

Action ORG 2h:

Solicit opportunities for involvement in the activities and projects of other organizations and encourage those organizations to do the same with the FOSC. Specifically, on a quarterly basis, organize FOSC members to participate, as a group, in another organization's workday. This has the potential to build alliances, spread the name of the FOSC, allow the FOSC to act as a role model for other organizations, and recruit new FOSC members.

Action ORG 2i:

Improve and expand the FOSC's public relations and marketing materials – printed brochures, videos, website, mobile display, etc. Guidelines for all promotional materials include:

- All FOSC materials should educate the community about the Sausal Creek and its Watershed; promote the FOSC and its activities; identify ways to get involved; and solicit financial support.
- All outreach materials should let people know ways in which they can participate (volunteering, donations, etc.).
- Outreach materials should be reader friendly, work as a coordinated system, and appear professional.
- Outreach materials should be produced in several languages – English, Spanish, and other languages predominantly spoken/written among Sausal Creek's neighbors.
- All materials (brochures, displays, videos, etc.) should be easily available to FOSC members to take to festivals, meetings of other groups and organizations, etc.
- Materials should make use of the photographs, videos, and other materials that document FOSC undertakings.

Action ORG 2j:

Develop a mobile display to be used for outreach.

SUBGOAL ORG 3:

Increase volunteer involvement in restoration and enhancement efforts in the upper and lower Watershed.

Action ORG 3a (Priority 2):

Conduct annual (twice-yearly) training workshops for workday leaders. Actively solicit individuals who may be interested in leading a group.

Action ORG 3b:

Develop a strategy to increase the number of volunteers working on the Watershed.

Guidelines include:

- Post Sausal Creek volunteer opportunities on the FOSC website identifying the types of activities we will do on a given workday, etc.
- Post Sausal creek volunteer opportunities and needs at all regional volunteer centers and internal database dedicated to volunteering. (E.g. Servenet, Idealist, Impact Online, Make a Difference Day, etc.).
- Post Sausal Creek volunteer opportunities with organizations devoted to similar/related causes (e.g. Audubon, Garden Web, California Native Plant Society, etc.).
- Solicit other volunteer organizations, including other watershed groups, to assist with workdays and special projects.
- Identify possible volunteer partnership opportunities with community organizations (e.g. churches, neighborhood groups, etc.). Involvement opportunities include:
 - Participate in the annual festivals and events in the Watershed and encourage potential volunteers to participate in Saturday workdays.
 - Speak at the meetings of the neighborhood groups throughout the Watershed and solicit volunteers to attend Saturday workdays and meetings.

SUBGOAL ORG 4:

Assure that the FOSC continues to make informed and consistent decisions as it expands and that available resources (volunteers, paid staff, donations, grants, etc.) are used wisely.

Action ORG 4a (Priority 2):

Identify key organizational volunteer roles/positions required to expand the scope and reach of the FOSC. Potential positions include:

- an individual responsible for maintaining records of the groups' activities. **(Priority 2)**
- work party coordinator
- a scientific advisor to the FOSC
- a board of scientific advisors

Action ORG 4b (Priority 3):

Do an interests, affiliations, and skills inventory of the group's members. Determine tasks that can be done by FOSC volunteers and tasks requiring additional expertise.

Action ORG 4c (Priority 3):

Expand existing FOSC policies to include policies addressing the group's position on various subjects related to Sausal Creek and its Watershed. Although some of the issues listed below will ultimately be legislated by the City of Oakland, if the FOSC has its own policy on these

issues, it will be better prepared to work with the City of Oakland on these key watershed issues when they arise. Internal policy items might address:

- Recycling and reuse of all items used/found in the course of conducting Watershed activities (e.g. concrete and scrap metal).
- The use of local contractors and suppliers when paid labor or purchased materials are needed.
- Personnel assignments
- Working definition of restoration
- The use of native plants and removal of exotic species

External policy items requiring coordination with the City of Oakland might address:

- Unleashed dogs in Watershed
- Unleashed dogs in creek
- Swimming in the creek
- Bicycle use in the Watershed
- Removal of non-native trees
- Trail construction

Action ORG 4d:

Prevent duplication of volunteer efforts by assigning an individual to act as a clearinghouse where all actions within the Watershed are reported prior to their occurrence and tracked.

