

APPENDIX 5.2A

Resumes of Biological Resources Staff

John Cleckler

Wildlife Biologist

Education

B.S., Wildlife Biology

Distinguishing Qualifications

- Experience conducting multiple species surveys.
- Experienced with U. S. Fish and Wildlife Service (USFWS) Section 7 consultation.
- Expertise preparing environmental permits.

Relevant Experience

Mr. Cleckler has 18 years of experience and has worked throughout the Western U.S. on a variety of plant and wildlife species and environmental issues.

Representative Projects

Endangered Species Program Contract Biologist, USFWS Sacramento Field Office, Sacramento, CA. Conducting consultations pursuant to Section 7 of the Endangered Species Act of 1973, as amended, for 3 years. Consultations completed exclusively for Caltrans District 4 transportation projects that involved interaction with Caltrans staff, their contractors, and local agencies with interests in individual projects. Responsible for review of environmental documents and preparation of Biological Opinions for signature by the Field Office Supervisor or Regional Director. Negotiated mitigation of complex project impacts with project proponents and regulatory agencies and developed reasonable and prudent alternatives and conservation recommendations or measures. Inspected projects for compliance with policies, standards, guidelines, agreements, and plans and makes recommendations for action to ensure compliance. Developed knowledge of the Endangered Species Act and the regulations, policies, case law, and Solicitor's opinions relating to its administration.

Project Biologist, Metcalf Energy Center (MEC), Santa Clara County, CA. Assisted in preparation of the Biological Resource Mitigation Implementation and Monitoring Plan, Resource Management Plan for the MEC Preserve, Fisher Creek Riparian Corridor Enhancement Plan, and Horizontal Directional Drilling Inadvertent Returns Contingency Plan. Managed monitoring efforts, document review, and prepared the environmental training program associated with the proposed MEC.

Team Leader, Teayawa Energy Center Desert Tortoise Surveys, Riverside County, CA. Performed protocol desert tortoise surveys along proposed utility lines associated with the Teayawa Energy Center project. Assisted with preparation and review of the Biological Resources section of the EIS/EIR.

Project Biologist, Environmental Quality Assurance Program/Environmental Monitoring, San Luis Obispo County, CA. Provided environmental monitoring for the Arco Quadalupe Dunes cleanup and restoration project. Also provided consultation with project proponents regarding County's permit limitation and requirements.

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Project Biologist, Environmental Quality Assurance Program Onsite Environmental Coordinator, Santa Barbara County, CA. Managed a crew of environmental monitors on a fiber optics installation project throughout Santa Barbara County. Also provided consultation with project proponents regarding the County's permit limitation and requirements.

Project Biologist, Desert Tortoise Monitoring, Mission Geoscience, CA. Performed desert tortoise monitoring for an exploratory drilling project near Barstow. Included presentation of an environmental awareness training program.

Project Biologist, Sensitive Species Surveys, Coachella Valley Association of Governments, CA. Performed focused surveys for a highway interchange expansion project. Focused surveys were conducted for Coachella Valley fringed-toed lizard, Coachella Valley Jerusalem cricket, Coachella Valley giant sand treater cricket, and Coachella Valley grasshopper.

Project Biologist, San Joaquin Sanctuary Restoration Project, Irvine Water District, CA. Conducted breeding birds surveys with special focus on the presence of least Bell's vireo. Monitored construction activities in the vicinity of critical habitat.

Project Biologist, Desert Tortoise Survey and Construction Monitoring, Earth Tech, Corrections Corporation of America, CA. Monitored prison construction activity in desert tortoise habitat. Performed a tortoise clearance survey of a 67.5-acre enclosure. Processed and relocated tortoises. Surveys were conducted under a USFWS permit. Prepared and delivered a worker education program.

Project Biologist, Desert Tortoise Mark/Recapture Survey, National Training Center, Fort Irwin, CA. Conducted a mark/recapture survey for desert tortoises on two, 1-square-mile plots at the National Training Center. Surveys are being conducted under a USFWS Regional Blanket Permit and sub-permit.

Project Biologist, Bird/Wind Turbine Interaction Study, California Energy Commission, CA. Conducted standard point count surveys for bird/wind turbine interaction study near Tehachapi and Palm Springs. Also participated in scavenger studies, data entry, and report writing.

