

# Strategic Plan

## Yamhill Soil and Water Conservation District 2015 to 2020

### *Vision*

*Providing Natural Resource Leadership*

### *Mission*

Conserve, restore, and protect Yamhill County's natural resources by providing technical, financial, and educational assistance to citizens, landowners, and businesses. District programs and will promote voluntary adoption of land management practices by landowners that are needed to protect natural resources. Elected directors, partners, volunteers, and the public will provide local direction and leadership to the district's programs.

### **District Contact and Board Information**

Yamhill Soil and Water Conservation District  
2200 SW 2<sup>nd</sup> Street  
McMinnville, Oregon 97128  
PH: 503-472-6403  
FX: 503-472-6407  
Website: [www.yamhillswcd.org](http://www.yamhillswcd.org)

### **Board of Directors (As of June 30, 2015)**

Barbara Boyer	Chair
David Cruickshank	Vice-Chair
Leo Krick	
Sam Sweeney	
Gordon Dromgoole	
Pat Fitzgerald	
Gordon Cook	

### **Monthly Board Meetings**

2<sup>nd</sup> Wednesday of the Month  
7:30 AM at Miller Woods  
15580 Orchardview Road  
McMinnville, Oregon

**Table of Contents**

**Plan Purpose ..... Page 3**  
**History..... Page 3**  
**District Scope and Capacity..... Page 3**  
**District Successes..... Page 4**  
**Operational Principles..... Pages 4-5**

- 1. Local Natural Resource Leadership**
- 2. Sustainable Natural Resources Management on Private Land**
- 3. Conservation Approaches**
- 4. Building Partnerships**
- 5. Customer Service Excellence**
- 6. Commitment to Professionalism**

**Strategic Plan Goals and Objectives**

**District Management and Leadership..... Pages 6-7**  
**Soil Resources..... Pages 7-8**  
**Water Resources..... Pages 8-9**  
**Plant and Animal Habitats..... Pages 9-10**  
**Forests and Woodlands..... Page 11**  
**Climate and Renewable Energy..... Page 11**

**References..... Page 12**

**Appendices..... Pages 13-14**

## **Plan Purpose**

This plan was developed to provide direction to staff and directors for the period from 2015 – 2020. Annual work plans, staff position descriptions, funding proposals, and district committees will utilize to plan to help establish priorities and ensure that annual progress is being made to advance the plan goals and objectives.

## **History**

Conservation districts in the United States began to form in the late 1930's following the "dust bowl" years. The severe drought created extensive soil erosion that threatened productivity of many regions in the United States, and local districts were formed to help craft and implement conservation solutions. Today there are nearly 3000 conservation districts nationwide, generally organized along county boundaries. In Oregon, Soil and Water Conservation Districts (SWCDs) are legal subdivisions of state government, administered under the Natural Resources Division of Oregon Department of Agriculture. Districts in Oregon are governed by a locally elected board of directors, and work to protect natural resources in their geographic area. They work closely with USDA's Natural Resources Conservation Service and Farm Services Agency (FSA), and are often co-located in a common service center. Districts also have a strong history of partnering with local watershed councils, non-profits, industry groups, and a variety of federal, state, and local conservation agencies and organizations.

## **District Scope and Capacity**

Soil and Water Conservation Districts have a broad based of authority under their enabling legislation to address natural resource concerns. This authority allows districts to fully engage in resource management related programs related to soil, water, flood control, forestry, wildlife, land protection, education, and other natural resource disciplines. The Yamhill Soil and Water Conservation District (District) was organized April 2, 1953. Initial focus of the District was to assist private landowners with drainage, irrigation water management, and woodland management. Over time, the District expanded its program focus to assist with other natural resource concerns, land-use issues, conservation education and other program areas.

Yamhill county voters approved a local permanent tax rate (tax base) to support District operations in 1987. This dedicated funding allowed the District Board to hire technical and administrative staff, and provided a local funding source to leverage federal, state and other grants. Over the years, the district has been very successful in leveraging the local tax investment. Grants have complemented the District's local revenue and helped fund implementation of conservation projects, cost-share and financial assistance to landowners, technical assistance, education and outreach, the purchase equipment, noxious weed control, and long-term land protection goals.

