Land Maintenance Request for Proposals
The Natomas Basin Conservancy
Sacramento, California
October 7, 2026

Introduction

The Natomas Basin Conservancy (the "Conservancy"), Plan Operator of the Natomas Basin Habitat Conservation Plan ("NBHCP") and the Metro Air Park Habitat Conservation Plan ("MAPHCP"), invites proposals from qualified contractors to perform selected land maintenance activities on Conservancy lands in the Natomas Basin located in Sacramento and Sutter counties, California. Contractors submitting proposals are referred to in this request for proposals ("RFP") as "Respondents."

This RFP describes land maintenance tasks and is not an exhaustive list of the work required. Respondents must be qualified to perform the work outlined in this RFP, hold all required permits, demonstrate the capacity to meet the specified schedule, and deliver results that satisfy requirements.

Hard-copy responses are due no later than 4:00 p.m. on November 13, 2026. The Conservancy's Board of Directors is scheduled to select the preferred Respondent or Respondents at its December 2, 2026 meeting. Work must begin on January 1, 2027.

The proposed engagement covers three years: 2027, 2028, and 2029. Two optional one-year renewals are anticipated at the Conservancy's sole discretion. Section 5 of this RFP addresses pricing for those renewals, and Section 8 provides the submission instructions and procurement schedule.

1. Background

a. Natomas Basin Habitat Conservation Plan

The NBHCP is a habitat conservation plan authorized under Section 10(a)(1)(B) of the federal Endangered Species Act (the "Act"). It applies within the Natomas Basin (the "Permit Area") and serves a nearly identical purpose under California law pursuant to Section 2081(b) of the California Fish and Wildlife Code.

The NBHCP promotes biological conservation in conjunction with economic and urban development within the HCPs' Permit Area. It establishes a multispecies conservation program to minimize and mitigate the expected loss of habitat values and incidental take of species (the "Covered Species"). These impacts may result from urban development, operation and maintenance of irrigation and drainage systems, and certain activities associated with the Conservancy's management of its reserves.

The HCPs' Permit Area comprises 53,537 acres inside the toe of the levees surrounding the Natomas Basin, in northern Sacramento County and southern Sutter County. It includes incorporated and unincorporated areas within the jurisdictions of the City of Sacramento, Sacramento County, and

Sutter County. The southern portion of the Basin is mostly urbanized; most of the remaining area is agricultural.

The NBHCP has operated since December 1997, when the U.S. Fish and Wildlife Service and the California Department of Fish and Game, now the California Department of Fish and Wildlife, issued the original Section 10(a)(1)(B) and Section 2081(b) permits, respectively. Following litigation, the NBHCP was revised and new permits were issued in July 2003.

b. The Natomas Basin Conservancy

The Conservancy is a nonprofit entity that serves as Plan Operator for the NBHCP and MAPHCP. Its Board of Directors consists of representatives appointed by the City of Sacramento and Sutter County.

The Conservancy acquires and manages habitat reserve lands and develops and implements Site-Specific Management Plans ("SSMPs") for each preserve in the Natomas Basin. These plans are revised from time-to-time. A Technical Advisory Committee ("TAC") provides technical assistance to the Conservancy on an on-demand basis.

The Conservancy currently owns and operates 40 properties in the Basin, totaling approximately 5,300 acres. See Exhibit A for the Conservancy's "Base Map."

2. Land Maintenance Tasks

The work subject to this RFP is divided into two primary task categories:

- Irrigation maintenance, including water level management and care and maintenance of water control structures.
- Weed control, including floating aquatic vegetation ("FAV"), submerged aquatic vegetation ("SAV"), and terrestrial vegetation.

Each Respondent must address site visits in its proposal. A Respondent proposing more than one task must define each task separately and demonstrate that it has sufficient staff to perform multiple tasks simultaneously. The Conservancy may select different Respondents for irrigation maintenance and weed control.

a. Site inspections by operations designee

Each selected Respondent must designate one or more operational level representatives to conduct regular weekday site visits. The proposal must name the representatives. Each representative must have the technical expertise and operational authority to assess property conditions, identify maintenance needs, and direct routine maintenance work required under the engagement. The designated representative must inspect each listed property at least twice per week. More frequent inspections may be needed, particularly in spring and summer.

The twice weekly site inspections by the operational level representative are separate and unique from the daily maintenance inspections by selected Respondent's staff or crew. The irrigation maintenance tasks below require daily inspections and maintenance, especially clearing debris from water control structures.

b. Irrigation maintenance

Water level management

The selected Respondent must inspect water levels daily and make adjustments as needed. Adjustments may include adding water from rice field runoff, groundwater, or surface water purchased from the Natomas Central Mutual Water Company.

