

**USDA APHIS WILDLIFE SERVICES
WORK AND FINANCIAL PLAN**

Exhibit 1

COOPERATOR:	City of Alameda (Cooperator)
COOPERATIVE AGREEMENT NO.:	26-7306-6561-RA
ACCOUNT WBS:	AP.RA.RX06.73.0176
AGREEMENT DATES:	October 1, 2025 – September 30, 2029
AGREEMENT AMOUNT:	\$30,000.00 FY26 (10/1/25 - 9/30/26)
	\$30,000.00 FY27 (10/1/26 - 9/30/27)
	\$30,000.00 FY28 (10/1/27 - 9/30/28)
	\$30,000.00 FY29 (10/1/28 - 9/30/29)

Pursuant to Cooperative Service Agreement No. 25-73-06-6561-RA between Cooperator and the United States Department of Agriculture, Animal and Plant Health Inspection Service, Wildlife Services (APHIS-WS), this Work and Financial Plan defines the objectives, plan of action, resources, and budget for cooperative wildlife services program.

OBJECTIVES/GOALS

APHIS-WS objective is to provide professional wildlife damage management assistance to reduce or manage damage caused by striped skunks, feral cats, raccoons, common ravens, American crows and others to protect the Federally Listed California Least Tern and other California State Listed threatened or endangered species. Specific goals are:

1. To provide direct assistance for Cooperator from wildlife conflicts or damage.
2. To provide direct assistance in the form of educational information.
3. To remove predators and to conduct predator surveys to protect the Federally Listed California Least Tern and other California State Listed threatened or endangered species within areas operated by the City of Alameda at the Alameda Point site, Alameda County, California.
4. To act in accordance with the Alameda Point Predator Management Plan.

PLAN OF ACTION

The objectives of the wildlife damage management program will be accomplished in the following manner.

1. APHIS-WS will provide technical assistance and or direct management at times and locations for where it is determined there is a need to resolve problems caused by wildlife. Management efforts will be directed towards specific offending individuals or local groups of animals. Method selection will be based on an evaluation of selectivity, humaneness, human safety, effectiveness, legality, and practicality.

Technical Assistance: APHIS-WS' personnel may provide verbal or written advice, recommendations, information, demonstrations, or training to use in managing wildlife damage problems. Generally, implementation of technical assistance recommendations is the responsibility of the resource/property owner.

Direct Management: Direct management is usually provided when the resource/property owner's efforts have proven ineffective and or technical assistance alone is inadequate. Direct management methods/techniques may include trap equipment, shooting, and other methods as mutually agreed upon.

2. APHIS-WS District Supervisor Brian Popper, California District 4, will supervise this project, (209) 985-9114. This project will be monitored by Jeffrey B. Flores, WS-California State Director, in Sacramento, California, (916) 979-2675.
3. APHIS-WS will invoice Cooperator monthly for actual costs incurred in providing service, provided there are billable expenses posted at the time of billing for the month of service. The combined month billings for the performance period in this Work and Financial Plan will not exceed **\$30,000.00 for the period of performance (10/1/2025 – 9/30/2026), \$30,000.00 for the period of performance (10/1/2026 – 9/30/2027), \$30,000.00 for the period of performance (10/1/2027 – 9/30/2028), \$30,000.00 for the period of performance (10/1/2028– 9/30/2029)**. In some cases, the work is done during the period of performance, but expenses post outside of the agreement end date, resulting in a final invoice one month after the period of performance has ended.

4. In accordance with the Debt Collection Improvement Act (DCIA) of 1996, bills issued by APHIS-WS are due and payable within 30 days of the invoice date. The DCIA requires that all debts older than 120 days be forwarded to debt collection centers or commercial collection agencies for more aggressive action. Debtors have the option to verify, challenge and compromise claims, and have access to administrative appeals procedures which are both reasonable and protect the interests of the United States.

PROCUREMENT

Cooperator understands that additional supplies and equipment may need to be purchased under this agreement to replace consumed, damaged, or lost supplies/equipment. Any items remaining at the end of the agreement will remain in the possession of APHIS-WS.

