LIVING ARROYOS

2024-2025 Annual Report

Prepared by Alameda County RCD & Living Arroyos Staff

Executive Summary

Living Arroyos is a multi-agency partnership in the Livermore-Amador Valley that includes the Zone 7 Water Agency (Zone 7), City of Dublin, City of Livermore, the City of Pleasanton, and the Alameda County Resource Conservation District (ACRCD). Initiated in 2013 by the Livermore Area Recreation and Parks District (LARPD), the Living Arroyos Program (Program) is a unique community engagement opportunity that seeks to provide education on restoring and enhancing urban stream and riparian habitats as they relate to the watershed. The Program provides volunteer opportunities, and an internship program designed to help develop local stewardship leaders. In addition to the Program's outreach and educational elements, Living Arroyos manages and monitors riparian mitigation sites for program partners.

Major Changes and Milestones in 2024-25

- In October of 2024, the long-time program coordinator, Joseph Steelman, returned from medical leave to support the program and other RCD projects.
- In May 2025, Sukhnoor Sahota was promoted from an intern to Project Assistant to continue supporting Living Arroyos and additional RCD projects as a Field Lead

Summary of Program Accomplishments

Statistics on Living Arroyos workload and activities in 2024-25 are presented below as a comparison with previous years (Table ES-1).

Table ES-1. Summary of Living Arroyos stats for the past 6 years.

Activities	Program Year					
	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Number of Workdays	161	191	138	153	170	158
Project Hours	4,509	4,301	3,460	2,592	1,717	1,630
Volunteer Events	14	0	6	11	8	11
Total stakes installed	247	143	26	100	97	52
Total Plants installed (excluding stakes)	869	985	225	9	20	17
Acorn sites planted (3 acorns per site)	360	649	723	369	0	99
Mulch used (gallons)	N/A	500	100	100	50	25
Invasive species removed (gallons)	5,620	4,002	1,508	1,364	975	1,660
Trash removed (gallons)	4,315	253	997	3,025	2,296	5,000

Water used for irrigation (gallons)	209,825	266,931	256,442	82,173[1]	25,846[1]	14,155[1]

Internship Program

Six interns continued from the 2023-24 program year into summer 2024, and three new interns were hired during the 2024-25 fiscal year. Interns were currently enrolled or recent college graduates from local colleges or had connections to the Tri-Valley area as past or present residents of the surrounding area.

Program Hours and Field Work

Hours used per project for each partner are shown below in Table ES-2. Staff utilized program administrator hours outside supervising field work to administer the program. The administration cost is shared by all partners based upon their share of cost.

Table ES-2. Program Hours.

Program Partner	Project Hours*	Share of Project Work
Zone 7	894	55%
City of Livermore	544	33%
City of Pleasanton	65	4%
City of Dublin	128	8%
Total Project Hours	**1,630**	
Admin Hours Breakdown		
Training/Professional Development	254	
Community Outreach and Engagement	298	
General Administration	754	
Total Program Admin Hours**	**1,306**	
TOTAL PROGRAM HOURS	**2,936**	

**Project Hours are based on actual staff time dedicated to a specific Partner's program. See Section 6: 2024-25 Projects for hours spent per project.*
***Program administration hours are assumed to be proportional to the hours dedicated to each Partner's projects.*

[1] Gallons of water used from 2022-2025 decreased significantly from previous years due to heavy rainfall during 2022-23 and 2023-24 water years, as well as fewer project sites in the workplan, fewer plantings at mature sites requiring water, and more accurate data tracking for water usage.

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1. INTRODUCTION

The Living Arroyos Program (Program) is a multi-agency partnership amongst the Zone 7 Water Agency (Zone 7) [2], City of Dublin[3], City of Livermore[4], City of Pleasanton[5], and the Alameda County Resource Conservation District (ACRCD)[6]. The Program is a unique community engagement opportunity that renews and enhances urban stream and riparian (streamside) habitats in the Livermore-Amador Valley (Valley) and re-establishes the connection between people and their local arroyos. In addition, the Program provides training opportunities through internships and helps to develop local stewardship leaders.