Water control structures on Conservancy preserves typically have two tracks for flashboards. The selected Respondent is responsible for purchasing, procuring, and installing flashboards, which are subject to wear, animal damage, and, occasionally, theft. Flashboards may be installed in both tracks, with mud packed between them as needed to minimize or control leakage. Repeat inspections are required to ensure the integrity of water impoundments.

Care of water control structures

Staff or crews of the selected Respondent must inspect all properties daily for water maintenance and management needs. Inspections must address vegetation debris, accumulated floating debris, and any clogged or collapsed water flow piping.

As part of routine duties, the selected Respondent must mobilize the equipment and labor needed to clear any identified obstructions to water flow and do so promptly. Removed debris may be spread, dried, and disked on site or hauled to a debris pile designated by the Conservancy.

c. Weed control

Weed control focuses on targeted suppression of vegetation on land and in open water to improve habitat function for the HCPs' Covered Species.

Floating aquatic vegetation

Control of floating aquatic weeds is an essential part of the engagement. Control methods include herbicide application in accordance with State and federal regulations and in consultation with the Conservancy. Other methods are encouraged, including but not limited to water level management, water agitation, pH management, nearshore grazing, and mechanical control.

Submerged aquatic vegetation

Control of submerged aquatic vegetation is a required task under this engagement.

Terrestrial vegetation

Control of specified terrestrial vegetation is also a required task. Control methods include herbicide application (in accordance with State and federal regulations and in consultation with the Conservancy), mowing, grazing, and other reasonable means of control.

d. Site cleanup

The selected Respondent on weed control is responsible for general site cleanup. If debris appears dangerous or toxic, or is too large to fit in a pickup truck bed, the Conservancy must be contacted to discuss the best way to address the matter. The Conservancy will pay all expenses to mitigate, remediate, or remove such identified oversize or dangerous debris.

Dead wildlife or remains of a listed NBHCP Covered Species must be reported to the Conservancy before any action is taken.

e. Equipment

Contractors must furnish all equipment and supplies needed to perform the duties specified in this RFP and maintain that equipment in safe working order. Equipment may include, but is not limited to:

- Pickup trucks with all-wheel drive, four-wheel drive, or equivalent capability.
- A backhoe or similar equipment.
- All-terrain vehicles.
- A boat.
- A tractor with mowing and/or chopping attachments.
- Irrigation/pumping equipment for dewatering a marsh complex.
- Mobile phones for field crews working on Conservancy property.
- Hand tools appropriate to the contract tasks.
- Spray equipment, as needed.

f. Compliance and safety

Selected Respondents must comply with Cal/OSHA safety and equipment standards. Requirements include, but are not limited to:

- Safety tailgate talks at least once every 10 days.
- Personal protective equipment ("PPE"), as needed.
- Personal flotation devices ("PFDs"), as needed when working in or near open water.

All employees of selected Respondents must hold valid driver's licenses and be qualified to operate equipment used to perform the tasks described in this RFP.

Employees of selected Respondents must not use tobacco, including smokeless tobacco and vaporizers, alcohol, or drugs on Conservancy property.

3. Conservancy Resources

The Conservancy will provide selected Respondents with maps, surveys, lock combinations, telephone contact information, and similar information needed to perform the tasks described in this RFP.

4. Service Areas

The properties and acreages included in this RFP may change.

The current managed marsh areas requiring maintenance services are listed below. Acreages are approximate.

a. North Basin

- Frazer North: 90.89 acres of marsh and 1.71 acres of upland.
- Lucich North: 264.07 acres of marsh and 3.92 acres of upland.
- Bennett North: 94.96 acres of marsh and 16.86 acres of upland.
- Nestor: 108.39 acres of marsh and 11.96 acres of upland.
- Bennett South: 31.82 acres of marsh and 20.99 acres of upland.
- Lucich South: 20.80 acres of marsh and 20.43 acres of upland.

b. Central Basin

- Betts, Kismat, and Silva: 174.44 acres of marsh and 164.21 acres of upland.

c. Fisherman's Lake

- Natomas Farms West: 26.7 acres of marsh and 9.8 acres of upland.
- Natomas Farms East: 47.15 acres of marsh and 8.13 acres of upland.
- Cummings: 42.29 acres of marsh and 14.09 acres of upland.
- Anne Rudin Preserve: 40.36 acres of marsh and 12.97 acres of upland.