Action ORG 4e:

Conduct a survey of Watershed residents to determine their support for various types of restoration and enhancement projects and options.

5.0 FIVE-YEAR IMPLEMENTATION PLAN: PRIORITY ACTIONS AND STRATEGIES

5.1 POTENTIAL PARTNERS

Table 5-1 provides a summary of the potential partners for the Friends of Sausal Creek. Partners are those individuals, groups, businesses, and agencies that can provide assistance to the Friends of Sausal Creek to help the organization meet its goals. Generally partners fall into four categories – funding partners, labor partners, education/research partners, and publicity partners.

Funding partners include businesses, corporations, foundations, and other groups and agencies that donate funds or materials or provide grants for projects and equipment. Labor partners include schools and community organizations whose members are interested in volunteering their time to do work in the Watershed or to assist with other FOSC endeavors. Education/research partners can expand the FOSC's understanding of Watershed resources by conducting class and research projects on various aspects of the natural environment. Education/research partners can also assist with oral histories, graphics and signage projects, and other non-resource related projects. Finally, publicity partners are those that can circulate and publicize the activities and accomplishments of the FOSC. Publicity partners can be instrumental in getting more volunteers at workdays, increasing donations to the organization, and building the name and reputation of the group.

Table 5-1: Potential Partners includes the 16 general types of partners and whether each partner type is highly likely, possibly likely, or unlikely to be: a funding partner, a labor partner, a education/research partner, and/or a publicity partner. The table also identifies specific organizations, groups, and agencies that could be potential partners.

5.2 PRIORITY 1 ACTIONS

The following section includes the eleven Priority 1 Actions that are intended to be initiated, although not necessarily completed, within the coming year. Many of these will require ongoing efforts by the FOSC. These actions were determined to be of the utmost importance by participants at the Action Plan workshops. The ranking of these actions was determined by the number of votes cast by workshop participants and is indicated in parenthesis in the list below. Priority 1 Actions are arranged in this chapter in order of priority rather than by overall goal. Priority 1 Actions include:

- Action ORG 1a: Fund-raising (29 points);
- Action NR 1a: Developing a Watershed management plan (10 points);
- Action ORG 2a: Establishing a FOSC Speakers Bureau (9 points);
- Action ORG 2b: Expanding media relationships (9 points);
- Action NR 2a: Continuing Watershed-wide plant community restoration (9 points);
- Action WQ 1a: Implementing a water quality monitoring program (9 points);
- Action ORG 2c: Documenting the activities and accomplishments of the FOSC (8 points);
- Action ORG 2d: Expanding outreach to diverse communities (7 points);
- Action NR 7a: Daylighting the creek (7 points);
- Action REC 1a: Trail Improvement (7 points); and
- Action REC 2a: Watershed Access Below I-580 (7 points).

Insert Table 5-1: Potential Partners

Insert Table 5-1: Potential Partners page 2

ACTION ORG 1A:

Develop and implement a strategy to solicit financial support from individuals, businesses/corporations, and foundations. Funding should first be used to pay for staff to support the organization.

KEY TASKS:

- Identify an individual/group of individuals to be responsible for fund-raising.
- Identify potential funders - individuals, businesses, corporations, local businesses, foundations.
- Identify fund-raising methods to be used for each group of potential funders – grant writing, direct mail, personal solicitations, telephone solicitations, fund-raising event, participation in community events, meetings, or a combination of the above.
- Identify what the funds will be used for – staff to support the organization, newsletter printing and mailing, restoration projects and supplies, etc.
- Define a year 2000 fund-raising timeline and monetary goal.
- Develop fund-raising materials – mailer/handouts, solicitation scripts, etc. These materials should identify the financial goal and discuss the needs for and potential uses of the funds.

