

	<b>Alternative A: No Action (Status Quo)</b>	<b>Alternative B: moderate increase in wildlife management, habitat management, visitor services, and environmental education programs</b>	<b>Alternative C: substantial increase in wildlife management, habitat management, visitor services and environmental education</b>
<b>Biological</b>			
Monitoring and Research	<ul style="list-style-type: none"> <li>• Conduct annual surveys on migratory waterfowl and shorebirds.</li> <li>• Support monthly surveys of shorebird and waterfowl use of salt ponds and managed ponds; assess water quality within those ponds.</li> <li>• Support fish monitoring in sloughs and restored tidal marshes.</li> <li>• Support monitoring and research on nesting success of shorebirds, terns and gulls.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Complete baseline population density, presence/absence, abundance and/or cover on focal plant and animal species.</li> <li>• Participate in regional database (e.g., CNDDDB, E Bird, BIOS) to make publicly available.</li> <li>• Develop standardized quantitative and qualitative monitoring protocols.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Monitor population density, presence/absence, abundance and/or cover on focal plant and animal species every five years.</li> </ul>
Listed Species	<ul style="list-style-type: none"> <li>• Conduct annual California clapper rail surveys (call counts, live trapping, and high tide surveys) within a subset of Refuge units.</li> <li>• Support monitoring and research on nesting success of western snowy plovers.</li> <li>• Conduct opportunistic surveys for salt marsh harvest mouse in select marshes.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Conduct salt marsh harvest mouse surveys annually within a subset of existing, restored and managed marshes.</li> <li>• Revise and implement monitoring plan for listed and native species.</li> <li>• Conduct surveys of California black rail, song sparrow subspecies, and saltmarsh common yellowthroat.</li> <li>• Increase western snowy plover productivity through nest site</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Conduct salt marsh harvest mouse surveys annually in all marshes.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> </ul>

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		<p>enhancement, management actions, and associated monitoring.</p> <ul style="list-style-type: none"> <li>• Create suitable nesting habitat for at least one colony of California least tern.</li> <li>• Investigate California clapper rail response to disturbance including sensitivity to noise and trail use.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Investigate reintroduction of salt marsh harvest mouse and California clapper rail into potential habitat that does not currently contain these species.</li> <li>• Support studies to ascertain at what density and plot size of pepperweed salt marsh harvest mice excluded.</li> <li>• Survey/monitor for Suisun thistle, salt marsh bird's beak, soft bird's beak, and California sea-blite distribution and abundance.</li> <li>• Contract or partner with others to investigate limits to California clapper rail populations, such as fledges success, survival and dispersal rates, and interspecies aggression.</li> <li>• Contract or identify partners to research habitat restoration and climate change effects to listed species.</li> </ul>
Tidal and managed marsh management	<ul style="list-style-type: none"> <li>• Conduct restoration projects (e.g., Bair Island, SBSPRP).</li> <li>• Support research and monitoring to determine vegetation and sedimentation rates of newly restored areas.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Heighten and expand high marsh and ecotone/transition zone wherever possible on the Refuge.</li> <li>• Improve ecological function (e.g. hydrology, habitat management) at La Riviere Marsh, Mayhews Landing, and New Chicago Marsh units.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Improve ecological function at Faber-Laumeister and Muenster units to enhance tidal marsh habitat.</li> </ul>
Predator Management	<ul style="list-style-type: none"> <li>• Conduct predator management through USDA Wildlife Services based on existing predator management plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Update mammalian predator management plan, and implement avian predator management.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> </ul>