5. Proposal Requirements

Each proposal should include, at a minimum, the following components.

a. Cover letter

The cover letter should be addressed to:

Executive Director
The Natomas Basin Conservancy
2150 River Plaza Drive, Suite 460
Sacramento, CA 95833

The letter should be signed by a senior representative of the Respondent's company and briefly describe the Respondent's understanding of the project and proposed approach.

b. Statement of qualifications

The statement of qualifications should describe the Respondent's qualifications relevant to this RFP and identify related projects or assignments it has completed. It should also identify the legal entity

that would enter into the contract and specify whether it is a corporation, partnership, sole proprietorship, joint venture, or another type of entity.

The proposal must name the designated representative or representatives. It should estimate the time each representative will devote to the Conservancy's project, expressed as a percentage of total work time or as hours per month.

c. Cost proposal

The cost proposal should describe the cost of land maintenance for the managed marsh units in the North Basin, Central Basin and Fisherman's Lake Reserve Areas. Future (or added) properties, if acquired during the contract period, should be addressed as described in Section 4. Itemization of costs by year for each of the three contract years and for the two optional one-year renewals, if exercised by both the Conservancy and the selected Respondent, should also be presented. These cost itemizations should be presented for each of the three Reserve Areas noted above (e.g., North Basin, Central Basin and Fisherman's Lake).

All Respondents must provide a formula for pricing additional property. The formula should address possible expanded acreage during the contract period so that all Conservancy managed marsh units are covered by the contract at all times. A typical approach is a cost per added acre of managed marsh and associated uplands for the duration of the contract.

d. Billing proposal

Respondents should describe the basis, method, and frequency of billing for the services described in this RFP. The Conservancy requires timely invoices organized by task and property.

6. Permits

Successful Respondents must hold all State and federal permits required to complete the work described in this RFP.

7. Selection Criteria and Process

The Conservancy will use a best-value selection process. Responses will be evaluated using approximate weights of 70 percent for experience, capability, knowledge, and experience in a similar capacity, and 30 percent for price.

The Conservancy may reject any or all proposals and may interview one or more finalists to clarify matters or for other reasons.

a. Critical factors

- Expected ability to complete work that satisfies requirements.
- Ability to provide or assemble a qualified, experienced habitat land maintenance team.
- Responsiveness to all items requested in this RFP and notice.
- General knowledge of the species covered by the 2003 NBHCP, particularly the giant

garter snake (*Thamnophis gigas*) and northwestern pond turtle (*Actinemys marmorata*).

b. Desirable factors

- Demonstrated ability to work with the Conservancy or similar entities.
- Qualifications of the project manager or coordinator, particularly experience completing similar or related projects on time and within budget.
- Experience with similar or related projects.
- Reasonable cost to complete the required work.

c. Evaluation and negotiation

The Conservancy may ask disinterested members of the NBHCP Technical Advisory Committee, its legal counsel, and others to assist in evaluating proposals. These reviewers may review submissions and provide evaluations and/or recommendations before the proposals are presented to the Board of Directors.

The Board will review and evaluate submissions at an officially called meeting in December 2026. Respondents deemed most qualified will be invited to negotiate a formal agreement, which, when executed and delivered by the parties, can begin work on January 1, 2027.

If an agreement cannot be reached with a selected Respondent, the Conservancy may, at its sole discretion, negotiate with the next-ranked Respondent until a final agreement is reached with one or more Respondents.

Once an agreement is reached, the Conservancy's Executive Director and legal counsel will finalize the necessary contractual arrangements on behalf of the Conservancy.

d. Conflict of interest disclosures

Principals representing successful Respondents may be required to complete and file a conflict of interest disclosure statement with the Conservancy.

The NBHCP requires the Conservancy to comply with the conflict of interest code defined in California Fair Political Practices Commission ("FPPC") regulations. Certain contractors must file a disclosure statement. The Conservancy's staff and Board members make such filings, which are available for review by interested parties.

If the Conservancy determines that disclosure is required, which it does not anticipate at this time, it can provide the applicable forms, namely, FPPC Form 700, upon request.

8. Submission Instructions and Schedule

Hard-copy proposal responses must be submitted by 4:00 p.m. on November 13, 2026, to:

Executive Director
The Natomas Basin Conservancy

2150 River Plaza Drive, Suite 460
Sacramento, CA 95833

Submitted proposals will not be returned. Faxed or emailed proposals will not be accepted.

Procurement schedule

- October 9, 2026: RFP release and distribution.
- November 6, 2026, by 4:00 p.m.: Written questions due.
- November 9, 2026, by 4:00 p.m.: Final questions and answers released.
- November 13, 2026, by 4:00 p.m.: Proposals due.
- December 2, 2026: Board review and action.
- December 3, 2026: Announcement of selected contractor.

