Palo Alto Baylands

Opportunities Analysis, Best Management Practices, and Recommendations DRAFT

Prepared for:

City of Palo Alto

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CITY OF PALO ALTO

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Prepared for:

City of Palo Alto
Open Space, Parks and Golf Administration
Daren Anderson, Project Manager, Division Manager

Prepared by:

AECOM

2020 L Street, Suite 400
Sacramento, CA 95811

Contact:

Diana Edwards, Deputy Project Manager
Petra Unger, Project Manager

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Acronyms and Other Abbreviations

Baylands	Palo Alto Baylands Nature Preserve
BMP	best management practice
City	City of Palo Alto

Opportunities Analysis, Best Management Practices, and Recommendations

1 Opportunities and Challenges

Opportunities and Challenges presented in this Chapter were identified for topics addressing the themes, goals, and objectives for the Baylands Comprehensive Conservation Plan which were developed through outreach to the public, agencies and stakeholders. The existing-conditions inventory and input from stakeholders, City of Palo Alto (City) staff, and Baylands partners also contributed to development of the lists of opportunities and challenges. Opportunities and challenges were identified for a variety of topics including natural resource management, public access, facilities, public art, public engagement, operations, management, and the key areas of Byxbee Park and the former ITT property.

1.1 Natural Resource Management

Natural resource management was identified as a key theme for the Baylands Comprehensive Conservation Plan. Many opportunities exist at the Baylands for habitat preservation, restoration, and connection. Both opportunities and challenges are listed below.

1.1.1 Habitat Preservation and Protection of Ecosystem Functions

Opportunities

- The Baylands boast areas of functioning ecosystems that support sensitive and special-status species, such as the salt marsh harvest mouse and Ridgway's rail. These areas can provide important seed banks, connection, and gene flow to local and regional habitats.
- Existing habitats that support common species and species diversity can be maintained through careful monitoring and follow-up restoration, which could include invasive species management and native plantings when necessary.

- Opportunities exist to expand and connect these functioning habitats.

Challenges

- Nonnative and invasive species at the Baylands threaten biodiversity.
- There is a declining trend in local populations of some special-status and sensitive species including burrowing owl (*Athene cunicularia*) and gray fox (*Urocyon cinereoargenteus*).
- User impacts, such as off trail activities, littering, and vandalism, within the Baylands' habitats and ecosystem functions need to be avoided.
- Special-status species are subject to regulatory restrictions such as seasonal avoidance, habitat buffers, permitting, and mitigation.

1.1.2 Enhancement and Restoration of Biodiversity and Degraded Habitats

Opportunities

- The 2008 Baylands Master Plan identified locations for restoration and enhancement.
- Degraded habitats are located near, or are connected to, existing functioning habitats and ecosystems.
- Restoration and enhancement efforts are ongoing at many locations throughout the Baylands.
- Large tracts of land at the Baylands, including Byxbee Park and the former ITT Property, are available for preservation, restoration, and enhancement.
- The Baylands rangers, Save the Bay, Environmental Volunteers, and Grassroots Ecology provide volunteer labor resources.

Challenges

- The Baylands are surrounded by dense urban development.
- Infrastructure, consisting of the Regional Water Quality Control Plant, the flood basin, the Palo Alto Airport, golf course, roads, and levees, is embedded within the Baylands.
- Hydrology and hydrologic connections have been altered throughout the Baylands.
- Climate change has resulted and continues to result in shifts in the Baylands' natural communities.
- Staff time and resources are limited for restoration activities.

1.1.3 Hydrologic Connectivity

Opportunities

- Tidal, muted tidal, and freshwater hydrologic connections are available.
- The Baylands are located on San Francisco Bay and are subject to tidal influences.
- Freshwater flows in from San Francisquito, Matadero, Adobe, and Barron creeks.
- The Baylands boast historic aquatic features such as the harbor and the duck pond.

Challenges

- Some hydrologic connections are limited by pipe size.
- Channel maintenance and flow obstructions limit the effectiveness of the Baylands' hydrologic systems.
- Many hydrologic connections are part of a managed system including tidal connections to the Renzel Wetlands and the Flood Control Basin. For example, they are

artificially managed to maintain desired water levels and are not part of the "natural" hydrology of the Baylands.

