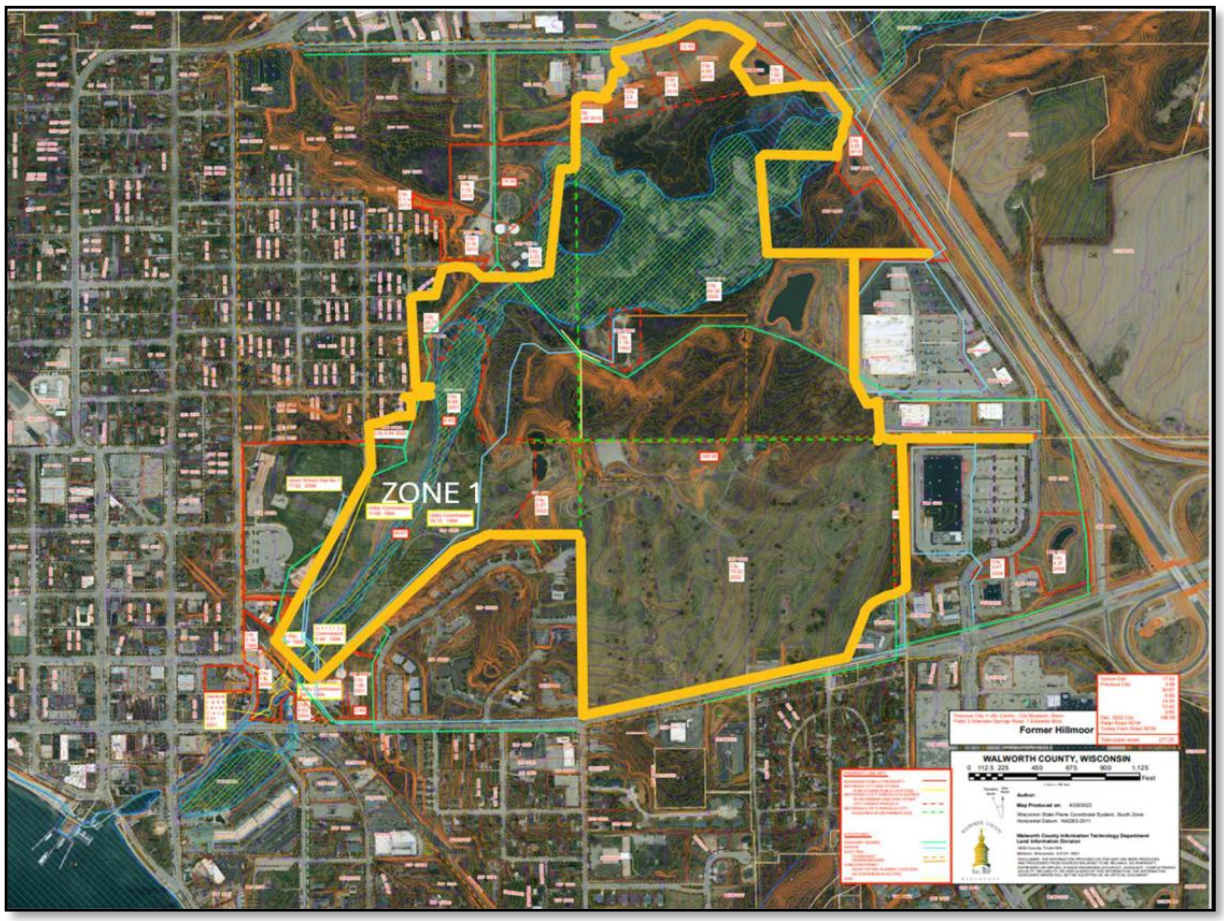


PROFESSIONAL ECOLOGICAL SERVICES PROPSOAL

CITY OF LAKE GENEVA

HILLMOOR ECOLOGICAL RESTORATION PLAN RFP

NATIVE RANGE ECOLOGICAL

CITY OF LAKE GENEVA

NATIVE RANGE ECOLOGICAL
PO BOX 127, HOLMEN, WI 54636

Contents

COVER LETTER

October 10, 2025

Mr. David De Angelis, City Administrator
Hillmoor Planning RFP 2025
City of Lake Geneva
Lake Geneva, WI 53147

RE: Request for Proposals | Hillmoor Ecological Restoration Plan RFP 2025

Mr. De Angelis,

Native Range Ecological, LLC (NRE) is pleased to present this proposal to the City of Lake Geneva for the development of an Ecological Restoration Plan for the approximately 230-acre Hillmoor Property. We have managed numerous ecological restoration projects in the Lake Geneva area in the past two decades for private landowners, land trusts, and corporations. We have a keen interest in the Hillmoor project due to the diversity of the landscape and the high potential to improve ecological function, increase biodiversity, enhance aesthetics, and expand outdoor recreation opportunities.

With a collective forty years of experience in Wisconsin as professional Restoration Ecologists, our expertise lies in invasive plant control and the restoration and management of high-quality native plant communities. We have planned, designed, managed, maintained, and monitored thousands of acres of prairie, oak savanna, woodland, wetland, and stream restoration projects in Wisconsin.

NRE maintains professional relationships with numerous potential partners and contractors who could be engaged in implementing our Restoration Plan. We commonly serve as general contractors and utilize our partners as sub-contractors. This not only allows for very realistic budget development for Plan implementation but also provides a vehicle for professional engagement of well-vetted contractors to implement selected aspects of our Restoration Plans.

I attest that all information provided in this proposal is true, accurate, and complete to the best of my knowledge. Thank you for this opportunity and we look forward to addressing any questions that may arise regarding our proposal, approach, and strategies.

Sincerely,
Native Range Ecological, LLC

Clayton M. Frazer

Clayton Frazer
Principal Ecologist
(608) 416-3400
cfrazer@nativerange.net

1. ORGANIZATIONAL OVERVIEW

1.1. FIRM QUALIFICATIONS:

NATIVE RANGE ECOLOGICAL

Native Range Ecological, LLC (NRE) www.nativerange.net was founded in October of 2022. Prior to starting Native Range Ecological, Clay Frazer and Dan Fuhs worked together for ten years managing and building Eco-Resource Consulting (ERC), one of Wisconsin's most reputable ecological consulting and restoration businesses at the time. Founded in the fall of 2022, Native Range Ecological (NRE) was built on a guiding principle: truly sustainable restoration designs, specifications, and ecological plans must come from those who have done the work themselves. Clay and Dan have each built their careers and knowledge through direct engagement in land management and ecological restoration practices. They have been the lead of hundreds of restoration projects and have worn many different hats on a wide variety of restoration project types in the upper Midwest. Practical field experience as Restoration Ecologists is the solid foundation on which NRE was built.

Approach and Philosophy

NRE's guiding mission is to foster biodiversity. Species richness and diversity are under attack from every possible angle in many of today's ecological landscapes. Native Range Ecological embraces an "ecosystem approach" to restoration, carefully considering every part of the complex web that comprises ecological landscapes.

Native Range Ecological (NRE) is built on a single foundational principle: time in the field equates to more valuable ecological planning. Continuous work in the field keeps our botany and ecological restoration skills sharp and relevant, which lends itself to better restoration plans, specifications, and designs that are more practical, pragmatic, and economical for our clients. This extensive field experience allows NRE to write attainable management plans geared specifically for each unique project.

Our industry niche is the use of native vegetation in a multitude of landscape-scale applications. These include slope stability, water quality enhancement, wildlife habitat, and overall biodiversity support. We have a profound understanding of ways to incorporate and foster high-quality native plant communities to foster greater ecological resilience.