The agenda for the December 2, 2026 Board meeting will include an action item on the responses to this RFP. Respondents will be notified of Board action shortly afterward.

9. Additional Information and Questions

Additional information about the Conservancy and the 2003 NBHCP is available at www.natomasbasin.org. Exhibit B of this RFP identifies resources that may be necessary or helpful in preparing a proposal.

Written questions and requests for clarification may be emailed to Jennifer Skupic at jskupic@natomasbasin.org by 4:00 p.m. on November 6, 2026.

The Conservancy will maintain an ongoing list of answers and clarifications as they are received on the Conservancy's website under "Reports, RFP".

A compiled list of answers and clarifications will be made available to Respondents by 4:00 p.m. on November 9, 2026, on the Conservancy's website under "Reports, RFP".

10. Cooperation and Cancellation

a. Cooperation with others

The land maintenance contractor must work cooperatively with Conservancy staff. The contractor may be asked to participate in communications or meetings with the California Department of Fish and Wildlife, the U.S. Fish and Wildlife Service, and Conservancy consultants involved in design, construction, biological monitoring, or related work. The time required for these interactions is expected to be minimal.

b. Cancellation

The Conservancy or a selected Respondent may cancel the engagement contract anticipated under this engagement, with or without cause, by providing 30 days' written notice to the other party by U.S. mail or hand delivery.

Upon termination, the Respondent will not be entitled to compensation beyond amounts already paid or owing at the time of termination. Any cancellation compensation will be based on the annualized contract amount, not the total contract amount.

Conclusion

The Conservancy seeks to establish a productive relationship with one or more reputable, reliable contractors to complete the land maintenance work described in this RFP.

Exhibits

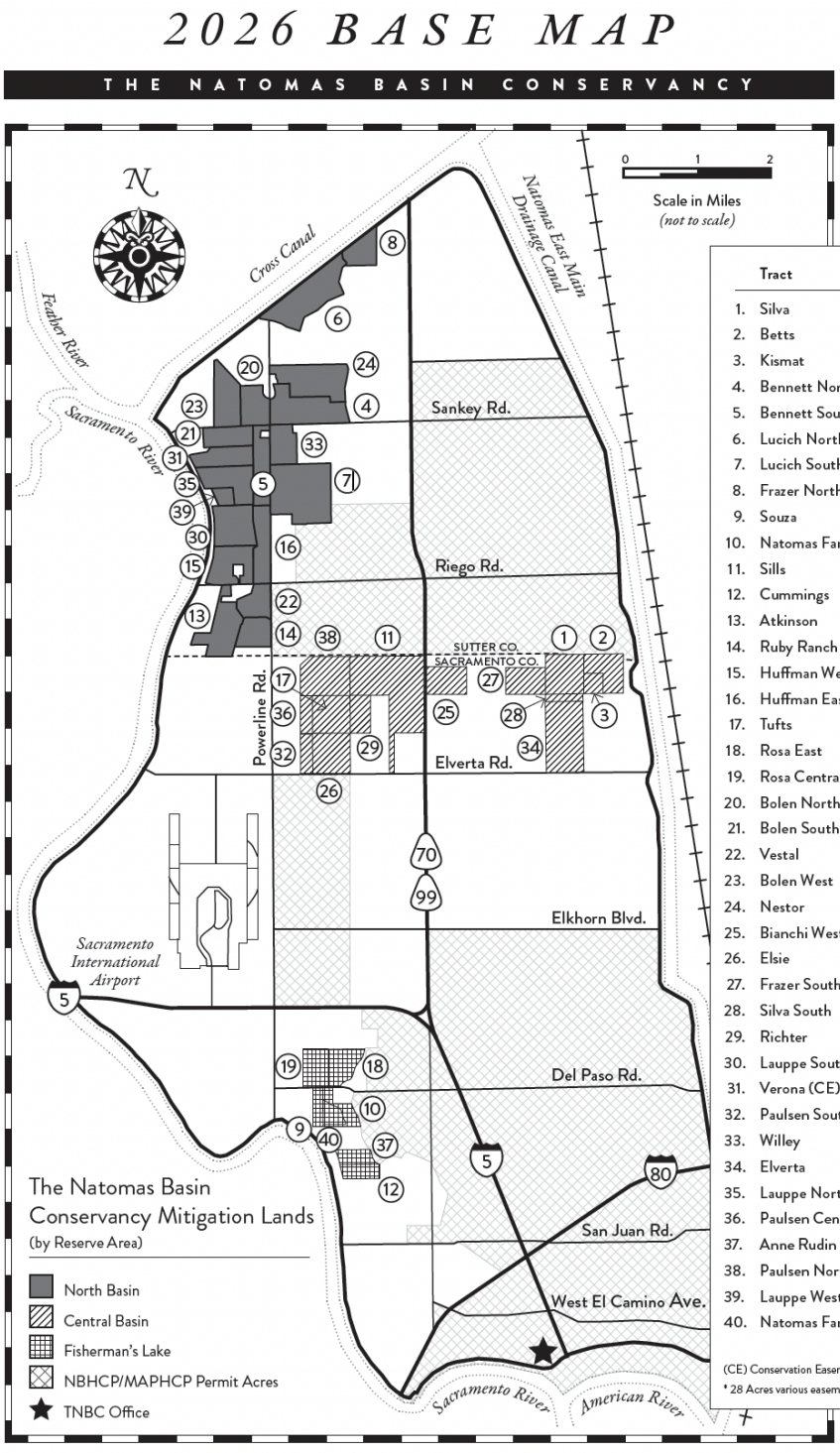
Exhibit A: Map of the Conservancy's Land Holdings

