National Forest Foundation

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# Request for Proposals
# Jemez Mountains Invasive Species Treatment
# Santa Fe National Forest, New Mexico

**Background and Statement of Work:**

The Santa Fe National Forest has identified multiple invasive plant species populations requiring treatment. The U.S. Forest Service is partnering with the National Forest Foundation (NFF) for the treatment and survey of selected invasive species populations on the Jemez district.

The purpose of this project is to survey and treat selected invasive plant occurrences on the Jemez Ranger District in accordance with the state and federal laws. By removing invasive species and promoting the establishment of native plants, this project will restore and enhance forest health, productivity and diversity.

**Information Requested**

If interested in submitting a bid for this project, please provide a proposal for the above statement of work by providing:

- technical approach
- work experience
- cost
- capacity for this project
- experience in similar projects

Specific requirements are detailed below.

## I. PROJECT OVERVIEW AND REQUIREMENTS

**General Specifications**

(a) Description of Work – This Request for Proposals is for restoration services related to Invasive Species survey and treatments on the Jemez district of the Santa Fe National Forest, including the following:

1. Contractor shall work with the Santa Fe National Forest project manager to develop a pesticide use proposal and communication plan.

2. Contractor shall abide by Specifications outlined in Appendix A.

3. Contractor shall treat identified invasive species in accordance with state and federal laws. Species of concern are shown in Appendix C. Treatment Methods, Criteria, Design and Monitoring

4. Contractor shall treat in identified areas outlined in Appendix D. Maps.

5. Contractor shall report treatment locations and efficacy to the NFF project manager and FS project manager accordingly.

The Contractor shall identify what they can supply in terms of materials, labor, equipment, supplies, supervision, quality control, and incidentals required to complete the work described. The Contractor shall perform all work in a safe and conscientious manner.

(b) Project Location – Fenton Administrative Site, East fork of the Jemez River, and Forest Road 376 of the Jemez District on the Santa Fe National Forest in Sandoval county.

(c) Work Schedule – Work shall abide by forest service fire closures. There are no restrictions to work schedules otherwise.

**Other Project Requirements and Specifications**

I. Utilities – In many locations there will be no or limited sanitation, water, electrical or housing services available. The Contractor shall make its own arrangements for temporary facilities if needed.

(b) Specifications – Project work shall be accomplished in accordance with the following:

- Appendix A: Specifications
- Appendix B: Scope of Services
- Appendix C: Treatment Methods, Criteria, Design and Monitoring
- Appendix D: Maps
- Appendix E: Federal Flowdown Provisions

**Insurance Requirements**

Upon selection of the winning bid, the Contractor agrees that it has and shall maintain the following insurance coverage indicated below. The effective date of all coverage shall precede the start of any work.

a. State minimum workers' compensation insurance coverage for its employees, if any.

b. Broad form general liability, property damage, and automotive liability insurance in the minimum amount of $1,000,000 for bodily injury, death, or damage to property of any person and $2,000,000 for bodily injury, death, or damage to property of more than one person. The Contractor shall name NFF an Additional Named Insured and provide NFF with a certificate of insurance evidencing such coverages, prior to the initiation of the Scope of Services.

c. If the Scope of Services includes professional services as identified herein,

Contractor shall also provide professional errors and omissions liability insurance. Professional services for purposes of this section include, but are not limited to performing architecture, engineering, landscape architecture, land surveying or planning, preparation and signing or stamping of drawings, maps, surveys or construction specifications, or design and development of computer software, programs or websites by the Contractor or by subcontractors on behalf of the Contractor, for which professional liability insurance would typically be required. The minimum coverage limits required are $1,000,000 for each claim and $1,000,000 annual aggregate.

**Prohibited Telecommunications Services and Equipment**

If required, the Contractor is responsible for compliance with the prohibition on certain telecommunications and video surveillance services or equipment identified in 2 CFR 200.216.

**Payment/Performance Security**

Contractor shall post cash, a letter of credit, bond, or other financial security that is easily convertible into cash in a form acceptable to the NFF, in its sole determination, to assure completion of the work required under any subsequent agreement and payment of all amounts lawfully due to all persons supplying or furnishing to the Contractor or Contractor's subcontractors with labor, laborers, materials, rental machinery, tools or equipment used or to perform the work. Contractor may incorporate required associated costs into mobilization costs or other approved expenses.

a. Work that is classified as construction in accordance with the Miller Act or Little Miller Act or if required per conditions of the funding source, payment and performance bonding will be required in the full amount of any Agreement. For the purposes of this Request for Proposal, construction is defined as "any contract greater than $100,000 for the construction, alteration, or repair of any public building or public work where the federal government is the owner", or

b. If Contractor is not self-performing at least 85% of the total contract value or if the cost of materials is in excess of the larger of $100,000 or 50% of the contract total, payment and performance bonding will be required in the full amount of the agreement, or

c. If the value of the agreement is in excess of $250,000, Contractor will be required to post financial security in a form acceptable to the NFF in the amount of 5% of the total agreement value up to $250,000 in total financial security.

**Federal Exclusion Verification**

The selected Contractor will be required to affirm that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.

**Federal Flowdown Provisions**

Flowdown Requirements: Any Agreement associated with this RFP may be subject to flowdown requirements under associated federal or state funding agreements, which are included and attached as Appendix E.

## II. REQUIRED COMPONENTS

### Technical Proposal

Please provide a detailed technical approach to the work.

### Contractor Qualifications

(a) Past Experience – Please provide a brief explanation of previous work experience with land management agencies.

(b) References – Please provide three professional references that can speak to past performance.

### Pricing Schedule

Contractor shall price work according to the schedule below.

| | Task/Item | Units | Quantity | Unit Cost | Extended Cost |
|---|---|---|---|---|---|
| (a) | Herbicide Treatment & Survey | acres | 203 | | |
| (b) | Monthly Reporting | lump sum | 1 | | |
| (c) | Final Report | lump sum | 1 | | |
| | | | | **Total Bid** | |

## III. SUBMISSION, EVALUATION, AND CONTACTS

### Contractor Selection Process

This is a request for proposals only and bids furnished are not offers from the National Forest Foundation. This request does not commit the National Forest Foundation to pay any costs incurred in the preparation or submission of the proposal or to contract for supplies or services.

The NFF may, in its sole discretion, choose not to award a contract based upon received proposals and availability of funding. No work is guaranteed until a separate contract has been signed by all parties.

The NFF will use the Evaluation Factors below to review each submitted bid. Based on the outcomes of that selection process, the NFF will notify successful and unsuccessful bidders by June 6, 2025 and will prepare a separate contract document.

### Evaluation Factors and Relative Importance

The following criteria will be used in the evaluation of submitted proposals, ordered from highest

weighting (level 3) to lowest weighting (level 1).

