

Mitigation Monitoring and Reporting Program

The Environmental Impact Report (EIR) for The Canopy Project (project) identifies the mitigation measures required to reduce the environmental impacts associated with the project. The California Environmental Quality Act (CEQA) requires a public agency to adopt a monitoring and reporting program for assessing and ensuring compliance with any required mitigation measures applied to proposed development. As stated in Section 21081.6(a)(1) of the Public Resources Code:

“the public agency shall adopt a reporting or monitoring program for the changes made to the project or conditions of project approval, adopted in order to mitigate or avoid significant effects on the environment.”

Section 21081.6 also provides general guidelines for implementing mitigation monitoring programs and indicates that specific reporting and/or monitoring requirements, to be enforced during project implementation, shall be defined as part of making findings or adopting a mitigated negative declaration. The mitigation monitoring table lists the identified mitigation measures for the project. To ensure that the mitigation measures are properly implemented, a monitoring program has been devised which identifies the timing and responsibility for monitoring each measure. The first column, “Mitigation Measure”, identifies mitigation measures that were identified in the EIR. The second column, “Action Required,” refers to the monitoring action that must be taken to ensure the implementation of the mitigation measure. The third column, “Timing,” refers to when the monitoring will occur to ensure that the mitigation action is complete. The fourth column, “Frequency”, refers to how often the mitigation will be implemented. The fifth column, “Responsibility,” refers to the agency responsible for oversight or ensuring that the mitigation measure is implemented. The remaining “Compliance Verification” columns are where the City verifies that the measures have been implemented.

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
Air Quality							
AES-4 Lighting Specifications							
Exterior lighting installed on the project site must be of low intensity, low glare design, and must be hooded to direct light downward onto the subject parcel and prevent spill-over onto adjacent parcels and must otherwise meet dark night sky requirements. Exterior lighting fixtures must be kept to the minimum number and intensity needed to ensure public safety. Upward directed exterior lighting is prohibited. The final lighting plan must be amended to include identification of all types, sizes, and intensities of wall mounted building lights and landscape accent lighting, and a photometric map must be provided.	Confirm lighting meets the requirements of the General Plan and design guidelines.	After the completion of construction activities.	Once	City of Sebastopol Planning Department			
Air Quality							
AQ-1 Construction TACs Reduction							
The applicant and project engineer shall include the measures listed below on the grading plan, building plans, and specifications. Prior to issuance of grading permits, the City Engineer and the Chief Building Official shall confirm that the grading plan, building plans, and specifications stipulate that the measures listed below shall be implemented during project construction. The construction contractor shall implement these measures for the duration of construction. 1. All mobile off-road equipment (wheeled or tracked) used during construction activities shall meet the USEPA Tier 4	Confirm construction contractors implement applicable construction measures throughout the duration of construction activities.	Prior to and during the duration of construction activities	Once prior to the issuance of grading permits, then periodically throughout construction activities.	City of Sebastopol Planning Department			

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
<p>final standards. Tier 4 certification can be for the original equipment or equipment that is retrofitted to meet the Tier 4 Final standards.</p> <p>2. Alternative Fuel (natural gas, propane, electric, other non-diesel fuels) construction equipment shall be incorporated where available. These requirements shall be incorporated into the contract agreement with the construction contractor. A copy of the equipment’s certification or model year specifications shall be available upon request for all equipment on-site.</p> <p>3. Electricity shall be supplied to the site from the existing power grid to support the electric construction equipment. If connection to the grid is determined to be infeasible for portions of the project, a non-diesel fueled generator shall be used.</p>							
Biological Resources							
BIO-1(a) Western Bumble Bee Preconstruction Survey							
<p>A qualified biologist(s) shall conduct a pre-construction survey for western bumble bee prior to the onset of work activities at the project site. The pre-construction survey effort shall be conducted for a minimum of one hour. If bumble bees of any species are</p>	<ul style="list-style-type: none"> Confirm preconstruction survey is conducted prior to the start of construction activities. If construction occurs during March 1 through November 1, confirm a 	<p>Prior to and during the duration of construction activities</p>	<p>Once prior to the start construction activities as needed if bumble bees are identified.</p>	<p>City of Sebastopol Planning Department</p>			