The District's tax base typically represents less than 15% of overall income, demonstrating an impressive leveraging of approximately \$9 of outside grant or program funds for each local tax dollar invested. Total conservation program expenditures often exceed one million dollars per year depending on the amount of grants secured each year. Over the past 3-5 years, staff levels have ranged from 6 to 8 full time employees.

## **District Successes**

The District has received many awards and honors over the years for its achievements. It has received the Distinguished District Award from Oregon Department of Agriculture eight times, and numerous awards for its education programs and work with private landowners. It has been recognized recently for its leadership in establishing conservation easements and protecting lands through other strategies.

## **Operational Principles**

The District Board has established six primary categories of Operational Principles to help guide the district's long-term direction for programs, services, and policy.

- 1. Local Natural Resource Leadership**
- 2. Sustainable Natural Resources Management on Private Land**
- 3. Conservation Approaches**
- 4. Building Partnerships**
- 5. Customer Service Excellence**
- 6. Commitment to Professionalism**

### **1. Local Natural Resource Leadership**

The District is governed by seven elected directors. Five directors represent particular regions within the district and are elected as “zone” directors. Two are elected as “at-large” directors, which means they can reside anywhere in the district. Directors come from a wide range of backgrounds and offer a diversity of experience, including commercial and organic farming, forest and woodland management, local government experience, business management, agri-business, and various types of community involvement. Board members serve without pay, and meet regularly to conduct district business through public board meetings and committee meetings. All meetings and programs are structured to involve and receive input from the public and various conservation partners. Involvement of locally-elected directors, volunteers, and others in projects and decision-making ensures the District is truly a locally-led conservation organization.

### **2. Sustainable Natural Resources Management on Private Land**

Natural resource based industries contribute significantly to the business economy in Yamhill County. Agriculture and Agri-Businesses depend on fertile soils, availability of irrigation water and a favorable climate. Forestry lands comprise over half the county land area and provide jobs, renewable building materials, clean water, and habitat for many plants and animals.

Less than 10 % of the county is state or federally owned compared to a much higher percentage in other parts of Oregon. Private landowners in the county have an important opportunity to manage natural resources, endangered species, water quality, and forestlands in a manner that protects watersheds and maintains the natural resource base for future generations. The District services and programs are available to assist landowners and managers with conservation planning and implementation of conservation measures that help ensure good stewardship of natural resources.

### **3. Conservation Approaches**

The District supports a range of approaches to address natural resource issues that include protection and preservation of sensitive lands, restoration of degraded plant and animal habitats, and support of production agriculture and forestry. The District promotes voluntary problem solving and often works with conservation leaders and “early adopters” to get new practices initiated as demonstration projects. District staff and directors use a variety of approaches to address resource problems including:

- Leadership – Taking initiative to acquire funds or technical assistance necessary to design or implement innovative new practices that address new or recurring natural resource problems.
- Technical Assistance – Providing staff for consultations, education, planning and design work, and implementation of conservation measures and practices. District staff provide technical information and recommendations so landowners have alternatives to consider when making management decisions.
- Financial Assistance – Pursuing grants and other financial resources to provide landowners with cost-share or other financial incentives to implement conservation measures, through a variety of federal, state and other sources.
- Information and Outreach – Staff and directors provide information regarding natural resource concerns, best management practices, land management, and a variety of technical disciplines, through workshops, publications, tours, websites, and other venues.

### **4. Building Partnerships**

The District is an independent, self-governed entity, but implements its programs and services through strong partnerships with many agencies, non-governmental organizations, private landowners, educational organizations, and other partners. The District works closely with the Oregon Department of Agriculture, USDA Natural Resources Conservation Service, USDA Farm Services Agency, Oregon State University, U.S. Fish and Wildlife Service, the Greater Yamhill Watershed Council, Oregon Department of Fish and Wildlife, land trusts, tribes, local governments, schools, and many others. Maintenance of these relationships and the continued success of these partnerships is an important goal for directors and staff. Promoting collaboration provides better service to landowners and opens opportunities for project funding.