Urban streams provide many benefits to the people who live in the area. They are an integral part of the community's water management system by helping to protect neighborhoods from flooding, helping to counteract pollution, and recharging the groundwater basin. Living Arroyos hopes to involve the community in learning about and caring for urban streams, which provide habitat for an abundance of native plants and wildlife. The Program seeks to connect people with their local arroyos, their natural settings, and introduce the public to all the beneficial water-related and ecological benefits provided by the arroyos for the watershed.

There are approximately 120 miles of major creeks, streams, and arroyos within the Livermore-Amador Valley. Program activities focus on approximately 45 miles of streams managed by the Program Partners (see Figure 1 below). Natural stream corridors and their

[2] Zone 7 Water Agency, a Dependent Special District, is responsible for providing flood control and water resource management to the Livermore-Amador Valley. Zone 7 has a service area of approximately 425 square miles of land including the Cities of Dublin, Pleasanton and Livermore, and a portion of San Ramon, and serves approximately 275,000 residents. Within the service area, Zone 7 owns or maintains approximately 37 miles of channels and streams. Zone 7 has been a Program Partner since the Program began in 2013.

[3] The City of Dublin is the local planning authority that encompasses over 15 square miles of land and is home to more than 61,000 residents. Dublin joined as a Program Partner in March 2021.

[4] The City of Livermore is the local planning authority that encompasses over 26 square miles of land, home to more than 89,000 residents. City of Livermore owns and maintains roughly 12 miles of channels and streams within city limits. Livermore has been a Program Partner since the Program began in 2013.

[5] The City of Pleasanton is the local planning authority that encompasses over 24 square miles of land and serves more than 80,000 residents. Pleasanton joined as a Program Partner in 2016.

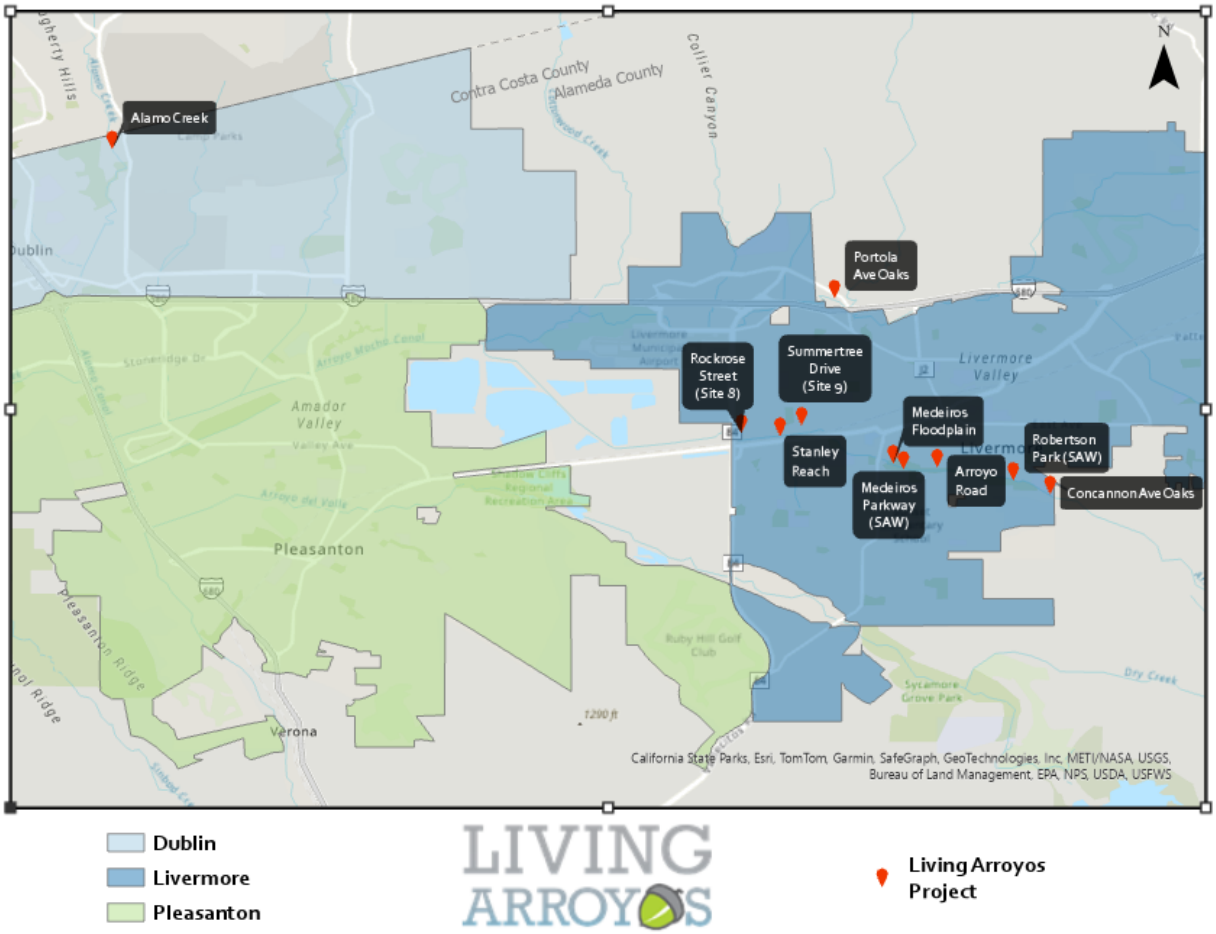
[6]The Alameda County Resource Conservation District (ACRCD) has assumed the responsibilities of the "Managing Partner" since June 2022.