- Hydrology and hydrologic connections have been altered throughout the Baylands.
- The long-term effects of climate change and sea level rise are difficult to predict.
- Water quality must be maintained.
- Numerous diverse opinions exist regarding the best courses of action.
- Flood control must be maintained within the flood basin.
- Mosquito abatement is required within the flood basin.

1.1.4 Climate Change and Sea Level Rise Adaptation

Opportunities

- The potential exists to adopt pilot adaptation strategies such as creating living or horizontal levees.
- Local and regional adaptation planning efforts are under way.
- Many willing partners, both private and public, are available locally and regionally.
- Grant funding may be available for actions to adapt to sea level rise and other effects of climate change.

Challenges

- Infrastructure within the Baylands must be protected from the effects of climate change, including sea level rise.
- Protection measures such as raising levees around the airport could be deemed unsafe for flight.
- Addressing the effects of large-scale change, such as the alteration of habitats and weather patterns by climate change, may be difficult.

1.2 Public Access and Facilities

1.2.1 Habitat-Compatible Trail Network

Opportunities

- The potential exists to create trails connecting the former ITT property to Byxbee Park.
- The existing trail network is well suited for walking, running, hiking, and bicycling.
- Connections to adjacent trails and regional pathways could be formalized and enhanced, and the trail network could be integrated with regional transportation and circulation plans.

Challenges

- Trail access must be balanced with habitat protection.
- Some potential trail connections may require easements from private land owners, and permits from regulatory agencies.

1.2.2 Reconfiguration of 10.5-Acre Golf Course

Opportunities

- 10.5 acres of parkland are available for multiple uses and the City will seek public input to create conceptual plans for use of the site.

Challenges

- The 10.5 acres are surrounded by dense urban development.
- Conflicting ideas have been expressed regarding the best use of the site.

1.2.3 Nonrecreational Facilities (Restrooms, Water Fountains, Benches)

Opportunities

- The public restroom at the duck pond/ranger station could be upgraded and a restroom could be added at the sailing station.
- The conceptual plan for Byxbee Park, developed as part of the BCCP, includes appropriate locations for park benches.

Challenges

- Funding for facility upgrades is limited and completing such upgrades requires considerable time.
- Vandalism and destruction of facilities are concerns.
- There is a lack of agreement regarding the right amount of developed infrastructure and facilities.

1.2.4 Parking

Opportunities

- The parking lots at the sailing station and near the picnic area could be improved, and the Byxbee Park parking lot could be enlarged and improved.

Challenges

- Space for parking is limited, and there is a lack of agreement about the right amount of space that should be allocated to parking.

1.2.5 Palo Alto Airport

Opportunities

- There is interest by some stakeholders in swapping parkland with the Palo Alto Airport lands.
- An opportunity may exist to build a new terminal on the other side of the airport.
- Possible funding opportunities exist from the Federal Aviation Administration to help finance infrastructure protection measures for the airport levee system.
- The Baylands and the City could partner with the airport on wildlife management.

1.2.5.1 *Challenges*

- Regulatory or stakeholder issues complicate a potential land swap with the airport.
- Environmental considerations exist for infrastructure protection measures, and may require permits from regulatory agencies.

- San Francisquito Creek Trail is located close to the end of the runway.

1.2.6 Former Los Altos Treatment Plant

Opportunities

- Natural areas could be dedicated as parkland.

Challenges

- Many competing ideas exist for use of the site.

1.2.7 Measure E Compost Facility at Byxbee Park

Opportunities

- The City can explore the potential future park use of the 10-acre Measure E compost facility site once the Measure E deadline expires in November 2021.

Challenges

- The site will not become available for alternate use until November 2021.

1.3 Public Engagement

1.3.1 Public Engagement and Volunteer Involvement

Opportunities

- Partnerships exist with organizations that promote volunteerism and offer programs at the Baylands, including Save the Bay, Environmental Volunteers, Grassroots Ecology, and the Baylands rangers.
- Numerous projects throughout the Baylands engage visitors, including citizen science events such as bioblitzes.
- Environmental education programs are offered, including the City's Bay Camp, interpretive programs led by rangers and naturalists, and events at the Lucy Evans Nature Center and the Environmental Volunteers' EcoCenter.
- Many organized running and walking events bring people to the Baylands.
- Art events such as painting classes are held in the Baylands.