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
<p>observed, they shall be photographed for identification following the USFWS guidance in Appendix A <i>Standardized Bee Photography in the Survey Protocols for the Rusty Patched Bumble Bee (Bombus affinis)</i> (USFWS 2019). If construction begins between March 1 and November 1, the ground shall also be searched during the survey for active bumble bee colonies. No capture or handling of bumble bees shall be conducted, and western bumble bee, if identified, shall be avoided during construction. Foraging bees shall be allowed to leave work areas undisturbed.</p>	<p>ground survey is completed.</p> <ul style="list-style-type: none"> If bumble bees are found during the pre-construction survey, confirm they are photographed for identification and avoided during construction. 						
BIO-1(b) Roosting Bat Surveys and Avoidance Prior to Removal							
<p>Prior to tree removal or ground disturbance, a qualified biologist shall conduct a focused survey of all trees within the project site, to determine whether active roosts of special status bats are present. If tree removal is planned for the fall or winter, the survey shall be conducted in September to ensure tree removal would have adequate time to occur outside periods of hibernation and during seasonal periods of bat activity (March 1 to April 15, September 1 to October 15, or in any month when evening temperatures rise above 45 degrees Fahrenheit and/or no more than 0.5 inch of rainfall within 24 hours occurs, as described below). If tree removal is planned for the spring, then the survey shall be conducted during the earliest feasible time in March to allow for suitable conditions for the detection of bats, and</p>	<p>During tree removal or ground disturbance, the City shall ensure that a qualified biologist has conducted a survey to detect active bat roosts. If roosts are present, construction will commence only after the City approves a roosting bat protection plan or proper bat boxes are installed when large amounts of bats are present.</p>	Prior to construction	Once	City of Sebastopol Planning Department			

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
<p>subsequent tree removal. Trees containing suitable potential bat roost habitat features shall be clearly marked or identified. If day roosts are found to be potentially present, the biologist shall prepare a site-specific roosting bat protection plan to be implemented by the contractor following the City's approval. The plan shall incorporate the following guidance as appropriate:</p> <ol style="list-style-type: none"> 1. When feasible, removal of trees and structures identified as suitable roosting habitat shall be seasonally timed to avoid disturbance during the hibernation and breeding seasons, including the following: <ol style="list-style-type: none"> a) Between September 1 and about October 15, or before evening temperatures fall below 45 degrees Fahrenheit and/or more than 0.5 inch of rainfall within 24 hours occurs. b) Between March 1 and April 15, or after evening temperatures rise above 45 degrees Fahrenheit and/or no more than 0.5 inch of rainfall within 24 hours occurs. 2. If a tree must be removed during the breeding season and is identified as potentially containing a maternity roost, then a qualified biologist shall conduct visual or acoustic 							

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
<p>emergence surveys or implement other appropriate methods as determined by the biologist to further evaluate if the roost is an active maternity roost. If it is determined that an active maternity roost of a colonial roosting species is present, the roost shall not be disturbed during the breeding season (April 15 to August 31). If it is determined to not be an active maternity roost, the tree or structure may be removed under the guidance of the qualified biologist.</p> <p>3. Potential non-colonial hibernation roosts shall only be removed during seasonal periods of bat activity outside the hibernation and breeding seasons. Potential non-colonial roosts that cannot be avoided shall be removed on warm days in late morning to afternoon when any bats present are likely to be warm and able to fly. Appropriate methods as determined by the qualified biologist shall be used to minimize the potential harm to bats during tree or structure removal. For trees, such methods may include using a two-step tree removal process. This method is conducted over two consecutive days and works by creating noise and</p>							