Services Provided

NRE provides a wide range of ecological consulting services. These include project design, planning, permitting, project fund sourcing, general contracting of plan implementation, restoration oversight, project monitoring, and botanical and biological surveys. NRE develops realistic and attainable land management plans and utilizes a multifaceted approach to meet long-term management and sustainability objectives. We work with the best partners in the business from a wide range of disciplines and expertise.

1.2. Services include:

- Ecological and Wildlife Habitat Assessments
- Vegetation Surveys
- Rare and Threatened Species Surveys
- Prescribed Fire Planning and Facilitation
- Invasive Species Management
- Wetland, Pond, and Stream Restoration
- Planning, Permitting, and Design for Prairie, Wetland, and Forestry Restoration
- Geographic Information Systems (GIS)
- Drone Surveying
- Stormwater and Erosion Control Inspections and Management
- Non-Lethal Beaver Management

2. PROJECT TEAM

2.1. LIST OF PERSONNEL

2.2. ROLES AND RESPONSIBILITIES

NRE's Project Manager for the Hillmoor Management Plan Project will be Clay Frazer. Dan Fuhs will serve as Assistant Project Manager and will also develop all GIS-based figures (maps). Fuhs is also a Certified Commercial Drone pilot and will conduct the drone flight, upon authorization of this optional bid item.

Frazer is a skilled and experienced botanist specializing in Wisconsin native plant species and will execute the ecological assessment of the property, including mapping and inventory of notable/significant invasive and native plant communities. NRE will utilize a survey-grade Trimble GPS unit and ESRI software to produce detailed maps of plant communities and other significant natural resource attributes. High-resolution digital photographs will be taken of individual species of interest, as well as photos of plant communities.

Mr. Fuhs has extensive academic and vocational experience in GIS software and spatial data analysis and will produce all GIS-based mapping products for the Hillmoor project. Shapefiles will be delivered to the City of Lake Geneva. Fuhs will build out shapefile layers for numerous natural resource attributes, including soils, wetlands, plant species, plant communities, topography, access points, trails, and Land Use Zones.

Collectively, Frazer and Fush have more than forty years of application knowledge and experience in managing natural areas on a landscape scale. NRE's expertise in native plant community management and invasive species control has been forged by decades of field experience as restoration ecologists. This application knowledge base applies to herbicide use, prescribed fire operations, native seed and plant installation and maintenance, wetland and stream restoration, and wildlife habitat management. NRE's owners will collaborate to develop the Invasive Species Removal Plan, Native Installation Plan, and the Maintenance Plan. Specifically, Fuhs will rely on his project management experience to develop a Gantt Chart timeline summary (order of operations) and Resource Recommendations, including native plant and tree nurseries that source local ecotype native plant materials and commercial-grade herbicide products.

As a professional botanist, Frazer will rely on his expertise to develop a robust Monitoring Plan, complete with specific vegetation performance standards. Frazer will also manage public meetings and address questions from the Hillmoor Project Committee, while Mr. Fuhs provides technical support in plan development and specific mapping products to be shared during meetings in Plan draft format.

2.3. CLAYTON FRAZER

Principal Ecologist

Contact information
(608) 416-3400
cfrazer@nativerange.net

Education

B.S., Wildlife Ecology/Botany, Southern Illinois University Carbondale, 1996

Professional Certifications/Affiliations and Specific Training

- NWCG RXBII Burn Boss
- DATCP commercial pesticide applicator
- NASECA Construction Site Erosion Control and Stormwater Permit Compliance Training
- Wisconsin Wetland Association
- Pheasants Forever
- Wildlife Society
- Society for Ecological Restoration
- Focal Species/Biodiversity Training (MNP-Casper)
- Herptile Field Survey Methods Training
- DNR Rare Plant Monitoring Training
- BeaverCorps Certified https://www.beaverinstitute.org/professional-info/beavercorps-program/

Mr. Frazer has worked in the natural resources management field for more than 25 years for federal and state agencies, non-profit organizations, and within the private sector as a consultant and professional project manager. Mr. Frazer has proposed, planned, budgeted, implemented, overseen, and monitored hundreds of land enhancement or ecological restoration projects. These projects have been implemented for a wide array of clients on a broad spectrum of land classifications and ecological landscapes, including private, corporate, municipal, and non-profit-owned lands. Projects that Mr. Frazer has coordinated and managed have been focused on native plant restoration (landscape-scale cropland conversions, bio-infiltration/stormwater retention, and riparian shoreline stabilization), woodland restoration (ecologically based harvesting, reforestation, and timber stand improvement), and invasive species abatement (control, eradication, and replacement with sustainable native species).

Mr. Frazer's field expertise includes project logistics coordination, project specification drafting, on-time and on-budget implementation, performance standard attainment, and ecological monitoring. Mr. Frazer draws on his "hands-on, real-world" field experience in his resource consulting work, and his stewardship/management plans consider clients' true resource limitations and long-term objectives.

Mr. Frazer has managed native and non-native species inventories, resource mapping, forestry harvests, and timber stand improvement projects, and has collaborated on numerous wetland delineation projects.

Within the public wildlife management sector, Mr. Frazer has supervised or participated in ungulate disease sampling projects, wildlife mark and recapture studies, and public education events.

Within Southeastern Wisconsin, Mr. Frazer has designed native seed and plant mixes and overseen native restoration on hundreds of public, corporate, non-profit, municipal, and private land restoration/enhancement projects. These project sites have ranged from upland mesic sites, xeric sites, forested wetlands, detention basins, and high-quality wetland sites on a broad range of scales and scopes.

Mr. Frazer has managed projects on secure energy, utility, and landfill sites. These projects entailed environmental monitoring and reporting on rare species, pre-construction, construction, and post-construction site erosion control and stormwater management, and vegetation surveying.

Mr. Frazer is also experienced and passionate about business development and building collaborative relationships with experts in various disciplines applicable to landscape-scale ecological restoration.

2.4. DANIEL FUHS

Principal Ecologist/GIS Specialist

Contact information

(920) 538-2318
dfuhs@nativerange.net

Education

B.S., Biology & Wildlife Ecology, Minor in GIS & Spatial Analysis, UW-Stevens Point, 2011

Professional Certifications

Certified Erosion, Sediment, and Stormwater Inspector (CESSWI)

Karner Blue Butterfly & Lupine Surveyor

FAA-certified Commercial Drone Pilot

DATCP Commercial Pesticide Applicator

Daniel Fuhs is a Co-owner and Principal Ecologist with Native Range Ecological, LLC, based in Wisconsin. Mr. Fuhs has over 15 years of wildlife research and ecological restoration experience with various employers. Mr. Fuhs was employed as a Senior Biologist with Eco-Resource Consulting, Inc. for ten years, a Restoration Technician with Applied Ecological Services, a Field Technician with the USFWS, a Biological Science Technician with UW-Madison, and a Wildlife Technician with Texas Tech University.

Mr. Fuhs' areas of expertise include prairie, wetland, woodland, streambank restoration, and other natural community restoration and management. Mr. Fuhs has experience conducting vegetation monitoring, environmental report drafting, wildlife habitat/land resource assessments, endangered resources reviews, vegetation monitoring, GPS data collection, and permit applications. Mr. Fuhs is also a fully licensed and insured drone pilot. Mr. Fuhs manages projects across the Midwest and coordinates with subcontractors, private landowners, municipalities, government agencies, and internal personnel.
Mr. Fuhs' field expertise includes ecological restoration planning, vegetation assessments, GIS & Spatial Data Analysis, Drone Surveys, performance standard attainment, ecological monitoring, and erosion, sediment, and stormwater inspections. Mr. Fuhs has received hands-on experience throughout his career, which allows him to apply realistic standards to his ecological consulting work. Mr. Fuhs has managed native and non-native species, timber stand improvement projects, drone surveys, and resource mapping.