Todd Ellwood

Associate Scientist/Wildlife Biologist

Education

B.S., Renewable Natural Resources (Emphasis in Wildlife and Fisheries Science), University of Arizona

Professional Registrations

Department of Fish and Game Scientific Collecting Permit, #SC-006065, 2008

Distinguishing Qualifications

- Expertise in biological resource construction mitigation monitoring
- Knowledge of invertebrate and vertebrate natural history and identification of herpetile, mammalian, and bird species

Relevant Experience

As a wildlife biologist, Mr. Ellwood's experience includes performing general and special-status wildlife surveys. His expertise includes knowledge of invertebrate and vertebrate natural history and identification of herpetile, mammalian, and bird species. He is familiar with California and federal regulations pertaining to both wetland and wildlife issues. He prepares biological assessments for special-status species and conducts site characterization surveys. Mr. Ellwood also has experience performing mitigation monitoring for wetlands and other habitats. He has more than 8 years experience working on applied environmental problems in terrestrial and aquatic habitats in the greater San Francisco bay area.

Representative Projects

Biological Monitor, Electrical Power Plants (Metcalf Energy Center, Los Esteros Critical Energy Facility, Gilroy Energy Center, Walnut Energy Center, Sutter Energy Center), Northern CA. Coordinated daily biological monitoring of project construction activities. Performed biological reconnaissance-level surveys to determine the potential impacts associated with proposed project disturbance activities. Special focus was placed on determining suitable habitat for sensitive plant and wildlife species. Performed breeding bird surveys and conducted avian collision survey along a new electrical transmission line. Performed protocol-level surveys for Western burrowing owl. Performed focused surveys (nonprotocol) for California red-legged frog, American bullfrog (*Rana catesbeiana*), California tiger salamander, Western pond turtle, and the Bay Checkerspot butterfly. Verified compliance with the project's SWPPP. Submitted a monthly Environmental Compliance Report to the California Energy Commission.

Associate Scientist, Caltrans District 4 Oncall Environmental Services, Solano County, CA. Provided technical peer review of various environment documents including NESs, Biological Assessments, and Initial Studies/Negative Declarations. Attends Project Delivery Team (PDT) meetings on an as needed basis in lieu of Caltrans Project Biologist. Provides general biological oversight of Caltrans local assistance projects in Solano County.

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Task Leader/Biologist, Caltrans District 4 Pigeon Pass Roadway Realignment Project, Alameda County, CA. Managed team of field biologists during the construction phase of the project. Field tasks included preconstruction surveys for California tiger salamander, California red-legged frog, and San Joaquin kit fox. Under conditional approval by USFWS, conducted burrow surveys for aestivating California red-legged frog and California tiger salamander using a peeper scope and hand excavation. Also captured and relocated San Francisco dusky-footed woodrat under authorization by CDFG. Field duties also included biological monitoring.

Associate Scientist, Town of Windsor Eastside Road Storage Project, Sonoma County, CA. Performed periodic Stormwater Pollution Prevention Plan (SWPPP) site inspections. Also prepared an application for Lake or Streambed Alteration with the California Department of Fish and Game.

Biologist, Pacific Gas and Electric's Vaca-Dixon Transmission Line Project, Solano County, CA. Under direction of a permitted biologist, conducted state and federally listed Branchiopod surveys (wet season).

Biologist, California Water Company Bear Gulch Creek Fish Screen Project, San Mateo County, CA. Conducted preconstruction surveys for California red-legged frog, San Francisco garter snake, and steelhead. Captured and relocated steelhead from within project site using seines and dip nets as authorized by National Marine Fisheries Service biological opinion. Monitored construction activities for compliance with state and federal permits.

Associate Scientist, Caltrans District 4 Red Top Road Truck Climbing Lane Project, Solano County, CA. Prepared and submitted applications for state and federal permits under Section 10 of the Federal Endangered Species Act; CDFG Lake and Streambed Alteration; and Clean Water Act, Sections 401 and 404. Mapped locations of sensitive habitats, which included Waters of the U.S. and habitat for state and federally listed California red-legged frog.

Biologist, Army Corps of Engineers, Fort Ord Natural Reserve, Groundwater Extraction Treatment System Expansion Project, Former Fort Ord, Monterey County, CA. Ensured protection of the Reserve's special-status plants and wildlife through implementation of applicable environmental mitigation guidelines. Assisted in identifying and clearly delineating the least damaging access routes and staging areas through the local chaparral habitat. Advised project personnel on how to protect special-status wildlife including California black legless lizard, Monterey ornate shrew (*Sorex ornatus salarius*), and coast horned lizard and special-status plants including sand gilia (*Gilia tenuiflora arenaria*), Monterey spineflower (*Chorizanthe pungens pungens*), and sandmat manzanita (*Arctostaphylos pumila*).