STIPULATIONS AND RESTRICTIONS:

1. All operations shall have the joint concurrence of APHIS-WS and Cooperator and shall be under the direct supervision of APHIS-WS. APHIS-WS will conduct the program in accordance with its established operating policies and all applicable state and federal laws and regulations.
2. APHIS-WS will cooperate with the California Department of Fish and Wildlife, the U.S. Fish and Wildlife Service, California Department of Transportation, California Fire marshal's Office, county and local city governments, and other entities to ensure compliance with Federal, State, and local laws and regulations.
3. Wildlife Damage Management: A Work Initiation Document for Wildlife Damage Management (WS Form 12A), a Work Initiation Document for Wildlife Damage Management – Multiple Resource Owners (WS Form 12B) or a Work Initiation Document for Management of Wildlife Damage on Urban Properties (WS Form 12C) will be executed between APHIS-WS and the landowner, lessee, or administrator before any APHIS-WS work is conducted.
4. APHIS-WS SHALL PERFORM THE SERVICES UNDER THIS AGREEMENT IN ACCORDANCE WITH ITS FEDERAL AUTHORITY. APHIS-WS SHALL BE RESPONSIBLE TO THE EXTENT PERMITTED BY THE FEDERAL TORT CLAIMS ACT (28 U.S.C. 1346 (b), 2401 (b), 2671-2680), ONLY FOR THE ACTS, OMISSIONS, OR NEGLIGENCE OF ITS OWN OFFICERS, EMPLOYEES OR AGENTS.

NEITHER PARTY WILL BE LIABLE FOR ANY DAMAGES OF ANY SORT ARISING SOLELY FROM THE TERMINATION OF THIS AGREEMENT IN ACCORDANCE WITH ITS TERMS

COST ESTIMATE FOR SERVICES:

Salary, including possible overtime, benefits, vehicle, supplies, and material costs are charged at actual cost. The distribution of the budget for this work plan may vary as necessary to accomplish the purpose of this Agreement. See Appendix A for a description of supplies and services.

**FINANCIAL PLAN FOR
PERIOD OF PERFORMANCE
10/1/25-9/30/26**

Cost Element		Full Cost
Personnel Compensation		\$17,197.43
Travel		\$1,748.85
Vehicles		\$3,053.26
Other Services - CEC		\$400.00
Supplies and Materials		\$594.64
Equipment		\$600.00
Subtotal (Direct Charges)		\$23,594.18
Pooled Job Costs	11.00%	\$2,595.36
Indirect Costs	16.15%	\$3,810.46
Agreement Total		\$30,000.00

The distribution of the budget from this Financial Plan may vary as necessary to accomplish the purpose of this agreement but may not exceed: \$30,000.00.

**FINANCIAL PLAN FOR
PERIOD OF PERFORMANCE
10/1/26-9/30/27**

Cost Element		Full Cost
Personnel Compensation		\$17,424.73
Travel		\$1,748.85
Vehicles		\$2,829.88
Other Services - CEC		\$400.00
Supplies and Materials		\$590.72
Equipment		\$600.00
Subtotal (Direct Charges)		\$23,594.18
Pooled Job Costs	11.00%	\$2,595.36
Indirect Costs	16.15%	\$3,810.46
Agreement Total		\$30,000.00

The distribution of the budget from this Financial Plan may vary as necessary to accomplish the purpose of this agreement but may not exceed: \$30,000.00.

**FINANCIAL PLAN FOR
PERIOD OF PERFORMANCE
10/1/27-9/30/28**

Cost Element		Full Cost
Personnel Compensation		\$17,598.37
Travel		\$1,748.85
Vehicles		\$2,695.84
Other Services - CEC		\$400.00
Supplies and Materials		\$551.12
Equipment		\$600.00
Subtotal (Direct Charges)		\$23,594.18
Pooled Job Costs	11.00%	\$2,595.36
Indirect Costs	16.15%	\$3,810.46
Agreement Total		\$30,000.00

The distribution of the budget from this Financial Plan may vary as necessary to accomplish the purpose of this agreement but may not exceed: \$30,000.00.

