



Integrated Natural  
Resources Management  
Plan and Environmental  
Document Preparation  
RFP #09-918-116



Submitted to  
County of El Dorado  
Procurement & Contracts  
June 10, 2009



# Integrated Natural Resources Management Plan and Environmental Document Preparation RFP #09-918-116

Prepared for

County of El Dorado  
Procurement and Contracts  
330 Fair Lane  
Placerville, CA 95667  
Attn: Purchasing Agent

Prepared by

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Date: June 10, 2009

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*A Company of Specialists*

June 10, 2009

Mr. Dan Lynch  
Sr. Department Analyst  
County of El Dorado  
Procurement and Contacts  
330 Fair Lane  
Placerville, CA 95667

Reference: Proposal for El Dorado County INRMP RFP # 09-918-116 (RECON Number P4963)

Dear Mr. Lynch:

RECON Environmental, Inc. (RECON) is pleased to submit this proposal to assist the County of El Dorado (County) in identifying alternative approaches for preparation of the Integrated Natural Resources Management Plan (INRMP).

RECON has worked with a broad diversity of clients and stakeholders over the past 23 years in the development and implementation of regional solutions to endangered species and natural resource issues. We look forward to the opportunity to applying this experience in the development of a straight forward and cost effective INRMP that addresses the needs of the County and its constituents.

RECON, which is based in San Diego, California, is a nationally recognized firm on the preparation of complex regional conservation plans, including numerous Natural Communities Conservation Programs (NCCP) and Habitat Conservation Plans (HCP). Our experience with other successful conservation planning efforts has shown that obtaining consensus among the stakeholders will require the blending of specific expertise that must include extensive local knowledge of biological resources, regional economic issues, and mandated state regulations for biological resources. For this process to be successful, it must satisfactorily address and reconcile the needs of the biological resources with the continuing growth and economic development of the region. Work must be performed to develop and maintain the highest level of trust possible among state and federal agency participants and affected stakeholders. RECON offers the professional skill set and people necessary to achieve these ends.

Recently we assisted Pima County (Arizona) develop the Sonoran Desert Conservation Plan, which integrated conservation of biological, historical, archaeological, open space, and ranchland resources as updated elements to their Comprehensive Plan. The biological resources element was prepared in lieu of a multi-species HCP, but anticipates the application for an HCP, if the County and stakeholders choose to pursue this avenue. We have worked with other clients to provide alternatives to HCPs to address sensitive species and biological resource issues.

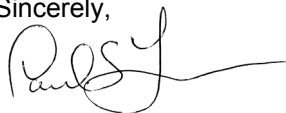
RECON has added Sycamore Environmental Consultants, Inc. (Sycamore) to the team as a subconsultant providing local biological resources expertise. Sycamore has worked on many public and private projects in El Dorado County and the City of Placerville. They are keenly aware of special-status species issues in western El Dorado County, including California red-legged frog and the Pine Hill Plants.

RECON has also included Ms. Rikki Schroeder of RMA Consultants on the team as an experienced consultant in the interpretation and implementation of local government natural resource policies in California. Mrs. Schroeder will play a key role in public participation and in working with the PAWTAC and ISAC.

I will be the project manager for this project. Please contact me if you have any questions about this proposal. I am also the contact person authorized to make representations for the organization and contractually bind the company. My contact information is:

Mr. Paul Fromer  
Principal/Agency Team Leader  
RECON Environmental, Inc.  
1927 Fifth Avenue  
San Diego, CA 92101  
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Sincerely,

A handwritten signature in black ink, appearing to read 'Paul Fromer', with a long horizontal flourish extending to the right.

Paul Fromer  
Principal

PSF:emp

Enclosure

## TABLE OF CONTENTS

### COVER LETTER

1.0	PROPOSER'S CAPABILITIES	1
1.1	EXECUTIVE SUMMARY	1
1.2	DETAILED DISCUSSION	3
2.0	BACKGROUND AND EXPERIENCE	8
3.0	WORK PLAN	26
4.0	INSURANCE REQUIREMENTS	29
5.0	COST PROPOSAL	31
6.0	REFERENCES	34
7.0	ADDITIONAL DATA	35

### Figures

1:	HCPs with RECON Involvement	10
2:	Team Organization	11
3:	Proposed Schedule	28

### Attachments

A:	Resumes
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# 1.0 Proposer's Capabilities