Biologist, Caltrans District 4 Devil's Slide Project, San Mateo County, CA. Member of field team that conducted bird nest and San Francisco dusky-footed woodrat (California species of special concern) surveys for the Devil's Slide Tunnel Project; and biological monitoring for California red-legged frog.

Biologist, Santa Clara Valley Water District's Lower Silver Creek Flood Protection Construction Project, Santa Clara County, CA. Performed capture/relocation of native

vertebrates, reaches 1, 2 and 3 of Lower Silver Creek. Capture techniques included use of seines, dip nets, and electroshock.

Biologist, Olivehurst Wastewater Treatment Plant, Yuba County, CA. Conducted aquatic vertebrate salvaging using seines and giant garter snake preconstruction surveys prior to installation of the Project's stormwater outfall into a nearby canal.

Field Team Member, Western Area Power Authority, Northern CA. Conducted surveys for threatened and endangered wildlife along an electrical transmission line. Also used a habitat classification system to map (using Trimble GPS) sensitive areas including seasonal wetlands and vernal pools.

Biologist, Santa Clara Valley Water District's Lower Silver Creek Flood Protection Project, Santa Clara County, CA. Implemented a Mitigation Monitoring Plan annually for created wetlands, riparian/stream-riverine, and upland habitats. Also coordinated periodic environmental compliance monitoring of project's construction activities. Verified compliance with the project's SWPPP. Administered the project's environmental awareness training.

Biologist, Pacific Gas and Electric, Jefferson Martin 230-kV Project-San Mateo County; TriValley Project, Contra Costa County, CA. Coordinated and conducted field assignments related to the San Francisco dusky-footed woodrat, a California species of special concern. Also conducted SWPPP performance verification inspections.

Staff Scientist, East Altamont Energy Center, Alameda County, CA. Assisted with preparation of the Biological Resource Mitigation Implementation and Monitoring Plan, Erosion Control and Revegetation Plan, Avian Collision Monitoring Plan and Horizontal Directional Drilling Inadvertent Returns Contingency Plan for the East Altamont Energy Center.

Team Member, United States Fish and Wildlife Service, Upper Penitencia Creek Habitat Evaluation Procedures, Santa Clara County, CA. Conducted a habitat evaluation of the Penitencia Creek Riparian Corridor. Collected data using a hypsometer, spherical densiometer and other data collection tools. Assessed general habitat suitability for fish and wildlife species against community-based models.

Biologist, City of San Jose Water Company, Lexington Reservoir Main Feed Reconstruction Project, Santa Clara County, CA. Performed reconnaissance-level survey to assess general habitat value for sensitive wildlife species along the proposed pipeline alignment. Assisted with project's application for a California Department of Fish and Game Streambed Alteration Agreement under a Categorical Exemption.

Biologist, Geothermal Inc. Landfill Closure, Lake County, CA. Performed an emergence count of Yuma myotis (*Myotis yumanensis*) and Mexican free-tailed bat (*Tadarida brasiliensis*) using ambient light. Observed acoustic monitoring using an ultrasonic detection system (e.g., Anabat). Performed species identification using a suite of morphological and physiological characteristics.

Todd Ellwood

Biologist, Saratoga Water District, Santa Clara County, CA. Performed a tree survey of the proposed water treatment plant modification project. Data collected included species, diameter at breast height, and relative condition.

Marjorie A. Eisert

Senior Wildlife Biologist

Education

B.S., Wildlife and Fisheries Biology, University of California, Davis

Distinguishing Qualifications

- Experience performing threatened and endangered species surveys and wildlife impact evaluations.
- Extensive experience preparing biological assessments for endangered species and developing mitigation plans for Sections 7 and 10(a) under the Endangered Species Act.
- Senior project manager, with experience on environmental, energy, water delivery, and transportation projects.