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		<ul style="list-style-type: none"> <li>• Assess efficacy of predator management program on increasing numbers of listed species and breeding birds.</li> <li>• Develop outreach message to visitor and neighbors.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Assess baseline abundance of native and non-native predators.</li> </ul>
Wildlife Disturbance	<ul style="list-style-type: none"> <li>• Conduct law enforcement patrols.</li> </ul>	<ul style="list-style-type: none"> <li>• Increase law enforcement patrols.</li> <li>• Develop and conduct training and other tools for staff, partners, special use permit holders, volunteers, neighbors, and visitors to reduce trespass and disturbance.</li> <li>• Conduct public outreach program to promote responsible, water-based recreation.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Develop a boat launch site for improved law enforcement access.</li> </ul>
Weed and vegetation management	<ul style="list-style-type: none"> <li>• Work with partners to conduct chemical control of invasive spartina.</li> <li>• Conduct intermittent control of invasive pepperweed and other priority weeds through chemical and manual methods.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Implement a weed management and re-vegetation plan.</li> <li>• Control weeds, for example contain invasive perennial pepperweed at boundaries and reduce cover of the main infestations on the Refuge by 20% as derived from the 2010-2011 baseline inventory within threatened and endangered species habitat (high tide refugia, transition zone and tidal areas).</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Same as Alternative B.</li> <li>• Further control of weeds, for example reduce cover of invasive perennial pepperweed on the Refuge by 50% of 2010-2011 baseline inventory within threatened and endangered species habitat (high tide refugia, transition zone and tidal areas).</li> <li>• Coordinate with others to conduct region-wide weed control efforts.</li> <li>• Increase acreages for weed control.</li> </ul>
Vernal pool and grassland management	<ul style="list-style-type: none"> <li>• Conduct vernal pool surveys.</li> <li>• Use grazing to reduce biomass of residual dry matter.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Reduce invasive plant cover to less than 30 percent using mechanical, manual, and chemical control treatments.</li> <li>• Reduce biomass of residual dry matter to 1000-1200 lbs. per acre using</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> </ul>

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		<p>grazing.</p> <ul style="list-style-type: none"> <li>• Increase cover of native upland plants by 10 percent by broadcast seeding.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> <li>• Contract with a nursery to collect seed on site and amplify. Hydroseed weedy areas and cover with rice straw.</li> <li>• Conduct hydro-geomorphic survey and improve circulation through berm removal.</li> </ul>
Managed pond and mudflat management	<ul style="list-style-type: none"> <li>• Restoration and enhancement through SBSRP.</li> <li>• Create islands throughout managed ponds as possible during levee maintenance work.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Work with partners to explore increasing nesting and roosting habitat to benefit shorebirds and waterfowl in the Alviso, Mowry, and Newark Ponds.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Same as Alternative B.</li> <li>• Investigate the importance of mudflat and shallow pond biofilm on shorebird diet and the potential for management for biofilm.</li> </ul>
Ecotone/transition zone	<ul style="list-style-type: none"> <li>• Sporadic weed removal by chemical and manual means.</li> <li>• Sporadic planting done in ecotone and transition zones by staff and volunteers.</li> <li>• Work with local city government to control nesting Canada geese in newly restored upland and ecotone habitats.</li> </ul>	<ul style="list-style-type: none"> <li>• Weed control conduct through weed management and re-vegetation plan.</li> <li>• Utilize staff and volunteers to plant in ecotone and transition zones according to re-vegetation plan priorities.</li> <li>• Same as Alternative A.</li> <li>• Enhance and restore marsh-upland ecotone especially at Faber-Laumeister, La Riviere Marsh, EEC, A6, and A8 through established a dominance (&gt;50%) of native plants.</li> <li>• Conduct restoration education program focusing on ecotone/transition zone (e.g., Warm Springs, Alviso, Fremont, East Palo Alto).</li> <li>• Identify potential areas to restore to burrowing owl habitat.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative A.</li> <li>• Enhance and restore marsh-upland ecotone along all levees in the Ravenswood and Alviso pond systems through established dominance (&gt;50%) of native plants.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> </ul>