While working for public agencies, Mr. Fuhs has conducted wildlife surveys monitoring lesser prairie chickens, waterfowl, shorebirds, and songbirds.

Within the Midwest, Mr. Fuhs has designed native seed and plant mixes for upland mesic sites, forested wetlands, stormwater facilities, and wetland sites.

Mr. Fuhs has managed projects on secure energy, utility, and landfill sites. These projects entailed environmental monitoring and reporting on rare species, pre-construction, construction, and post-construction site erosion control, stormwater management, and vegetation surveying.

Mr. Fuhs is experienced and passionate about vegetation monitoring, how vegetation and sustainable energy can coexist, and ecological restoration on a landscape scale.

3. PAST EXPERIENCE & REFERENCES

3.1. SIMILAR PROJECT EXPERIENCE

NRE's owners are fortunate to have worked with a wide range of clients on a diverse cross-section of ecological landscapes. NRE ecologists have developed more than fifty ecological restoration and management plans in the upper Midwest. We specialize in all aspects of native vegetation, including site preparation, seed mix design, installation, maintenance, and monitoring. Our restoration projects have included all aspects of types of prairie, woodland, and wetland, and include stormwater management, steep slope stabilization projects, erosion control, large-scale invasive plant management, and landscape-scale natural area management.

A project we managed that is similar to the Hillmoor project was the Mequon Nature Preserve (MNP) Restoration Plan. MNP is a 600-acre property in Mequon, Wisconsin. MNP is owned by the City of Mequon and managed by the Mequon Nature Preserve. NRE ecologists developed a five-year Restoration and Management Plan for MNP in 2011. Subsequently, NRE's co-owner, Clay Frazer was asked to serve as a board member at MNP and continues to serve to this day.

3.2. PAST COMPLETED PROJECTS

3.2.1. MEQUON NATURE PRESERVE MANAGEMENT PLAN

In 2011, NRE's co-owner, Clay Frazer, was contracted to develop a Comprehensive Restoration and Management Plan (Plan) for Mequon Nature Preserve (MNP). MNP is 510 acres of land owned by the City of Mequon, and leased to MNP for land restoration and stewardship, habitat restoration, environmental education, research and monitoring, and recreation.

Frazer collaborated with MNP staff, board members, Ecological Planning Committee members, and volunteers to develop an innovative approach to guide restoration efforts at MNP. The Plan was focused on the conversion of agricultural lands to prairies, restoring numerous types of wetlands, and successional planning for forestland. The Plan also had an extensive section on qualitative and quantitative ecological and wildlife monitoring. Frazer was subsequently asked to serve as a board member at MNP and currently still serves as the board Secretary and Chair of the Ecological Planning Committee.

3.2.2. AFTERGLOW FARM INVASIVE SPECIES MANAGEMENT PLAN

NRE Ecologists developed an Invasive Species Management Plan for 190 acres of land owned by Lynde Uihlein. The land lies within the Central Lake Michigan Coastal Landscape in Ozaukee County and has been in the Uihlein family for three generations. Afterglow Farm is comprised of numerous land cover types, including emergent wetlands, lowland hardwood forest, wet meadows, man-made ponds, old-field uplands, southern hardwood and conifer forests, hedgerows, ravine drainage systems, and a rare lakeshore beach community. The goal of the Plan was to "*identify high priority vegetation species and management areas and outline science-based actions to prevent, eradicate, and control invasive species and to outline preliminary actions to restore ecosystems adversely impacted by invasive species*". The 98-page Plan was delivered to the Uihlein family in 2021 and continues to serve as a guide to restore ecological function to this once-degraded landscape.

3.2.3. JOAN M. PICK PRESERVE MANAGEMENT PLAN

In 2016, NRE Ecologists were contracted by the Cedar Lake Conservation Foundation (CLCF) to develop a Restoration and Management Plan for the Joan M. Pick Preserve (Preserve). The Preserve is 76 acres of former agricultural land, oak woodlands, and forested wetlands just west of West Bend, Wisconsin. The land is set within the Cedar Lakes Watershed area and is part of the Kettle Moraine Landscape. NRE's owners worked with the CLCF board, the Pick Nature Preserve Committee, and CLCF Executive Director Bob Boucher to develop a ten-year Restoration and Management Plan. The Plan outlined invasive species management, timber stand improvement, prairie restoration, and native tree and shrub planting plans. An extensive recreational use plan was also developed.

3.2.4. BROMLEY WOODS AND ANGLIN PRESERVE MANAGEMENT PLANS

In 2019, NRE Ecologists were contracted by the Geneva Lake Conservancy to develop a Management Plan for the Bromley Woods Preserve in La Grange, Wisconsin. Bromley Woods is a forty-acre parcel comprised of high-quality oak savanna remnants, oak-hickory forests, and kettle wetlands within the southern Kettle Moraine region of Walworth County, Wisconsin. The Plan detailed oak savanna restoration and management, woody invasive species control, and the reintroduction of prescribed fire in the savanna remnants. Recently, NRE was contracted in 2024 by the Geneva Lake Conservancy to develop a Restoration Plan for the Anglin Preserve, a 44-acre tract of land on the west side of Lake Ivanhoe (just east of Lake Geneva) containing rare calcareous fen wetlands, numerous rare wetland native plants, and an oak savanna remnant.

3.3. ONGOING PROJECTS

3.3.1. B. BRUCE KRIER CONSERVANCY MANAGEMENT PLAN

NRE Ecologists have been working with the Krier family since 2005 to restore a section (640 acres) of degraded agricultural land in northern Ozaukee County known as the B. Bruce Krier Conservancy (Conservancy). NRE Ecologists developed the original Management Plan for the Conservancy in 2008 and then developed a supplemental Master Plan in 2015. Between 2010 and 2013, NRE Ecologists oversaw the design, planning, permitting, and construction of a unique 30-acre wetland restoration along the Sucker Creek corridor. This restoration included the construction of several wetland types, including wet meadow, shallow marsh, lacustrine, and forested wetlands. NRE continues to oversee and monitor restoration work at the Conservancy, which now boasts one of the largest privately owned, intact, and continuous prairie reconstructions in Wisconsin at more than 500 total acres of prairie.

3.3.2. CITY OF OAK CREEK RESTORATION PLANNING

NRE was initially contracted with Edgewater Resources to develop a Vegetation Management Plan (VMP) for the Oak Creek – Peter Cooper Bluff Restoration. Edgewater Resources developed the excavation and grading plan and NRE developed an erosion control plan as part of their VMP. The VMP was developed to establish deep-rooted native vegetation on the bluff encompassing approximately 300,000 square feet. The plan included details on erosion control products, installation guidelines of the erosion control products, a temporary vegetation cover/site stabilization specification, final soil site preparation, hydroseed installation guidelines, a native seed mix, vegetation maintenance guidelines, and a monitoring and reporting program.

Following the plan development, NRE was contracted by the City of Oak Creek to conduct all aspects of monitoring and reporting on the site preparation, hydroseed installation, and maintenance of the newly vegetated bluff. Several changes were made to the excavation and grading plan that resulted in alterations to the hydroseed process. Once the revised plan was developed by NRE, the implementation contractor was able to install the native seed via hydroseeding in the spring of 2025. NRE is contracted to monitor the maintenance through the end of the 2025 growing season.