Relevant Experience

Ms. Eisert is a senior wildlife biologist with over 19 years of experience working on applied environmental problems in terrestrial habitats. Ms. Eisert's duties include performing general and special-status wildlife surveys and census techniques and she has conducted studies in California, Nevada, Oregon, Washington, and Alaska. Her expertise includes knowledge of invertebrate and vertebrate natural history; handling and restraint of herpetile, bird, and mammalian species; experience with vertebrate and invertebrate collection methodologies and techniques; and identification of herpetile, bird, and mammalian species. She is familiar with state and federal regulations pertaining to both wetland and wildlife issues.

Representative Projects

Task Manager, Application for Certification (AFC) of Walnut Energy Center, City of Industry, CA. Task Manager for biological resource impact analysis and document section of AFC. Performed threatened and endangered species surveys, literature search, and wildlife impact evaluation for proposed electric power plant, recycled water supply line, natural gas pipeline route, and electric transmission line connections. Prepared the biological resources section of the AFC and performed informal consultations for sensitive biological resources with U.S. Army Corps of Engineers, U.S. Fish and Wildlife Service, and the California Department of Fish and Game.

Senior Biologist, Application for Certification (AFC) of Sun Valley Energy Center, Riverside County, CA. Performed threatened and endangered species surveys and wildlife impact evaluation for proposed electric power plant, recycled water supply line, natural gas pipeline route, and electric transmission line connections. Provided senior biological review for the biological resources section of the AFC.

Senior Biologist, Application for Certification (AFC) of City of Vernon, CA. Provide senior biological review of the biological resource impact analysis and document section of AFC. Coordinated consultation with resource agencies (U.S. Army Corps of Engineers, U.S.

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Fish and Wildlife Service, and the California Department of Fish and Game) and the project biologist.

Project Manager, Travis Air Force Base On-call Biological Services. For 3 years, Ms. Eisert has been the project manager of the on-call services contract for Travis Air Force Base. She provides oversight and technical guidance for a broad range of services for more than nine current Base projects including threatened and endangered species surveys, cultural resources surveys and historic property surveys, Integrated Natural Resources Management Plan and Integrated Cultural Resources Management Plan development, Urban Forestry Management Plan development, and Section 7 consultation with the USFWS and Section 404 Permitting with the USACE. Responsible for managing budget, schedule, staffing, and quality of deliverables for these projects ranging from less than \$20,000 to over \$200,000. Ms. Eisert provides senior review for preparation of CEQA/NEPA documents, Biological Assessments and Section 7 consultations with USFWS, and provides strategy and support for Travis AFB's current natural resource management and permitting efforts with numerous agencies, including USFWS, RWQCB, SHPO, and USACE.

Task Manager, Sacramento Municipal Utilities District (SMUD). Assisted with preparation of an Initial Study/Mitigated Negative Declaration (IS/MND) for the Metro Air Park. Provided on-call biological services (resource surveys, agency consultation) for SMUD's operation and maintenance projects. Currently assisting SMUD with the development of a Memorandum of Agreement with the U.S. Fish and Wildlife Service to address impacts to federally listed species.

Project Manager, CPN Pipeline Company. Managed and executed several projects for Calpine's Natural Gas division. Conducted biological surveys, wetland delineations, and permitting (including Section 404, 401, Section 7 ESA, and CDFG Streambed Alteration Agreements). Managed the Rio Vista Pipeline project that consisted of approximately 11.5 miles of 12-inch-diameter natural gas pipeline and an approximate 4,850' crossing of the Sacramento River that was executed by horizontal directional drill.

Project Manager, Pacific Gas and Electric. Project manager for environmental services throughout planning, design, and construction of a 44-mile natural gas pipeline from the town of Yolo to the City of Roseville. Managing preparation of environmental documents for CEQA preparation by the State Lands commission; permitting including Regional Water Quality Control Board, State Reclamation Board, and Section 7 consultation for the giant garter snake and vernal pool branchiopods; and USACE coordination under the Clean Water Act. Conducted resource analyses (biology, geology, land use) of several route alternatives. Working closely with PG&E's engineering, gas transmission, environmental planning, biology staff, and subcontractors to bring in all phases of this project successfully within their current time frames.

Project Manager/Project Biologist, Kinder Morgan On-Call Biological Services Program. Provide on-call biological surveys in support of Kinder Morgan's pipeline maintenance program. Conducted biological surveys, including valley elderberry longhorn beetle, burrowing owl, and raptor surveys. Provide permitting support when necessary, including consultation with U.S. Fish and Wildlife Service for Section 7 of the Endangered Species Act, preparation of Streambed Alteration Agreements for the California Department of Fish and

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Game, Section 404 applications for the U.S. Army Corps of Engineers, and Section 401 applications to the Regional Water Quality Control Board.