Exhibit B: Available Resources for Respondents

Exhibit C: Maps of the Conservancy's Subject Areas

Exhibit D: Covered Species Included in the 2003 NBHCP

Exhibit A
Map of the Conservancy's Land Holdings



All acreage is approximate.

	Tract	Acq. Date	Acres
1.	Silva	01.07.99	159
2.	Betts	04.05.99	136
3.	Kismat	04.16.99	40
4.	Bennett North	05.17.99	227
5.	Bennett South	05.17.99	132
6.	Lucich North	05.18.99	268
7.	Lucich South	05.18.99	352
8.	Frazer North	07.31.00	93
9.	Souza	07.02.01	40
10.	Natomas Farms East	07.09.01	55
11.	Sills	07.15.02	436
12.	Cummings	11.07.02	56
13.	Atkinson	06.12.03	182
14.	Ruby Ranch	06.23.03	91
15.	Huffman West	09.30.03	158
16.	Huffman East	09.30.03	136
17.	Tufts	09.29.04	148
18.	Rosa East	03.23.05	106
19.	Rosa Central	03.23.05	100
20.	Bolen North	04.29.05	114
21.	Bolen South	04.29.05	102
22.	Vestal	09.12.05	95
23.	Bolen West	09.01.06	155
24.	Nestor	09.01.06	233
25.	Bianchi West	11.07.06	110
26.	Elsie	11.07.06	158
27.	Frazer South	11.07.06	110
28.	Silva South	09.28.12	29
29.	Richter	01.03.20	81
30.	Lauppe South	06.30.20	172
31.	Verona (CE)	07.02.20	117
32.	Paulsen South	09.28.20	52
33.	Willey	10.19.20	108
34.	Elverta	07.13.21	288
35.	Lauppe North	01.05.22	185
36.	Paulsen Central	08.12.22	49
37.	Anne Rudin Preserve	02.28.23	53
38.	Paulsen North	10.10.24	203
39.	Lauppe West	01.10.25	14
40.	Natomas Farms West	04.30.26	41
			5,384*

(CE) Conservation Easement

* 28 Acres various easements. Total with easements 5,412.