Level 3 Criteria
- Price / cost
- Equipment and contractor capability
- Timing of when contractor can begin and/or finish the project
- Past performance, references, and USFS feedback

Level 2 Criteria
- Technical proposal / proposed approach to project
- Overall strategic benefits to meeting NFF goals and grant needs, requirements, and timelines

Level 1 Criteria
- Benefits to the local community
- Relationship to local community

**Point of Contact**

Please submit any questions about the project in writing to the Point of Contact.

Manuel Lopez
National Forest Foundation, NM Program Manager
mlopez@nationalforests.org

Responses will be shared with known interested parties by email or otherwise posted at https://www.nationalforests.org/rfp.

**Bid Submission**

Submit bids via email to mlopez@nationalforests.org by Friday, May 16, 2025.

**Equal Opportunity Provider**

In accordance with Federal law and U.S. Department of Agriculture policy, the National Forest Foundation is prohibited from discriminating on the basis of race, color, national origin, sex, age, religion, political beliefs, or disability.

## Appendix A: Specifications

Pre-treatment coordination

- Coordinate with the forest on herbicide use and herbicide treatment communication.
- Herbicides that are approved for use are: 2,4-D, aminopyralid, clopyralid, chlorsulfuron, dicamba, glyphosate, hexazinone, imazapic, imazapyr, metsulfuron methyl, sulfometuron methyl, picloram, and triclopyr. All herbicide labels will be followed.
- Prior to herbicide use, a Pesticide Use Proposal or PUP needs to be developed and approved for each herbicide. PUP development and approval will be coordinated with the Forest Pesticide Use Coordinator.
- Prior to treatment, treatments must be communicated to partners and the public. Contractor should work with Forest Staff to ensure proper timing of treatment specific messaging. Areas treated will need to have signs stating that the areas is being treated with (name) herbicide and should not be reentered for (the time called out in the label. Other restrictions include (from label).

Treat invasive species as mapped and cleared.

- A New Mexico licensed pesticide applicator must be present for all herbicide treatments. Proof of license must be provided to the Forest Pesticide Use Coordinator. NMED also requests that any individual applying herbicides on the forest have a public pesticide applicator license.
- Field crews must be trained on implementation of proper techniques for herbicide application and manual removal, identification of target invasive plants, and identification of native plants vs non-native plants. Crews will also be trained on the sensitive resources present in the treatment area and the requirements for avoidance of impacts. NMED is requesting that all crew members applying herbicide be trained and preferably licensed as public applicators. Documentation of training will be submitted to the Forest Pesticide Use Coordinator.
- If pouring, mixing, transferring and loading will occur in the field, it will be done >200 ft from any open water, outside areas of suitable T&E species habitat and in a location such as a road, turnout or naturally hardened surface free of vegetation. The approved chemical handling and spill prevention and containment plan will be followed at all times. For a Chemical Spill Clean-up Plan see Appendix C.
- Prior to application, weather conditions will be checked. If there is rain forecasted 48 hours prior to or after application is scheduled, treatment will be paused until clear weather is forecasted.
- Crews will employ Personal Protective Equipment (PPE) as required by the herbicide label
- Daily inspections of equipment will occur to ensure all equipment is functioning properly and is free of leaks. Equipment that is leaking and functioning improperly will be removed from service until proper repairs have been made.
- Crews will be equipped with spill response kits provided by the Cooperator.
- If invasive plants or plant parts such as flowering heads must be removed from the site, all material will be double bagged and disposed of at an appropriate facility such as a covered landfill.
- Herbicide use will be used consistent with labels and licensing requirements.
- To avoid the spread of invasive plant seeds and propagules, decontamination of equipment and crew clothing will be done before arriving at the treatment site and at the end of the day before leaving the treatment site. This will include a visual inspection of all equipment, shoes, socks and clothing and subsequent removal of detected invasive plant seeds and plant propagules.

Reporting

- Report herbicide use monthly.
- Report invasive plants treated and efficacy of treatments monthly.
- Provide an end of season invasive plant treatment and herbicide use report.

Appendix B. Scope of Services

The field crew will work in areas identified by the Forest Service as a priority for treatment. Survey and treatments will cover the areas identified in the attached maps (Appendix A) and will also include treatment of new areas of infestation detected during survey efforts.

Top priority areas for treatment are known infestations at the following locations: Fenton Administration Area, East Fork of the Jemez, and Rio Cebolla. Total number of treatment acres are outlined in Table 1.

Table 1. Treatment Summary

| **Location** | **Target Invasive Species** | **Method of Treatment** | **Number of Acres** |
|---|---|---|---|
| Rio Cebolla | Bull Thistle | Herbicide treatment via wick/sponge and manual removal | 133 acres |
| East Fork Jemez River | Oxeye Daisy | Herbicide treatment via spot spraying and manual removal | 60 acres |
| Fenton Administration Area | Spotted Knapweed | Herbicide treatment via spot spraying | 10 acres |

Timeline (subject to modification due to local conditions):

Surveys and treatments will begin upon execution of the agreement. Due to differences in growth times, three visits during the appropriate phenological period for the target species will occur during the growing season. Adjustments to the below listed dates may be needed depending on the weather conditions and applicable seasonal restrictions for federally listed species.

- Upon execution of the agreement and when it is the correct phenological period for successful detection/treatment of the target species, begin survey work/treatment for early season invasives until June 15, 2025.
- Upon execution of the agreement through June 30, 2025 - resurvey areas surveyed for early season invasives and any additional survey and/or treatment of known infestations.
- September 1, 2025 through October 30, 2025 resurvey for late season invasives and treat as capacity allows.

Treatments will be in compliance with the decision document for the Final Supplemental Environmental Impact Statement for the Invasive Plant Control Project Carson and Santa Fe National Forests (FSEIS). Treatment methods include both herbicide application and manual removal. Appendix B displays the invasive plants and specific treatments covered under this Statement of Work. Appendix C and Appendix D outline all project implementation requirements as approved in the decision document for the FSEIS.

These are the accepted methods for herbicide treatment of annual and biannual species:

A. Foliar Application - These methods apply herbicide directly to the leaves. An adjuvant or surfactant is often needed to enable the herbicide to penetrate the plant cuticle, a thick, waxy layer present on leaves and stems of most plants. These applicators range from backpack sprayer to hand-pumped spray or squirt bottles, which can target very small plants or parts of plants. Where avoidance of overspray is essential, a backpack sprayer with a sponge applicator will be used for application of the herbicide directly to the plant leaves and stem.
B. Spot spraying – Spot spraying is similar to foliar spraying but would be for larger sized plants and/or population of plants. The focus still is on treating individual plants (instead

of broadcast spraying) but over a larger area. Applicators would typically be backpack sprayers. Because of the potential to treat larger areas and larger sized vegetation, this method has a slightly higher potential for drift.

Coordination and scheduling is the responsibility of the Contractor and the National Forest Foundation.