associated riparian ecosystems do not conform to political boundaries, which makes collaboration among various entities an essential component of effective watershed management. Living Arroyos partners benefit by sharing costs and leveraging unique resources, aligning community vision of the watershed, avoiding redundancy, and achieving long-term management goals. The key to making the Program a success is partnering with people in the communities that, in turn, benefit from the work. When it was initiated, the Living Arroyos Program started off with four goals:

(1) Engage residents in hands-on stewardship of natural resources while they experience nature close to home
(2) Increase public awareness of important watershed issues
(3) Improve habitat and water quality of local streams while maintaining and enhancing both public safety and regional flood protection
(4) Strengthen public/private partnerships within the community

As the Program grows and evolves, the goals will be revisited to reflect new members and responsibilities. This report outlines the Living Arroyos Program progress, accomplishments, and lessons learned during the 2024-25 Program Year.

Figure 1: Living Arroyos Program Area (Livermore-Amador Valley) and Maintenance Project Map, 2024-25



2. INTERNSHIP PROGRAM

Living Arroyos interns are recruited from colleges and universities within 25 miles of the Program Area or have connections to the Tri-Valley as a past or present resident of the area. Every year, a handful of current and former college students from the local community are selected as paid interns for the Living Arroyos Program. As Program interns, they learn stream management techniques that complement their in-class learning. Interns are given hands-on responsibility for implementing environmental improvement projects for Program Partners. Interns also interact with and guide volunteers, gaining leadership skills and reinforcing their own knowledge by teaching others. Interns work under the supervision of the Program Coordinator 1–5 days per week, depending upon projects needs and intern availability.

Three new interns joined the Program with one in the Fall of 2024 (Isabella Garcia) and two in the Spring of 2025 (Austin Armstrong and Olivia Jensen) Existing interns Megan Rovira, Rachel Tanis, Siliyah Greer, and Jordan Lederer continued working with Living Arroyos through summer 2024, and Janelle Tanis and Sukhnoor Sahota continued through spring 2025, when Janelle left the program and Sukhnoor was promoted to Project Assistant. As mentioned above in the Executive Summary, Joseph Steelman, the long-time program coordinator, returned to the RCD in fall 2024, and he continues to support the program by coordinating AACS cleanups and managing the program website. Julia Gaudio continued to coordinate the program through 2024-25, with the co-coordination and field lead support of Margaret Moody.

The 2024-25 interns have local connections to:

- Pleasanton
- Livermore
- Brentwood
- Fremont
- San Mateo

Interns had degrees from, or were attending classes at the following schools:

- Las Positas College
- Cal Poly, San Luis Obispo
- San Jose State University

- University of California, Santa Barbara
- University of California, Santa Cruz
- University of California, Davis
- Gonzaga University
- Oregon State

Intern responsibilities this year included:

- harvesting native acorns
- planting native acorns and buckeyes
- installing native container plantings and live stakes
- installing and maintaining plant protection cages
- hand-watering plantings
- installing and repairing drip irrigation systems
- removing invasive plant species from project sites
- assisting with annual vegetation monitoring
- leading volunteer events including clean-ups, planting, and woody-debris removal
- maintaining program tools and equipment
- creating informational pamphlets on project sites

EDUCATIONAL OPPORTUNITIES

Living Arroyos encourages staff to participate in training activities that promote safety and health among employees, as well as opportunities for career development and personal growth based upon their interests.