## 1.1 Executive Summary

RECON Environmental, Inc. (RECON) has assembled a high quality and experienced consulting team to assist the County of El Dorado (County) in the development of an Integrated Natural Resources Management Plan (INRMP). The RECON team will work closely with the Board of Supervisors (Board), County Staff, and the Plant and Wildlife Technical Advisory Committee (PAWTAC) and INRMP Stakeholders Advisory Committee (ISAC), and other participants to explore and identify appropriate and feasible strategies for the development of the INRMP, in the context of the diverse interests involved in the process. RECON has unmatched experience in working with local and federal government agencies in the development and implementation of plans that address natural resource issues, including:

- INRMPs for U.S. Navy facilities in southern California;
- Resource Management Plans (RMPs) for the Bureau of Land Management (BLM);
- Habitat Conservation Plans (HCPs) for counties and other local government agencies in California, Texas, Nevada, Arizona, and Delaware; and
- Natural Communities Conservation Program (NCCP)/HCPs for local governments and agencies in California.

All of these programs have involved working closely with elected officials, staff, resource agencies, and the public. RECON's specific role has been to facilitate discussions among the participants to identify the key achievable goals and objectives for the public processes, to develop a strategy or alternatives to achieve these goals and objectives, and to then provide the analyses and documents that support the decisions necessary to achieve these goals and objectives. Mr. Paul Fromer, who has been the project manager for almost all of these projects, will manage the overall team effort for the County.

RECON is teaming with Sycamore Environmental Consultants, Inc., (Sycamore) who will provide local biological, wetland, and other environmental consulting experience to the team. Sycamore has a reputation among the public and private sectors for the high quality and integrity of the work that they perform. The firm has worked on numerous public and private projects in the County and the City of Placerville, including biological, wetland, and permitting support for bridge and highway projects, linear features projects such as transmission lines and pipelines, and general and specific plan projects for local and regional governments and private developers. They have many years of experience working with special-status species issues in western El Dorado County, including California red-legged frog and the Pine Hill Plants and are familiar with all of the relevant data sources. Their role will be to provide input into the initial discussions and consensus on the key definitions, updating the inventory of biological data, evaluation of



the corridor and connectivity issues, and input into the development of alternative approaches. Sycamore is headed by Dr. John Little, who brings over 30 years of biological consulting in northern California, supported by his staff of biologists with years of local experience in El Dorado County. Dr. Little has managed and contributed the biological sections of many General Plan and Regional planning efforts such as the City of Santa Rosa Long-Term Subregional Wastewater Project Environmental Impact Statement (EIS)/ Environmental Impact Report (EIR) (50,000 acres); the City of Pleasanton General Plan Update EIR (48,000 acres); the City of Merced General Plan Update EIR Update (3,500 acres); the Hanford General Plan and EIR (30,000 acres); and the River Highlands Community Plan and EIR (22,000 acres). Dr. Little served as advisor for the 130,000 acre Eastern Merced County NCCP/HCP, for special-status plant species, special-status invertebrates, and vernal pool issues. Sycamore has prepared numerous comprehensive wetland mitigation and monitoring plans, habitat restoration plans, species-specific mitigation plans for plants and wildlife, operations & management plans, and bid specifications for many types of projects.

RECON has also added the capabilities of Ms. Rikki Schroeder the owner of RMA Consultants (RMA) who has extensive knowledge in all aspects of the land development process be it engineering, physical and policy planning and environmental regulations. RMA has worked with a variety of public agencies including many state, local, and federal entities. RMA was involved in the preparation and development of five regional multiple species programs over the last eleven years, including the City of San Diego Multiple Species Program (MSCP), County of San Diego Multiple Species Plan, Chula Vista MSCP, Orange County Central-Coastal NCCP and participated in the creation of the Riverside Multi-Species Habitat Conservation Plan (MSHCP). Ms. Schroeder currently sits on the North County MSCP Stakeholders Committee and the East County MSCP Stakeholders Committee where she emphasizes practicality in implementation over regulatory constraints. In this project, Mrs. Schroeder will play a key role in public participation and in working with the PAWTAC and ISAC.