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
vibration by cutting non-habitat branches and limbs from habitat trees using chainsaws only (i.e., no excavators or other heavy machinery) on the first day with the remainder of tree removal occurring on the second day.							
BIO-1(c) Nesting Bird Survey							
If construction, vegetation trimming, or tree removals are scheduled to occur during the nesting bird season (February 1 through August 31), the project applicant shall retain a qualified biologist to conduct a pre-construction nesting bird survey no more than 14 days prior to the start of construction to determine the presence/absence of nesting birds and raptors within the project site and adjacent areas. The survey shall include the entire site plus a 100-foot buffer, as accessible. If active nests are found, the qualified biologist shall establish an appropriate avoidance buffer, considering the species sensitivity and physical location of the nest (e.g., line of site to the work area), to comply with CFGC 3503 and 3503.5. The buffer shall be at least 50 feet for non-raptor bird species and 250 feet for raptor species, unless a smaller buffer is determined protective of nesting birds by the qualified biologist. To prevent encroachment, the established buffer(s) shall be clearly marked by high visibility material installed by the contractor. The established buffer(s) shall remain in	<ul style="list-style-type: none"> • If initial ground disturbance occurs during February 1 through August 31, confirm a qualified biologist has been retained to conduct a nesting bird pre-construction survey in the disturbance footprint and buffer area. • Confirm a report of the nesting bird and raptor survey results is submitted to the City. • If nests are found during the pre-construction survey, confirm the locations are flagged and mapped, and confirm avoidance buffers are established. • Confirm that all construction work is conducted outside the established avoidance buffers. 	<ul style="list-style-type: none"> • Prior to construction: Confirm initial ground disturbance timing; confirm retention of qualified biologist for pre-construction surveys, confirm a report detailing results of the nesting bird and raptor surveys is submitted to the City (prior to grading activities), confirm identified nests are flagged and mapped, confirm avoidance buffers are established. • During construction: confirm retention 	Once: confirm construction start date; confirm retention of biologist; confirm pre-construction survey is completed; confirm survey results report is submitted; confirm identified nests are flagged and mapped; confirm retention of biologist for on-site monitoring, if required.	City of Sebastopol Planning Department			

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
effect until the young have fledged or the nest has been abandoned as confirmed by the qualified biologist. The City shall review and approve the biologists' findings and buffer during construction, as appropriate.		of qualified biologist for on-site monitoring, if required.					
BIO-2 Tree Replacement							
All protected ordinance-sized trees removed from the project site shall be replaced as appropriate for the size class and species of the tree removed, based on the City of Sebastopol tree mitigation requirements for protected native trees, as determined by the Tree Board or the City Arborist. Two replacement trees shall be either planted onsite for each protected tree removed or at a City-approved offsite location, or a fee of \$75 per replacement tree would be provided to the City of Sebastopol tree fund in-lieu for off-site tree planting in the community. If onsite/offsite planting is implemented, a replacement tree planting plan shall be approved by the City along with landscape plans prior to Project implementation	<ul style="list-style-type: none"> • Confirm that all protected trees are replaced in accordance with City requirements. • Confirm that all removed trees are replaced by two trees onsite, an approved offsite location, or an in-lieu fee is paid. • Confirm City approval of landscape plans 	Prior to project implementation	Once	<ul style="list-style-type: none"> • City of Sebastopol Tree Board • City of Sebastopol Arborist/Planning Department 			
Cultural Resources							
CUL-2 Archaeological Resources Assessment, Evaluation, and Treatment							
In the event that archaeological resources are unexpectedly encountered during ground-disturbing construction activities, the construction contractor shall halt work within 100 feet of the find, and an archaeologist meeting the Secretary of the Interior's Professional Qualifications Standards for archaeology (National Park Service 1983) shall be contacted immediately to	<ul style="list-style-type: none"> • Confirm work is halted if any archaeological resources are identified during project construction, until the resource can be evaluated by a qualified archaeologist and the Native American monitor. 	<ul style="list-style-type: none"> • Confirm work is halted if a resource is identified and evaluated during construction. • Confirm prehistoric resources are evaluated by a 	As needed during construction	City of Sebastopol Planning Department			