NRE was subsequently contracted by the City of Oak Creek to conduct vegetation assessments at multiple municipal parks. Lake Vista Park and Emerald Preserve were prioritized by the City as part of its initiative to develop comprehensive Management Plans aimed at restoring and maintaining native vegetation. Building on prior collaboration with Oak Creek, NRE proposed conducting individual site visits and preparing tailored Management Plans for each location.

The Lake Vista Park assessment focused on areas previously restored. In addition, NRE performed a high-level evaluation of the remaining park sections to identify vegetation types and site conditions that may influence future restoration efforts. Emerald Preserve was assessed in its entirety.

Each Management Plan outlines the specific restoration practices required to reestablish native vegetation, including site preparation, installation, and ongoing maintenance over a three-year period. NRE also provided estimated costs for ecological oversight, monitoring, and reporting throughout the duration of the project.

Client
City of Oak Creek

Project Team
Daniel Fuhs
Clayton Frazer

Contact
Matthew J. Sullivan, PE
Assistant City Administrator/Engineer
msullivan@oakcreekwi.gov

Contract Values
Peter Cooper - $64,850.00
Lake Vista Park - $13,385.00
Emerald Preserve - $10,190.00

3.3.3. GLACIAL LAKES CONSERVANCY WILLOW CREEK PRESERVE

NRE ecologists were contracted by Glacial Lakes Conservancy (GLC) in 2021 to develop a Restoration Plan (Plan) for the Willow Creek Preserve (Preserve) in the City of Sheboygan, Wisconsin (https://www.glaciallakes.org/willow-creek-preserve.html). The 143-acre property contains oak woodlands, numerous wetland types, and two major waterways - one being Willow Creek. Strategic Plan sections applicable to the creek included several tiers of options for bank stabilization treatments, including bioengineering practices and other Process-Based Restoration methods. Process-Based Restoration methods include low-cost, nature-based solutions. The Plan will serve as a guide to manage invasive species, stabilize eroded banks of Willow Creek, and improve or create fish and wildlife habitat for species of local conservation interest.

NRE Principal Ecologists Clay Frazer and Dan Fuhs served as the lead authors on the Plan and collaborated with numerous shareholders and DNR staff members to develop the Plan over a year-long, iterative process. Additional resources such as existing plans, previous studies and reports, and wildlife survey data were closely analyzed and considered during the process. Subsequently, NRE has been contracted to oversee invasive species management at Willow Creek Preserve.

Client
Glacial Lakes Conservancy

Project Team
Clay Frazer
Daniel Fuhs
Gary Casper

Contact
Jennifer Rutten
Executive Director
Glacial Lakes Conservancy
jennifer@glaciallakes.org

Contract Value
$78,000.0

Photo 77. Gray Treefrog is a rare SLCI whose conservation status is likely to improve with habitat improvements planned for the Preserve (photo by G.S. Casper).

Photo 75. Devil Crawfish from Willow Creek Preserve, 2022 (photo by G.S. Casper).

3.3.4. FIREFLY FARM WETLAND RESTORATION

NRE Ecologists designed, planned, and permitted a wetland habitat project in Belgium Township, within northern Ozaukee County.

NRE was able to acquire a single WDNR General Permit for three separate wetland enhancement projects on the Firefly Farm land. The first project was to install Beaver Dam Analogs (BDAs) into a stream course on the property. Prior to restoration, the stream banks were eroded and undermined, and the stream bed was badly incised. The stream was also hydrologically disconnected from its floodplain. BDAs are a Low-Tech Process-Based Restoration method that utilizes locally sourced woody materials and mimics many of the ecological benefits of naturalized beaver dams, including sediment attenuation, reduction in stream bank erosion, increased bioinfiltration of stormwater, and hydrologic connectivity to the stream's forested floodplain.

A terraced emergent wetland associated with Lake Michigan was enhanced with two separate projects. A shallow marsh habitat was created with the removal of soil near the outfall of an active agricultural drainage tile. The excavation created an ephemeral wetland that will support habitat for imperiled herptile species. Following excavation and grading of this new surface water feature, native plants and coarse woody debris from the site were placed to further enhance wetland functionality and wildlife habitat.

The final project was to build an earthen berm over a waterway along the east edge of the emergent wetland. Spoils from the ephemeral wetland were utilized to armor and build up the berm, and an Agri-Drain water control box was added to allow for control of surface water elevations in the waterway. This new feature will give property managers an additional tool to manage aquatic invasive species and to create additional surface water with ideal seasonal timing for herptile species.

Client
Mequon Nature Preserve

Contact
Deborah Kern
Owner Firefly Farm
deborahskern@gmail.com

Restoration Area Improved
Beaver Dam Analogs (BDAs)
Stream Course
Emergent Wetland
Earthen Berm Waterway

Project Team
Clay Frazer (Native Range Ecological)
Dr. Gary Casper (GLES)
Jamie Beupre (Native Niche)

Priority Habitats
Beaver Dam Analogs (BDAs)
Stream Course
Emergent Wetland
Earthen Berm Waterway

Priority Populations
Shorebirds
Landbirds
Bats
Wooded Wetland Birds
Marsh Breeding Birds
Anurans
Migratory Waterfowl
Turtles
Mustelids
Beaver
Muskrat
Bald Eagle/Osprey

Contract Value
$30,000.00

3.2.4 MORAINE DEVELOPMENT RESTORATION PLANNING AND OVERSIGHT

Client: Hans Dawson

Private Landowner – hans@lannonstone.net

NRE ecologists partnered with raSmith, Inc. to develop a Vegetation Management Plan (VMP) for a 64-acre privately-owned quarry reclamation site in Germantown, Wisconsin. The Plan included the use of native vegetation on the stormwater facilities, the lake shorelines, and native prairie restoration areas on the site.

NRE collaborated with the owner and his contractors to execute field data collection. NRE was contracted to oversee the construction of preliminary aspects of the project, such as invasive species removal and aquatic/fisheries habitat and structural shoreline enhancements. The restoration covered

Subsequent to Plan completion, the owner (Hans Dawson) contracted NRE to provide overall project support, including monitoring and reporting of vegetation establishment, oversight of erosion control practices, and Quality Assurance/Quality Control of grading and pre-vegetation preparations.

Moraine Development shoreline restoration area.

3.4. REFERENCES

NRE ecologists have developed restoration plans, conducted ecological assessments/inventories, and provided restoration monitoring services for the following Wisconsin clients:

Municipalities

Matthew Collins, Director of Public Works
Village of Whitefish Bay
m.collins@wfbvillage.gov
414. 755.6520

Matthew Sullivan, Assistant City Administrator/ Engineer
City of Oak Creek
msullivan@oakcreekwi.gov
414.766.7028

Jay Settersten, Stormwater Coordinator
City of Sun Prairie
jsettersten@cityofsunprairie.com
608.825.0919 EXT 1919

Theran Stautz, Restoration Ecologist
City of Madison
tstautz@cityofmadison.com
608.228.4099

Ben John, Director of Public Works
City of Middleton
bjohn@cityofmiddleton.us
608.821.8381

Land Trusts

NRE has developed landscape-scale management and restoration plans for each of these land trusts.

Kristin Thiel, Executive Director
Mequon Nature Preserve
kgies@mequonnaturepreserve.org
(262) 242-8055

Jennifer Rutten, Executive Director
Glacial Lakes Conservancy
jennifer@glaciallakes.org
920.273.1143

Bob Boucher, Executive Director (retired)
Cedar Lakes Conservation Foundation
rboucher@superiorbc.org
414.315.8360

Karen Yancey, Executive Director
Geneva Lakes Conservancy
kyancey@genevalakeconservancy.org
262.275.5700

Amy Lentz, Executive Director
Lakeshore Natural Resource Partnership
amy@lnrp.org
630.335.5545

Private Landowners

NRE has developed landscape-scale management and restoration plans for each of these private landowners.