The program incorporates regular training days with professionals in natural resource management, biological monitoring, GPS mapping, and natural history. These trainings provide interns with opportunities to learn about and participate in projects being implemented by the ACRCD and the Natural Resource Conservation Service (NRCS). Educational opportunities for interns during the 2024-25 Program Year are described below:

- ACRCD staff led field activities for the Healthy Soils Program where interns assisted with residual dry matter (RDM) sampling.
- ACRCD staff included interns in planting days at Brushy Peak with Point Blue STRAW (Students and Teachers Restoring a Watershed).

- ACRCD Sustainable Agriculture Specialist, Colleen Hotchkiss, hosted interns at the Sunol Agriculture Park to learn about sustainable agriculture and participate in site stewardship and maintenance.
- ACRCD Soils Specialist, Owen Sowerwine, led interns in annual soil sampling at the StopWaste site.
- ACRCD Vegetation Specialist, Aimee Erlich, led interns in annual vegetation sampling at StopWaste, Verona, and Audubon Bird Friendly Ranching sites.
- ACRCD Resource Conservationist, Courtney Coon, guided interns with wildlife camera trap setup and camera monitoring for wildlife crossings project.
- Interns shadowed H. T. Harvey ecologists for annual vegetation monitoring and mapping at the Living Arroyos sycamore alluvial woodland (SAW) Pilot Study sites.

Living Arroyos interns Siliyah and Jordan collecting eDNA samples from a livestock pond

Isabella and Margaret assisting with planting at Brushy Peak with Point Blue STRAW

Megan and Sukhnoor assisting with soil sampling at StopWaste site

FEEDBACK FROM LIVING ARROYOS INTERNS

"What drew you to being an intern with Living Arroyos and what do you like about it?"

"I take pride in nurturing and preserving the environment in which I was raised. As a Livermore native, I find fulfillment in giving back to the land where I run, bike, and connect deeply. Each day brings new and exciting opportunities. Living Arroyos makes a meaningful impact through its dedicated and inspiring team." – Austin Armstrong

"I am passionate about restoring native species to California's open spaces, which drew me to the Living Arroyos program. I enjoy working outdoors and gaining hands-on experience with plants and wildlife." – Olivia Jensen

3. VOLUNTEER PROGRAM

Volunteers are the heart of the program. Living Arroyos invites the local community to engage and connect with creeks and arroyos by hosting workdays in which volunteers participate in hands-on activities that protect and enhance the waterways in their area. Events provide volunteers with a tangible sense of the value of watersheds, and a stronger understanding of their role in preserving the quality of watersheds. Volunteer days are generally held on the first and third Saturdays of the month between October and April.

VOLUNTEER WORKDAYS

Living Arroyos held eleven volunteer days during the volunteer season (October 2024 – May 2025). A total of 270 unique volunteers (Table 1) participated in volunteer activities this season. The majority of events involved trash clean-up at many sites throughout the Program Area: Arroyo Mocho at Stanley Reach (Zone 7), Tassajara Creek from Dublin Blvd. to 580 (Dublin), Kottinger Creek at Lions Wayside Park (Pleasanton), Arroyo Las Positas near Portola Ave. and 580 (Zone 7, Livermore), Arroyo Las Positas at Heather Lane (Livermore), and Bernal Creek near 680 (Pleasanton). Three events involved alternative maintenance activities: adding straw mulch around plantings at Stanley Reach (Zone 7), woody debris removal along Arroyo Mocho near Concannon Blvd. (Livermore) and acorn planting along Arroyo Las Positas near Portola Ave. (Livermore).