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
<p>evaluate the find, as well as the Sebastopol Planning Department. If the find is determined by the qualified archaeologist to be Native American in origin, then a Native American representative shall also be contacted to participate in the evaluation of the find. If necessary, archaeological testing for CRHR eligibility shall be completed. If the discovery proves to be eligible for the CRHR and impacts to the resource cannot be avoided via project redesign, a qualified archaeologist shall prepare a data recovery plan tailored to the physical nature and characteristics of the deposit, per the requirements of PRC Section 15126.4(b)(3)(C). The data recovery plan shall identify data recovery excavation methods, measurable objectives, and data thresholds to reduce any significant impacts to cultural resources. Pursuant to the data recovery plan, the qualified archaeologist and Native American representative, as appropriate, shall recover and document the scientifically consequential information that justifies the resource’s significance. The City shall review and, in consultation with approve the treatment plan and archaeological testing as appropriate, and the resulting documentation shall be submitted to the regional repository of the California Historical Resources Information System, per PRC Section 15126.4(b)(3)(C).</p>	<ul style="list-style-type: none"> Ensure that all identified prehistoric resources are also evaluated by a Native American representative. 	<p>Native American monitor following discovery.</p>					

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
Geology and Soils							
GEO-1 Paleontological Resources Monitoring and Mitigation							
<p>Qualified Professional Paleontologist. Prior to excavation, City Ventures shall retain a Qualified Professional Paleontologist, as defined by the Society of Vertebrate Paleontology (SVP; 2010). The Qualified Professional Paleontologist shall draft a Paleontological Resources Mitigation and Monitoring Plan, which shall direct all mitigation measures related to paleontological resources.</p> <p>Paleontological Worker Environmental Awareness Program. Prior to the start of construction, the Qualified Professional Paleontologist or their designee shall conduct a paleontological Worker Environmental Awareness Program (WEAP) training for construction personnel regarding the appearance of fossils and the procedures for notifying paleontological staff should fossils be discovered by construction personnel.</p> <p>Paleontological Monitoring. Full-time paleontological monitoring shall be conducted during ground disturbing construction activities within previously undisturbed sediments. Paleontological monitoring shall be conducted by a paleontological monitor with experience with collection and salvage of paleontological resources and who meets the minimum standards of the SVP (2010) for a Paleontological Resources Monitor. The Qualified Professional Paleontologist may</p>	<ul style="list-style-type: none"> • Confirm a Paleontological Resources Mitigation and Monitoring Plan has been prepared. • Confirm WEAP training has been conducted. • Confirm paleontological monitoring occurs and work is halted if any paleontological resources are identified during project construction, until the resource can be evaluated by a qualified paleontologist. • Confirm any paleontological resource discovered during construction is examined by a Qualified Professional Paleontologist and mitigated appropriately. • Confirm City receipt of a Final Paleontological Mitigation Report. 	<ul style="list-style-type: none"> • Draft a Paleontological Resources Mitigation and Monitoring Plan prior to excavation. • Conduct WEAP training prior to the start of construction. • Monitor during the duration of ground disturbing activities. • Prepare the final report upon completion of ground-disturbing. 	<p>Prior to the start of construction activities, during the duration of ground disturbing activities, and then as needed during construction</p>	<p>City of Sebastopol Planning Department</p>			

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
<p>recommend that monitoring be reduced in frequency or ceased entirely based on geologic observations. Such decisions shall be subject to review and approval by the City of Sebastopol. In the event of a fossil discovery by the paleontological monitor or construction personnel, all construction activity within 50 feet of the find shall cease, and the Qualified Professional Paleontologist shall evaluate the find. If the fossil(s) is (are) not scientifically significant, then construction activity may resume. If it is determined that the fossil(s) is (are) scientifically significant, the following shall be completed:</p> <ul style="list-style-type: none"> Fossil Salvage. The paleontological monitor shall salvage (i.e., excavate and recover) the fossil to protect it from damage/destruction. Typically, fossils can be safely salvaged quickly by a single paleontological monitor with minimal disruption to construction activity. In some cases, larger fossils (such as complete skeletons or large mammal fossils) require more extensive excavation and longer salvage periods. Bulk matrix sampling may be necessary to recover small invertebrates or microvertebrates from within paleontologically sensitive deposits. After the fossil(s) is (are) salvaged, construction activity may resume. Fossil Preparation and Curation. Fossils shall be identified to the lowest (i.e., most-specific) possible taxonomic level, prepared to a curation-ready condition, and 							