Blair Nagel, private landowner of more than 2500 acres in North Dakota
Kbnagel13@gmail.com
(847) 274-5488

Leigh and Jan Kinnamon, private landowners of 80 acres in Dodge County
lkinn920@gmail.com
224-520-1704

John Rassel, private landowner of 800 acres in Ozaukee County
B. Bruce Krier Conservancy
john@krierfoods.com
(920) 918-1613

Hans Dawson, private landowner of 68 acres in Washington County
hans@lannonstone.net
414.861.1522

Hank and Becky Newell, private landowners of 40 acres in Walworth County
hanknewell@aol.com

Corporations/Institutions

NRE has conducted ecological assessment/inventories and/or developed restoration and management plans for each of these corporate or institutional landowner clients.

Skip Harless, Managing Director
Grand Geneva Resort & Spa
skipharless@grandgeneva.com
262.248.8811

John Beffel, Operations Manager
SC Johnson Waxdale Facility
jcbeffel@scj.com
262.260.3540

Brett Coogan, District Manager
Waste Management
bcoogan@wm.com
414.232.5574

Steve Taylor, Vice President
Concordia University Wisconsin
steve.taylor@cuw.edu
262.243.4392

Agencies

Nicholas A. Koltz
Wisconsin Dept. of Natural Resources
Forester
nicholas.koltz@wisconsin.gov
608.295.0497

4. INNOVATIVE APPROACH

Adaptive Management

Adaptive management will be central to the Hillmoor Park planning process, allowing Native Range Ecological (NRE) and the Hillmoor Commission to respond flexibly to new information, stakeholder input, and evolving site conditions. As survey data is collected, public feedback is gathered, and findings are refined through virtual and in-person meetings, NRE will continuously evaluate and adjust the project scope, strategies, and timelines. This iterative approach ensures that management decisions are informed by both ecological evidence and community priorities, fostering a transparent, responsive planning process that can adapt to emerging challenges and opportunities.

Iterative Process

NRE has extensive experience with an iterative process in the development of an ecological Restoration Plan. Working with groups like lake associations, homeowners' associations, land trusts, municipalities, and non-profit organizations has honed our skills in this arena. We are uniquely qualified to work with a diverse group of passionate stakeholders to ensure there is something for everyone in the Hillmoor restoration plan.

Climate resiliency

Weather patterns and phenology are rapidly changing in our region. Climate science indicates that moisture and temperature regimes are more volatile than they have been in thousands of years. Restoration Ecology, as a science, must adapt to these new extreme swings in the weather.

Building climate resiliency into restoration planning is more than just reimagining hardiness zones for individual plant species. NRE's restoration plans consider the impacts of larger and more powerful storms dumping ever-increasing amounts of rainfall in shorter periods of time. We consider soil stability and soil health to be a critical element of restoration planning, and stability of those soils during extreme weather events is at the core of that concept.

For NRE, planning for climate resiliency also means maximizing the diversity of native plants. Vegetation is the base element that supports biodiversity. We create more resilient ecosystems when we maximize the ranges of seasonal and successional behavior within selected native plant species.

For that matter, the definition of "native" plants is also being reconsidered due to climate change. NRE stays on the cutting edge of this emerging science by attending webinars, workshops, and reading scientific journals focused on climate change and climate resiliency.

Invasive plants seem to be better adapted to some aspects of climate change. Non-native invasive plants, insects, or animals move into new areas more rapidly now than ever before. This means ecologists must prepare for this invasion with thoughtful approaches and foresight.

4.1. ECOLOGICAL ASSESSMENT

4.1.1. ASSESSMENT

Frazer will conduct the preliminary Ecological Assessment between December 2025 and January 2026 in order to present initial findings to the Hillmoor Commission (Commission) in February 2026. A second assessment will be conducted by Frazer in spring and/or early summer of 2026 to inventory woodland spring ephemeral native plants and other plant species that were unidentifiable or dormant in fall or winter of 2025. This will include photo and GPS waypoint documentation and inventory of priority areas, herbaceous and woody plant species, legacy native trees, and other natural resource attributes of significance. Each of the five Land Use Zones (Zones) will be assessed, but prioritization will be given to Zones 2 and 3, the Wetland Area and Forested Area, respectively. The SEWRPC botanical survey report will be relied upon as a guide during the Site Assessment phase, resulting in a reduced effort required for plant species inventory and botany survey.

4.1.2. DELIVERABLES FOLLOWING SITE ASSESSMENT

The following specific deliverables will be produced by NRE following the ecological assessment:

- Detailed map and table (supporting document) of invasive plant communities of significance in each Zone
- Relative abundance and relative percent cover of invasive species in each Zone
- GPS location of legacy oak trees and oak regeneration areas
- Photo documentation of invasive plants and native plants of ecological significance
- Figures (Map) of each zone and subzone

These data will be presented to the Commission during the preliminary meeting with the Commission in February 2026 and will be incorporated into the comprehensive Restoration Plan document.

4.2. INVASIVE SPECIES MANAGEMENT STRATEGIES

Invasive plant management has been identified as a priority to be addressed in the Hillmoor Site Restoration Plan. Following the inventory, density estimates, and spatial mapping of invasive

species, prioritization will follow. Woody invasive species management will be an initial and primary focus of the Restoration Plan.

The impacts of invasive plants are manifested on a spectrum of comparative behaviors and ecological impacts. Some clonal invasive plants, such as yellow iris, Phragmites, and black locust, could be permanently eradicated from the Hillmoor site with targeted control methods and ongoing maintenance. Other invasive plants are ubiquitous on the Hillmoor landscape and will be impossible to eradicate completely. Species such as garlic mustard, reed canary grass, and buckthorn can be suppressed, but will likely never be fully extirpated.

The goal of NRE's Restoration Plan will be to first identify the invasive plants present, map the extent and potential impacts of the infestation, and then prioritize the species and the Zones in which active management is practical. The overarching concept is that invasive plant species are a symptom of a larger ecological challenge and that invasive plants exist in highly disturbed conditions with degraded water and soil conditions, where native plant diversity has declined. Invasive plants exist primarily where native plants have been displaced, largely due to a lack of proper management and maintenance of the native plant communities. A window can be created to re-establish or reinvigorate native plant communities with proper techniques to control, suppress, or eradicate invasive plants based on the invasive plant density, proximity to higher quality native plant communities, and associated behaviors.

4.2.1. INVASIVE SPECIES TABLE

An Excel spreadsheet table will be developed to inform recommendations for mechanical and chemical (herbicide) treatments for the management of prioritized invasive plant species in each Zone. The table will serve as a rapid reference guide and will address timing, methodology, tools/equipment, and spatial prioritization.

4.2.2. HERBICIDE GUIDELINE

The use of herbicides in managing invasive plants is an important tool, but us associated with risk. NRE's strategy will be to use multi-faceted and Integrated Management approaches, meaning mechanical, cultural, and biological control methods will also be considered. Herbicide mixing and application should only be conducted by trained and DATCP-licensed commercial applicators, and strict guidelines should be adhered to in order to reduce the potential for collateral damage and water contamination.