Table 1: Volunteer data by Program Year

Volunteer Data	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Total volunteer days (9–11:30 am)	19	16	14	0	6	11	8	11
Total unique volunteers engaged	389	524	350	0	104	288	310	270
Total volunteer hours	1,440	1,590	1,386	0	372	1,008	1,218	945
Average number of volunteers per event	25	40	33	0	23	33	41	29

Volunteers after trash cleanup near Lyons Wayside Park (Pleasanton, CA) on November 2, 2025

Volunteers after planting acorns along Arroyo Las Positas near Portola Ave. (Livermore, CA) on February 8, 2025

Volunteers after trash cleanup along Arroyo Las Positas near Heather Lane (Livermore, CA) on March 15, 2025

WHO ARE OUR VOLUNTEERS?

Families

There is no minimum age requirement for volunteers, so community members can bring their children and teens to teach them the value of giving back. We continue to hear feedback about how glad people are to be able to volunteer as a family.

Students

Many Living Arroyos volunteers are high school students located throughout the Livermore-Amador Valley looking to fulfill their community service requirements. The Program exposes students to the importance of environmental stewardship, initiating interest in long-lasting involvement and conservation. There were several student groups that repeatedly volunteered at Living Arroyos Volunteer Days including but not limited to: Dublin Valley High School, Foothill High School, Granada High School, Amador Valley High School, San Ramon Valley High School and Livermore High School.

Local Businesses and Community-Based Organizations

Local community-based groups participated in our public volunteer events including the Global Leadership Initiative for Youth (GLIFY), the Pleasanton Rotary Club, Tri Valley Fly Fishers (TVFF), and SEWA International. Local Boy Scout and Girl Scout troops also participated in volunteer days.

INDICATORS OF COMMUNITY ENGAGEMENT AND INTEREST

- Volunteers return for multiple volunteer days throughout the volunteer season, often bringing friends and family members.
- Living Arroyos staff received several inquiries from local groups looking for volunteer opportunities during the 2024-25 program year.
- Staff received multiple emails asking for spots to adopt, scouting projects, or about internship opportunities.

Volunteers during the annual volunteer appreciation event at Stanley Reach (Livermore, CA) April 5, 2025

4. COMMUNICATIONS AND OUTREACH

OUTREACH EVENTS

During the 2024-25 fiscal year, Living Arroyos staff were invited to host informational tables on the program at multiple school and volunteer events, including:

- City of Livermore Day of Service (rescheduled from May to September 2024)
- Zone 7 Flood Awareness Open House
- Livermore High School Volunteer and Career Fair
- Las Positas College Earth Day Fair

Living Arroyos booth at Livermore Community Service Day, post-event volunteer fair on September 7, 2024

The Living Arroyos team also assisted RCD staff with outreach at the following events:

- California Rangeland Conservation Coalition Summit
- Alameda Creek Watershed Forum
- Alameda County Fair

SOCIAL MEDIA OUTLETS

Living Arroyos continued to utilize social media outlets to engage and inform the community of project work and volunteer opportunities. Staff focused on the following outreach methods:

- Updated and maintained Living Arroyos website at www.livingarroyos.org. This website contains information about the program as well as upcoming workday information and blog posts about events and progress.
- Used Facebook and Instagram to educate, share photos, and provide event updates with volunteers and community members.
- Continued weekly newsletter emails with updates on site maintenance and other RCD projects interns have assisted with.

5. ADOPT-A-CREEK SPOT

Living Arroyos continued to coordinate cleanups for the Adopt-A-Creek Spot (AACS) – a sub-program that promotes healthy creeks through community participation and education. Dublin, Livermore, and Pleasanton partner with Living Arroyos to carry out AACS coordination tasks for major cleanups in the fall and spring, as well as smaller cleanups throughout the fiscal year. Many AACS sites are also project planting sites maintained by Living Arroyos year-round.

In 2024-25 Living Arroyos staff continued coordinating creek cleanups for Program Partners through the AACS (Table 2) by:

- Onboarding new site captains to host volunteer-led events
- Scheduling and coordinating monthly/bi-annual creek cleanup events,
- Resolving specific issues at AACS spots (e.g., graffiti, illegally dumped items, homeless camps, etc.)
- Managing disposal of trash/debris/recyclables collected from cleanup events.