As described in the Detailed Discussion (1.2 below) and in Section 3.0, Work Plan, the RECON-Sycamore team is structuring the process around the production of the key deliverables identified in the RFP. RECON proposes to have a number of workshops coordinated with regular PAWTAC and ISAC meetings; to review and receive input on key documents as they are developed, in order to build consensus in a step-wise process, focusing on:

- the identification of appropriate goals and objectives to achieve the specific goals of the General Plan Policies with respect to biological resources;
- the clear presentation of the strengths and limitations of the technical information;
- the appropriate strategy or strategies use of this information to develop strategies to address the General Plan Policies; and
- other strategies or alternatives that could address the General Plan Policies and achieve additional goals in a cost effective manner.

The key to our success in utilizing this approach in other large complex regional efforts has been the ability of our team, led by Mr. Fromer, to develop and maintain the trust and confidence of all of the participants including staff and elected officials, participating private and public interests, the environmental community, and the regulatory agencies.

## 1.2 Detailed Discussion

It is our understanding that several key issues will need to be addressed in the development of the INRMP for the County:

- the need and feasibility of accommodating north-south wildlife corridors in the plan area (the west slope of the County below 4,000 feet), particularly with respect to the existing Highway 50 corridor;
- the need for a compact, limited scope of work specifically addressing General Plan Policies, specifically focusing on the mitigation of impacts of existing and projected impacts identified in the General Plan Draft EIR;
- The incorporation of the Pine Hills plants into the INRMP; and
- The potential for incorporation of the Oak Woodland Management Plan into the INRMP.

Because of the project's history, another issue is the relationship between the necessary measures to implement the General Plan and additional costs and benefits of the development of an HCP/NCCP for the County. The RECON-Sycamore team recognizes that this is not the focus of this work effort, but our experience in the development of numerous and varied HCP/NCCP approaches, and more importantly, alternatives to the development of these plans, will be of value to the County in these discussions.

### Task 1. Map Important Habitat and Connectivity

#### a. Facilitate Discussions with PAWTAC, ISAC, and the Board of Supervisors to Define "Important Habitat," "Large Expanses," and Native Vegetation

There are a number of ways that facilitation with the Board, ISAC, and PAWTAC could proceed. RECON proposes a joint ISAC-PAWTAC meeting structure centered on the opportunity to review and discuss drafts of the key documents and to provide guidance in the development of subsequent work efforts. These meetings will allow for substantive input to the consultant team, without overextending the budget. These meetings will be combined with relatively frequent progress reports to the Board, allowing them to confirm that work is headed in the right direction. In both of these activities, RECON will coordinate closely with County staff. Another issue that arises



with respect to the scope is the development of indicator species. One of the initial efforts will be to develop a consensus on working definitions of terms such as Important Habitat. This term is used in the General Plan in Policy 7.4.1.6 but is not defined. It is the Project Team's experience that important terms must be defined in a manner that addresses the unique setting and conditions in each community.

## b. Utilize and Update INRMP Initial Inventory Mapping Layers

The RECON-Sycamore team is aware the County has already drafted an Initial Inventory Map that utilizes several existing layers including the Important Biological Corridor (IBC), oak woodland priority conservation areas, aquatic environments, migratory deer habitat, and other features. Sycamore is already in possession of, and familiar with, these data layers as well as other data sources that some of these layers were derived from including the California Department of Forestry and Fire Protection's Fire and Resource Assessment Program (FRAP), the County parcel map layer, and the California Natural Diversity Database. The RECON-Sycamore team has experience working with these layers on specific projects for the purpose of evaluation of impacts and could scale up to working with the same layers for all of western El Dorado County.