Survey/treatment efforts will include walking, documentation and hand pulling/chemical treatments of mapped and new weed occurrences at the time of inspection. New infestation detections will be mapped and the District will be notified within 1 week. All locations of target weed species will be documented and entered into Survey 1,2,3.

Survey combined with a treatment effort is the highest priority for implementation. If work will consist of surveys only, a written justification will be submitted to the Forest Service and can only proceed with approval from the Forest Service. All locations of target weed species will be mapped, using the invasive species target list.

Maps of all survey areas (including those with negative detections) and treatment areas within both previously documented and new occurrences will be submitted for the annual report. In addition to maps, documentation of treatment efforts will include a minimum of four randomly selected 'before' and 'after' photopoints for each treatment area.

The following measures are common to all treatments and are a required component of the project implementation:

1) A certified pesticide applicator must be present for all herbicide treatments. Proof of certification must be provided to the Jemez Ranger District.
2) Field crews must be trained on implementation of proper techniques for herbicide application and manual removal, identification of target invasive plants and identification of native plants vs non-native plants. Crews will also be trained on the sensitive resources present in the treatment area and the requirements for avoidance of impacts. Documentation of training will be submitted to the Jemez Ranger District.
3) Herbicide use will be consistent with labels and licensing requirements.
4) Crews will employ Personal Protective Equipment as required by the herbicide label.
5) To the extent possible, pouring, mixing, transferring and loading will occur prior to traveling to the treatment area. If pouring, mixing, transferring and loading, these will occur in the field and will be done >200 ft from any open water, outside areas of suitable T&E species habitat and in a location such as a road, turnout or naturally hardened surface free of vegetation. The approved chemical handling and spill prevention and containment plan will be followed at all times.
6) Daily inspections of equipment will occur to ensure all equipment is functioning properly and is free of leaks. Equipment that is leaking and functioning improperly will be removed from service until proper repairs have been made.
7) Crews will be equipped with spill response kits provided by the Cooperator.
8) To avoid the spread of invasive plant seeds and propagules, decontamination of equipment and crew clothing will be done before arriving at the treatment site and at the end of the day before leaving the treatment site. This will include a visual inspection of all equipment, shoes, socks and clothing and subsequent removal of detected invasive plant seeds and plant propagules.
9) Implementation of seasonal restrictions and buffers for federally listed species will be required.
10) If plants or plant parts such as flowering heads must be removed from the site, all material will be double bagged and disposed of at an appropriate facility such as a covered landfill.

Appendix C. Treatment Methods, Criteria, Design and Monitoring

**Invasive Species and Specific Treatment**

**Methods Bull Thistle**

Under this agreement, all areas identified for treatment of bull thistle are within occupied or designated critical
habitat for the federally endangered New Mexico Meadow jumping mouse. Both manual and herbicide treatments are allowed but must be implemented in compliance with the following measures to avoid or reduce potential impacts to the federally endangered New Mexico meadow jumping mouse.

Requirements Common to All Bull Thistle Treatments in New Mexico Meadow Jumping Mouse Habitat

1) In areas occupied by the New Mexico meadow jumping mouse, treatments will be implemented during the time when the mouse is most likely to be hibernating below ground (September 1 – June 15). These dates may vary depending on local conditions.
2) Treatments will be scheduled for implementation prior to flower heads opening.
3) Removal efforts will avoid impacts to non-target native vegetation.
4) Treatment activities will be implemented in a manner that will minimize the trampling of NMMJM critical habitat.
5) Measures for the protection of riparian areas will be implemented.

Manual Treatment of Bull Thistle

1) Manual treatment includes hand pulling and clipping.
2) Thistles will be pulled by hand before the flowers open. If the soil is hard, loosen the soil with a hand tool and pull as much of the tap root as possible.
3) Clip any flower heads that are beyond the bud stage.
4) If flowers are open, they will be cut and bagged prior to treatment. This is a very time-consuming task and can be avoided by ensuring plants are treated prior to flower buds opening.
5) Cut the stem to at least 1 to 2 inches below ground with a sharp-edged shovel before the flowers bloom. The plant may continue resprouting if the root is left in the ground, so follow-up is necessary.
6) Not all bull thistle plants will flower in the second year, so follow-up treatments for several years is needed to catch those plants still in the rosette stage. Dig up rosette each year or chop out 1 to 2 inches below the ground.

Herbicide Treatment of Bull Thistle

1) The herbicide of choice for this treatment is Glyphosate (Rodeo).
2) Treatment will not occur if the thistle has been disturbed by tillage within the last 2 months.
3) No spray herbicide application will be permitted in occupied or critical New Mexico meadow jumping mouse habitat.
4) A backpack sprayer with a sponge or wick applicator will be used to avoid overspray on non-target plants.
5) Herbicide will be applied to the foliage with precision to avoid drippage that would impact soil and non- target plants.
6) If flowers are open, then they will be cut and bagged prior to treatment. This is a very time-consuming task and can be avoided by ensuring plants are treated prior to flower buds opening.
7) Herbicide application will not occur over water.

**Oxeye Daisy**

Under this agreement, all areas identified for treatment of oxeye daisy are within occupied or designated critical habitat for the federally endangered Jemez Mountains salamander. Both manual and herbicide treatments are

allowed but must be implemented in compliance with the following measures to avoid or reduce potential impacts to the federally endangered Jemez Mountains salamander.

Requirements Common to All Oxeye Daisy Treatments in Jemez Mountains Salamander Habitat

1) In areas where the habitat is suitable for Jemez Mountains salamander occupancy, treatments will be implemented between October 1 – June 1 to avoid the monsoonal season and period of time when the salamander is most likely to be surface active. These dates may vary depending on local conditions. An exemption to the treatment dates (October 1 – June 1) can be granted if monsoonal weather conditions start later than June 1 or if the FS biologist determines the area of treatment has a low probability of salamander occupancy based on habitat conditions.
2) In areas receiving five consecutive days of rain, treatments will be stopped until a Forest Service biologist or other qualified person determines the surface has dried sufficiently to resume treatment.
3) Treatments will be scheduled for implementation during the rosette to pre-bud stage.
4) Removal efforts will avoid impacts to non-target native vegetation.
5) Treatment activities will avoid the trampling of Jemez Mountains salamander critical habitat.
6) Measures for the protection of riparian areas will be implemented.

Manual Treatment of Oxeye Daisy

1) Pull individual plants by hand before the flowers open. If the soil is hard, loosen the soil with a hand tool and pull as much of the tap root as possible.
2) Clip any flower heads that are beyond the bud stage.
3) If flowers are open, they will be cut and bagged prior to treatment. This is a very time consuming task and can be avoided by ensuring plants are treated prior to flower buds opening.
4) Cut the stem to at least 1 to 2 inches below ground with a sharp-edged shovel before the flowers bloom. The plant may continue resprouting if the root is left in the ground, so follow-up is necessary.