NRE Ecologists have extensive personal experience and knowledge pertaining to herbicide use, mixing, and application methods to manage invasive plant species. NRE will develop a Herbicide Use Guideline for the Hillmoor Site. This Guideline will address (but will not be limited to) the following elements:

- Herbicide products and vendor sourcing
- Herbicide mixing carriers and adjuvants
- Herbicide mixing instructions
- Herbicide application means and methods
- WDNR Aquatic Plant Management permit requirements for applying herbicide in wetlands
- Ideal timing windows for herbicide treatments
- Health and Safety precautions and Personal Protective Equipment (PPE) use guideline

4.2.3. INVASIVE SPECIES MANAGEMENT PLAN

NRE will develop a detailed Invasive Species Management Plan (Plan) for the Hillmoor Site. The Plan will include (but will not be limited to) the following elements:

- Short-term vs. long-term control strategies
- Timeline and budget for invasive species management
- Summary of Zone-specific invasive plant management priorities
- Utilization of cut woody invasive species for wildlife brush piles
- Emodin (secondary metabolite in buckthorn that is allelopathic and has negative impacts on native plants and herptile species) mitigation guidance

4.3. WHITE RIVER RESTORATION PLAN

NRE will develop a specific ecological restoration plan for a 3000 linear foot section of the White River corridor in Zone 1. NRE's White River plan section will dovetail with the conceptual plan developed by the City's selected Landscape Architect to be developed under a separate contract. NRE's White River Plan will be high-level and conceptual in nature, but will address the following components:

- Removal of aquatic invasive plants such as yellow iris and reed canary grass, and woody invasive trees such as black locust

- Identification of high-value native wetland plant species currently existing on the stream banks and stream bed
- Bioengineering concepts such as the use of rocks, live stakes (native shrubs), native herbaceous plantings, and coarse wood material to armor stream banks and create/enhance in-stream aquatic habitats.

A more detailed "permit and shovel-ready" plan can be developed by NRE, working in collaboration with one of our many engineering partners. A more detailed plan would include engineering drawings and hydrologic analysis that would be required to obtain Wisconsin Department of Natural Resources permits for the construction of the project. Cost of this optional item is described in the bid table under "Optional Bid Items".

4.4. RESTORATION PLAN

NRE Ecologists have developed numerous comprehensive land restoration and management plans covering a diverse range of landowners, ecological landscapes, and restoration objectives. The Hillmoor Restoration Plan will focus heavily on invasive plant management and restoring native plant diversity and overall floral and faunal biodiversity that has been negatively impacted by a lack of active land management and invasive plant species encroachment. NRE's Plan will include (but will not be limited to) the following elements:

- Detailed GIS-based and georeferenced maps indicating the locations and total areas for native plantings to be re-established.
- Detailed installation guidelines for native plantings, including species lists, plant types, sizes, planting spacing, densities, and sourcing of native plant materials from specific vendors.
- Erosion control planning (if applicable), including specific erosion control products and installation guidelines.
- Detailed native species plant and seed species lists, including total Pure Live Seed (PLS) data, total seeds per square foot, ratios of forbs to graminoids, and total ounces of seed per acre. Photos of selected native plant species selected in seed mixes will also be provided.
- Soil amendment plans for native plantings (if required/recommended)
- Maintenance and monitoring plan for new native plantings
- Wildlife damage control guideline during native plant establishment period
- Avoidance plan for rare and declining flora and fauna

- Detailed budget section per Zone for native plantings. NRE will develop a comprehensive Five-Year budget for the Restoration Plan implementation. The budget will be vetted through NRE's extensive network of restoration practitioners, construction contractors, and product vendors. Budgets will be built based on real-world costs of products and labor from ecological restoration contractors in southern Wisconsin. The budget will be expressed as an Excel spreadsheet, complete with formulas deriving subtotals and totals.

4.5. IMPLEMENTATION STRATEGIES

NRE's Restoration Plan will include detailed implementation plans for each of the five Land Use Zones, addressing each of the three stages of Plan implementation. The three stages will be: 1) removal/suppression of invasive plant species, 2) installation of new native plant species, and 3) long-term management and maintenance to ensure complete establishment of new native plantings.

The Implementation Plan will include prioritization based on current conditions and plan objectives. Prioritization will be an iterative process involving feedback from the Hillmoor Commission, the City of Lake Geneva, Friends of Hillmoor, and additional stakeholder groups identified by the Commission and the City.

Three potential funding levels will be considered in the Implementation Strategy Plan. The funding levels to be considered are $50K, $100K, and $200K per year. Restoration objectives and outcomes will be evaluated based on these three potential funding tiers.

4.6. EVALUATING LEVELS OF SUCCESS

Performance Standards (PS) are a standard component of NRE's Restoration and Management Plans. Numerous criteria will be considered to evaluate the relative success of restoration actions. A partial list of these criteria is as follows:

- Relative abundance of invasive species removed or controlled
- Total areas of native vegetation re-established
- Percentages and densities of native versus non-native plant species on a temporal scale
- Native plant species established over time as a function of total species planted
- Survival rates of planted native herbaceous and woody species
- Soil health improvements, including compaction, organic matter percentages, and erosion

- Community types restored or re-established
- Increase in biodiversity (tracked primarily through volunteer monitoring efforts)
- Water quality improvements

4.7. VOLUNTEER and COMMUNITY INTEGRATION

NRE has developed numerous Ecological Restoration Plans for non-profit organizations, land trusts, and municipalities. These clients often wish to integrate community members, youth, and volunteers into the implementation and long-term management or monitoring of ecological restoration. NRE will begin this process by first gaining a better understanding of the capacities, skill sets, and availability of various stakeholder groups that may assist with Plan implementation.

The key to volunteer engagement is to have clear and realistic expectations of volunteer groups and to quantify aspects of restoration that can be achieved within the scope of the volunteers' capacities. For example, if volunteers are to cut woody invasive plants, a realistic and attainable area should be identified in which efforts can be completed within pre-determined units of time.

Educating community members on the benefits of ecological restoration helps foster project ownership and support. Volunteer and community engagement can save time and money, but clear lines should be drawn between restoration actions requiring professional contractor engagement and those that can be performed by volunteers. The health and safety of volunteers will be a driving factor to differentiate between contracted versus volunteer services.

4.8. RESOURCE RECOMMENDATIONS

NRE routinely assists our clients with the identification of specific resources to support Plan implementation. These may include (but will not be limited to) the following:

- Identification of federal and state grant programs to fund restoration actions
- Identification of local conservation organizations that can assist with cost-share and/or in-kind donations.
- Identification of county, state, and federal conservation programs that could provide financial assistance and support for restoration actions

- Development of a vetted list of southern Wisconsin-based contractors that can provide restoration services such as forestry mowing, herbicide applications, native plantings, prescribed fire, vegetation maintenance, and stream and wetland restoration/enhancement (including heavy equipment operators for placements of rock and woody material in the White River corridor). This would be provided in the Plan document in an Excel spreadsheet format collated by service type and area of expertise.
- List of vendors to provide local-ecotype native trees, shrubs, plants, and seeds.

4.9. PROJECT ADMINISTRATION

NRE's Clay Frazer will serve as the primary project manager and will also represent the Project Team in meetings. Project Administration will be NRE's responsibility and will be executed collaboratively by Clay Frazer and Daniel Fuhs, NRE's Principal Ecologists. Project administration tasks will include tracking and storage of wildlife survey data and other applicable natural resource data, review and editing of draft deliverables, budget management, scheduling of field work, invoice management, and communication/coordination with the Commission and any other project stakeholders identified by the Commission. Additional clerical support tasks will be NRE's responsibility. All invoices will be generated in QuickBooks Online format. NRE will submit invoices to the City of Lake Geneva every thirty days, and each invoice will include an updated budget tracking spreadsheet.

4.10. MEETINGS

The in-person project kick-off meeting will be attended by Clay Frazer. Subsequent in-person and virtual meetings will be attended by Clay Frazer or Daniel Fuhs.