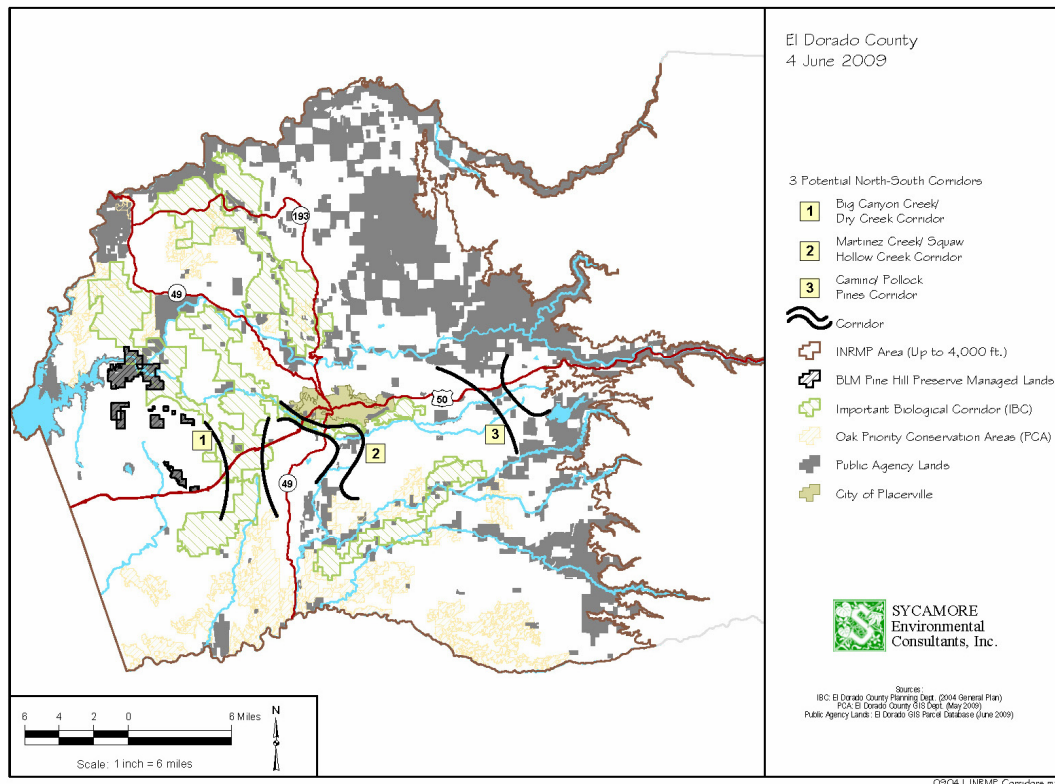
## c. Develop a Recommended List of Indicator Species

The RECON-Sycamore team understands the identification of corridors, and specifically north-south corridors across Highway 50, may be the biggest issue in the preparation of the INRMP. Further, the County identifies an approach of using indicator species in the RFP. The RECON-Sycamore team recommends using large-scale vegetative communities as the indicator species for the INRMP. The diversity of wildlife is dependent on the various vegetative communities present. For example, the INRMP could identify large expanses of intact grassland, chaparral, riparian broadleaf, and various conifer forests in a similar fashion to that of oak woodlands in the previously adopted Oak Woodland Management Plan (OWMP) (FRAP could continue to be used for consistency with the OWMP). Once the Priority Conservation Areas (PCA's) for other community types were added to the oak PCA's, an analysis of suitable corridors based on existing development and General Plan land use designations could begin. Once suitable corridors were identified, the existing IBC could be overlaid to identify potential changes in the IBC that could improve connectivity. The RECON-Sycamore team believes that the use of vegetative communities rather than wildlife species directly will result in an improved product because 1) large-scale maps of existing vegetation are already available, 2) this approach was already used in the OWMP, 3) this approach is more consistent with aerial photo analysis, and 4) the use of vegetation communities encompasses suites of species that use a particular habitat rather than needing to do a species by species analysis.

## d. Evaluate the Need for North-South Wildlife Movement Corridors and Linkages

The Highway 50 corridor may have already affected north-south wildlife movement to some extent. This planning effort must address this issue and its potential implications at the General Plan level: how and where remaining landscape connections exist and the relative value of remaining connections. The Saving and Greenwood study provides the background for this issue, which will need to be included in the discussion of potential solutions to address the north-south connectivity as required by the General Plan policies. This phase of work should focus on developing and facilitating practical solutions. Based on our initial review of map layers and our familiarity with the County, the RECON-Sycamore team believes there may be two additional options to a north-south corridor across Highway 50 in addition to the most often discussed western corridor. Parcel acquisition and/or conservation easements were discussed in the Saving and Greenwood study for the western corridor. An existing IBC designation also crosses Highway 50 in this location in the vicinity of Shingle Springs Drive and Greenstone Road. An additional opportunity exists in the eastern end of the plan area where federally owned lands are common. The second opportunity takes advantage of the existing Highway 50 bridge across Weber Creek and existing IBC designation in that location. Weber Creek may currently be the best place for wildlife to pass through the Highway 50 corridor between the more rural northern and southern areas of the County because there is a relatively long and high bridge over the creek. Most other creeks under Highway 50 west of Placerville have been placed in underground culverts. There is a substantial amount of publicly owned land along Martinez and Squaw Hollow Creeks (Cosumnes River watershed) to the south of the existing Weber Creek IBC (American River watershed). A review of aerial photographs of the area and the County General Plan reveals that development is not particularly extensive in this area, and a substantial amount of the land is designated as open space or rural residential. On the following page is a map, prepared by Sycamore, of western El Dorado County depicting several of the data layers from the County's initial inventory map and the potential corridor routes discussed briefly here.