Task Manager/Project Biologist, Site Certification, COB Energy Facility, OR. Evaluated ecological resources including wetlands and threatened and endangered species for the development of a 46-acre project site and associated transmission, gas, and water utility lines. Conducted bald eagle and amphibian surveys as well as general reconnaissance of the project vicinity. Prepared the biological resources sections of the site certification application and coordinated Section 7 consultation with the U.S. Fish and Wildlife Service as well as consult with the Oregon Department of Fish and Game and the Bureau of Land Management.

Project Biologist, Biological Surveys, COB Energy Facility, OR. Evaluated ecological resources including wetlands and threatened and endangered species for the development of a 46-acre project site and associated transmission, gas, and water utility lines. Conducted bald eagle and amphibian surveys as well as general reconnaissance of the project vicinity. Coordinated Section 7 consultation with the U.S. Fish and Wildlife Service as well as the Oregon Department of Fish and Game and the Bureau of Land Management.

Project Manager/Project Biologist, Kinder Morgan On-Call Biological Services Program. Provide on-call biological surveys in support of Kinder Morgan's pipeline maintenance program. Conducted biological surveys, including valley elderberry longhorn beetle, burrowing owl, and raptor surveys. Provide permitting support when necessary, including consultation with U.S. Fish and Wildlife Service for Section 7 of the Endangered Species Act, preparation of Streambed Alteration Agreements for the California Department of Fish and Game, Section 404 applications for the U.S. Army Corps of Engineers, and Section 401 applications to the Regional Water Quality Control Board.

Task Manager, Hickman Bridge Scour Countermeasures Project at Waterford, County of Stanislaus, CA. Prepared a Natural Environmental Study document for Stanislaus County to implement emergency stabilization measures for the Hickman Bridge. Evaluated project impacts to special-status species and consulted with the U.S. Fish and Wildlife Service to determine appropriate mitigation measures.

Task Manager, Hyampom Road Improvement Project, Trinity County, CA. Responsible for managing biological studies, including northern spotted owl surveys, raptor surveys, amphibian surveys, rare plant surveys, and wetlands delineation. Conducted biological surveys, Section 7 consultation, and prepared Biological Assessment for the proposed project. The project consisted of approximately 8.6 miles of improvements along Hyampom Road, including widening lanes and smoothing of curves.

Project Biologist, Biological Surveys, Pacific Gas Transmission Company. Evaluated ecological resources including wetlands and threatened and endangered species along an 85-mile proposed natural gas pipeline route in southern Oregon for Pacific Gas Transmission Company. Surveys included owl calling, herpetile ground searches, amphibian surveys, and use of the Pathfinder Global Positioning System, as well as management of the collected field data. Senior wildlife biologist for the PGT Medford Extension natural gas transmission line routing studies in Oregon. Involved in the initial alternative route selection for this project and responsible for coordinating the data for the

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geographical information system (GIS) used. This information was added to the GIS database so that historical and current information could be viewed with the proposed alignment to determine alignment changes cost-effectively and to minimize environmental effects of construction.

Project Manager, Kinder Morgan Energy Partners Nellis Air Force Base Fuel System Upgrade, NV. Project manager for new pipeline and jet fuel storage project including environmental baseline survey (EBS), environmental assessment (EA), air permitting, Section 7 consultation, and coordination with the U.S. Air Force.

Project Biologist, Ecological Risk Assessment, Weapons Support Facility, Seal Beach, CA. Collected mammal, fish, invertebrate, and plant samples for assessment of toxicity and exposure, and evaluation of potential stratum-specific risks to potential receptors.

Project Biologist, Ecological Risk Assessment, Marine Corps Base Camp Pendleton, CA. Conducted bird surveys, small mammal trapping, invertebrate and plant sample collections to identify potential contaminant exposure routes. Conducted endangered species surveys for a biological assessment for site remediation on the base. Assisted in the preparation of a basewide ecological risk assessment for selected sites at Marine Corps Base Camp Pendleton in California, including modeling food chain bioaccumulation of selected metals and pesticides, developing preliminary remediation goals for ecological receptors, and evaluating potential risks to plants, invertebrates, mammals, birds, and fish.