GUIDELINES

- Fund-raising should be an ongoing part of running the organization, however there should be periods where fund-raising is intensified (e.g. annual fund-raising drive).
- All FOSC materials should mention of the fund-raising goals of the organization and provide the opportunity for spontaneous donations. (e.g. envelope enclosure).

RELATED ACTIONS

- Action ORG 1b: Fund-raising Flyer
- Action ORG 1c: Solicit Grants
- Action ORG 2e: Produce a Video
- Action ORG 2i: Marketing Materials

ACTION NR 1A:

Develop a comprehensive Watershed plan that addresses the management and restoration of vegetation, wildlife, aquatic resources, fisheries, etc.

KEY TASKS

- Identify an individual or group of individuals to develop the Watershed plan
- Assemble and review all available background materials. Many elements of a watershed plan may already be completed.
- Identify areas where data is needed to complete baseline information.
- Map existing conditions data manually or using a GIS (Action NR1b).
- Prepare a written summary of existing conditions.
- Identify specific goals and objectives for each resource – vegetation, wildlife, aquatic species, soils, water quality, etc.
- Develop watershed management actions for each resource – vegetation (including native species and non-natives), wildlife, aquatic species, water quality. The desired end state should be defined for each resource and actions defined to achieve that end state. Identify time frames and steps required for each action.

RELATED ACTIONS

- Action NR 1b: Develop a GIS Database
- Action EDU 4a: College/University Projects

ACTION ORG 2A:

Establish a FOSC Speakers Bureau to promote the FOSC through presentations (e.g. slide, power point, etc.).

KEY TASKS

- Identify an individual to be responsible for the ongoing implementation of this action.
- Define the desired outcome of the presentations – e.g. community education, fund-raising, increasing volunteer support, etc. Different presentations may have different goals.
- Identify target audiences. These may include university classes, other watershed groups, general interest environmental groups (Sierra Club, etc.), specific interest environmental groups (California Native Plant Society, CalTrout, etc.), local businesses, neighborhood groups, etc.
- Identify topics of interest to the target audience and potential speakers for each topic. Will speakers be FOSC members or renowned environmentalists?
- Identify and prepare presentation materials – slides, display boards, handouts, etc.
- Identify dates and location(s) for the presentations – all in one location (e.g. lecture series) or varying locations.
- Publicize the events.
- Assure that at each event the FOSC is mentioned and that fund-raising is also mentioned.

RELATED ACTIONS

- Action EDU 1c: Roundtable Discussions
- Action EDU 1e: Native Plant Forum
- Action ORG 2b: Media Relationships
- Action ORG 2j: Mobile Watershed Display

ACTION ORG 2B:

Expand relationships with local media organizations to improve publicity of FOSC accomplishments, meetings, and events.

KEY TASKS

- Identify an individual or group of individuals responsible for media relationships.
- Define the goal of the media outreach campaign – increase public recognition and awareness of the FOSC, fund-raising, attendance at workdays, etc.
- Identify potential media partners - TV, radio, newspaper, newsletters, and the web (See Table 5-1). Certain partners may be more appropriate depending on the media goal. For example, TV is most likely to cover a sensational issue while local newspapers are more likely to cover day-to-day activities.
- Do any of the FOSC members have personal relationships with the desired media partners? If so solicit them to talk directly to the partner.
- Develop a media packet including a press release, photographs, a FOSC fact sheet including accomplishments, newsletters, and key contacts.

RELATED ACTIONS

- Action ORG 2c: Document FOSC Activities
- Action ORG 2e: Produce a Video
- Action ORG 2i: Marketing Materials

ACTION NR 2A:

Continue the plant community restoration program to systematically remove invasive exotics and replace them with plants native to the Watershed.