Challenges

- The Baylands rangers and City staff have limited time and resources to expand City programs and ensure that third party programs are consistent with City goals, and do not adversely affect Baylands resources.
- There is limited staff oversight for third party events in the Baylands.

1.3.2 Interpretive Messaging

Opportunities

- A unifying theme/design could be created for interpretive displays, and existing signage could be refreshed and integrated with the new design.

- The Baylands could coordinate with the Interpretive Signage Program developed by the Junior Museum and Zoo to create signage for the San Francisquito Creek Trail to Cooley Landing.
- Multilingual, accessible signage could be developed to reflect visitors' diversity while explaining and describing the Baylands' natural and cultural history and its future.
- On-site signage could be supplemented or enhanced by materials on the Baylands website.

Challenges

- There are already many interpretive signs with differing design themes throughout the Baylands, with more planned.
- Vandalism is a concern for interpretive signage.

1.4 Public Art

Opportunities

- With its strong history of public art, the Baylands can incorporate ecologically sensitive, nature-inspired art that engages and educates visitors.
- Low profile interpretive art about water and the bay could be installed in multiple locations, including Harbor Point, near the sailing station. The art in these locations could have multiple uses, such as serving as a gathering spot or outdoor classroom.
- Opportunities for public art installations exist at many of the previously developed entrances to the Baylands.
- Adding public art can enhance visitors' experiences by allowing them to interact and engage with nature-facing interpretive art.
- An artist-in-residence at the Regional Water Quality Control Plant could bring attention to the plant and educate visitors about its operations.
- Embarcadero Road is heavily used and highly visible, and temporary or permanent interpretive art could be added along its alignment to mark the transition from the urban city fabric to the Baylands.
- Art along roadways and trails could provide pedestrian and bicycle safety features.

Challenges

- Disagreement exists about the need for, and the extent of, public art in the preserve.
- Feasible locations for public art installations are limited because art installations should only be sited outside of sensitive habitats.

1.5 Operations and Management

1.5.1 Management

Opportunities

- Dedicated Baylands rangers perform most operations and management tasks.
- Opportunities exist and workload levels are sufficient to increase ranger staffing.

Challenges

- Funding for additional staff is limited, making it difficult to hire hourly staff.

- Co-management of the Faber-Laumeister Tract between the U.S. Fish and Wildlife Service, Don Edwards San Francisco Bay National Wildlife Refuge, and the City of East Palo Alto can be complicated.

1.5.2 Repair and Maintenance

Opportunities

- Dedicated rangers perform much of the repair and maintenance at the Baylands.

Challenges

- Rangers must address multiple competing priorities: vegetation control, repair and maintenance of park facilities, park safety, and interpretive programs.

1.5.3 Planning/Projects

Opportunities

- The City can coordinate with other municipal, local, and regional planning projects: San Francisquito Creek Joint Powers Authority's Strategy to Advance Flood Protection, Ecosystems, and Recreation along the San Francisco Bay Project; management of the South Bay Salt Ponds; and projects led by San Mateo County, Santa Clara County Valley Water District, and the City of Palo Alto Department of Public Works.
- Grants and other project funding sources may be available.
- Baylands/park staff members can participate in stakeholder, planning, and policy working groups.

Challenges

- Timelines for planning efforts vary and may not overlap, which complicates collaboration and integration with other planning efforts.
- Multiple planning efforts can have different focuses and conflicting goals.
- Disagreements on the best courses of action often occur.

1.5.4 Management of Invasive Species

Opportunities

- Community volunteers are available to continue weeding and planting with ranger staff and stewardship partners.
- Contractors, stewardship partners, and staff equipment are available to mechanically control weeds.
- A long-term integrated pest management plan could be developed, including mapping location and extent of areas where invasive species and monitoring of success.

Challenges

- Staff time and resources are limited.
- The enthusiasm of volunteers needs to be sustained.
- The topography of different parts of the Baylands constrains some invasive species control methods.

1.6 Key Areas

Byxbee Park

Opportunities

- Opportunities may exist to enhance wildlife habitats in areas where fill dirt has been added to the landfill cap to counteract settling.
- Opportunities for additional plantings may exist in areas with engineered soils that may have a better potential so support shrubs and small trees.
- Volunteers are available to "adopt" habitat islands.
- A connection could be created between Byxbee Park and the former ITT site.
- Additional seating and interpretive messaging could be added at Byxbee Park.
- The parking area could be enhanced/expanded.
- An opportunity exists to expand the parkland once the prior designation for the composting facility expires.