Herbicide Treatment of Oxeye Daisy

1) The herbicide of choice for this treatment is Glyphosate (Rodeo).
2) Herbicide use will be consistent with product label and licensing requirements.
3) No spray herbicide application will be permitted in occupied or critical Jemez Mountains salamander habitat.
4) A backpack sprayer with a sponge or wick applicator will be used to avoid overspray on non-target plants.
5) Herbicide will be applied to the foliage with precision to avoid drippage that would impact soil and non- target plants.
6) Do not spray over water or along streambanks where target plants are suspended over water. These plants are usually easily pulled by hand.
7) Treatments will occur adjacent to a well-used hiking trail. Visitors will be informed via signs and personal contacts with FS personnel.

**Spotted Knapweed**

Herbicide Treatment of Spotted Knapweed

1) The herbicide of choice for this treatment is aminopyralid (Milestone).

2) A backpack sprayer will be used to apply spot treatments and avoid overspray on non-target plants.
3) Herbicide will be applied to the foliage with precision to avoid drippage that would impact soil and non- target plants.

Additional Treatment Criteria and Limitations

| Weed Site Conditions | Treatment Method Limitations |
|---|---|
| Area of high human use such as a recreation site, administrative site, or area where people often collect plants. | Method(s) must have been documented to have a low risk of causing harm to people. Examples include non-herbicide methods with lowest risk (for example, those that avoid burning) or herbicide formulations and application methods having the lowest risk of harmful effects to humans (for example, aminopyralid, glyphosate, imazapyr, imazapic, metsulfuron methyl, clopyralid products would be available for use per risk assessment results found in appendix 3). Also adhere to other design features that apply to protection of human health and safety (for example, notification). Use of herbicides shall occur during weekdays only. |
| Area where there is a shallow water table (no more than 6 feet deep) and soil with a high permeability rate, where there may be a risk of an herbicide leaching through the soil to the groundwater. | Non-herbicide method(s) appropriate for the site conditions (manual pulling or mowing) or an herbicide appropriately labeled for use in these locations (for example, short-lived, non-leachable herbicides such as glyphosate, imazapic, imazapyr, metsulfuron methyl, clopyralid, chlorsulfuron) that have been registered by the Environmental Protection Agency for use on permeable soils with shallow water tables. Herbicides that use picloram as their active ingredient (for example, Tordon 22K) would not be used in these situations per risk assessment results. Also adhere to design features to protect soil and groundwater resources. |
| In riparian areas, including outstanding national resource waters, or areas next to live water bodies containing aquatic species. | Method(s) determined and documented to have low risk to fish or other aquatic species. Examples include a non- herbicide method (for example, mowing) that avoids erosion/sediment production or herbicides registered by the Environmental Protection Agency for aquatic habitats; for example, chlorsulfuron, glyphosate formulations such as Rodeo (which does not use the surfactant polyethoxylated tallowamine), imazapic, and imazapyr. Also adhere to design features to protect to riparian, water, and aquatic resources. |

Design Features and Monitoring Requirements

| Row No. | Description of Design Feature and Monitoring Requirement | Alternatives |
|---|---|---|
| | **Human Health and Safety** | |
| 1 | Herbicide formulations (specific products including mixtures) will not be used unless they have been registered for use by the Environmental Protection Agency and all Environmental Protection Agency label requirements (including limitations) are strictly followed. Only herbicides with a completed risk assessment per Forest Service standards would be used. | B, D |
| 2 | In areas of human habitation or high use such as a recreation site, administrative site or area where people often collect plants, the treatment method must have low risk of harmful effects to humans. Examples include nonherbicide methods (manual/mechanical/grazing) or herbicides rated as having the lowest risk of harmful effects to humans (see appendix 3). | B, D |
| 3 | Herbicide application will strictly adhere to Environmental Protection Agency label instructions regarding temperature, humidity, wind speed and other weather variables, to avoid spray drift to nontarget plants or other resources while increasing treatment effectiveness. | B, D |
| 4 | Herbicide use will be restricted to Environmental Protection Agency-registered application rates (usually in terms of pound per acre of active ingredient applied) and conditions listed on the label. Follow-up application of a second herbicide to an area should be conducted only after reviewing best available information on compatibility with the previous application's formulation. | B, D |
| 5 | Herbicides may only be applied by a trained applicator under supervision of a licensed applicator, in accordance with Forest Service directives. | B, D |
| 6 | Herbicide use will comply with the direction contained in Chapter 2150 of Forest Service Manual 2100 - Environmental Management (USDA Forest Service 2013b), including the requirement that a pesticide use proposal (form FS-2100-2) be completed for all proposed pesticide (that is, herbicide) uses on National Forest System lands. | B, D |
| 7 | Herbicide applicators will have the chemical spill plan and emergency cleanup kit onsite during treatments. The spill plan identifies methods to avoid accidental spills as well as how to report and clean up spills. The kit will contain appropriate spill cleanup supplies (see appendix 6).[3] | B, D |
| 8 | Workers handling herbicides will be required to wear protective clothing, including a long-sleeved shirt and long pants to reduce worker doses. For herbicides containing hexazinone, respiratory protection would also be required per label direction. Clothes should be cleaned daily. Workers will also wear waterproofed boots, gloves, and other safety clothing and equipment listed on the herbicide label. Workers mixing or loading herbicides will be required to wear eye protection (goggles or eye shields) and Tyvek suits or herbicide-resistant aprons. | B, D |
| 9 | A pesticide application record (PAR) will be completed on a daily basis for each project area detailing the herbicide application, treatment area, target species distribution and density, weather conditions, and recommendations for followup treatments or rehabilitation. | B, D |