KEY TASKS

- Identify an individual or group of individuals to be responsible for the overall plant community restoration program.
- Identify priority areas to be restored over the coming two to three years. Priority areas could be determined based upon the guidelines set forth in Action NR 6c.
- Develop a plan for each restoration area that includes plants to be removed, plants to be retained, and plants to be planted. Identify any related actions that may need to be taken prior to implementation (e.g. erosion control, etc.)
- Develop a restoration schedule that identifies timing for seed collection, propagation, vegetation clearance (if required) and planting.
- Identify individuals to assist with seed collection, propagation, and revegetation.
- Monitor the success of the revegetation. Replace any plants that did not take. Continue to remove exotic species.

RELATED ACTIONS

- Action NR 1c: GIS Pilot Project
- Action NR 6c: Exotic Species Management Plan

ACTION WQ 1A:

Identify key water quality monitoring points along the creek and critical substances to monitor (e.g. pesticides, particulates, fecal coliform, etc.). Establish an ongoing water quality monitoring program.

KEY TASKS

- Identify a team of individuals responsible for water quality monitoring.
- Work with the EPA, City of Oakland, Alameda County, and the Regional Water Quality Control Board to determine:
 - Key water quality parameters to monitor
 - Ideal monitoring locations
 - Frequency of monitoring
 - Responsibility for water quality testing
 - Interpretation of results
 - Actions to take based upon results

RELATED ACTIONS

- Action WQ 2a: Identify Sources of Pollution
- Action WQ 3b: Assess and Repair Eroding Slopes

ACTION ORG 2c:

Systematically document the activities, projects, and accomplishments of the FOOSC through photographs or videos.

KEY TASKS

- Identify an individual responsible for documenting each FOOSC event. This individual may document all events him/herself or may delegate documentation to another individual.
- Develop a systematic method of filing all slides, photographs and videos so that they are easily accessible in the event of a presentation, etc.
- Develop a system of disseminating a selection of video clips and photos to the media and other interested parties.

RELATED ACTIONS

- Action ORG 2b: Media Relationships
- Action ORG 2e: Produce a Video
- Action ORG 2i: Marketing Materials
- Action ORG 4a: Individual to Record FOSC Activities

ACTION ORG 2D:

Expand outreach to the diverse ethnic and cultural communities in the Watershed and assure that the FOSC understands the attitudes of these communities regarding natural resources, watersheds, water quality and recreation.

KEY TASKS

- Identify a group of individuals to be responsible for implementing this action.
- Identify the desired impact the FOSC would like to have in reaching out to these groups (education regarding watershed protection, funding, membership, volunteers, support for FOSC projects, etc.).
- Identify the potential ethnic and cultural communities and key community groups and community leaders that may be stakeholders in the Watershed.
- Meet with representatives of major community groups to discuss the FOSC mission and goals and to understand the mission and goals of the community group. Determine possible areas where FOSC and the community group may have common goals (e.g. more neighborhood open space, safe places for kids to play).
- Select one community group with goals common to the FOSC as a pilot project. Work with members of this group to identify a project in the Watershed or in their neighborhood that would benefit both groups.

RELATED ACTIONS

- Action REC 2a: Additional Creek Access below I-580
- Action ORG 2a: FOSC Speaker's Bureau
- Action ORG 2b: Media Relationships

ACTION NR 7A:

Identify additional segments of the creek that could be successfully daylighted in the short term (e.g. within Dimond Park, Hawthorne-Whitton School, and William Wood Park). Work with Alameda County Flood Control and Water Conservation District to accomplish this.