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
<p>curated in a scientific institution with a permanent paleontological collection along with all pertinent field notes, photos, data, and maps. Fossils of undetermined significance at the time of collection may also warrant curation at the discretion of the Qualified Professional Paleontologist.</p> <p>Final Paleontological Mitigation Report. Upon completion of ground-disturbing activities (or laboratory preparation and curation of fossils, if necessary), the Qualified Professional Paleontologist shall prepare a final report describing the results of the paleontological monitoring efforts. The report shall include a summary of the field and laboratory methods employed; an overview of project geology; and, if fossils were discovered, an analysis of the fossils, including physical description, taxonomic identification, and scientific significance. The report shall be submitted to the City of Sebastopol and, if fossil curation occurred, the designated scientific institution.</p>							
Greenhouse Gas Emissions							
GHG-1 CALGreen Tier 2 EV Requirements							
<p>Prior to issuance of building permits, the City Engineer and the Chief Building Official shall confirm that the applicant shall include the following design feature as part of the project to be consistent with CALGreen Tier 2 EV standards:</p>	<p>Confirm project design includes a minimum of 15 percent of total parking spaces be equipped with EV charging stations.</p>	<p>Prior to issuance of building permits</p>	<p>Once</p>	<p>City of Sebastopol Building Department</p>			

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
A minimum of 15 percent of the total number of parking spaces shall be equipped with EV charging stations.							
Hazards and Hazardous Materials							
HAZ-3(a) DTSC Regulatory Agency Submittal							
<p>The DTSC shall continue to be utilized for agency oversight of assessment and remediation of the project site through completion of grading and site construction activities. Prior to commencement of construction and grading activities at the project site, the project applicant shall submit the following documents to the DTSC project manager of the open Voluntary Agreement cleanup case:</p> <ul style="list-style-type: none"> • Current development plan and any modifications to the development plan • All environmental documents completed for the project, including this EIR document • Any future environmental documents completed for the project <p>Upon submittal of the information above, and in accordance with the project’s 2023 DTSC Standard Voluntary Agreement, DTSC may require actions such as: development of subsurface investigation workplans; completion of soil, soil vapor, and/or groundwater subsurface investigations; installation of soil vapor or groundwater monitoring wells; soil excavation and offsite disposal; completion of human health risk assessments; and/or completion of remediation reports or case closure</p>	<p>Confirm applicant submits relevant cleanup case documents to the DTSC</p>	<p>Prior to the issuance of grading permits; prior to the start of construction and grading activities</p>	<p>Once</p>	<ul style="list-style-type: none"> • City of Sebastopol Planning Department 			

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
documents. The DTSC approval shall be submitted to and reviewed and accepted by the City prior to issuing grading permits.							
HAZ-3(b) Soil Management Plan							
<p>Prior to commencement of construction and grading activities at the project site, the project applicant shall retain a qualified consultant (Professional Geologist [PG] or Professional Engineer [PE]) to prepare a Soil Management Plan (SMP) for the project site. The SMP shall address:</p> <ol style="list-style-type: none"> 1. On-site handling and management of impacted soils or other impacted wastes (e.g., stained soil, and soil or groundwater with solvent or chemical odors) if such soils or impacted wastes are encountered, and 2. Specific actions to reduce hazards to construction workers and offsite receptors during the construction phase. <p>The SMP must establish remedial measures and soil management practices to ensure construction worker safety, the health of future workers and residents, and prevent the off-site migration of contaminants from the project site. These measures and practices may include, but are not limited to:</p> <ul style="list-style-type: none"> • Stockpile management, including stormwater pollution prevention and the installation of BMPs • Proper disposal procedures for contaminated materials 	<ul style="list-style-type: none"> • Confirm the applicant has retained a qualified consultant to prepare a SMP. • Confirm the SMP includes remedial measures and soil management practices. • Ensure the DTSC has reviewed and approved the SMP 	<p>Prior to the issuance of grading permits the City shall review</p> <p>Prior to the construction (grading) activities at the project site the DTSC shall review.</p>	<p>Once prior to the issuance of grading permits; once prior to the start of construction activities; then periodically during the duration of construction activities.</p>	<ul style="list-style-type: none"> • City of Sebastopol Engineering Department 			