| | | |
|---|---|---|
| 10 | The Forest Service will provide public information about weed treatments using herbicides, including herbicide to be used, locations, application schedules, and so forth. This information will be posted on the Santa Fe and Carson National Forest websites and mailed to those who request it. | B, D |
| | | |
| 11 | To further notify forest visitors and users, signs regarding herbicide use will be placed at access points to treatment areas prior to herbicide application. Signs will include the herbicide to be used, effective dates, and phone number for obtaining more information. | B, D |
| 12 | Traffic control and signing during weed treatment operations will be used as necessary to ensure safety of workers and the public. Recreation sites, roads, trails, or other areas scheduled for treatment may be temporarily closed during weed treatment activities to ensure public safety. | B, C, D |
| 13 | Weed treatments will be coordinated with potentially affected adjacent landowners and range allotment permittees. Cooperative efforts on adjacent lands and range allotments would increase treatment effectiveness and the ability to meet weed control objectives. | B, C, D |
| 14 | In highly used, developed recreation areas, use of herbicides would occur during weekdays only. | |
| **Native Vegetation and Treatment Effectiveness** | | |
| 15 | Prescribed burning, digging, pulling, and tilling weeds, and other ground-disturbing activities will be designed to avoid or minimize impacts to native plants of cultural and traditional concerns. Prior to implementation, a Forest Service biologist or other qualified person will locate these plants to the extent possible. | B, C, D |
| 16 | Allotment permittees will be contacted about upcoming treatments (methods, locations, schedules, and so forth) that may affect their grazing operations. Annual operating instructions may be adjusted as needed. Early coordination will minimize the impact of adjusting grazing operations during and after treatments, the extent and duration of which will be determined by site-specific conditions and weed treatment objectives. | B, C, D |
| 17 | Weed treatments will only be applied where weeds actually exist, not on areas with a potential for weed infestations. | B, C, D |
| 18 | Vehicles used for weed treatments will be properly cleaned prior to entering National Forest System lands and again before leaving the treated area to avoid further spread of weeds. | B, C, D |
| 19 | Where treatments result in exposing bare mineral soil, those sites will be evaluated to determine the need for revegetation (seeding, planting), mulching, or other erosion or sediment control measures. The evaluation would consider the potential for subsequent reinvasion by weed species, potential for erosion, water runoff, and stream sedimentation. Where seeding is used, certified weed- free seed will be required. Seed mixes will be based on site-specific conditions and objectives. Treatment combined with reseeding has been shown to be effective at controlling weeds (Endress et al. 2012). | B, C, D |

| | | |
|---|---|---|
| 20 | Herbicides will not be applied if snow or ice covers the target weed plants to avoid runoff into soil and onto nontarget vegetation. | B, D |

| | | |
|---|---|---|
| 21 | After treatment, livestock grazing will be deferred where needed to achieve weed treatment objectives, based on site-specific conditions. This will be accomplished by working with permittees and adjusting their annual operating instructions as necessary. | B, C, D |
| 22 | Biological agents will not be released until screened for host plant specificity and approved by the U.S. Department of Agriculture Animal Plant Health Inspection Service and the New Mexico Department of Agriculture. | B, C |
| 23 | All weeds that are mechanically or hand excavated after flower bud stage will be double bagged and properly disposed of at an approved facility (for example, a covered landfill). | B, C |
| 24 | Use of prescribed fire must adhere to restrictions contained in the forest plan and Forest Service directives, such as those for using fire within wilderness (Forest Service Manuals 2324.2 and 2324.04(b)), requirements for detailed burn prescriptions, and other requirements intended to avoid unexpected consequences. | B, C |
| **Threatened, Endangered and Sensitive Plants** | | |
| 25 | The Santa Fe National Forest or Pecos-Las Vegas Ranger District will coordinate with the New Mexico Environment Department (NMED) and U.S. Fish and Wildlife Service to obtain the most current survey information on the Holy Ghost ipomopsis prior to implementing any weed treatments in occupied Holy Ghost ipomopsis habitat. | B, C, D |
| 26 | Ground-disturbing activities, such as tilling, pulling, and digging up weeds, will be designed to avoid trampling or other direct impacts to individual Holy Ghost ipomopsis plants or other threatened, endangered, and sensitive plants. | B, C |
| 27 | Herbicide use is prohibited within, and for 25 feet around, Holy Ghost ipomopsis plants and occupied habitat; only hand removal by pulling or digging up weeds will be permitted. From 25 to 50 feet, only hand application of herbicides by wick or rag will be permitted. | B, D |
| 28 | Prior to implementing any managed grazing, spray application of herbicides, mechanical (for example, mowing), or prescribed fire treatments within Holy Ghost ipomopsis or other sensitive plant species habitats, a Forest Service biologist or other qualified person will visibly mark a 50-foot buffer around groups or isolated individuals of the subject plants. | B, C, D |
| 29 | Within, and for 25 feet around, other sensitive plants occupied habitats, only hand treatments will be permitted (for example, wick or rag to apply herbicides; shovel to dig up weeds); no spray herbicide application will be permitted. | B, C, D |
| 30 | A Forest Service biologist or other qualified person will be present during any ground-disturbing activity within Holy Ghost ipomopsis and other sensitive plant species occupied habitats. | B, C, D |
| 31 | Where Holy Ghost ipomopsis or other sensitive plant roots may be intermingled with weed roots, a Forest Service biologist or other qualified person will determine how to safely remove the weed(s). | B, C, D |

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| 32 | Herbicide use proposals within any threatened, endangered, or sensitive plant species potential habitat will require a survey of that habitat, if possible. If no survey is conducted, the potential habitat will be treated as if occupied by the threatened, endangered, or sensitive plant and all applicable occupied habitat design features will apply. | B, D |
| **Wildlife, including Threatened, Endangered and Sensitive Species** | | |
| 33 | For treatment areas exceeding 1 acre within threatened, endangered, or sensitive species wildlife habitat, surveys for the species will be conducted prior to implementation. If surveys are not conducted prior to implementation, that area will be treated as if occupied. Within occupied threatened, endangered, or sensitive species habitats, loud, persistent noise disturbances or modifications of breeding habitat features will be avoided. If a potentially adverse effect cannot be avoided, prepare a supplemental biological assessment and consult with U.S. Fish and Wildlife Service to determine the appropriate design features. | B, C, D |
| 34 | For occupied Mexican spotted owl and southwestern willow flycatcher habitat, applicable breeding season restrictions will be implemented as specified in forest plans and U.S. Fish and Wildlife Service recovery plans for those species. | B, C, D |
| 35 | In areas that have suitable habitat for wintering bald eagles and where weed treatments are proposed during that period (winter months through March), a presence/absence survey must be completed within a 0.5-mile radius of the work site before any work can begin and following any breaks of more than 10 days. If an eagle is present within the 0.5-mile radius, work will stop until the bird leaves of its own volition or if, in consultation with the U.S. Fish and Wildlife Service, a Forest Service biologist determines that the potential for harassment is minimal. If bald eagles nest on National Forest System land within 0.5-mile of areas planned for treatment, the U.S. Fish and Wildlife Service will be contacted to determine what additional consultation may be needed. | B, C, D |
| 36 | Survey to protocol must be completed for all treatment units within southwestern willow flycatcher occupied habitat (Carson National Forest) before treatment can begin, if the timing of treatment coincides with dates birds are likely to be present in the area. If the flycatcher is found, no treatments can occur; if the flycatcher is not found, treatment can proceed. | B, C, D |
| 37 | No prescribed burns will be done within Mexican spotted owl protected activity centers. Treatments will be done by hand pulling, grubbing, or herbicide application during part of the breeding season (early June to mid-July) to be effective. Treatments will be short-duration, low-disturbance activities that would occur once or twice in a season (depending on size of the treatment area). A biologist can accompany applicators to monitor any owl activity that might occur. A year after treatment, monitoring would be done for any reoccurrence of the weed. | B, C |
| 38 | In areas proposed for treatment occupied by Forest Service sensitive wildlife species, and where individuals in the population may be impacted, a Forest Service biologist will prescribe design features to avoid or minimize the impacts to individuals, while continuing to maintain population viability and avoid a trend toward Federal listing. | B, C, D |
| 39 | Only herbicides documented to have a low risk to wildlife and domestic animals (for both ingredients and application rates) will be used. | B, D |