KEY TASKS

- Identify an individual or group of individuals to be responsible for this task.
- Work with the City of Oakland and Alameda County Flood Control and Water Conservation District to develop a map of the culverted and channelized portions of Sausal Creek. This map should also identify streets, public rights-of-ways, adjacent land use and ownership.
- Priorities for daylighting are:
 - Areas that are contiguous with portions of the creek that are already open to the sky and in a relatively natural state (i.e. not channelized).
 - Areas where the adjacent land is either vacant or open space and owned by a public agency - this provides an opportunity for creating a more natural channel with vegetated banks. Adjacent public land may also provide for public access and use of the creek.
 - Areas that are privately held but where the lot size may be suitable to provide a creek and public access easement.
- Responsibility for developing detailed daylighting plans should fall to the County. However, FOSC members should be actively participate in plan review, development of landscape concepts, selection/propagation of plant materials and planting.

RELATED ACTIONS

- Action REC 2a: Develop Additional Creek Access Below I-580
- Action NR 7b: Evaluate All Creeks for Daylighting

ACTION REC 1A:

Identify areas of the Watershed where trails require improvement for resource protection or public safety reasons. Design and construct trail improvements, as necessary, in an environmentally sound manner.

KEY TASKS

- Identify an individual or group of individuals to be responsible for this task.
- Prepare a watershed trail map, using GIS, if possible, that indicates all existing watershed trails. If possible, the map should also include information regarding slope, soil types, and vegetation.
- Walk each trail, indicating the location and type(s) of improvements needed. Improvements may include, repair and stabilization of eroded areas, closure/relocation of unauthorized or overused trails, removal of vegetation in overgrown areas, etc.
- Prioritize areas to be improved. Top priority should be given to areas posing a threat to human safety.
- Mobilize work crews where possible to assist with trail construction.
- Design and construct improvements following Best Management Practices.
- Establish regular monitoring of improved areas to assure that the construction was successful and is maintained.

RELATED ACTIONS

- Action NR 1b: Develop a GIS Database
- Action NR 1c: GIS Pilot Project
- Action WQ 3b: Assess Watershed Slopes for Erosion

ACTION REC 2A:

Identify areas below I-580 where creek and Watershed access can be developed. Work with the City, local community members, and others to develop access in these areas. Possible locations include the City-owned parcel where the creek flows beneath 27th Street.

KEY TASKS

- Identify an individual or group of individuals to be responsible for this task.
- Work with the City of Oakland and Alameda County Flood Control and Water Conservation District to develop a map of the lower Sausal Creek Watershed. This map should identify streets; the creek right-of-way; public rights-of-way; adjacent land use and ownership; and channelized, culverted, and natural portions of the creek.
- Prioritize sections with the greatest possibility for public access. These areas are, in order of priority:
 - Areas where the adjacent land is either vacant or open space and owned by a public agency - this provides an opportunity for creating public access and use of the creek and a more natural channel with vegetated banks.
 - Areas that are contiguous with portions of the creek that are already open to the sky and in a relatively natural state (i.e. not channelized).
 - Areas that are privately held but where the lot size may be suitable to provide a creek and public access easement.
- Responsibility for developing detailed access plans should fall to the City of Oakland. However, FOSC members should be actively participate in plan review, development of landscape concepts, and selection/propagation of plant materials and planting.

RELATED ACTIONS

Action NR 7a: Daylighting Additional Portions of the Creek

5.3 PRIORITY 2 AND PRIORITY 3 ACTIONS

Based upon the priorities assigned by the participants at the third Action Plan workshop, the following actions were determined to have a lower priority than the Priority 1 actions but each of the following actions was determined to be essential by at least one individual. Priority 2 actions received between three and five votes, as cast by participants at the third Action Plan workshop. Priority 3 actions received between one and two votes. Actions that did not receive any votes remain unprioritized and are included in Chapter 4. This section is organized by priority rather than by goal topic.

PRIORITY 2 ACTIONS

Action EDU 3a (Priority 2):

Encourage teachers to conduct field trips and develop class projects and course curriculum in the Watershed.

Action WQ 3a (Priority 2):

Measure and study stream flow characteristics.