Challenges

- Restrictions exist on the depth of roots and burrows that can be allowed on the landfill cap.
- Increasing the number of native plant habitat islands will require irrigation to be plumbed to the site.
- Staff time and resources are required for managing volunteers.
- Disagreements exist regarding the right amount of access and facilities.

1.6.1 Former ITT Property/Renzel Wetlands

Opportunities

- Trail connections to Byxbee Park could be provided.
- Historic building onsite could be restored and repurposed for park use.
- Historic building onsite could be removed and the area restored with native plants.
- Trail network around the property can be expanded to provide better/additional connections.
- Opportunities for habitat restoration exist onsite.

Challenges

- Buildings may not be suitable for restoration, nor does the City have funds for doing so.
- Some stakeholders wish to keep Renzel Wetlands as habitat and minimize human access.
- Sensitive biological resources such and wetlands and special-status species known to occur onsite require permits from regulatory agencies for projects with potential impacts.

1.7 Additional Limitations and Restrictions

1.7.1 Physical Limitations and Restrictions

- Nonrecreational facilities in the Baylands such as the Regional Water Quality Control Plant and the Palo Alto Airport must be protected from sea level rise.
- Physical limitations within the Baylands include infrastructure such as roadways, buildings, and levees.

1.7.2 Regulatory and Governance

- The Baylands cross the jurisdictions of multiple management agencies including the City of Palo Alto, the U.S. Fish and Wildlife Service, San Francisquito Creek Joint Powers Authority, the San Francisco Bay Conservation and Development Commission, State Lands Commission, Don Edwards San Francisco Bay National Wildlife Refuge, the City of East Palo Alto, the Regional Water Quality Control Plant, Santa Clara Valley Water District, the Palo Alto Airport, the Federal Aviation Administration, and the California Department of Transportation.

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1.7.3 Staffing and Funding

- The Baylands rangers, City staff, and volunteers have limited time and resources.

2 Best Management Practices

Best management practices (BMPs) are practices, guidelines, methods, or techniques that are effective and practical means of achieving goals and objectives. BMPs were developed for each planning goal listed below. The BMPs were developed from a range of sources including prior plans, stakeholder input, research, and review of BMPs applies by leaders in the field of integrated resource planning.

2.1 Natural Resource Management

2.1.1 Natural Resources

Habitat Management & Wildlife Protection

NRM Goal 1: Maintain, protect, and preserve existing functioning native habitats, ecosystem functions, and wildlife corridors.

- **NRM BMP 1.1.** To reduce overall negative impacts on natural resources, plan projects in accordance with the mitigation hierarchy process to achieve no net loss in biodiversity. In this process, the first step is to avoid impacts on natural resources when feasible. The second step is to reduce impacts that cannot be avoided. If a project is unable to avoid or minimize impacts, then restoration is the next step. The final step is to implement mitigation and offsets, which should be the last resort and should balance the project's negative impacts.
- **NRM BMP 1.2.** Provide buffers for existing native habitats, ecological systems, and wildlife corridors, both physically and temporally.
- **NRM BMP 1.3.** Conduct surveys to assess the health and quality of existing habitats. Identify the locations and conditions of existing habitats and natural systems; wildlife usage patterns; and wildlife corridors. Monitor these parameter over time and conduct adaptive management techniques to maintain habitat connectivity and wildlife corridors.
- **NRM BMP 1.4.** Protect sensitive habitats from human activities and other negative impacts as needed. Potential protection measures may include trail reroutes, signs, and fencing.
- **NRM BMP 1.5.** If construction activities are planned during the breeding season of common and special-status birds, conduct a preconstruction survey of the construction zone and appropriate buffer (as determined by a qualified biologist or published protocols) within 2 weeks of the onset of construction. If breeding birds are documented, establish appropriate buffer zones around the occupied nests to protect the birds until the young have fledged.

NRM Goal 2: Manage the Baylands as habitat for native species and the preservation of biodiversity.