Volunteers after trash collection along Alamo Creek near Amador Valley Blvd. (Dublin, CA) during Coastal Cleanup Day on September 21, 2024

Two large cleanups are generally scheduled during the Program Year:

- Creeks to Bay Cleanup in September.
- Community Service Day in May (moved to September in 2024).

Table 2. AACS Program Data, 2018-2025

	Program Year					
	2018-19	2019-20	2020-21	2022-23	2023-24	2024-25
Volunteers	452	223	145	139	275	233
Gallons removed	4,915	6,259	160	216	1,354	3,291

6. 2022-23 PROJECTS

The Living Arroyos 2024-25 Workplan included 14 projects within the Livermore-Amador Valley and the Adopt-a-Creek-Spot sub-program. Additional project background is provided in the 2024-25 Workplan and Amendments documents. Over the course of 158 field days, Living Arroyos field staff completed project tasks for 12 of the proposed projects, and added two new projects not listed in the 2024-25 Workplan. All projects and hours are listed by partner below.

ZONE 7 WATER AGENCY (ZONE 7)

Living Arroyos was tasked with 6 projects specific to the Zone 7 Water Agency and completed work at 5 of them.

Table 3. Zone 7 Hours and Activities by Project

Zone 7 Project	Activities	Hours
Arroyo Mocho at Stanley Reach	Weeding, watering, applying straw mulch, annual vegetation monitoring	206
SAW Pilot Study	Weeding, watering, applying straw mulch, maintaining plant protection cages	388.5
Medeiros Parkway Floodplain Connection Project	Weeding, watering, annual vegetation monitoring	37.75
Alamo Creek Mitigation Planting Project	Weeding, watering, annual vegetation monitoring	203.5
Minor Biotechnical Bank Stabilization and/or Site Watering[1]	Install willow stakes and/or water mitigation sites, as-needed	0
Vegetation and Trash Management[1]	As-needed maintenance assistance	4.25
Zone 7 general support	Additional partner support and coordination not specific to listed projects	104.25
	TOTAL HOURS	**894.25**

[1]Projects that did not have work for Living Arroyos to complete this year

Siliyah watering at Stanley Reach

Sukhnoor forming planting basin for stake at SAW Robertson

Siliyah, Jordan, and Sukhnoor watering at Alamo Creek

Jordan and volunteers placing straw mulch around plantings at Stanley Reach

CITY OF DUBLIN (DUBLIN)

The Program was tasked with only one project specific to the City of Dublin during the 2024-25 program year – managing the Dublin AACS sites.

Table 4. City of Dublin Hours

Dublin Project	Activities	Hours
AACS	Trash cleanup, volunteer event cleanup	125.75
City of Dublin general support	Additional partner support and coordination not specific to listed projects	1.75
	TOTAL HOURS	**127.5**

Sukhnoor and Janelle assisting volunteers with trash collection at Alamo Creek near Amador Valley Blvd. (Dublin, CA) for Coastal Cleanup Day on September 21, 2024

CITY OF LIVERMORE (LIVERMORE)

Living Arroyos was tasked with 7 projects specific to the City of Livermore, including management of Livermore AACS sites, and completed work at 6 of the projects.

Table 5. City of Livermore Hours

Livermore Project	Activities	Hours
Arroyo Mocho Site 8 Restoration Area (Rockrose)	Weeding, watering, annual vegetation monitoring	4.25
Arroyo Mocho Site 9 Restoration Area (Summertree)	Weeding, watering, annual vegetation monitoring	4
Arroyo Road Mitigation Trees	Weeding, annual vegetation monitoring	15
Vegetation and Trash Management[1]	As-needed maintenance assistance	0

Concannon Avenue Oaks[2]	Planting, weeding, watering	54.75
Portola Avenue Oaks[2]	Planting, weeding, watering	155.7
AACS	Trash cleanup, volunteer event cleanup	201.25
City of Livermore general support	Additional partner support and coordination not specific to listed projects	108.75
	TOTAL HOURS	**543.75**

[1]Projects that did not have work for Living Arroyos to complete this year
[2]Project was added to Living Arroyos workload in spring 2024

Sukhnoor and Austin installing irrigation at Portola site

Janelle, Sukhnoor, and Isabella planting acorns at Concannon site

Volunteers planting acorns at Portola site

Volunteers removing woody debris at Robertson site

CITY OF PLEASANTON (PLEASANTON)

Living Arroyos facilitated two projects specific to the City of Pleasanton, including management of Pleasanton AACS sites. Living Arroyos was originally tasked with Touriga Creek Vegetation Management and switched this project for Bernal Creek Trash Management at the request of a local community group interested in additional volunteer opportunities in Pleasanton.