Action EDU 1a (Priority 2):

Conduct oral histories of longtime Watershed residents.

Action EDU 2a (Priority 2):

Post signs at all existing trailheads that include interpretive and safety information, and rules and regulations (litter, dog waste disposal, leash regulations, etc.). Also include brochure boxes and doggie bag dispensers at these locations.

Action ORG 3a (Priority 2):

Conduct annual (twice-yearly) training workshops for workday leaders. Actively solicit individuals who may be interested in leading a group.

Action ORG 4a (Priority 2):

Identify key organizational volunteer roles/positions required to expand the scope and reach of the FOOSC. Potential positions include an individual responsible for maintaining records of the groups' activities.

Action WQ 3b (Priority 2):

Conduct an assessment of the Watershed slopes and identify slopes that are significantly eroding. Design and implement erosion control solutions for these significantly eroded areas. Monitor the success of the slope stabilization and replanting. Monitor the water for total particulates before and after slope stabilization to ascertain the success of these erosion control methods.

Action ADV 1a (Priority 2):

Work with the City of Oakland to identify and purchase critical properties adjacent to the creek including lots within the riparian corridor, parcels containing sensitive habitat/species, and/or lands providing corridors between parks and open space. Purchase could be outright or through purchase of conservation easements.

Action ADV 5a (Priority 2):

Encourage the City of Oakland to develop a citywide native plant ordinance to protect native plants and habitat; develop a list of exotic plants that should not be planted; landscape city parks and facilities with native plants; actively participate in exotic plant control; and develop restoration guidelines for natural areas.

Action NR 2b (Priority 2):

Continue to monitor birds in the Watershed.

Action NR 5a (Priority 2):

Expand the native nursery program. Guidelines include:

- Expand the propagation of plant species native to the Watershed using the resources available through the Wilmont-Sweeney Greenhouse Project.
- Make plants available for sale to the public (Tilden Botanic Garden native plant sale, etc.) for use in private gardens, for sale to the City for use in public parks, and available for restoration projects in the Watershed.

Action WQ 2a (Priority 2):

Identify significant sources of point (storm drain outfalls) and non-point source pollution (parking lots, etc.) and work with the property owners (City of Oakland and private landowners) to redirect discharge and/or improve parking lot runoff and drainage.

PRIORITY 3 ACTIONS**Action EDU 1b (Priority 3):**

Work with local nurseries to encourage customers to landscape with native plants, to assist customers in understanding the problems with planting invasive exotics, and to reduce and eventually eliminate the sale of invasive exotics.

Action EDU 2b (Priority 3):

Identify appropriate locations for and place additional Sausal Creek Watershed signs. Create several larger signs for location in highly visible areas. Continue to demarcate the overall Watershed boundary using signage. Place signs where roads and freeways cross the creek.

Action ORG 2e (Priority 3):

Produce a video documenting the successes of the FOSC that could be used for fund-raising, outreach to different community groups, and other purposes.

Action ORG 4b (Priority 3):

Do an interests, affiliations, and skills inventory of the group's members. Determine tasks that can be done by FOSC volunteers and tasks requiring additional expertise.

Action REC 2a (Priority 3):

Identify areas below I-580 where creek and Watershed access can be developed. Work with the City, local community members, and others to develop access in these areas. Possible locations include the City-owned parcel where the creek flows below 27th Street.

Action NR 1b (Priority 3):

Continue to develop a GIS database of the Watershed – roads, trails, streams, land use, vegetation (communities, rare species, exotics), wildlife habitat, infrastructure, slope, geology, soils, etc.

Action NR 2c (Priority 3):

Build bird houses/bat houses.

Action EDU 1c (Priority 3):

Sponsor and participate in a roundtable discussion with members of the FOSC and outside experts to discuss urban watershed restoration issues – What is restoration? Can you restore native vegetation in an urban area? Should native plants or plants native to the Watershed be used? How do other cultures and peoples view restoration, the use of native plants, etc.?