- **NRM BMP 2.1.** Keep detailed records of natural resource management actions.
- **NRM BMP 2.2.** Promote stewardship of natural resources through environmental education, volunteer activities, signage, and naturalist/ranger programs.
- **NRM BMP 2.3.** Practice "good housekeeping" and pollution prevention during active projects.
- **NRM BMP 2.4.** Ensure that required permits have been obtained and that surveys for protected species have been conducted before project construction.
- **NRM BMP 2.5.** Maintain a database of habitat and wildlife inventory data to enable ongoing monitoring.
- **NRM BMP 2.6.** Create a list of priority species to survey.

- **NRM BMP 2.7**. Participate in and support national and regional monitoring efforts.

Habitat Restoration and Enhancement

NRM Goal 3: Enhance and restore degraded habitats and habitat corridors.

- **NRM BMP 3.1.** Identify appropriate areas for restoring lost or altered native plant communities and restore them to a natural condition. This may best be achieved by restoring natural processes and controlling invasive plants, rather than by planting.
- **NRM BMP 3.2.** Develop metrics to measure the success of habitat restoration and enhancement. Implement a restoration monitoring plan that includes active management actions. Keep records of management actions and monitoring data.
- **NRM BMP 3.3.** Conduct studies to understand the feasibility of projects to enhance or restore degraded habitats.
- **NRM BMP 3.4**. Control invasive nonnative species using best available methods.
- **NRM BMP 3.5.** Control the spread of sudden oak death in accordance with the Best Management Practices for Sudden Oak Death in the City of Palo Alto Open Space District Regulations (City of Palo Alto 2007).

Hydrology

NRM Goal 4: Protect and enhance hydrologic connectivity.

- **NRM BMP 4.1.** Identify/map the locations and conditions of hydrologic connections and aquatic natural systems.
- **NRM BMP 4.2.** Explore opportunities for restoring natural hydrological connections to support more natural wetland systems in the Baylands.
- **NRM BMP 4.3**. Avoid locating facilities in areas delineated as jurisdictional waters of the United States, including wetlands; areas that qualify as waters of the state under the Porter-Cologne Water Quality Control Act of 1969; and areas subject to California Department of Fish and Wildlife regulation under Section 1602 of the California Fish and Game Code. Where avoidance is not feasible, such as for trail crossings, design facilities to minimize impacts.
- **NRM BMP 4.3.** Determine the acreage of direct impacts (for example, fill of wetlands) and indirect impacts (for example, alterations to wetland hydrology) that would result from project implementation, and obtain necessary permits.
- **NRM BMP 4.4.** Provide compensatory mitigation to replace, restore or enhance the functions and values of all affected wetlands and other waters of the United States, waters of the state, and stream and riparian habitats protected under the California Fish and Game Code on a "no net loss" basis. Restore, enhance, and/or replace wetland, water, and riparian habitat acreage at a location and by methods agreeable to the U.S. Army Corps of Engineers, the San Francisco Bay Regional Water Quality Control Board, the California Department of Fish and Wildlife, and/or the U.S. Fish and Wildlife Service, as appropriate and depending on agency jurisdiction.

Sea Level Rise & Climate Change

NRM Goal 5: *Incorporate climate change and sea level rise into long-term management and policies.*

- **NRM BMP 5.1.** Keep current on best available science and predictions related to climate change and sea level rise and plan local projects in the Baylands in accordance with the most recent guidance from the state.

- **NRM BMP 5.2.** Collaborate and coordinate with neighboring landholders and surrounding agencies to support local and regional efforts to plan for adaptation to climate change and sea level rise in a manner that protects natural resources in the Baylands.
- **NRM BMP 5.3**. Monitor and record observations of site conditions.
- **NRM BMP 5.4.** Conduct studies to identify and map areas vulnerable to climate change and sea level rise. Assess and prioritize likely impacts, investigate methods to mitigate or adapt to sea level rise, and develop adaptation plans to address future changes.
- **NRM BMP 5.5.** Obtain funding to support additional modeling and research of future climate change trends and adaptation methods.

2.2 Public Access & Facilities

Recreation/Access

PAF Goal 1: Provide opportunities for recreation/access via a habitat-compatible trail network to enable wildlife observation and ensure that future generations develop an appreciation for wildlife, natural habitats, wildlife-compatible recreational activities, and connections to the greater Palo Alto area.