Table 6. City of Pleasanton Hours

Pleasanton Project	Activities	Hours
Touriga Creek Vegetation Management	Staff-facilitated invasive species removal along Touriga Creek riparian corridor	0
Bernal Creek Trash Management	Staff-led volunteer cleanup	21.5
AACS	Trash cleanup, volunteer event cleanup	42.75
City of Pleasanton general support	Additional partner support and coordination not specific to listed projects	0.5
	TOTAL HOURS	**64.75**
[1]Projects that did not have work for Living Arroyos to complete this year *[2]Project was added to Living Arroyos workload in spring 2024*		

Volunteers cleaning up trash along Kottinger Creek near Lyons Wayside Park in Pleasanton on November 2, 2024

7. PROGRAM EXPENDITURES

BUDGET

The Living Arroyos Program budget (Table 7) is comprised of both Program Costs to run the Program as mutually agreed upon by Program Partners. Project Costs are the responsibility of the Project Proponent and not presented here.

Table 7. Living Arroyos projected and actual Program Costs for the 2024-25 year rounded.

Item	Projected Budget	Actual Expenditures	Percentage Billed (%)	Budget Leftover
PERSONNEL COSTS	**$207,785**	**$186,706**	**90%**	**$21,079**
Field Equipment & Supplies	$2,195	$1,324	60%	$871
Volunteer Supplies	$500	$221	44%	$279
Travel	$1,000	$0	0%	$,000
Event Costs	$2,000	$0	0%	$2000
Marketing/Outreach	$2,500	$1,867	75%	$633
Training	$800	$0	0%	$800
Contingency	$720	$0	0%	$7,20
TOTAL DIRECT COSTS	**$9,715**	**$3,412**	**35%**	**$6,303**
TOTAL	**$217,500**	**$190,118**	**87%**	**$27,382**

Actual expenditures for the Program were well within the budgeted amount for 2024-25. The total projected budget is less than previous years in the current task order because City of Dublin requested to reduce their cost share from 6% to 3% for the first half of the

Program Costs *include the following:*

- *Program staff and intern salary*
- *Purchase or rental of equipment that can be used for multiple projects; equipment storage; and consumable supplies related to the volunteer and/or intern programs*
- *Travel, trainings, and other miscellaneous expenses causally related to the Program; and*
- *Communication activities and elements to ensure consistent messaging among Partners and to the public.*

Project Costs *include the following:*

- *Any elements that remain with the project site (e.g., irrigation systems, signage, plants, planting supplies, etc.)*
- *Contractors engaged to carry out project specific tasks (e.g., hydro seeding, installation of irrigation systems, etc.)*
- *Any other project specific costs requested by the Program Partner*

2024-25 fiscal year, and the total program cap was lowered to ensure that other partners stayed within their projected budget limits. Mid-way through the fiscal year, additional project work was projected for City of Dublin, and their partner cap was increased back to the initial 6%.

EQUIPMENT PURCHASES

The following equipment items were purchased for the Program as Program Costs:

- Hose attachments, recoil starter, tarp, replacement hose nozzle, fuses, and brake lever replacement kit for water trailer
- Storage bins
- Compostable paper bags for weed disposal
- Living Arroyos custom tablecloth, and signage
- Traffic cones
- Compost paper bags and trash bags
- Living Arroyos t-shirts and stickers for volunteer appreciation event
- Gloves and hand-sanitizer for cleanup events

PROGRAM PARTNER COST SHARE

Program partners share the cost of program administration hours and direct program costs. These percentages are agreed upon during development of the Annual Workplan and may be modified if other partners join the program in the future or upon mutual agreement of the partners.

Program Partner benefits should be roughly proportional to their contributions, e.g., a Partner contributing 25% of the budget of the program should, on average, receive 25% of the effort expended, measured in staff, intern, and volunteer person hours by the program.