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| 40 | No controlled grazing with sheep or goats will be permitted in areas occupied or frequented by bighorn sheep (high country/wilderness). | B, C |
| 41 | No weed treatments will occur in Jemez Mountain salamander habitat during the late summer monsoon season when salamanders are above ground. In areas receiving 5 consecutive days of rain, treatments will be stopped until a Forest Service biologist or other qualified person determines the surface has dried sufficiently to resume treatment. | B, C, D |
| 42 | No herbicide or soil-disturbing treatments, including controlled grazing, will occur within 50 feet of Rio Grande cutthroat trout occupied streams between June 1 and June 30 (spawning season). | |
| **Air, Soil, Water, Riparian, Fish, and Other Aquatic Resources** | | |
| 43 | All prescribed burning must comply with the New Mexico smoke management requirements (permitting, monitoring, and so forth) to maintain levels of these emissions within State and Federal air quality standards. | B, C |
| 44 | Heavy mechanized equipment such as tractors with tillers or mowers will not be used on slopes over 40 percent, to minimize erosion potential. | B, C |
| 45 | Heavy equipment will not be used to mechanically dig up weeds within riparian zones unless a Forest Service soil, water or fisheries specialist examines the site-specific conditions and determines there would be no adverse impacts to water quality, stream morphology, or aquatic resources. | B, C |
| 46 | Herbicides used within 25 feet of a waterbody, or within riparian or other areas with a shallow water table, will be restricted to hand application of a short-lived, nonleachable herbicide that has been registered by the Environmental Protection Agency for use on permeable soils, near water, or in areas having shallow water tables (for example, 2,4-D, glyphosate, triclopyr). Herbicides with picloram as their active ingredient (for example, Tordon 22K) will not be used in these locations or within the municipal watersheds of the Gallinas and Santa Fe Rivers. A Forest Service soil, water, or fisheries specialist, or other qualified person will verify and map, and if necessary, visibly mark these areas. | B, D |
| 47 | Herbicide application within a riparian area or 50 feet from a waterbody is limited to hand application onto individual weed plants (using backpack spray wand or glove, wick, or rag). Backpack spray application upwind of surface water or when precipitation is likely will be avoided. If necessary, a Forest Service soil, water, or fisheries specialist, or other qualified person will visibly mark these areas prior to implementation. | B, D |
| 48 | Mixing, pouring, loading, or transferring herbicides (even small amounts) will not occur within 200 feet of open water and will comply with the approved chemical handling, and spill prevention and containment plan (see appendix 6). In the event of a spill of sufficient quantity that would reasonably injure or be detrimental to human health, animal or plant life, or property, the Forest Service will contact the New Mexico Environment Department Ground Water Quality Bureau chief and Surface Water Quality Bureau chief. | B, D |
| 49 | In riparian areas or next to live waterbodies containing fish, methods used must have been documented to have low risk to aquatic species. | B, C, D |

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| 50 | Prescribed burning in riparian areas will be incidental to the primary activity (for example, pile burning slash from mechanical treatment of woody invasive species). No broadcast burning will be permitted in riparian areas solely for the purpose of treating weeds. | B, C |
| **Heritage Resources** | | |
| 51 | Adhere to "Appendix F - Standard Consultation Protocol for Noxious Weed Control" of the First Amended Programmatic Agreement Regarding Historic Property Protection and Responsibilities, including conducting pre- implementation heritage inventories and evaluations, applying appropriate design features to avoid adverse impacts, consulting with the State Historic Preservation Office and Tribes, and monitoring treatment activities for effects to cultural resources. | B, C, D |
| 52 | Ground-disturbing activities will be designed to avoid direct impacts to cultural resource sites. Root tilling, mowing, hand pulling, digging, or other weed treatments that disturb the soil beyond an aggregate of one meter square will require heritage inventory, evaluation, and consultation with the State Historic Preservation Office and Tribes. Follow the protection measures specified under stipulation 6 in appendix F of the protocol discussed in #51 above. | B, C |
| 53 | No herbicides will be applied from vehicles within 25 feet of cultural resources consisting of perishable materials with analytic or informational value, including wood, organic ceramic paints, datable materials, and residues on artifacts. Within 25 feet of such cultural resources, herbicides must be applied by hand to individual weeds to avoid getting herbicides or carrier fluids onto those remains. Prior to implementation, a Forest Service archaeologist or other qualified person will mark areas for hand application or avoidance. | B, D |
| 54 | Apply the design features listed previously under Native Vegetation and Threatened, Endangered, and Sensitive Plants to minimize potential harm to plants of ethnographic concern and native plants. | B, C, D |
| 55 | Notification of Tribes and other traditional use groups will occur before herbicides are used to inform them of pending chemical treatment activities and schedules. This measure will reduce the risk to native plants used for traditional cultural purposes and the risk to the health of individuals who gather these plants. | B, C, D |
| 56 | Sheep or goat grazing will not be used on heritage resource sites easily damaged by trampling as identified through heritage resource inventories prior to implementation. | B, C |
| 57 | Conduct fuel assessments and remove fuels from around cultural resource sites with perishable materials before prescribed burning or avoid burning around sites with perishable materials altogether. Use burn prescriptions that ensure low temperature, intensity, duration, and residence time on sites that fire will burn through. | B, C |
| **Municipal Watersheds** | | |
| 58 | Weed treatments within the Santa Fe and Gallinas municipal watersheds will be agreed to and coordinated with the appropriate officials for the cities of Santa Fe and Las Vegas, respectively. Proposed use of herbicides within these municipal watersheds would occur only upon agreement from officials of these cities. | B, C, D |
| **Monitoring and Adaptive Management** | | |