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		<ul style="list-style-type: none"> <li>• Implement a plan to restore the ecotone of Faber-Laumeister and implement monthly plant maintenance.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> </ul>
Partnerships	<ul style="list-style-type: none"> <li>• Continue existing partnerships to support the biology, visitor services, and management needs of the Refuge.</li> <li>• Work with Friends group to promote public awareness and outreach of the Refuge.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain, enhance, and develop at least 10 new projects or partners to preserve, restore, and enhance the Refuge.</li> <li>• Same as Alternative A.</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain enhance, and develop at least 20 new projects or partners to preserve, restore, and enhance the Refuge.</li> <li>• Same as Alternative A.</li> </ul>
Disease	<ul style="list-style-type: none"> <li>• Respond to botulism outbreaks in wetland and pond habitats.</li> <li>• Work with partners (e.g., SBSPRP and RWQCB) to monitor priority species for mercury contamination.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Monitor and mitigate effects of disease outbreaks that affect wildlife, plants, and public health.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Work with partners (e.g., SBSPRP and RWQCB) to monitor priority species for priority contaminants in addition to mercury (PCBs, etc.).</li> <li>• Same as Alternative B.</li> <li>• Work with partners to establish threshold levels of contaminants (e.g. Hg) in priority species.</li> </ul>
Climate change	<ul style="list-style-type: none"> <li>• Partner with others to share and improve knowledge about climate change science.</li> <li>• Encourage and seek funding for climate change modeling.</li> <li>• Coordinate with local partnerships (e.g., BAECC).</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Reduce carbon footprint of Refuge operations by 30 percent using renewable energy sources and reducing facility, vehicle, and workforce costs.</li> <li>• Coordinate with the Service's LCC and I&amp;M efforts to address near-term and long-term climate change impacts. Identify and coordinate with new local climate change partnerships.</li> <li>• Implement management to mitigate climate change impacts.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> </ul>
Land management priorities	<ul style="list-style-type: none"> <li>• Acquire remaining lands within the approved acquisition boundary of the Refuge as approached by willing sellers.</li> </ul>	<ul style="list-style-type: none"> <li>• Actively work with partners and willing sellers to acquire remaining lands within the approved acquisition boundary of</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> </ul>

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		the Refuge.	
<b>Public Uses</b>			
	<ul style="list-style-type: none"> <li>• Visitor Services division offers a variety of programs related to Refuge Resources.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop and implement a unified message with three main themes for the public. Incorporate the unified message in all programs and outreach.</li> <li>• Develop a visitor services plan.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> </ul>
Wildlife observation	<ul style="list-style-type: none"> <li>• Provide more than 30 miles trail, multiple access sites, and overlooks to facilitate wildlife observation.</li> <li>• Offer guided walks.</li> </ul>	<ul style="list-style-type: none"> <li>• Enhance, maintain, and expand public access opportunities (e.g., improve Tidelands Trail by installing water bars to slow erosion).</li> <li>• Install a raised boardwalk extending the entire length of the interior levee of the Faber-Laumeister site.</li> <li>• Same as Alternative A.</li> <li>• Explore the feasibility of a bus stop at the Fremont headquarter entrance.</li> <li>• Investigate and if feasible construct additional wildlife viewing facilities.</li> <li>• Install a remote camera near closed and/or sensitive areas for the purpose of remote public viewing.</li> <li>• Research and if feasible promote water-based wildlife observation at Alviso Slough, Newark Slough, and Bair Island (canoe, kayak, tours).</li> <li>• Identify potential launch sites on the refuge for canoes and kayaks (Bair Island, near Dumbarton Bridge, etc.).</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> <li>• Install interpretive signage and overlooks on the Shoreline and Alviso Slough Trails.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative A.</li> <li>• Same as Alternative B.</li> <li>• Explore the feasibility of a bus stop at the EEC.</li> <li>• Develop a walking path/bridge from bus stop to the headquarters.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Buy kayaks or canoes for water-based, wildlife observation programs.</li> <li>• Construct a dock on the Refuge.</li> <li>• Develop at least one stop on the proposed Water Trail.</li> </ul>
Photography	<ul style="list-style-type: none"> <li>• Provide more than 30 miles trail,</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> </ul>