Zone 7's Program Admin Cost contribution for Program Year 2024-25 was approximately 49%, City of Livermore's contribution was approximately 42%, City of Dublin's contribution was approximately 6%, and City of Pleasanton's contribution as approximately 3% of the total cost of the program. These percentages were estimated at the beginning of the current task order (2022) and differ from the final 2024-25 program hour split: Zone 7, 55%, City of Livermore, 33%; City of Dublin, 8%; City of Pleasanton, 4% (see Table ES-2). Some difference between projected and actual program partner cost split is expected due to changes in expected work and project responsibilities over the five-year task order.

8. FUTURE RECOMMENDATIONS

Increase Volunteer Outreach

Living Arroyos staff recommend that we continue our efforts in volunteer outreach with the aid of the Program Partners.

To increase volunteer outreach, staff recommend:

- Continuing to participate in outreach events hosted by the program partners and other local environmental organizations.
- Presenting the Program to students at local colleges and high schools.
- Working with Program Partners to integrate the Living Arroyos volunteer events into their social media presence.
- Continuing to post regular updates to Living Arroyos social media pages and website.
- Developing a watershed signage program to enhance the public's awareness of the watershed in which they live and to encourage stewardship.

Improve Educational and Professional Development Opportunities for Interns

Staff recommend creating a more robust program of educational and professional opportunities for interns to expand technical skills in natural resource management and conservation.

To improve education and professional development opportunities for interns, staff recommend:

- Continuing to coordinate field work training and cross-project involvement with RCD and NRCS staff.
- Working with Program Partners to identify job shadowing opportunities.
- Integrate learning activities into projects, such as GIS mapping and a wider range of stewardship tool use.
- Working with Program Partners to do regular (monthly or quarterly) presentations on the variety of professional pathways in the water, public sector, or environmental field.

Diversifying Project Workload

Staff recommend diversifying the types of projects that the program supports to broaden intern exposure with various restoration and outreach tasks.

Ideas for potential new project types:

- Watershed signage – developed to enhance the public's awareness of the watershed in which they live and to encourage good stewardship of streams, wetlands, water supply and overall watershed.
- Western Pond Turtle study – citizen science effort to examine locations of Western Pond Turtles (threatened species) throughout Tri-Valley Area creeks and ponds
- Tree nursery – maintained by Living Arroyos and houses plants for restoration projects for all program partners

Living Arroyos outreach table at Zone 7 Flood Awareness Open House in October 2024

Living Arroyos intern Isabella learning how to collect eDNA samples from livestock pond at Pleasanton Ridge

AACS site captain's photo collage of Coastal Cleanup Day volunteers over 10 years

9. MEETING PROGRAM GOALS

This section highlights the Program's accomplishments relative to the goals outlined in the 2024-25 Workplan.

Goal #1: Engage residents in hands-on stewardship of natural resources while they experience nature close to home.

Living Arroyos hired a total of three new interns from the Livermore-Amador Valley and surrounding area to directly involve them in managing and conserving natural resources. They were provided hands-on opportunities that enhanced their learning and provided technical skills to further their career. The program also hosted 11 volunteer events during 2024-25 where 270 unique volunteers gained firsthand experience being stewards of the Livermore-Amador Valley watershed. The Living Arroyos Program continues to demonstrate that communities and local agencies can collaborate on stream projects that meet maintenance and permitting objectives.

Goal #2: Increase public awareness of important watershed issues.

To reach a much broader audience, Living Arroyos expanded outreach to the public through social media outlets, collaboration with school administrators and local community organizations.

Goal #3: Improve habitat and water quality of local streams while maintaining and enhancing both public safety and regional flood protection.

Living Arroyos field staff completed tasks for 14 specific projects, including planting, watering, trash cleanup, non-native invasive species removal, survival monitoring, and AACS. All project tasks were aimed at improving local stream conditions.

Goal #4: Strengthen public/private partnerships within the community.

Local agencies continue to support the program and are seeing a benefit in leveraging resources and working across boundaries to achieve common goals. Living Arroyos continued to cultivate community relationships with local school groups and businesses through events and outreach.