- **PAF BMP 1.1**. Locate visitor-serving facilities in previously disturbed areas or areas of relatively low resource value to minimize disturbance to higher value habitat areas.
- **PAF BMP 1.2.** Coordinate with partners and adjoining landowners to create a consistent network of recreational options. Ensure that recreation opportunities support the San Francisco Bay Trail and San Francisco Bay Area Water Trail Plan goals of providing access around the entire bay.
- **PAF BMP 1.3.** Allow uses such as hiking and picnicking in areas that are attractive for such uses and where such activities would not conflict with wildlife habitat.

PAF Goal 2: Provide appropriate facilities for visitors to the Baylands.

- **PAF BMP 2.1.** Maintain existing facilities and trails.
- **PAF BMP 2.2.** Assess facilities and trail use on an annual basis, and develop additional management and monitoring guidelines as needed to maintain or enhance visitor serving facilities.
- **PAF BMP 2.3.** Locate facilities to allow for safe, effective, and efficient visitor use.
- **PAF BMP 2.4**. Incorporate universal access standards.
- **PAF BMP 2.5**. When planning to develop new facilities, consider the need for maintenance and public safety personnel, equipment, communications, and emergency vehicle access.

Former Los Altos Treatment Plant

PAF Goal 3: Identify alternatives for land uses at the former Los Altos Treatment Plant site.

- **PAF BMP 3.1.** Obtain funding for the development of alternatives use concepts as part of a comprehensive planning process.
- **PAF BMP 3.2.** Assess the feasibility of potential land use alternatives.
- **PAF BMP 3.3.** Conduct outreach with City staff, the public, and stakeholders to gather input and buy-in for potential land uses for the site.

Palo Alto Airport

PAF Goal 4: Promote ecologically sensitive policies for areas at and near the Palo Alto Airport.

- **PAF BMP 4.1**. Coordinate wildlife control actions with airport managers.
- **PAF BMP 4.2**. Explore the feasibility of low-impact wildlife control actions, including determining the timing of vegetation management.
- **PAF BMP 4.3**. Explore opportunities for land exchange and cooperation in future planning effort, if beneficial for the management of the Baylands.
- **PAF BMP 4.4.** Coordinate with partners to identify funding sources for infrastructure protection from climate change and sea level rise.

2.3 Public Engagement

PE Goal 1: Promote thoughtful, well-advertised, and transparent community involvement opportunities that encourage participation by partner organizations, community groups, and environmental education programs to foster greater public engagement in the Baylands.

- **PE BMP 1.1**. Implement consistent, identifiable, understandable, and current messaging using cutting-edge education and information methods.
- **PE BMP 1.2.** Reinforce resource-protection messaging across signage, pamphlets, and other engagement platforms.
- **PE BMP 1.3.** Involve key stakeholders, park users, and the greater community when developing designs and plans.
- **PE BMP 1.4.** Engage volunteers in maintenance activities and provide them with training, tools, supervision, and recognition.
- **PE BMP 1.5.** Develop memoranda of understanding with partners to establish agreed-upon common goals and actions.

2.4 Public Art

PA Goal 1: Include appropriate environmental art in the Baylands that builds on Palo Alto's Public Art Master Plan.

- **PA BMP 1.1**. Public art in the Baylands should enhance the environmental messaging of Parks and Open Space, and promote environmental stewardship and sustainability.
- **PA BMP 1.2.** Locate artwork and artist actions in previously disturbed areas or in areas of relatively low resource value to minimize disturbance to higher value habitat areas.
- **PA BMP 1.3.** Establish a realistic life span for artwork and prepare a detailed, feasible maintenance plan that is discussed and mutually agreed upon by the City and Artists.
- **PA BMP 1.4.** Choose appropriate materials for artwork based on the expected life span.
- **PA BMP 1.5.** If an artwork is damaged, make a good-faith effort to consult the artist(s) about repairs.

2.5 Operations & Management

Management, Maintenance, and Staffing

OM Goal 1: Holistically manage the Baylands to strike the appropriate balance between recreation and natural resource protection, and ensure that existing and proposed activities are compatible with the ecological and physical constraints.