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	<p>multiple access sites, and overlooks to facilitate wildlife observation.</p> <ul style="list-style-type: none"> <li>• Offer guided photography walks.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Construct and maintain at least one universally-accessible photography blind.</li> <li>• Implement a wildlife photography permit system.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Construct and maintain 4 or more universally-accessible photography blinds.</li> <li>• Same as Alternative B.</li> <li>• Offer week-long photography day-camp for youths 13-16.</li> </ul>
Hunting	<ul style="list-style-type: none"> <li>• Permit seasonal waterfowl hunting on 7,500 acres of ponds, tidal areas, and open Bay.</li> <li>• Conduct hunter orientation meeting.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Increase number of meetings to solicit hunter feedback.</li> <li>• Track hunt use over a 5-year period once major tidal restoration breaches are completed to determine use.</li> <li>• Develop an interactive hunt website for hunt permits, interactive hunt maps, relevant links to other hunt information, and collection of hunt data.</li> <li>• Create a volunteer program from hunt community to assist with upkeep of hunt blinds.</li> <li>• Develop brochures and wayside exhibits for hunting.</li> </ul>	<ul style="list-style-type: none"> <li>• Open an additional 340 acres to hunting (Pond A6).</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Enact an annual waterfowl hunt fee that will provide funding to conduct improvements to hunt blinds and hunt access.</li> <li>• Same as Alternative B.</li> <li>• Construct an additional universally-accessible hunt blind.</li> <li>• Offer bird identification class, hunter safety class, and youth hunt education class.</li> </ul>
Fishing	<ul style="list-style-type: none"> <li>• Permit year-round pier fishing at the headquarters.</li> <li>• Permit shoreline fishing at Coyote Creek Lagoon and Faber-Laumeister, and platform fishing at Mallard Slough Trail.</li> <li>• Host annual fishing day at pier.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A, also update fishing pier including renovate fish cleaning stations.</li> <li>• Same as Alternative A, also design and install a small fishing platform at Coyote Creek Lagoon and Faber-Laumeister.</li> <li>• Same as Alternative A.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B</li> <li>• Same as Alternative B.</li> <li>• Conduct one additional Fishing Day at another fishing access site.</li> </ul>

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		<ul style="list-style-type: none"> <li>• Develop brochures and wayside exhibits for fishing.</li> <li>• Assess and if possible provide shoreline fishing to Alviso Slough.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> </ul>
<p>Interpretation and Outreach</p>	<ul style="list-style-type: none"> <li>• Maintain a Visitor Contact Station in Fremont.</li> <li>• Provide limited visitor contact services at the EEC.</li> <li>• Offer about 200 guided interpretive activities (walks and other programs) on a variety of topics at different sites on the Refuge.</li> <li>• Offer self-guided interpretive exhibits and materials at the visitor center and EEC, some in Spanish.</li> <li>• Offer Discovery Pack Program, a self-guided interpretive walk targeted at families.</li> <li>• Host 7 special on-site events such as Earth Day Cleanup, Endangered Species Poster Contest, South Bay Bird Fest, and National Wildlife Refuge Week.</li> <li>• Publish quarterly Tideline newsletter, Sloughs News, and other written outreach materials.</li> <li>• Manage website and Facebook postings.</li> <li>• Offer podcast tours of the EEC and headquarters.</li> <li>• Participate in 6 outreach events such as fairs and festivals each year.</li> <li>• Planting and weeding activities with special groups.</li> <li>• Partnerships with youth-oriented programs.</li> <li>• Offer 1-2 tours on vernal pool management at Warm Springs during</li> </ul>	<ul style="list-style-type: none"> <li>• Construct a visitor center complex (e.g., auditorium, resource library, staff offices, EE facilities) in Fremont to Silver LEED certification or better.</li> <li>• Update EEC to improve visitor contact services on weekends.</li> <li>• Increase the diversity of interpretation activities by offering two new interpretive programs annually.</li> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Host a minimum of 10 Special Events on site each year.</li> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Develop 2 new audio tours.</li> <li>• Conduct a minimum of 9 outreach events each year.</li> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Increase interpretation at Warm Springs, including increasing tours to</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> <li>• Remodel EEC to improve visitor contact services on weekends and weekdays.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Host a minimum of 12 Special Events on site each year.</li> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Same as Alternative B.</li> <li>• Develop a Refuge Podcast.</li> <li>• Conduct a minimum of 15 outreach events each year.</li> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Increase vernal pool tours to three times per week during the peak vernal pool</li> </ul>