© The Natomas Basin Conservancy, 2026
Revision Date: 5.6.2026

Exhibit B
Available Resources for RFP Respondents

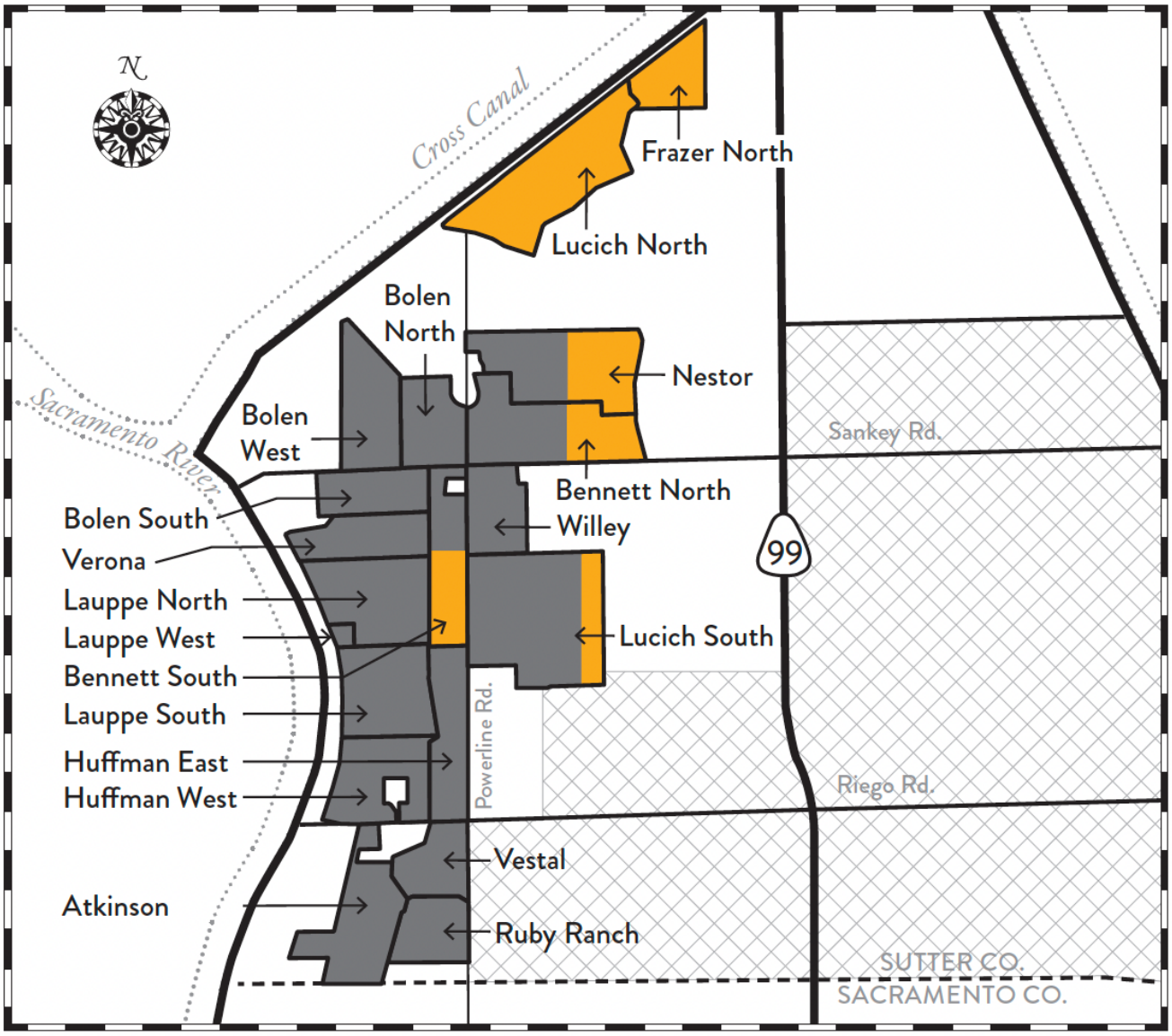
Document Name	Description	Source *
Annual reports	An executive summary of each year's Implementation Annual Report (IAR).	https://natomasbasin.org/reports/
Current preserve map	One-page exhibit showing the Conservancy-owned lands.	In this document as Exhibit A as well as at: https://natomasbasin.org/maps/
2003 Natomas Basin Habitat Conservation Plan (NBHCP)	The comprehensive HCP.	https://natomasbasin.org/conservation-plans/
NBHCP Covered Species	Comprehensive list, description and pictures of each of the covered species.	https://natomasbasin.org/education/
SSMP supplemental data	Habitat acreages and maps.	https://natomasbasin.org/reports/
* All resources are downloadable free of charge.		