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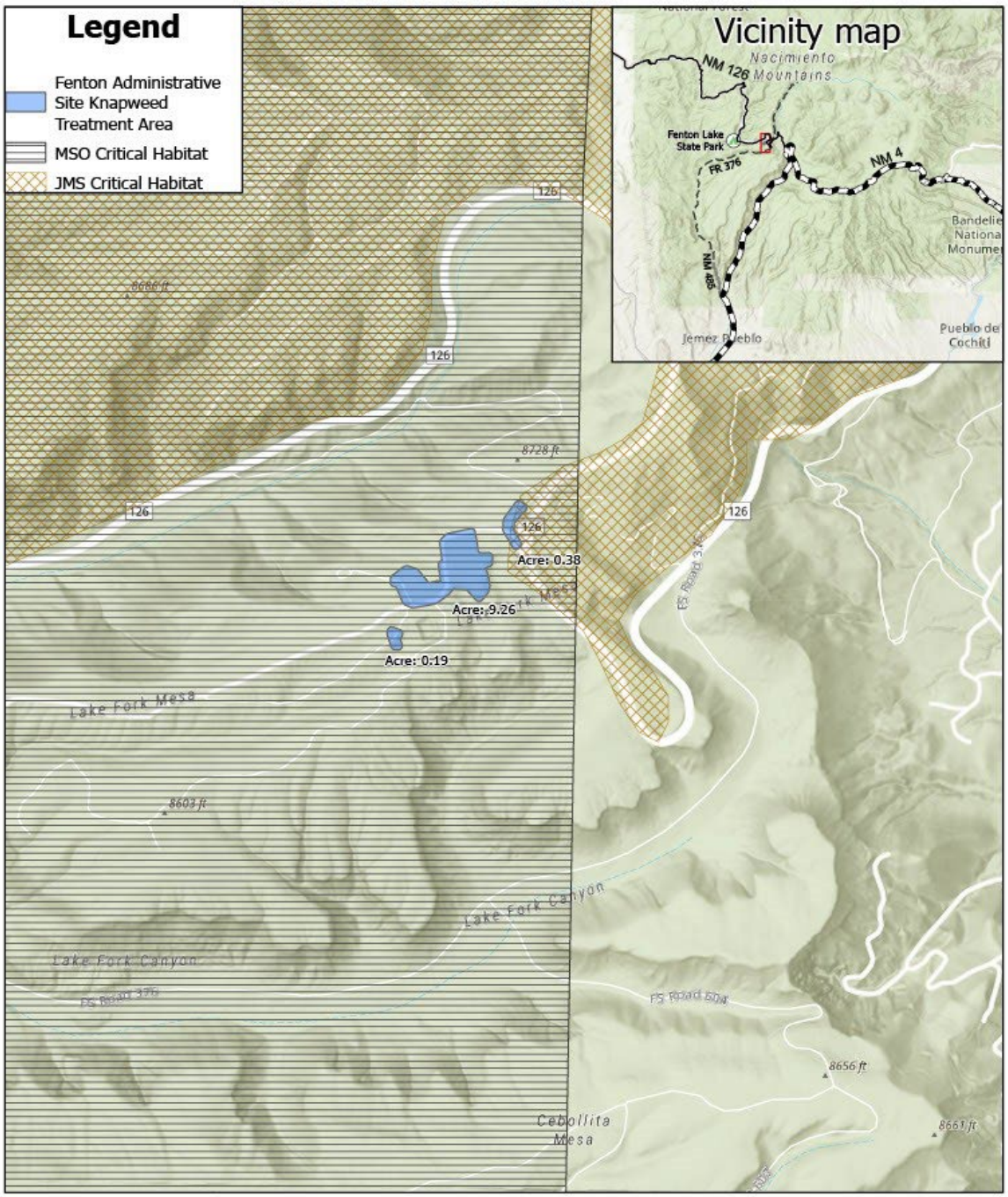
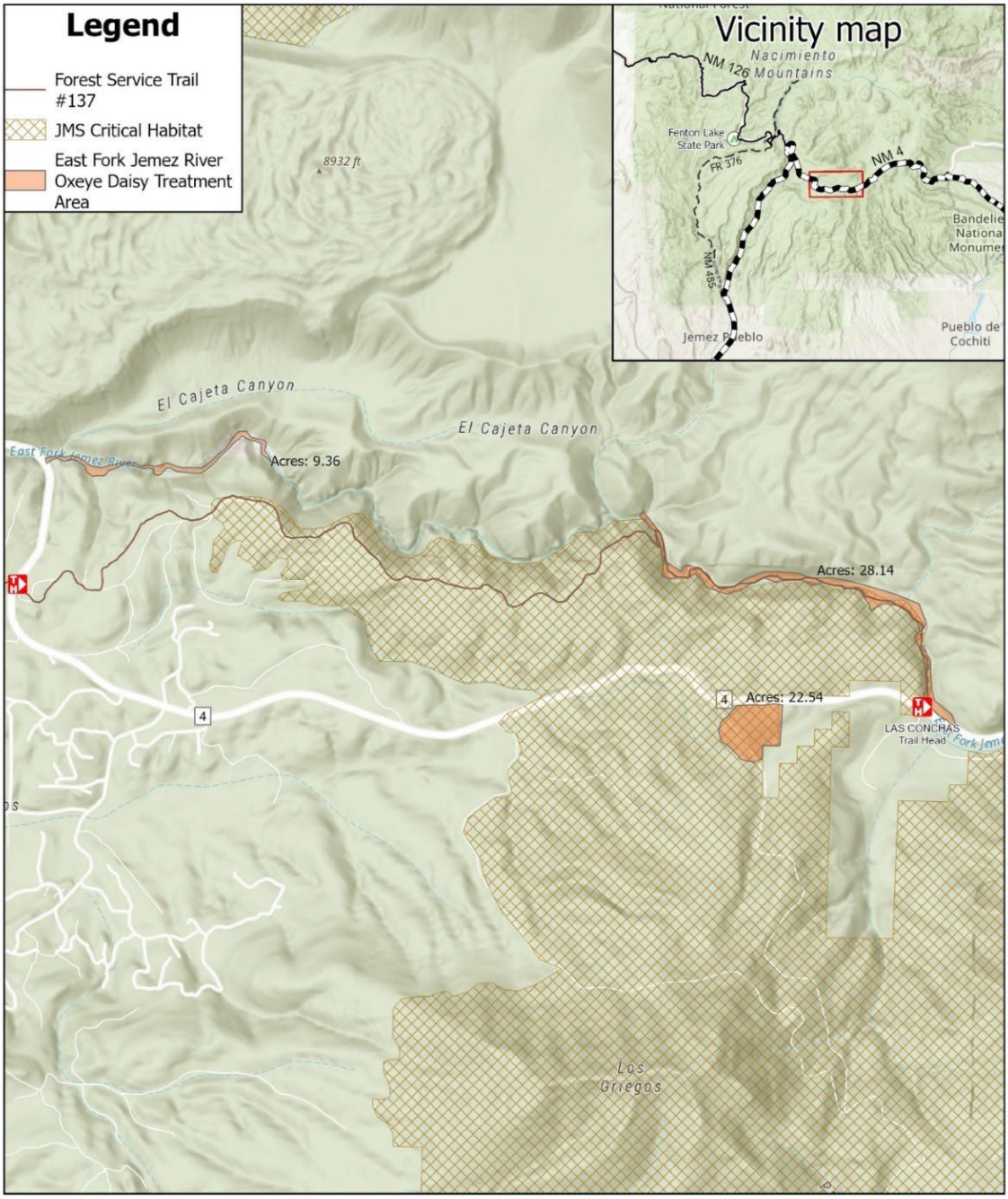
| 59 | Weed inventories and mapping will be conducted annually, and treatment of newly found populations will be identified and prioritized based on criteria in the “Adaptive Strategy” section of this chapter. | B, C, D |
| 60 | Treated sites will be monitored, evaluated, and the results documented to determine:<br>- Effectiveness of the method(s) used in meeting the objective;<br>- Whether impacts to resources or people were within the scope of predictions; and<br>- Implementation and effectiveness of design features, and whether mitigations should be modified or added to enhance effectiveness. | B, C, D |
| 61 | Changes in prescriptions made as a result of monitoring and evaluation, and treatments for newly found weed populations must comply with all design features and monitoring requirements in the environmental impact statement. The actions and effects must be within the scope of those considered in the environmental impact statement. New actions or effects outside of those considered in this environmental impact statement will be evaluated in accordance with Forest Service Handbook 1909.15, Chapter 10, Section 18, to determine if additional environmental analysis under the National Environmental Policy Act is required. | B, C, D |