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	the flowering season.	<p>four during the vernal pool flowering season.</p> <ul style="list-style-type: none"> <li>• Update old or outdated interpretive materials such as information sheets and interpretive panels.</li> <li>• Develop outreach materials to promote wildlife disturbance reduction messages within the water-based recreation user group.</li> </ul>	<p>flowering season.</p> <ul style="list-style-type: none"> <li>• Same as Alternative B.</li> <li>• Provide equipment for interpretive programs including bicycling, kayaking.</li> <li>• Seek out partners to conduct interpretive programs.</li> <li>• Create an auto tour route along Marshlands Road by offering safe pullouts for vehicles to observe and photograph wildlife.</li> <li>• Same as Alternative B.</li> <li>• Preserve and interpret salt pond history such as hunting and infrastructure.</li> </ul>
Environmental education	<ul style="list-style-type: none"> <li>• EEC Building built in 1979.</li> </ul>	<ul style="list-style-type: none"> <li>• Update the Environmental Education Center building and grounds to Silver LEED certification or better.</li> <li>• Develop interpretive materials &amp; programs to present green/LEED features as conservation measures that can be replicated.</li> <li>• Use GREEN elements as teaching tools in environmental education and climate change curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> <li>• Offer green/ LEED building and reducing carbon footprint workshops, classes, and tours.</li> <li>• Use the EEC for vocational education programs and college level environmental education programs focusing on climate change impacts to wetlands, reducing carbon footprint, and green/ LEED building.</li> </ul>

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<i>Wetland Round-up Program</i>	<ul style="list-style-type: none"> <li>• Offer 3-4 field trips per week at 2 sites.</li> </ul>	<ul style="list-style-type: none"> <li>• Improve educator training and pilot new environmental education resources for use by educators and partners.</li> <li>• Revise Salt Marsh Manual.</li> <li>• Translate Salt Marsh Manual into Spanish.</li> <li>• Offer programs in Spanish.</li> <li>• Develop new teacher and student resources.</li> <li>• Develop and enhance training materials for educator lead field trips, (include electronic materials, DVDs, and web-based materials).</li> <li>• Train partners to host Wetland Roundup Field Trip programs for other groups (e.g., Girl Scouts, Marine Science Institute).</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Translate Salt Marsh Manual into Spanish and other languages (based on needs assessment).</li> <li>• Offer programs, continued education and training in foreign language and translation.</li> <li>• Develop new teacher and student resources and new supporting activities to enrich field trips (such as web-based pre- and post- visit activities and classroom based laboratory studies; provide equipment for these activities).</li> <li>• Develop and enhance training materials for educator lead field trips, (include electronic materials, DVDs, and web-based materials), and work with schools to extend the field trip experience and enhance learning by providing training and support for Schoolyard Habitats, Green Teams, School Waste Diversion Programs, and other such activities.</li> <li>• Train existing partners to host Wetland Roundup Field Trip programs for other groups and obtain new partnerships and grants for teacher institutes that will train partners and reach new audiences.</li> </ul>
<i>Science Night</i>	<ul style="list-style-type: none"> <li>• Science Night for George Mayne School annually at the Environmental Education Center.</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to host Science Night for George Mayne School and expand to host and attend Science Night programs for other schools.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> </ul>
<i>Restoration Education Program</i>	<ul style="list-style-type: none"> <li>• Pilot field trip program in Alviso, Logan HS and Habitat Heroes programs at Fremont, Youth Conservation Corps program in East Palo Alto.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop &amp; expand environmental education programs focused on habitat restoration for neighboring communities.</li> <li>• Develop environmental education programs focused on habitat restoration in Warm Springs, Alviso, Fremont, and</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative B.</li> <li>• Same as B, but add additional sites such as Bair Island.</li> </ul>