### **5. Customer Service Excellence**

Identifying and addressing natural resource problems is best accomplished by engaging and listening to landowner and citizen concerns, and by crafting conservation approaches that meet the public’s needs. Staff and directors are accountable to, and serve the public. Providing timely responses and service, and keeping landowner information and files confidential are important principles the district strives to follow. Providing good customer service over for over 60 years has built solid public support and trust in the District.

### **6. Commitment to Professionalism**

A successful natural resource management program requires a diversity of skills and experience. The district is committed to maintaining professional staff with skills in management, administration, conservation planning, and technical design. Staff attend training and workshops, participate in professional development, and network with other agency professionals to stay current with programs and techniques.

# Strategic Plan Goals and Objectives

## District Management and Leadership

The District conducts its meetings according to Oregon Public Meetings Law which provides for public notice, recording of minutes, and use of operational rules, such as Robert's Rules of Order. District directors run efficient meetings, provide opportunities for public comment, and produce minutes that are available to the public and conservation partners.

Tenure of directors varies on the board, ranging from a few years to over 25 years of experience. Many directors also have experience serving on other local government and industry boards, and extensive involvement with various community groups. This diversity of experience serves the District and its constituents well. The District also offers Associate Director and Director Emeritus appointments which strengthens its pool of advisors and provides additional diversity.

The District follows and utilizes many policies and best management practices to ensure the district meets its compliance with the laws governing special districts and municipal corporations. District policies address employment and personnel management, budgeting, financial management, audits, public meetings and records management, public contracting and other areas of operation.

### **Goal 1: Establish district direction through public input and work planning.**

- Conduct monthly board meetings and committee meetings according to Oregon Public Meetings and Records Law.
- Seek input for programs and activities delivered by the district and strive for continual improvement in program delivery.
- Maintain secure and confidential office records.
- Provide office and program support to NRCS staff.
- Develop, review, and approve an annual work plan that works to achieve goals outlined in the District Strategic Plan.

### **Goal 2: Maintain professional personnel management practices.**

- Annually review employee policy manual, insurance, benefits, and safety policies.
- Acknowledge employees, directors, and volunteers with appropriate recognition.
- Utilize volunteers and partners to complete projects.
- Stay involved with, and utilize assistance from Special Districts Association of Oregon, the Oregon Association of Conservation Districts, and other professional organizations.
- Conduct annual staff evaluations and provide for staff training.
- Provide needed facilities and equipment to implement work plans.

### **Goal 3: Maintain sound accounting practices and fiscal management.**

- Prepare a balanced annual budget for presentation to the budget committee and public.
- Prepare and facilitate a complete annual financial audit by independent auditor.
- Maintain needed accounting records regarding district finances.
- Maintain adequate internal financial controls.

**Goal 4: Maintain and develop good relationships with conservation partners.**

- Develop and implement a process and programs to recognize partner contributions.
- Develop appropriate agreements that define partner relationships and expectations.
- Seek to develop a natural resource center that could facilitate co-location of partners.

**Goal 5: Maintain adequate staff levels to address natural resource problems.**

- Develop and utilize additional funding sources to provide funding for staffing, operational costs, and implementation of natural resource programs. Priorities for the next five years include district staffing for:
  - Long-term land protection programs (conservation easements and acquisitions)
  - Land stewardship responsibilities
  - Riparian and Agricultural Water Quality programs
  - Noxious weed and invasive species management
  - Oak and Prairie Restoration
  - Native plant nursery
  - Volunteer coordination
  - Grant writing

**Soil Resources**

Rich soil, good climate, and refined production techniques combine in Yamhill County to produce high quality crops and timber. Agriculture and timber production are leading industries in Yamhill County. Roughly 30% of soils in the county are considered “prime agricultural land” (Table 1). Soils classed above class III on the USDA scale were once thought to be only suited for pasture and timber production, but now support the vineyard industry and agricultural uses.

The District promotes and implements a variety of programs that encourage soil resource protection and enhancement. Funding and grants from the Environmental Quality Incentives Program (EQIP), the Oregon Watershed Enhancement Board, the Oregon Department of Agricultural Water Quality Program, and other sources will be use to support soil health.