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
<ul style="list-style-type: none"> Investigation procedures for encountering known and unexpected odorous or visually stained soils, other indications of hydrocarbon piping or equipment, and/or debris during ground-disturbing activities Monitoring and reporting A health and safety plan for contractors working at the project site that addresses the safety and health hazards of each phase of project site construction activities with the requirements and procedures for employee protection The health and safety plan shall outline proper soil handling procedures and health and safety requirements to minimize worker and public exposure to hazardous materials during construction. <p>The DTSC shall review and approve the SMP prior to construction (grading) activities at the project site. The City shall confirm that DTSC has approved the SMP prior to issuing grading permits. The project applicant shall implement the SMP during , grading and construction at the project site.</p>							
Noise							
NOI-1 Mechanical Equipment Noise Reduction							
For outdoor condensing units (HVAC) and transformers directly adjacent to noise-sensitive receptors, provide a solid barrier with a height blocking the line-of-sight to the nearby noise-sensitive receptors. The minimum density of the barrier shall be 2 pounds per square foot with no holes or gaps. Once final	<ul style="list-style-type: none"> Confirm solid barriers are between sensitive receptors and HVAC and/or transformers. Confirm an acoustical analysis is conducted prior to final design to verify compliance with the City's 	Once after final equipment selection is made.	Once	City of Sebastopol Planning Department			

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
equipment selection is made, an acoustical analysis of the noise from project mechanical and electrical equipment to surrounding properties must be completed by a qualified acoustical consultant prior to final design to verify compliance with the City's nighttime exterior noise standard of 45 dBA.	nighttime exterior noise standard of 45 dBA.						
Transportation							
TRA-1 Pedestrian Connectivity and Safety							
A new pedestrian path shall be added to link the project and mixed commercial office park to the new HAWK crossing across the north leg of the intersection of SR 116/Danmar Drive before an occupancy permit is issued.	Confirm a new pedestrian pathway is added to the project.	Prior to issuance of an occupancy permit.	Once	City of Sebastopol Planning Department			
Tribal Cultural Resources							
TCR-1 Suspension of Work Around Tribal Cultural Resources							
If cultural resources of Native American origin are identified during implementation of the proposed project, all earth-disturbing work within 50 feet of the find shall cease and desist until an archaeologist has evaluated the nature and significance of the find as a cultural resource and an appropriate local Native American representative is consulted. Staking of the area of discovery will be implemented with stakes no more than 10 feet apart, forming a circle having a radius of no less than 100 feet from the point of discovery. If the City, in consultation with local Native American tribes, determines that the resource is a tribal cultural resource and thus significant under CEQA, a mitigation plan shall be prepared and implemented in	<ul style="list-style-type: none"> Confirm work is halted within 50 feet of any identified cultural resource of Native American origin during construction, until the resource can be evaluated by a local Native American representative. Confirm a mitigation plan is prepared and implemented if the City and local Native American representative determine the identified resources is a tribal cultural resource. 	<ul style="list-style-type: none"> Confirm work is halted if a cultural resource of Native American origin is identified during construction. Confirm a mitigation plan is prepared and implemented following determination that a discovery is a tribal cultural resource. 	As needed during construction	City of Sebastopol Planning Department			

Mitigation Measure	Action Required	Timing	Frequency	Responsibility	Compliance Verification		
					Initial	Date	Comments
<p>accordance with state guidelines and in consultation with local Native American group(s). The plan shall include avoidance of the resource or, if avoidance of the resource is infeasible, the plan shall outline the appropriate treatment of the resource in coordination with the appropriate local Native American tribal representative and, if applicable, a qualified archaeologist. Examples of appropriate mitigation for tribal cultural resources include, but are not limited to, protecting the cultural character and integrity of the resource, protecting traditional use of the resource, protecting the confidentiality of the resource, or heritage recovery.</p>							