Upon completion of this task, a comprehensive listing of options for ensuring adequate corridors will be described. These could include additional project design guidelines, regulatory and planning measures and facility construction or retrofit. The cost associated with each measure will be addressed.



## e. Deliverables.

The deliverable products for Task 1 include the administrative draft, public review drafts and final versions of Important Habitat Inventory Report and Map, Indicator Species Report and Analysis of North-South Wildlife Movement Corridors. As described above and shown on the project schedule, the RECON-Sycamore team will use the public review drafts of these documents as the focus of joint PAWTAC-ISAC workshops, as the primary means to for public input and for the development of consensus.

## Task 2. Assist the County in Identifying Alternative Approaches for Preparation of the INRMP

The RECON-Sycamore team recognizes that there is an essential tension between the desire to focus this effort on the implementation of the General Plan and the development of an NCCP or multi-species program. RECON has participated in planning efforts that have resulted in both of these outcomes, and will use this experience to assist the County in developing a strategy that best meets the needs of all of the participants and the resources.

Our proposed approach is to address exactly what is called for in the scope of work, building upon the cost effective nature of implementing the General Plan. This will create a solid base of biological information that can provide the framework for addressing endangered species and sensitive biological resource issues in the future, either by the County or individual affected parties.

### a. Identify a Range of Alternative Approaches

The RECON-Sycamore team will make use of the public review draft of the INRMP Implementation Alternatives Report, as the focus for a joint PAWTAC-ISAC workshop to review and refine the strategy to move forward into the next steps of the process.

### b. Assist the County in Preparation of a Revised Scope of Work

Based on the Final INRMP Alternatives Report, the RECON-Sycamore team will work with County Staff to prepare a revised Scope of Work, detailing the tasks and a schedule necessary to implement the next phase of the effort to comply with General Plan Policies 7.4.2.8.

### c. Deliverables

RECON will provide the administrative draft, public review drafts and final versions of the INRMP Implementation Alternatives Report and a revised Scope of Work.

## 2.0 Background and Experience

### Company Background

RECON is a company of specialists providing continuous environmental consulting services since 1972. We have successfully prepared more than 5,000 environmental documents and technical reports in compliance with the National Environmental Policy Act (NEPA), California Environmental Quality Act (CEQA) and other local, state, and federal regulations for projects in California. RECON is organized into three client-based teams to better serve the needs of our local/state agency clients, federal clients, and private development clients. RECON specialists are proficient in evaluating impacts to sensitive environmental resources and developing innovative and feasible mitigation strategies that meet the needs of our clients and the regulation requirements of lead agencies. RECON's in-house technical staff provides expertise in the fields of:

- ♦ acoustics
- ♦ air quality/climate change
- ♦ archaeology and prehistoric resources
- ♦ historic resources
- ♦ biological resources
- ♦ planning and land use
- ♦ CEQA/NEPA documentation
- ♦ agricultural resources analysis
- ♦ landscape architecture
- ♦ habitat conservation planning
- ♦ habitat restoration
- ♦ public outreach
- ♦ endangered species
- ♦ resource agency permitting
- ♦ geographic information systems
- ♦ visual resources
- ♦ mitigation and monitoring programs

### Technical Capabilities

Since its founding in 1972, RECON has emerged as a national leader in conservation planning. We have prepared HCPs and associated NEPA documents for regional planning efforts in California, Arizona, Nevada, Texas and Delaware (Figure 1). RECON has also prepared environmental documents to meet the requirements of the NEPA, both EISs and Environmental Assessments (EAs), for large-scale and complex HCPs involving single and multiple species coverage.