Action EDU 2c (Priority 3):

Establish a central interpretive area in Dimond Park or at Chabot Observatory. Tie interpretive area to the reconstruction of the Scout Hut to promote human history interaction.

Action ORG 1b (Priority 3):

Create a Watershed-wide fund-raising flyer/mailer for all Watershed residents. The flyer should educate the community about the FOSC, its accomplishments, and future plans. The flyer should also include a map of the Watershed, and discuss Watershed resources and public access opportunities.

Action ORG 2f (Priority 3):

Regularly update the website to include all projects and activities, opportunities for donating to the FOSC, current volunteer information, and other pertinent information. Solicit opportunities/partners for links to the FOSC website from other organizations' websites. (e.g. City of Oakland, River Network, AOI, other environmental and watershed groups, etc.). Guidelines include:

- Avoid making the website time-sensitive (e.g. including specific meeting dates, event dates, etc.) unless there is a FOSC member interested in long-term, ongoing site maintenance.

Action ORG 2g (Priority 3):

Adopt a section of I-580 or Hwy. 13 and install signage along these routes.

Action ORG 4c (Priority 3):

Expand existing FOSC policies to include policies addressing the group's position on various subjects related to Sausal Creek and its Watershed. Although some of the issues listed below will ultimately be legislated by the City of Oakland, if the FOSC has its own policy on these issues, it will be better prepared to work with the City of Oakland on these key watershed issues when they arise. Internal policy items might address:

- Recycling and reuse of all items used/found in the course of conducting Watershed activities (e.g. concrete and scrap metal).
- The use of local contractors and suppliers when paid labor or purchased materials are needed.
- Personnel assignments
- Working definition of restoration
- The use of native plants and removal of invasive exotic species

External policy items requiring coordination with the City of Oakland might address:

- Unleashed dogs in Watershed
- Unleashed dogs in creek
- Swimming in the creek
- Bicycle use in the Watershed
- Removal of non-native trees
- Trail construction

Action NR 7b (Priority 3):

Encourage Alameda County Flood Control and Water Conservation District to evaluate and analyze all the creeks within its jurisdiction to determine if continued burial is justified. If not justifiable, develop plans for daylighting.

Action ADV 5b (Priority 3):

Make the creek a focal point for redevelopment of the Dimond business district by supporting the design of a commercial development around the creek between MacArthur Blvd. and I-580.

Action NR 2d (Priority 3):

Identify problems and opportunities for restoration of a native fishery in the creek. Remediate problems associated with fisheries restoration and where feasible, reintroduce trout and stickleback in pools and tree frogs in wet meadows.

Action NR 2e (Priority 3):

Enhance riparian corridors for neotropical migrants.

Action NR 2f (Priority 3):

Monitor amphibians and reptiles in the Watershed.

Action NR 6a (Priority 3):

Identify and remove large hazardous non-native trees (e.g. eucalyptus and acacia).

SAUSAL CREEK WATERSHED ACTION PLAN					
TABLE 5-1: Potential Partners					
KEY					
Highly Likely Partners					
Possible Partners	w				
Unlikely Partners	m				
PARTNER TYPES					
PARTNERS	Funding	Labor	Education/Research	Publicity	POSSIBLE PARTNERS
Elementary Schools	m		m	m	_ Fruitvale School
					_ Glenview School
					_ Hawthorne-Whitton School
					_ Manzanita
					_ Lazear
					_ Sequoia
					_ Garfield Elementary School
					_ Crocker Highlands Elementary School
					_ Joaquin Miller School
Junior/Senior High Schools	m		w	w	_ Skyline High School
					_ Oakland High School
					_ Millenium High School
					_ Calvin Simmons Middle School
					_ Bret Harte Middle School
					_ Montara Middle School
Private/Parochial Schools	m		w	w	_ Head Royce
					_ Zion
					_ Redwood Day
					_ Corpus Christi
					_ St. Jarvis
					_ St. Elizabeth
Colleges/Universities	m	w		w	_ U.C. Berkeley (L.A. Dept., GIS Center, Bancroft Library)
					_ Mills College
					_ Cal State Hayward
					_ Merritt College (Ecology, Restoration, Education, Horticulture)