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		<p>East Palo Alto.</p> <ul style="list-style-type: none"> <li>• Research and implement restoration education at Mayhew’s Landing and a Science Night with neighboring schools.</li> <li>• Expand restoration education audience to include six high schools and four colleges.</li> <li>• Translate restoration education materials into Spanish.</li> <li>• Offer programs in Spanish.</li> <li>• Expand restoration education program to include four non-school based audiences.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as B, but also develop supporting activities and materials to extend the field experience (using programs such as Schoolyard Habitats and Green Teams).</li> <li>• Expand restoration education audience to include ten high schools and eight colleges.</li> <li>• Work with vocational education programs and master gardeners to promote native plant gardens in local communities.</li> <li>• Offer programs and translate restoration education materials into Spanish and other languages (based on needs assessment).</li> <li>• Provide continued education and training in foreign language and translation.</li> <li>• Expand restoration education audiences to include eight non-school based audiences and extend restoration education to include community programs such as waste reduction and community gardens.</li> </ul>
<i>Summer Camp Programs</i>	<ul style="list-style-type: none"> <li>• Two camps each summer serving 80 campers (Marsh-In Camp for grades 1-6, Habitat Heroes for grades 7-12).</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Offer enrichment activities throughout the year for Habitat Heroes.</li> </ul>	<ul style="list-style-type: none"> <li>• Offer two weeks of Marsh-In Camp to accommodate 120 campers.</li> <li>• Accommodate more teens by offer program for new Habitat Heroes and refresher program for returning Habitat Heroes.</li> <li>• Offer a greater enrichment trip for Habitat Heroes as well as the activities throughout the year.</li> </ul>

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<i>Slow the Flow Integrated Field Trip Program</i>	<ul style="list-style-type: none"> <li>• 7 cities served (San Jose, Santa Clara, Cupertino, Milpitas, Los Gatos, Monte Sereno, Campbell) with Slow the Flow Integrated Field Trip Program.</li> <li>• Offer programs for upper grade classes (5th grade-college).</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to offer programs that promote watershed study and water conservation in the area served by the San Jose Santa Clara Water Pollution Control Plant.</li> <li>• Continue to offer programs for upper classes (5<sup>th</sup> grade-college).</li> <li>• Increase capacity for joint Water Pollution Control Plant/Environmental Education Center tour programs (more tours and improved curriculum).</li> </ul>	<ul style="list-style-type: none"> <li>• Expand to include other watersheds on the refuge not served by the San Jose Santa Clara Water Pollution Control Plant.</li> <li>• Same as Alternative B.</li> <li>• Same as Alternative B.</li> <li>• Install digital water quality monitoring station in Artesian Slough for field trip use.</li> <li>• Develop more specialized curriculum and supporting materials for colleges.</li> </ul>
<i>Offsite Environmental Education</i>	<ul style="list-style-type: none"> <li>• Host a booth at BAEER Fair.</li> <li>• Participate in Audubon Wildlife Education Day.</li> <li>• Conduct Slow the Flow Outreach or other environmental education events.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Same as Alternative A.</li> <li>• Develop and present careers in conservation program for outreach events and programs.</li> <li>• Same as Alternative A.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop and lead workshops at BAEER fair.</li> <li>• Attend additional local offsite events that support the goals of the environmental education program.</li> <li>• Continue outreach and more career development and training (through internships, STEP positions, Youth Conservation Corps, and other programs).</li> <li>• Continue outreach and teach at RAFT Workshops.</li> </ul>
<i>Scout Programs</i>	<ul style="list-style-type: none"> <li>• Scout programs (badge program and service projects) offered by Santa Clara Valley Urban Runoff Pollution Prevention Program in Alviso and offered by volunteers in Fremont.</li> <li>• Support Scout programs with materials (Discovery Packs).</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> <li>• Redesign four Discovery Packs with self-guided activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Expand badge offerings.</li> <li>• Offer scout camps.</li> <li>• Offer programs in conjunction with the national Scout offices.</li> <li>• Create eight Scout packs.</li> <li>• Offer Train-the-Trainer workshops to Scout Leaders for use of the packs.</li> </ul>
<i>Special Environmental</i>	<ul style="list-style-type: none"> <li>• Continue to offer twice annual outreach</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> </ul>	<ul style="list-style-type: none"> <li>• Same as Alternative A.</li> </ul>