Exhibit C
Map of the Conservancy's Subject Areas

THE NATOMAS BASIN CONSERVANCY

2026

North Basin Reserve Area Tract Location Map



© The Natomas Basin Conservancy, 2026
Boundaries are approximate
Not to scale

TNBC North Basin Reserve Area
Tract Location Map
Revision Date: October 2026

*Conservation easement

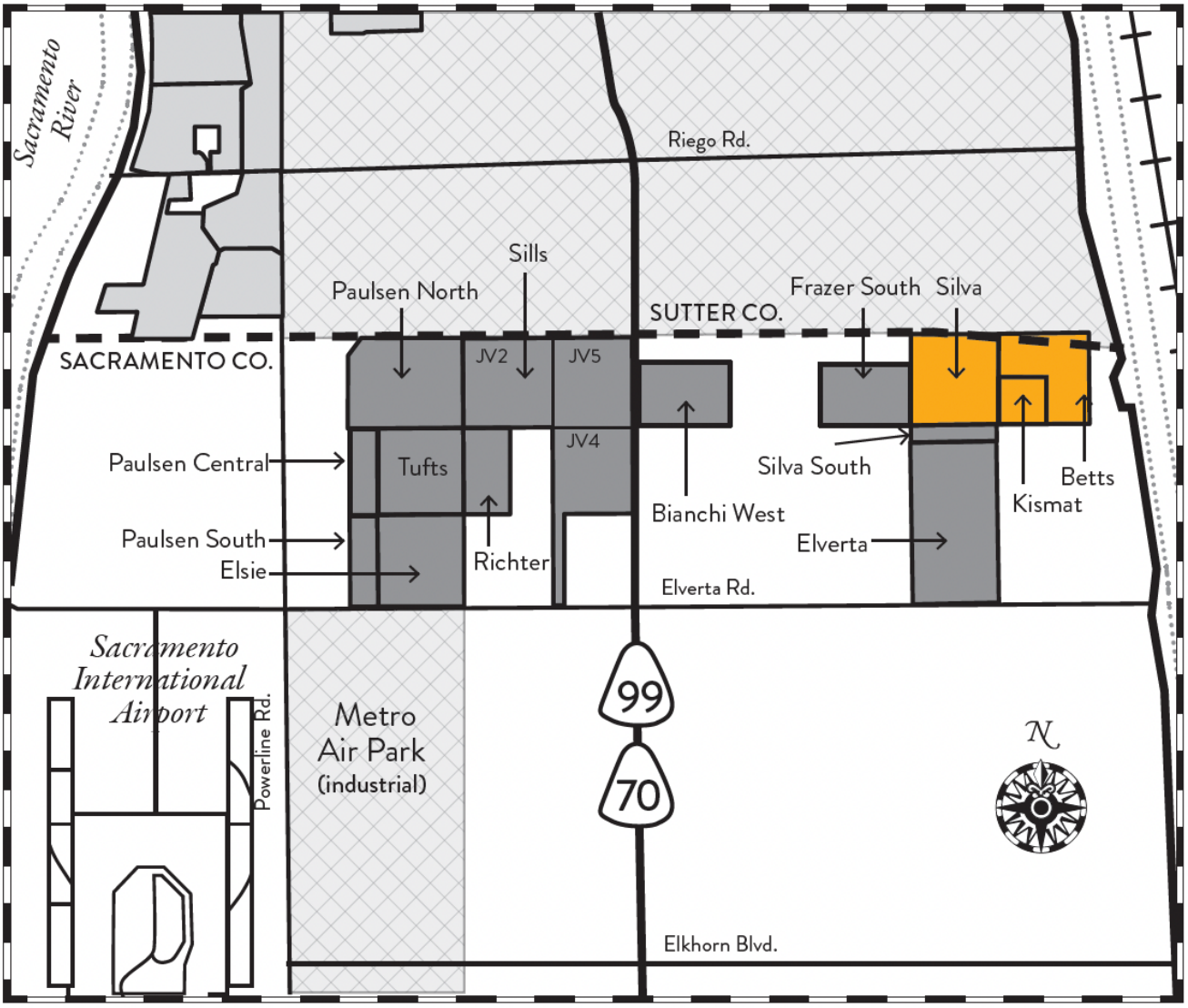
County of Sutter
Industrial - commercial reserve