- **OM BMP 1.1.** Assess habitat compatibility for proposed plans and projects. Ensure that projects are sited in low-impact areas, and that the project design is sensitive to natural resources.
- **OM BMP 1.2.** Develop an operations and maintenance plan using sustainable maintenance practices, including inspection and monitoring logs. The plan should also address regular and emergency maintenance and associated budgets.
- **OM BMP 1.3.** Ensure that goals, standards, and design intent are understood by staff, volunteers, partners, and contractors/consultants.
- **OM BMP 1.4.** Have a written job description for each staff member and conduct periodic performance reviews. Provide fair and equitable compensation and benefits. Ensure that staff members have the appropriate training and experience for their responsibilities and/or opportunities to gain the necessary knowledge and skills. Periodically evaluate staffing, volunteers, or consultants/contractors to achieve goals and implement programs, and then add capacity as needed.

Planning/Projects

OM Goal 2: Strategically phase projects within the Baylands to minimize disturbance to wildlife and visitor use.

- **BMP OM 2.1.** Ensure that plans and projects comply with all regulations and that environmental due diligence has been conducted before beginning a project. Obtain necessary permits and implement all permit conditions.
- **BMP OM 2.2.** Identify proposed projects and coordinate project schedules among project proponents.
- **BMP OM 2.3**. Identify opportunities to incorporate green stormwater infrastructure and low impact development principles in plans and projects.

Invasive Species

OM Goal 3: Reduce the extent of invasive species in the Baylands.

- **OM BMP 3.1.** Identify, map, inventory, and monitor invasive species and populations that may require management actions. Identify specific infestations to be controlled. Understand the life cycle of pests and implement control actions at the most vulnerable stages of the pest's life cycle.
- **OM BMP 3.2.** Use Integrated Pest Management principles to prevent pest problems.
- **OM BMP 3.3**. Implement the weed management plan prepared as part of the BCCP that includes methodology for prioritizing invasive species for control. The plan includes a list of invasive species known within the Baylands, prioritized for management based on rankings from state, regional, and local weed information sources such as the California Invasive Plant Council.

- **OM BMP 3.4**. Manage invasive species in natural areas and set priorities for their control based on the potential risk to sensitive native species and loss of native biodiversity.
- **OM BMP 3.5.** Prevent the introduction of invasive species by ensuring that seed, plant, forage, fill, erosion control, and other materials that are imported are free of weed seeds. To prevent the spread of invasive species, clean all equipment before leaving a weedy site.
- **OM BMP 3.**6. Treat incipient population of new invasive weeks as soon as detected to prevent wider spread.
- **OM BMP 3.7.** Prevent the introduction and spread of nonnative *Spartina* cordgrass in accordance with the San Francisco Invasive Spartina Project's *Best Practices for Tidal Marsh Restoration and Enhancement in the San Francisco Estuary*.
- **OM BMP 3.7.** Coordinate with partners and neighbors to control invasive populations directly adjacent to the Baylands.
- **OM BMP 3.8.** Annually monitor and evaluate the effectiveness of invasive species control actions. Modify control methods over time as needed to attain and effective level of control.

2.6 Key Areas

Byxbee Park

KEY Goal 1: Finalize the 2015 Interim Byxbee Park Master Plan, which includes guidance for the completion of interpretive signage, incorporates policies for appropriate management of wildlife and native habitats, contains plans for trail connections to the former ITT property/Renzel Wetlands, and completes plans for parking at Byxbee Park.

- **KEY BMP 1.1.** Identify and evaluate existing resources at Byxbee Park including facilities, interpretive signage, habitats, trails, and parking and identify the needs for more or different facilities.
- **KEY BMP 1.2.** Explore opportunities for habitat expansion.
- **KEY BMP 1.3**. Create weed management and implement control actions for high-priority invasive species.

Former ITT Property/Renzel Wetlands

KEY Goal 2: Restore, protect, and enhance wetlands, uplands, and hydrologic connectivity to the site; develop a plan for the historic building at the former ITT property.

- **KEY BMP 2.1.** Evaluate and identify existing functioning habitats.
- **KEY BMP 2.2.** Conduct an evaluation of the historic resources at the former ITT property to gather the best available and most current data and site conditions.
- **Key BMP 2.**3 Identify the preferred future use concept through exploration of a serious of alternative use concept.
- **KEY BMP 2.3**. Implement control actions for high-priority invasive species.

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