From a local policy perspective, the District provides input and comments on county land use applications to raise awareness of the value of soils and protecting farm and forest lands. The District also promotes protection of working lands through use of conservation easements and other long-term land protection strategies.

**Goal 6. Utilize USDA programs to encourage soil resource protection.**

- Establish annual goals to provide technical assistance and enroll landowners in programs such as EQIP to address soil erosion and water quality.
- Maintain working relationship with local landowners and producers and seek input through the Local Work Group process to help locally focus USDA investments.
- Seek opportunities through USDA programs to protect valuable soils, agricultural land, forestry lands, and wildlife habitat through the establishment of conservation easements or other land protection strategies.

**Goal 7. Protect agricultural and forest soil resources.**

- Provide comments on land use applications and encourage protection of agricultural and forestry lands.
- Seek grant funding opportunities through USDA, OWEB, donations, and other approaches to establish conservation easements on agricultural and forest lands.
- Respond to soil erosion complaints and seek to solve erosion problems.
- Provide outreach and education to citizens on the importance of soil resources through venues such as McMinnville’s Farmers Market, news articles, producer meetings and workshops, and District website.
- Seek grant funding through OWEB and other sources to support protection of soils, soil health objectives, and water quality protection.

**Goal 8. Assist the county with its roadside vegetation program and seek opportunities to establish appropriate roadside vegetation.**

- Participate in the Roadside Vegetation Committee.
- Explore opportunities to partner with the county on demonstration projects that promote establishment of native plants and other appropriate roadside vegetation.
- Seek grant funding to support roadside projects, inventories, and noxious weed control.

**Water Resources**

The majority of Yamhill County lies within the Yamhill Basin Watershed. Dozens of small creeks supply three sub-basins; North Yamhill, South Yamhill, and the Yamhill River main stem. Beneficial water uses include: fishing, swimming, boating, wildlife habitat, native species enhancement, agriculture, domestic use, and industrial development. Water supply varies seasonally with high winter stream flows and low summer flows. Oregon Water Resources Department has appropriated water rights for 8300 acre feet of water in the Yamhill Basin with 6423 acre feet being for irrigation and the rest primarily for urban uses (OWRD, 1998). In some communities municipal water use is in direct competition with agricultural uses. Irrigation withdrawals are primarily during summer months when stream flows are low and this can negatively influence water quality. When stream flows are very low, temperature, nutrient and bacteria concentrations increase, which can negatively impact wildlife.

*Eleven stream segments* in Yamhill County do not meet state water quality standards and have been placed on Oregon Department of Environmental Quality’s (DEQ) “303D List” (Appendix Table 2). This list is named after Section 303(d) of the Federal Clean Water Act that requires states to monitor water quality and develop programs and regulations to improve water quality to meet state standards. A stream can be “listed” for one or more parameters such as: bacteria levels, temperature, flow modification, dissolved oxygen, pH, or for presence of toxic materials such as pesticides.

The district will pursue several strategies to address water resource concerns in the next five years. It will continue to promote work to increase irrigation efficiency with area irrigators using USDA’s EQIP program, which provides incentives to improve irrigation systems and encourage better irrigation scheduling. District staff will continue to provide technical assistance for the Conservation Reserve Enhancement Program to establish riparian buffers along local streams to

protect water quality and provide riparian area habitat. The District will also explore new programs offered through the Oregon Water Resources Department (OWRD) that provide incentives for water storage, water efficiency and other water development objectives. Other long-term goals include establishment of permanent wetlands on private lands to restore and clean water and provide wildlife habitat, and partnering with the Greater Yamhill Watershed Council and Oregon Department of Environmental Quality to support water quality monitoring.

**Goal 9. Establish riparian buffers needed for streams in the watershed.**

- Maintain the riparian specialist position to support CREP and other programs that incentivize establishment of riparian buffers and protect water quality.
- Provide outreach and education related to riparian buffers and habitat.
- Explore opportunities to establish an enhanced riparian buffer program that provides high levels of landowner incentives and opportunities for conservation easements.