Project Biologist, Impact Analysis for Water Projects, Eastern UT. Conducted HEP data collection over 12 sites throughout eastern Utah. Measured 45 biological variables including tree height and density, snag quality, and plant identification. Results of the data collection were input into HEP for analysis of potential impacts of proposed water projects. Conducted wildlife surveys and collected waterfowl and shorebird eggs to evaluate trace metal contamination, salinity, and bioaccumulation (emphasis on selenium effects) in a wide variety of freshwater habitats.

Project Biologist, Knauf Fiberglass Manufacturing Facility, City of Shasta Lake, CA. Conducted biological surveys and wetlands delineation in support of environmental documentation (EIR) for a proposed fiberglass manufacturing facility. Prepared permit documentation for the U.S. Army Corps of Engineers and the California Department of Fish and Game.

Project Biologist, Arden Garden Connector, City of Sacramento, CA. Conducted biological surveys, including valley elderberry longhorn beetle and giant garter snake surveys, and an inventory of trees occurring in the project corridor. Studies were conducted to support environmental documentation for the construction of the Arden Garden Connector. Project responsibilities included preparation of permit documentation for the U.S. Army Corps of Engineers, California Department of Fish and Game, Regional Water Quality Control Board and Section 7 consultation with the U.S. Fish and Wildlife Service. Preparation of a mitigation plan for the removal of several elderberry shrubs as well as procurement of off-site mitigation was also required for this project.

Project Manager, Biological Monitoring Program, U.S. Bureau of Reclamation. Project Manager from 1994 to present. Conduct bird surveys, San Joaquin kit fox surveys, small mammal trapping, invertebrate and plant sample collection as part of the ongoing Biological

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Monitoring Program at Kesterson Reservoir in the Central San Joaquin Valley, California. Present results of the monitoring in an annual report that is used to determine risks to wildlife and the success or failure of cleanup procedures at the Reservoir.

Field Team Leader, Confirmatory Sampling and Ecological Risk Assessment for Bolsa Chica Lowlands, U.S. Fish and Wildlife Service, CA. Field Team Leader for field investigations of surface water, sediment, surface and subsurface soil, and aquatic and terrestrial biota. Sample management responsibilities included implementation of an in-house sample tracking system and laboratory coordination for sample analysis and shipping. The focus of this ongoing project is to conduct sampling and to perform an ecological risk assessment for an active 1,200-acre oil production field in Orange County.

Project Manager, Ecological Risk Assessment, Unocal Guadalupe Oil Field. Responsible for managing the production of the preliminary ecological risk assessment for Unocal's Guadalupe Oil Field in Santa Maria. The purpose of the study was to identify the risks to wildlife from releases of diluent from leaking pipelines in the oil distribution system.

Project Biologist, Sonoma Baylands Wetland Demonstration Project, Corps of Engineers, CA. Conducted a monitoring study as part of an effort to evaluate a wetland demonstration project. Conducted bird surveys of waterfowl and shorebird use twice-monthly and compared this data to field data collected in the previous year to identify changes in bird use in the wetland.

Project Manager, Habitat Mitigation Plan for Special-status Species, Sacramento County Department of Airports. Conducted wetland delineations of areas scheduled for development. Prepared permit documentation for the U.S. Army Corps of Engineers and the California Department of Fish and Game. Performed rare plant and special-status wildlife species surveys. Results of the project were used for the development of a habitat mitigation plan for special-status species at the Sacramento International Airport.

Project Biologist, Chevron Richmond Refinery, Richmond, CA. Performed surveys of shorebirds nesting in constructed wetlands at a constructed wetland at a Chevron refinery in Richmond, California. Conducted nest searches, monitoring of incubating eggs, collection of egg samples, and collection of fail-to-hatch and predated eggs. Data on selenium and mercury bioaccumulation were used with survey results to develop a management plan for the wetlands. The focus of these surveys was to determine if treated effluent from refinery operations were detrimental to wildlife using the treatment ponds.

Project Biologist, Integrated Natural Resource Management Plans, USAFE Air Bases in the United Kingdom and Turkey. Prepared Integrated Natural Resource Management Plans (INRMP) for several Air Force Bases in Europe. The purpose of the INRMP is to organize and direct the management of natural resources on an active military base without obstructing the base mission. Developed management plans for special-status plant and wildlife species as well as determined mitigation measures for future development on base.