Managed Marsh

THE NATOMAS BASIN CONSERVANCY

2026

Central Basin Reserve Area Tract Location Map



© The Natomas Basin Conservancy 2026
Boundaries are approximate Not to scale

TNBC Central Basin Reserve Area
Tract Location Map
Revision Date: October 2026

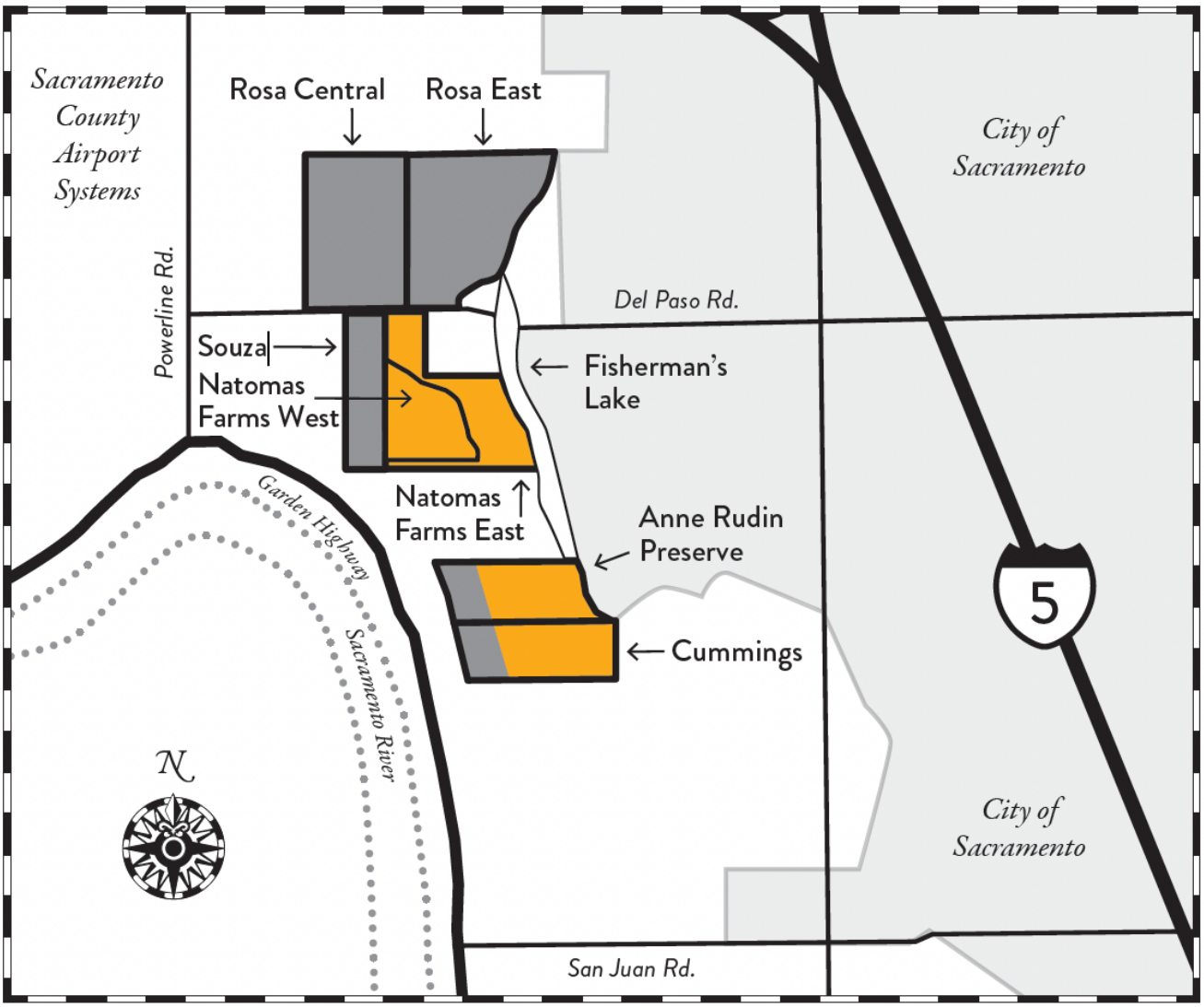
County of Sutter and Metro Air Park (Industrial) Permit Acres

Managed Marsh

THE NATOMAS BASIN CONSERVANCY

2026

Fisherman's Lake Reserve Area Tract Location Map



© The Natomas Basin Conservancy, 2026
Boundaries are approximate
Not to scale

TNBC Fisherman's Lake Reserve Area Tract Location Map
Revision Date: October 2026

Managed Marsh

Exhibit D
Covered Species Included in the 2003 NBHCP

Aleutian Canada goose *(Branta hutchinsii leucopareia)*	Valley elderberry longhorn beetle *(Desmocerus californicus dimorphus)*	Midvalley fairy shrimp *(Branchinecta mesovallensis)*
Swainson's hawk *(Buteo swainsoni)*	Delta tule pea *(Lathyrus jepsonii var. jepsonii)*	California tiger salamander *(Ambystoma californiense)*
Giant garter snake *(Thamnophis gigas)*	Sanford's arrowhead *(Sagittaria sanfordii)*	Western spadefoot toad *(Spea hammondii)*
White-faced ibis *(Plegadis chihi)*	Loggerhead shrike *(Lanius ludovicianus)*	Colusa grass *(Neostapfia colusana)*
Bank swallow *(Riparia riparia)*	Burrowing owl *(Athene cunicularia)*	Boggs Lake hedge-hyssop *(Gratiola heterosepala)*
Tricolored blackbird *(Agelaius tricolor)*	Vernal pool fairy shrimp *(Branchinecta lynchi)*	Sacramento Orcutt grass *(Orcuttia viscida)*
Northwestern pond turtle *(Emys marmorata marmorata)*	Vernal pool tadpole shrimp *(Lepidurus packardi)*	Slender Orcutt grass *(Orcuttia tenuis)*
Legenere *(Legenere limosa)*		

Source: 2003 Natomas Basin Habitat Conservancy Plan, Table I-1, page I-14.