

**WORK AND FINANCIAL PLAN**  
**between**  
**GRANT COUNTY**  
**and**  
**UNITED STATES DEPARTMENT OF AGRICULTURE**  
**ANIMAL AND PLANT HEALTH INSPECTION SERVICE**  
**WILDLIFE SERVICES (APHIS-WS)**  
**for**  
**July 1, 2021 through June 30, 2022**

Pursuant to Cooperative Service Agreement No. 19-73-35-2273-RA between the county of Grant and APHIS-WS, this Work Plan defines the objectives, plan of action, resources and budget for the maintenance of an Integrated Wildlife Damage Management (IWDM) program to protect residents, property, livestock, crops, and natural resources from damage caused by predators and other nuisance wildlife to be conducted from July 1, 2021 through June 30, 2022.

USDA-WS is a federal agency with a broad mission that includes carrying out wildlife damage management activities. USDA-WS has continuously maintained an effective IWDM program to resolve conflicts with wildlife throughout New Mexico, including Grant County. USDA-WS is available and qualified to conduct wildlife damage management services as necessary to accomplish the County's goals.

**I. OBJECTIVES/GOALS**

Wildlife Services' overall goal is to maintain a biologically-sound IWDM program to assist property owners, businesses, private citizens, and governmental agencies in resolving wildlife damage problems and conduct control activities in accordance with applicable Federal, State and local laws and regulations. Assistance may be in the form of providing technical assistance or direct control activities. Recommendations and control activities will ensure long term solutions and incorporate the Integrated Wildlife Damage Management approach.

The scope of this program is limited only by the financial resources allocated by the cooperator and APHIS-WS. Although successful elimination of any specific threat is not guaranteed, all reasonable efforts will be made to resolve or mitigate human-wildlife conflicts within financial and regulatory constraints.

**II. PLAN OF ACTION**

To accomplish this goal, the following general field services will be provided:

**Technical Assistance** – WS will provide technical support to Grant County on other issues that may impact predatory and/or nuisance species control including habitat modifications, response design, and recommendations through demonstration and instruction of wildlife damage prevention and/or control techniques

**Predator Identification & Removal** - when livestock, crop or natural resource damage is verified

**Nuisance Wildlife Removal** - when property damage is verified

**Removal of Wildlife Displaying Aggressive Behavior** - causing actual injury to county residents.

**Outreach** – include meeting with the constituents of the county, school group demonstrations, and predator/damage awareness training. To provide these basic services, APHIS-WS will:

1. Assign one Wildlife Specialist per the period of performance for this Work Financial Plan averaging at least 624 hours per year distributed among direct control activities, technical assistance, USDA/WS-required administrative tasks and annual leave.
2. Procure and maintain a vehicle, tools, supplies, and other specialized equipment as deemed necessary by the State Director to accomplish the objectives identified in this plan.
3. Safely & professionally utilize approved wildlife damage management tools/equipment, prioritizing non-lethal methods. Wildlife Services will not use the following methods: toxicants including sodium cyanide and compound 1080 or denning on public lands in Grant County. Other methods include firearms (including high-pressure air rifles), advanced optics, assorted snaring devices, trailing hounds, all-terrain vehicles, foot-hold traps for the protection of endangered species and public safety, cage-type & other specialized traps, deterrent methods/devices (including pyrotechnics), Environmental Protection Agency approved toxicants, night vision equipment and electronic calling devices.
  - a. Field Specialists will ensure that the most effective, efficient, and humane tools will be utilized and will conduct direct control operations in a safe manner.
  - b. Equipment will be maintained in good working order to help prevent accidents and/or hazardous situations.
4. Conduct all control activities with trained USDA-WS employees and volunteers.
  - a. Technical Assistance may be in the form of recommendations for implementing various non-lethal techniques. Official USDA pamphlets may be used to convey this information to the public.
  - b. Direct Control activities will prioritize non-lethal methods. Direct control activities may not include the following methods: toxicants including sodium cyanide and

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compound 1080, or denning in their activities on public lands in Grant County. Other methods may include, but are not limited to the monitoring, trapping, dispersal, and shooting of known and potential predators or nuisance wildlife.

Rudy Fajardo, District Supervisor, Las Cruces will supervise this project. This project will be monitored by WS, State Director and administrative staff in Albuquerque. The Cooperator will be kept advised on the status of this project on a regular basis by the District Supervisor. In order to maintain good standing with Grant County and be considered for contract renewal, Wildlife Services shall provide timely quarterly reports on their activities and use of funds to the cooperator.

APHIS-WS will cooperate with the New Mexico Department of Game and Fish, the U.S. Fish and Wildlife Service, County and local city governments, and other entities to ensure compliance with applicable Federal, State, and local laws and regulations.

### **III. PROCUREMENT**

Purchase of supplies, equipment and miscellaneous needs including salaries will be made by APHIS-WS. All expenditures will be processed through APHIS's FMFI system and charged to the Cooperator as described in the Financial Plan.