**Goal 10. Develop wetlands to store and release clean water and provide habitat.**

- Provide technical assistance to landowners related to establishing wetlands.
- Establish wetland projects using grant funding.
- Cooperate with USDA-NRCS with development of Wetland Reserve Projects.
- Utilize program through OWRD to develop water storage, wetlands, or recharge areas.

**Goal 11. Improve irrigation efficiency with agricultural producers.**

- Promote and encourage adoption of more efficient irrigation using EQIP.
- Promote “in-stream water rights leases” with area irrigators.

**Goal 12. Continue implementation of the Yamhill Agricultural Water Quality Plan.**

- Maintain technical staff to support water quality work in partnership with the Oregon Department of Agriculture (ODA), Department of Environmental Quality and others.
- Investigate and follow-up with water quality related complaints.
- Provide technical assistance to landowners and producers on water quality projects.
- Conduct pesticide outreach to address identified problems in surface water.
- Support the Greater Yamhill Watershed Council, ODA, Department of Environmental Quality and others to implement the Pesticide Stewardship Partnership.
- Cooperate with ODA on the Strategic Implementation Area process, and provide assistance to landowners needing support to implement water quality practices.

**Plant and Animal Habitats**

Yamhill County is home to many different native plants and animals. However, several bird, fish, and plant species are currently in decline and have received Federal Endangered or Threatened Species designation under the Endangered Species Act (Appendix 3). Other species are listed as Species of Concern and may require ESA listing for protection. Diversity and acreage of natural wildlife habitats in Yamhill County was reduced as land was converted from natural forest and grassland to managed forests, cropland, homesteads, and urban areas. Clearing of lands for urbanization and other developments continues to threaten sensitive plant and animal populations. Invasion of non-native species, both plant and animal, are also reducing the viability of native species.

Landowner interest in native plants and wildlife habitat continues to increase, and the District's involvement in this program area is increasing accordingly. In 2015, the District work with several partners to secure funding under the Regional Conservation Partnership Program (RCPP). The RCPP program provides financial incentives for oak and prairie restoration work in Yamhill and Polk counties through 2019. RCPP will advance work in this program area, and will complement other work being completed under the US Fish and Wildlife Service Partners for Wildlife program. The district and its conservation partners will leverage RCPP funding by securing other sources of funding to purchase conservation easements and acquire important wildlife habitat lands. Work under RCPP will also support protection and establishment of Kincaid's Lupine, a host plant for the endangered Fender's blue butterfly. The District completed the Habitat Conservation Plan for Fender's blue butterfly in 2015.

Other work will include continuation of the District's annual native plant sale that offers a wide selection of species to landowners interested in restoration and enhancement projects. The District has distributed over 1 million plants through this program since its inception in 1992. Other programs efforts will include establishment of raptor nesting and perches on lands in the county and continuation of noxious weed control projects that protect plant and animal habitats.

**Goal 13. Restore sustainable populations of threatened and endangered species.**

- Restore and protect Kincaid's lupine / Fender's blue butterfly sites.
- Survey project sites for threatened and endangered species.

**Goal 14. Protect and restore sustainable populations of species listed as species of concern.**

- Establish nesting box sites for Western Bluebird.
- Establish Acorn Woodpecker habitat on oak woodland sites.
- Protect and enhance known sites for Western Pond Turtles and Red Legged Frogs.
- Promote and assist with implementation of Coastal Cutthroat Trout habitat restoration.

**Goal 15. Expand the use of native plants in natural areas.**

- Distribute more than 250,000 native plants through the native tree sale over five years.
- Continue to operate and expand the Miller Woods Native Plant Nursery.
- Work with conservation partners to provide native plants for restoration projects.

**Goal 16. Fully develop a noxious weed control program.**

- Host annual weed committee meeting and fulfill role as noxious weed inspector.
- Work with the county and partners to explore the feasibility of a county weed district.
- Implement noxious weed control projects for priority species.
- Release biological control agents for targeted species as feasible
- Implement an Early Detection Rapid Response program for high priority weeds.

## **Forests and Woodlands**

Forests and woodlands are an important feature of Yamhill county occupying close to 45% of land area. Forest lands provide a sustainable supply of timber, recreation areas for residents, and contribute to clean air, water, and a diversity of wildlife habitat. Since forests are important for storing carbon they play a positive role in lowering atmospheric carbon levels.