**FINANCIAL PLAN FOR
PERIOD OF PERFORMANCE
10/1/28-9/30/29**

Cost Element		Full Cost
Personnel Compensation		\$17,676.17
Travel		\$1,748.85
Vehicles		\$2,628.83
Other Services - CEC		\$400.00
Supplies and Materials		\$540.33
Equipment		\$600.00
Subtotal (Direct Charges)		\$23,594.18
Pooled Job Costs	11.00%	\$2,595.36
Indirect Costs	16.15%	\$3,810.46
Agreement Total		\$30,000.00

The distribution of the budget from this Financial Plan may vary as necessary to accomplish the purpose of this agreement but may not exceed: \$30,000.00.

AUTHORIZATION:

CITY OF ALAMEDA
950 West Mall Square
Suite 205
Alameda, CA 94501
(510)747-6890

Adam W. Politzer, Interim City Manager
TIN# 94-6000288

Date

Approved as to form:

DocuSigned by:

Len Astorian, Assistant City Attorney
TIN# 94-6000288

1/20/2026
Date

UNITED STATES DEPARTMENT OF AGRICULTURE
ANIMAL AND PLANT HEALTH INSPECTION SERVICE
WILDLIFE SERVICES

Jeffrey B. Flores

 Digitally signed by Jeffrey B. Flores
DN: cn=Jeffrey B. Flores, o=Wildlife Services, ou=USDA APHIS ,
email=jeffrey.b.flores@usda.gov, c=US
Date: 2026.01.21 15:45:07 -08'00'

Jeffrey B. Flores, State Director, California

Date

WENDY ANDERSON

 Digitally signed by WENDY ANDERSON
Date: 2026.01.28 11:31:38 -07'00'

Wendy Anderson, Director, Western Region

Date

Appendix A: Schedule of Supplies / Services

WS Description of WS Supplies and Services for 10/01/25 – 9/30/29

Salaries:

Salary hours associated with this project include, but are not limited to, providing technical assistance, field work, equipment maintenance, vehicle maintenance, boat maintenance, mandatory training, annual leave, sick leave, awards, travel to and from official duty station, data entry, data analysis, project coordination, administrative support, health and retirement benefits, taxes, etc. These salaries provide the Wildlife Services Specialists that help meet the goals and fulfill the duties outlined in the WFP. Examples of this work include, but are not limited to, smolt protection from avian predators through harassment, providing facility and project protection from pigeons and marmot damage through a lethal removal program.

Vehicle Operating Costs:

The vehicle provides transportation of personnel and equipment assigned to the project. A flat rate is charged per vehicle used, per pay period that cooperatively funds vehicle operating costs. Vehicle operating costs include but are not limited to repair and maintenance, fuel consumption, oil changes, tire replacement, tire changes seasonally, and eventual vehicle replacement and depreciation costs resulting from wear and tear.

Supplies:

The supply charge is based on the quantity of supplies anticipated to be used for an operating project during the work period. Costs include, but are not limited to pyrotechnics, pyrotechnic launchers, traps and trap materials, office supplies, binoculars, ammunition, firearm maintenance cost, uniform allowance, computer accessories for data entry, euthanasia equipment, wildlife capture, restraint and handling devices, spotlights, and similar supplies and equipment.

Training / Travel:

A flat rate is budgeted per project for costs associated with training for all specialists for that project. Costs include, but may not be limited to, the cost of on-line training, reimbursement of travel costs, per diem, lodging, training facilities rentals, instructor fees and training materials for seasonal and full-time employees related to individual operating projects.

Pooled Job Costs:

Pooled Job Costs (11% of subtotal) covers costs that may not be directly associated with one particular project and are distributed across all identifiable projects to which the costs pertain. Costs may include supervision not directly charged, employee retirement, severance, sick leave, self-insurance, OWCP costs, and vehicle, boat, and camp trailer repair and replacement.

Administrative Costs:

Administrative costs (16.15 % of subtotal) cover administrative infrastructure in the U.S. Department of Agriculture APHIS-WS.