### **IV. STIPULATIONS AND RESTRICTIONS**

- a. All operations shall have the joint concurrence of USDA-WS and Grant County and shall be under the direct supervision of USDA-WS. All operations will adhere to the specific work financial plan requirements required by both USDA-WS and Grant County. USDA-WS will conduct the program in accordance with its established operating policies and all applicable state and federal laws and county regulations and requirements.
- b. Control on Public Lands: An Agreement for Control of Animal Damage on Non-private Property (WS Form 12 A) or an appropriate NEPA document will be executed between USDA-WS and the public land administrator(s)/manager(s) before any USDA-WS work is conducted.
- c. USDA-WS will use only USDA-WS employees and volunteers. All USDA-WS personnel will follow WS Directive 2.510, which prohibits benefiting personally from any animals(s) whole or in part, taken while conducting official duties.
- d. The program will be supervised by District Supervisor, Rudy Fajardo (575) 527-6980. Monitoring and authoritative oversight will be by WS, New Mexico State Director (505) 208-3003.

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- e. In the absence of a finalized county budget, a letter of intent must be provided pending final budget approval. The cooperative Wildlife Services Program, due to Congressional Federal appropriations, law cannot continue unless a mutual agreement is negotiated by June 30, 2021.

**V. COST ESTIMATE FOR SERVICES**

USDA-WS shall submit quarterly bills for actual costs incurred to USDA-WS for performance of work as delineated in the Work/Financial Plan, not to exceed **\$25,000.00** annually. Such costs may include but are not limited to salaries/benefits/employees' recognition, vehicle use, supplies, equipment and USDA overhead.

APHIS-WS will not bill the cooperator for any quarter's services without having also provided the cooperator with corresponding quarterly reports. These quarterly reports, shall detail, unless feasible, Wildlife Services activities (species caught, relocated or killed, number of animals killed and by which method and manner used, number of confirmed depredation events and livestock and property losses) and itemizing its use of funds before Grant County will make payments related to this contract.

An estimate itemization of expenses are listed below; however, funds may be distributed between itemized categories as needed.

Cost Element	Cost to Cooperator	Cost Share (Paid by Federal Appropriations)	Full Cost
Personnel Compensation	\$ 18,759.56	\$ 44,949.96	\$ 63,709.51
Travel	\$ -	\$ 1,109.00	\$ 1,109.00
Vehicles	\$ -	\$ 7,800.00	\$ 7,800.00
Other Services	\$ 392.15	\$ 800.00	\$ 1,192.15
Supplies and Materials	\$ -	\$ 2,000.00	\$ 2,000.00
Equipment	\$ 510.11	\$ 500.00	\$ 1,010.11

<b>Subtotal (Direct Charges)</b>	<b>\$ 19,661.82</b>	<b>\$ 57,158.96</b>	<b>\$ 76,820.77</b>
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Pooled Job Costs	11.00%	\$ 2,162.80	NA	\$ 2,162.80
Indirect Costs	16.15%	\$ 3,175.38	NA	\$ 3,175.38

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Aviation Flat Rate Collection	\$ -	NA	\$ -
<b>Agreement Total</b>	<b>\$ 25,000.00</b>	<b>\$ 57,158.96</b>	<b>\$ 82,158.95</b>
Percentage Cost Share	30%	70%	100%

The distribution of the budget from this Financial Plan may vary as necessary to accomplish the purpose of this agreement, but may not exceed: \$82,158.95

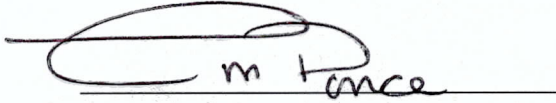
In accordance with the Debt Collection Improvement Act (DCIA) of 1996, bills issued by WS are due and payable within 30 days of receipt. The DCIA requires that all debts older than 120 days be forwarded to debt collection centers or commercial collection agencies for more aggressive action. Debtors have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

The financial point of contact for this Work Plan/Financial Plan is Patsy Baca, Budget Analyst (505) 346-2640. This plan has been approved by the USDA APHIS WS Western Regional Office for use in the State of New Mexico for cost-share agreements. Copies of this approval and the APHIS Overhead waiver are available upon request.

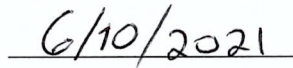
Agreement Number: 21-73-35-2273-RA  
WBS: AP.RA.RX35.73.0972

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GRANT COUNTY BOARD OF COMISSIONERS  
Tax Identification Number: 856000218



Chairman



Date

UNITED STATES DEPARTMENT OF AGRICULTURE  
ANIMAL AND PLANT HEALTH INSPECTION SERVICE  
WILDLIFE SERVICES  
Albuquerque, NM  
Tax Identification Number: 41-0696271

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State Director, New Mexico

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Date

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Keith Whener  
Director, Western Region

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Date