4.10.1. KICK-OFF MEETING – NOVEMBER 20, 2025

An in-person project kick-off meeting will be held with Clay Frazer in attendance, bringing together representatives from Native Range Ecological (NRE) and the Hillmoor Commission. This meeting marks the formal launch of the project and will serve as a collaborative forum to align both parties on key elements moving forward.

Discussion topics will include:

- **Purpose, scope, and objectives** of the project
- **Schedule and deadlines**, including major milestones

- **Goals and success criteria** to define project outcomes
- **Communication protocols** to guide coordination and reporting throughout the project lifecycle

This meeting will establish a shared understanding of expectations and lay the groundwork for effective collaboration between NRE and the Hillmoor Commission.

4.10.2. INITIAL FINDINGS PRESENTATION – FEBRUARY 12, 2026

At this meeting Native Range Ecological (NRE) will present their initial findings from the early phase of the project. The presentation will highlight key observations and documented conditions to date, offering a preliminary snapshot of the site and its ecological context.

Presentation objectives include:

- Sharing notable findings that may influence future management strategies
- Validating the project scope in light of early data and determining if adjustments are warranted
- Engaging stakeholders through open discussion, questions, and feedback
- Refining future work based on collaborative input
- Outlining the next steps in the survey and planning process

This presentation is designed to foster transparency, encourage dialogue, and ensure that all parties are aligned as the project moves forward.

4.10.3. PUBLIC PRESENTATION AND INPUT MEETING – JUNE 11, 2026

Following additional surveys and plan development in spring 2026, Native Range Ecological (NRE) will host a public presentation to share updated findings and engage with residents of Lake Geneva. This presentation is a key opportunity to foster community dialogue and incorporate public input into the planning process.

Presentation objectives include:

- Sharing notable findings that may influence future management strategies
- Engaging residents and stakeholders through open discussion, questions, and feedback
- Outlining the next steps in the survey and planning process

The public presentation is designed to field community questions and gather feedback that will help shape the direction of future ecological management efforts. NRE encourages active participation to ensure the planning process reflects local priorities and insights.

4.10.4. FINAL PLAN PRESENTATION TO HILLMOOR COMMISSION – AUGUST 13, 2026

At the conclusion of the project, Native Range Ecological (NRE) will present the final plan to the Hillmoor Commission. This presentation will consolidate key observations, documented site conditions, and public input gathered during the spring 2026 public meeting. Feedback from Lake Geneva residents will be filtered and thoughtfully incorporated to help solidify the planning process and ensure community priorities are reflected.

Presentation objectives include:

- Sharing notable findings that may influence future management strategies
- Engaging stakeholders through open discussion, questions, and feedback
- Outlining the next steps in the implementation process
- Collecting final notes that may be incorporated into the presentation to the Lake Geneva City Council

This presentation is designed to deliver final findings and highlight the ecological conditions and community-informed recommendations for Hillmoor Park. It serves as a bridge between planning and implementation, ensuring transparency and alignment among all stakeholders.

4.10.5. FINAL PLAN PRESENTATION TO CITY COUNCIL – AUGUST 24, 2026

As the final step in the Hillmoor Park planning process, Native Range Ecological (NRE) will present the completed plan to the Lake Geneva City Council. This presentation will consolidate all phases of work, including documented site conditions, public input, and stakeholder feedback gathered throughout the project.

Presentation objectives include:

- Highlighting key ecological observations and documented conditions at Hillmoor Park
- Sharing notable findings that may influence future management strategies
- Engaging Council members through open discussion, questions, and feedback
- Outlining next steps in the implementation process
- Presenting final notes and community responses integrated into the planning framework

This presentation is designed to provide a clear, comprehensive overview of the project's outcomes and to support informed decision-making by the City Council. It reflects both technical expertise and community priorities, ensuring the final plan is grounded in ecological integrity and public engagement.

4.10.6. VIRTUAL MEETINGS

NRE will host two virtual coordination meetings to maintain momentum, ensure transparency, and support adaptive planning. These meetings will provide a flexible forum for updates, discussion, and decision-making between NRE, the Hillmoor Commission, and other stakeholders.

Meeting objectives include:

- Sharing progress updates and preliminary findings
- Reviewing timelines, deliverables, and adjustments as needed
- Discussing technical details and field observations in real time
- Coordinating survey efforts and planning milestones
- Preparing for key in-person presentations and public engagement events
- Incorporating feedback from stakeholders and residents

These virtual meetings are designed to keep all parties informed and engaged, allowing for responsive collaboration and efficient communication between formal presentations

4.11. PUBLIC-FRIENDLY SUMMARY REPORT

NRE will develop summary reports during the course of the project to be presented to the City, Hillmoor Commission, and members of the Lake Geneva community at large. These presentations will be very visual, relying heavily on digital maps and photographs. Narrative sections within these reports will be brief and will use non-technical terms and language that can be understood by laypersons. Drone videos can be incorporated into these presentations, should the City wish to engage NRE on this additional/optional bid item.

4.12. OPTIONAL BID ITEMS

4.12.1. DRONE SURVEY

NRE's certified drone pilot will conduct a single flight over the restoration area, capturing high-resolution imagery from consistent vantage points. This initial survey establishes a visual baseline for the project, enabling repeatable monitoring and clear comparisons across future intervals. By maintaining consistent vantage points, each flight ensures visual continuity, supporting transparent evaluation of restoration progress and ecological change over time.

Equipped with a multispectral camera, the drone will collect RGB (Red-Green-Blue) imagery, Near-Infrared (NIR) data, and topographic information. Together, these datasets provide a multidimensional view of the restoration site, revealing vegetative characteristics such as plant vigor, potential invasive species locations, and subtle topographic shifts. The imagery offers a spatially comprehensive snapshot of hydrologic and vegetative conditions during the establishment phase. Topographic data further illuminates erosion patterns and hydrological flow, helping conservation partners assess site stability and guide adaptive management throughout the restoration process.

4.12.2. HISTORICAL IMAGERY REVIEW

NRE will conduct a systematic analysis of historical aerial imagery, spanning from 1937 to the present, sourced from publicly accessible archives. This long-term dataset reveals patterns of land use, vegetative succession, and hydrological change that are essential for understanding ecological integrity and successional changes over time.

By tracing landscape transformations, whether shaped by development, agriculture, or natural processes, NRE can identify enduring ecological trends that guide restoration priorities and conservation strategies. This historical perspective empowers conservation partners to make informed decisions grounded in site-specific ecological trajectories, advancing efforts to restore native biodiversity, safeguard sensitive habitats, and align land management with long-term resilience.

4.12.3. LEGACY TREE SURVEY

NRE will conduct a comprehensive mapping of legacy oak, hickory, maple, and other important native tree species. Mature, seed-bearing specimen trees will be spatially documented with GPS waypoints using a survey-grade Trimble GPS unit with sub-meter accuracy. Waypoints will then be entered into GIS and maps will be developed and submitted to the City of Lake Geneva. These data will then inform future woodland management actions – specifically, the prioritization of invasive species management in order to encourage native tree regeneration and recruitment.

4.12.4. RIVERBANK AND RIVERBED ECOLOGICAL DETAILED RESTORATION PLAN

Should the City of Lake Geneva wish, NRE can collaborate with one of several professional engineering partners to develop "shovel-ready/permit-ready" plans for improvements to the 3000-foot section of the White River in Zone 1. NRE has collaborated with Professional Engineers and Fluvial Geomorphologists to develop stream and riverbank restoration and enhancement plans on Wisconsin projects.