Some program goals in the Plant and Animal section of the Strategic Plan are equally important goals in the Forest and Woodland Section of the plan. To avoid duplication, the goals relating to oak and prairie restoration are primarily included in the preceding section.

### **Goal 17. Fully develop Miller Woods as an educational venue.**

- Develop forestry and woodland management demonstrations and educational materials to highlight the forest management plan completed at Miller Woods in 2015.
- Partner with professional forestry groups such Small Woodlands Association (OSWA), Oregon Department of Forestry, and OSU Extension and other organizations.
- Seek grants and community support to install facilities at Miller Woods, including septic system and bathrooms, multi-purpose building, and other infrastructure.
- Offer educational programs such as Earth Day Celebration, forestry training, youth programs, and other related programs.

### **Goal 18. Provide technical assistance and seek financial incentives for forest landowners.**

- Offer technical assistance with forest buffers, thinning, oak and prairie habitat, and other forest and woodland projects.
- Seek grant funds through OWEB and other sources for projects supporting forest and woodland objectives.

### **Goal 19. Provide forest management information and educational opportunities.**

- Stay in contact with small woodland owners through local chapter (OSWA).
- Continue to host the annual Cruickshank Woodland Tour for Yamhill County 5<sup>th</sup> graders.
- Provide wildlife recommendations for non-industrial forest land.

## **Climate and Renewable Energy**

Climate change is rapidly becoming more widely recognized as a problem facing our society. Increased regulatory measures and more widespread market based incentives to reduce carbon emissions are expected in coming years. The District will continue to explore opportunities to help landowners reduce carbon emissions by promoting soil health, conservation tillage, carbon sequestration, renewable fuel technology, planting and maintaining healthy timber stands, and implementing good forest management. The District supports this objective with its riparian buffer programs, through establishment of conservation easements and other long-term land protection mechanisms, and its native plant distribution program.

### **Goal 20. Establish demonstrations related to renewable energy.**

- Provide outreach and education on conservation practices that provide fuel reduction and carbon sequestration benefits.

**References:**

**Yamhill River Sub-basin Agricultural Water Quality Management Plan.**

Developed by Yamhill River Sub-basin Local Advisory Committee and Oregon Department of Agriculture. Copies available from Yamhill SWCD office.

**Oregon Water Rights Information System**

Oregon Department of Water Resources Report, 1998.

**Yamhill County Estimates of Agricultural Commodities**

Oregon State University Extension, McMinnville Office.

## APPENDICES

Table 1. Soil Classes and land utilization in Yamhill County. Source: USDA Soil Survey, 1974.

Soil Class	Total	Crop Land & Pasture	Forest & Woodland	Terrace, Rock, Water
<b>Class I - III</b>	147,560	137,860	9,700	-
Prime	32.5%	30.4%	2.1%	
<b>Class IV</b>	46,640	28,740	17,900	
	10.3%	6.3%	3.9%	
<b>Class V - VIII</b>	259,560	31,700	210,960	16,900
	57.2%	7.0%	46.5%	3.7%

Table 2. Water quality limited stream segments (303 (d) list) for Yamhill Basin, Oregon, 2004/2006 integrated report.

Waterbody Name & Waterbody Segment	303 (d) List Parameter Causing Listing
<b>Baker Creek</b> Mouth to headwaters	Temperature
<b>Deer Creek</b> Mouth to head waters Mouth to Little Deer Creek	Bacteria Temperature
<b>Mill Creek</b> Mouth to headwaters	Bacteria, Temperature
<b>Palmer Creek – West Fork</b> Mouth to headwaters	Chlorpyrifos
<b>Salt Creek</b> Mouth to headwaters	Bacteria, Chlorophyll a Dissolved Oxygen, Temperature, Manganese
<b>Turner Creek</b> Mouth to Severt Creek	Temperature
<b>Willamina Creek</b> Mouth to above East Creek, RM 10	Bacteria
<b>Yamhill River Main Stem</b> Mouth to north/south forks	Bacteria, Temperature
<b>Yamhill River - North Fork</b> Mouth to Turner Creek	Bacteria, Flow modification, temperature
<b>Yamhill River - North Fork</b> Turner Creek to headwaters	Temperature
<b>Yamhill River - South Fork</b> Mouth to Salt Creek	Bacteria, Temperature
<b>Yamhill River - South Fork</b> Salt Creek to Willamina Creek	Bacteria, Flow modification, temperature
<b>Yamhill River - South Fork</b> Willamina Creek to Headwaters	Bacteria

<sup>a</sup> 303 (d) List of Limited Stream segments is reviewed every 2 years by ODEQ.