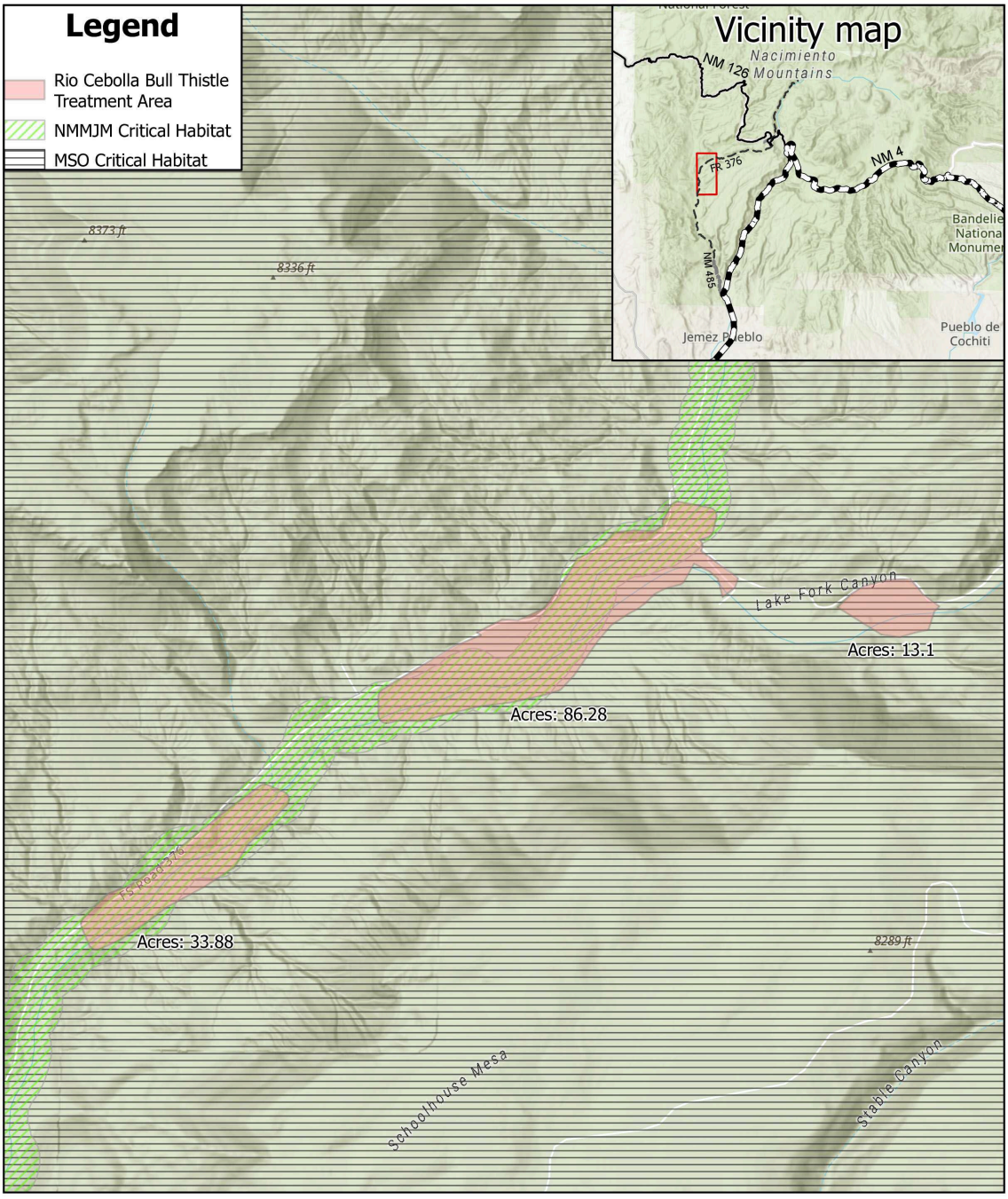
# Fenton Administrative Site Knapweed Treatment Area



# East Fork Jemez River Oxeye Daisy Treatment Area



# Rio Cebolla Bull Thistle Treatment Area



## Appendix E
## Flowdown Provisions

**NFF Funding Code: 1596103**
**NFF Funding Name: PA Jemez District Invasive Species Mgmt**

**Funder Agreement ID: 24-PA-11031000-114**

**U.S. FOREST SERVICE ACKNOWLEDGED IN PUBLICATIONS, AUDIOVISUALS AND ELECTRONIC MEDIA.**

Award Recipient or Contractor shall acknowledge U.S. Forest Service support in any publications, audiovisuals, and electronic media developed as a result of this agreement.

**PROHIBITION AGAINST INTERNAL CONFIDENTIAL AGREEMENTS.**

All non federal government entities working on this agreement will adhere to the below provisions found in the Consolidated Appropriations Act, 2016, Pub. L. 114-113, relating to reporting fraud, waste and abuse to authorities:

1. The recipient may not require its employees, contractors, or subrecipients seeking to report fraud, waste, or abuse to sign or comply with internal confidentiality agreements or statements prohibiting or otherwise restricting them from lawfully reporting that waste, fraud, or abuse to a designated investigative or law enforcement representative of a Federal department or agency authorized to receive such information.

2. The recipient must notify its employees, contractors, or subrecipients that the prohibitions and restrictions of any internal confidentiality agreements inconsistent with paragraph (a) of this award provision are no longer in effect.

3. The prohibition in paragraph (a) of this award provision does not contravene requirements applicable to any other form issued by a Federal department or agency governing the nondisclosure of classified information.

4. If the Government determines that the recipient is not in compliance with this award provision, it:

    a. Will prohibit the recipient's use of funds under this award, in accordance with sections 743, 744 of Division E of the Consolidated Appropriations Act, 2016, (Pub. L. 114-113) or any successor provision of law; and

    b. May pursue other remedies available for the recipient's material failure to comply with award terms and conditions.