5. TIMELINE OF DELIVERABLES

PROJECT NAME

HILLMOOR ECOLOGICAL RESTORATION PLAN RFP TIMELINE

PROJECT LOCATION

HILLMOOR PARK, LAKE GENEVA, WI

START DATE

Saturday, November 1, 2025

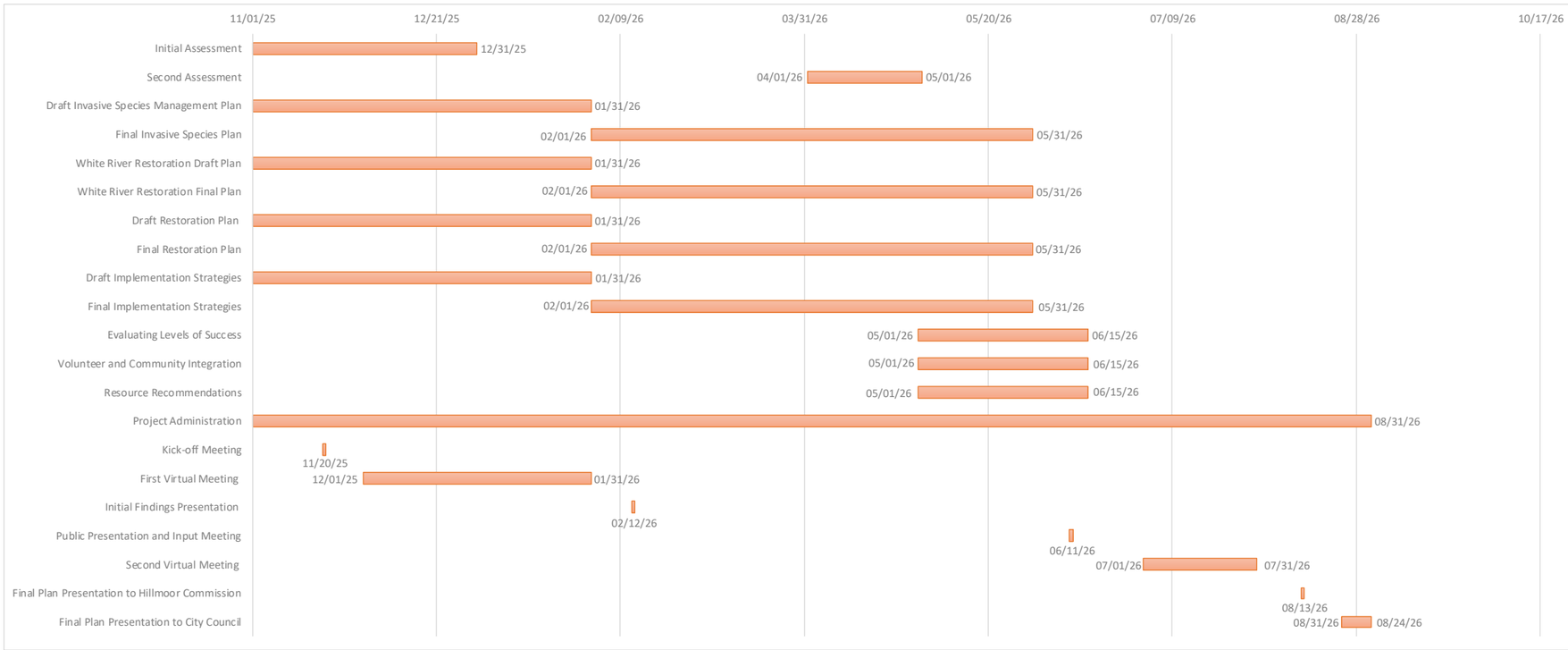
PROJECT MANAGER

CLAYTON FRAZER

END DATE

Monday, August 31, 2026

	TIMELINE		
TASK NAME	**START DATE**	**END DATE**	**DURATION** in days
Initial Assessment	11/01/25	12/31/25	61
Second Assessment	04/01/26	05/01/26	31
Draft Invasive Species Management Plan	11/01/25	01/31/26	92
Final Invasive Species Plan	02/01/26	05/31/26	120
White River Restoration Draft Plan	11/01/25	01/31/26	92
White River Restoration Final Plan	02/01/26	05/31/26	120
Draft Restoration Plan	11/01/25	01/31/26	92
Final Restoration Plan	02/01/26	05/31/26	120
Draft Implementation Strategies	11/01/25	01/31/26	92
Final Implementation Strategies	02/01/26	05/31/26	120
Evaluating Levels of Success	05/01/26	06/15/26	46
Volunteer and Community Integration	05/01/26	06/15/26	46
Resource Recommendations	05/01/26	06/15/26	46
Project Administration	11/01/25	08/31/26	304
Kick-off Meeting	11/20/25	11/20/25	1
First Virtual Meeting	12/01/25	01/31/26	62
Initial Findings Presentation	02/12/26	02/12/26	1
Public Presentation and Input Meeting	06/11/26	06/11/26	1
Second Virtual Meeting	07/01/26	07/31/26	31
Final Plan Presentation to Hillmoor Commission	08/13/26	08/13/26	1
Final Plan Presentation to City Council	08/24/26	08/31/26	8



NATIVE RANGE ECOLOGICAL

6. COST PROPOSAL

			NATIVE RANGE ECOLOGICAL				
			Clay Frazer	**Daniel Fuhs, CESSWI**	**Daniel Fuhs, CESSWI**	**Totals**	**Totals**
			Senior Ecologist	Staff Ecologist	GIS Specialist		
Task Number	**Title**	**Description**	$ 180.00	$ 170.00	$ 150.00	$$$	Hours
4.1	Preliminary Site Assessment	Conduct a site assessment and a brief report detailing current conditions.	12		2	$ 2,460.00	14
4.2	Riverbank and Riverbed Ecological Conceptual Restoration Plan	Conceptual Plan	4	0	0	$ 720.00	4
4.3	Invasive Species Plan	Invasive Species Removal Plan	15	4.5	7	$ 4,515.00	26.5
4.4	Restoration Plan	Native Installation Plan	25.5	6.5	7.5	$ 6,820.00	39.5
4.5	Implementation Strategies	Maintenance Plan	13	5.5	1.5	$ 3,500.00	20
4.6	Evaluating Levels of Success	Monitoring Plan	13	4.5	1	$ 3,255.00	18.5
4.7	Integrating Volunteer Support	Highlighting tasks that can be conducted by volunteers	2	1		$ 530.00	3
4.8	Recommending Resources	Recommendations (Grants, nurseries, vendors, contractors)	4	1		$ 890.00	5
4.9	Project Administration	NRE will manage data, documents, budget, scheduling, invoicing, and communication with the Hillmoor Commission and other stakeholders to keep the project running smoothly.	0	0	0	$ -	0
4.10	Meetings	4 In-person meetings, and 2 virtual meetings	8	2		$ 1,780.00	10
4.11	Public-friendly Summary Report	A concise, visually rich document (2–4 pages) highlighting key recommendations, phased actions, costs, and volunteer opportunities,	2	1		$ 530.00	3
		Not to Exceed Total	98.5	26	19	$25,000.00	143.5

Optional Bid Items							
4.11.1	Drone Flight	Comprehensive drone flight covering all 5 Zones	5	16.5	7.5	$ 4,830.00	29
4.11.2	Historical Imagery Review	Review historical images and how the landscape has changed over time.	4		7.5	$ 1,845.00	11.5
4.11.3	Legacy Tree GPS Collection & Mapping	Comprehensive GPS data collection of Legacy Trees	20		20	$ 6,600.00	40
4.11.4	Riverbank and Riverbed Ecological Detailed Restoration Plan	Developing a detailed vegetative riverbank and riverbed ecological restoration plan for the 3000-foot-long section of the White River in Zone 1.	50	40	10	$17,300.00	100