**Table 3. Federally listed and proposed endangered and threatened species, candidate species, and species of concern that may occur in Yamhill County, Oregon.**

Source: Oregon Natural Heritage Information Center. 2004. Rare, Threatened and Endangered Species of Oregon. Oregon Natural Heritage Information Center, Oregon State University, Portland, Oregon

<b>LISTED SPECIES<sup>1</sup></b> Listed in Federal Register as Threatened or Endangered under ESA.			
<b>Mammals</b>	Gray Wolf Grizzly Bear	Canis lupus Ursus arctos horribilis	(T) = Threatened T
<b>Birds</b>	Bald Eagle Northern Spotted Owl	Haliaeetus leucophalus Strix occidentalis caurina	T T
<b>Fish</b>	Coho Salmon Steelhead Chinook Salmon	Oncorhynchus kisutch Oncorhynchus mykiss Oncorhynchus tshawytscha	T T T
<b>Invertebrates</b>	Oregon silverspot butterfly Fender's blue butterfly	Speryeria zerene hippolyta <i>Icaricia icarioides fenderi</i>	T (E) = Endangered
<b>Plants</b>	Howellia Bradshaw's lomatium Nelson's checker-mallow Willamette daisy Kincaid's lupine	Howellia aquatilis Lomatium bradshawii Sidalcea nelsoniana Erigeron decumbens var. decumbens Lupinus sulphureus var. kincaidii	T E T E T
<b>CANDIDATE SPECIES<sup>3</sup></b> Being considered for threatened or endangered listing but not yet subject to a proposed rule.			
<b>Mammal</b>	Fisher	Martes pennanti	Not yet subject to rule
<b>Fish</b>	Steelhead (Oregon Coast)	Oncorhynchus mykiss	Not yet subject to rule.
<b>Birds</b>	Streaked horn lark	Eremophila alpestris	Not yet subject to rule.
<b>SPECIES OF CONCERN<sup>4</sup></b> Conservation status is a concern but further information is needed to proceed.			
<b>Mammals</b>	White footed vole Dusky tree vole Long-eared myotis (bat) Yuma myotis (bat) Pacific western big-eared bat Camas pocket gopher	Arborimus albipes Arborimus longicaudus silvicola Myotis evotis Myotis yumanensis Plecotus townsendii townsendii Thomomys bulbivorus	SOC = Species of Concern
<b>Birds</b>	Olive sided flycatcher Little willow flycatcher Western bluebird Oregon vesper sparrow Purple Martin Band-tailed pigeon Mountain quail Acorn woodpecker	Contopus borealis Empidonax traillii brewsteri Sialia mexicana Poecetes gramineus affinis Progne subis Patagioenas fasciata Oreortyx pictus Melanerpes formicivorus	
<b>Amphibians and Reptiles</b>	Tailed Frog Northwestern pond turtle Northern red-legged frog Southern torrent (seep) salamander	Ascanaphus truei Clemmys marmorata marmorata Rana aurora aurora Rhyacotriton variegatus	
<b>Fish</b>	Pacific Lamprey Coastal cutthroat trout	Lampetra tridentate Oncorhynchus clarki clarki	
<b>Invertebrates</b>	Oregon Giant Earthworm American Grass Bug	Megascolides macelfreshi Acetropis americana	
<b>Plants</b>	White rock larkspur Peacock larkspur Willamette Valley Larkspur Queen-of-the-forest Coast range fawn-lily Thin leaved peavine	Delphinium leucophaeum Delphinium pavonaceum Delphinium oregonum Filipendula occidentalis Erythronium elegans Lathyrus holochlorus	