					_ Peralta Community Colleges
					_ Holy Names College
					_ University of Creation Spirituality
Churches	m	l	m	w	_ St. Elizabeth
					_ St Jarlath
					_ Corpus Christi
					_ Episcopal Church of Oakland
					_ Fruitvale Presbyterian
					_ LDS
Community Groups	w	l	m	w	_ Glenview Neighborhood Association
					_ Dimond Improvement Association
					_ Lakeshore Homeowners Association
					_ Laurel Community Action Project
Federal Agencies	l	m	m	m	_ Environmental Protection Agency
					_ US Fish and Wildlife Service
					_ National Park Service
State Agencies	l	m	m	m	_ Caltrans
					_ CA Dept. of Fish and Game
					_ CA Department of Water Resources
Local Agencies	l	w	m	w	_ City of Oakland - Parks and Recreation
					_ City of Oakland - Public Works
					_ City of Oakland - Environmental Services Division
					_ Oakland Public Library -Dimond Branch
					_ Alameda County Flood Control District
					_ Port of Oakland
					_ B.A.R.T.
					_ Regional Water Quality Control Board
					_ East Bay Regional Parks District
					_ Dimond Recreation Center
					_ Sanborn Park Recreation Center
					_ Spanish Speaking Unity Council
					_ East Bay Municipal Utility District
					_ Oakland City Council/Planning Commission
					_ Alameda County Board of Supervisors
					_ Alameda County Agricultural Commission
			26		
Environmental Non-Profits	w	l	w	w	_ California Native Plant Society

					_ Sierra Club
					_ Trust for Public Land
					_ Audubon Society
					_ CalTrout
					_ Trout Unlimited
					_ Save San Francisco Bay
					_ San Francisco Estuary Institute
					_ Bay Keeper
					_ Bay Area Ridge Trail Council
Other Non-Profits	m	l	w	w	_ Oakland Museum Creek Program
					_ Chabot Observatory
					_ California Historical Society
Watershed Groups	m	l	w	m	_ Friends of San Leandro Creek
					_ Alameda Creek Alliance
					_ Friends of Wildcat Creek
					_ Friends of Strawberry Creek
					_ Waterways Restoration Institute
					_ Urban Creeks Council
					_ Friends of Arroyo Viejo Creek
					_ Friends of Strawberry Creek
					_ Friends of Five Creeks
Service Organizations	m	l	m	m	_ Americorps
					_ East Bay Urban Youth
					_ East Bay Conservation Corps
					_ Student Conservation Association
					_ City of Oakland Creek Crews
					_ East Bay Community Foundation
					_ San Francisco Foundation
					_ Youth Court
Businesses/Corporations/ Foundations	l	w	m	w	_ Bank of America
					_ Wells Fargo
					_ McDonalds
					_ Clorox Foundation
					_ Mervyns Foundation
					_ Lucent Technologies
					_ PG&E
					_ Safeway/Albertson's
					_ Montclair Real Estate Agencies.
					_ Montclair Golf Course

					_ Local Nurseries/Hardware Stores
					_ National Fish and Wildlife Foundation
Media	w	m	m	l	_ Television
					_ Radio
					_ Magazines
					_ Major Newspapers (Tribune, Chronicle)
					_ Local Newspapers (Montclairion, McArthur Metro)
					_ Community Newsletters (Neighborhood, Church, etc.)
					_ University/College Papers
					_ High School Papers
					_ Environmental Publications
					_ Non-Profit Organization Newsletters
					_ Web
Other					_ Community/Economic Development Organizations