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<i>Education Events (Provided by Slow the Flow/Santa Clara Valley Urban Runoff Pollution Program grants)</i>	events at the EEC (South Bay Bird Festival, and Spooky Slough/Shark Day).	<ul style="list-style-type: none"> <li>Collaborate with and incorporate additional partner organizations that will contribute to outreach activities and Refuge mission.</li> </ul>	<ul style="list-style-type: none"> <li>Increase event capacity (facilitate additional transportation and staff, volunteer, and visitor parking).</li> <li>Increase FWS staff participation when possible (site preparation, on-site assistance).</li> </ul>
<b>Other Recreational Uses</b>	<ul style="list-style-type: none"> <li>Permit dogwalking on designated trails at the headquarters.</li> <li>Permit bicycling.</li> <li>Offer one virtual geocache site.</li> <li>Permit boating on the Bay and tributaries of the Refuge.</li> </ul>	<ul style="list-style-type: none"> <li>Same as Alternative A.</li> <li>Same as Alternative A.</li> <li>Offer 3 virtual geocache sites and 3 earth cache sites.</li> <li>Same as Alternative A.</li> <li>Develop a nature exploration area at headquarters to promote Children in Nature Initiative.</li> </ul>	<ul style="list-style-type: none"> <li>Same as Alternative A.</li> <li>Same as Alternative A.</li> <li>Offer 6 virtual geocache sites and 6 earth cache sites.</li> <li>Construct a boat dock.</li> <li>In addition to the headquarters, develop a nature exploration areas area at EEC.</li> </ul>
<b>Volunteers</b>	<ul style="list-style-type: none"> <li>Manage internship and volunteer programs to support biology, environmental education, visitor services, and management needs.</li> <li>Recruit volunteers from businesses, community groups, and court-ordered community service to conduct long-term projects such as weed removal, cleanups, and plantings.</li> </ul>	<ul style="list-style-type: none"> <li>Expand volunteer program though increasing volunteers and volunteer hours.</li> <li>Same as Alternative A.</li> <li>Expand volunteer docent program and materials (volunteer development, training, evaluation, and recruitment).</li> <li>Develop permanent stewardship projects for: Warm Springs, Alviso managed ponds, Moffett Bay Trail, Ravenswood, Bair Island, Faber-Laumeister, and others.</li> <li>Develop one volunteer program every five years that outreaches to different segments of the bay-area community.</li> <li>Separate visitor center roles from</li> </ul>	<ul style="list-style-type: none"> <li>Same as Alternative B.</li> <li>Same as Alternative A.</li> <li>Same as Alternative B.</li> <li>Same as Alternative B.</li> <li>Same as Alternative B.</li> <li>Same as Alternative B.</li> </ul>

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		volunteer coordinator roles.	