RECON has successfully completed numerous high-profile planning efforts that have entailed the reconciliation of endangered species and biological issues with the full range of land use, political, and economic concerns in diverse communities throughout the southwestern United States. RECON integrates state-of-the-art geographic information system (GIS) technological capabilities with widespread experience in environmental analysis of all aspects of land uses and extensive experience in public involvement and outreach. Of those high-profile conservation planning efforts, we have participated in seven regional, large-scale HCPs that have been awarded Section 10(a) incidental take permits.

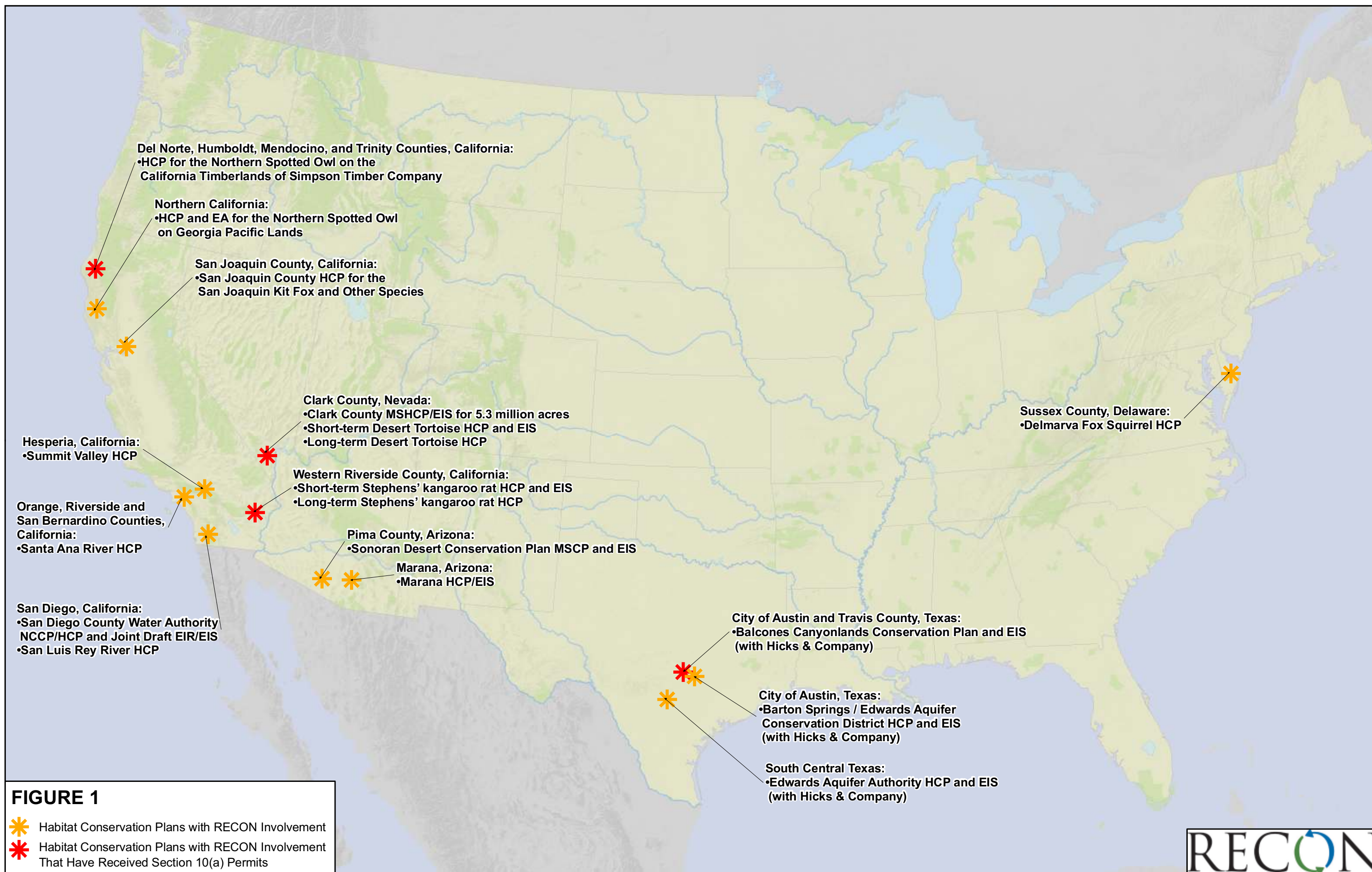
RECON has received national, regional, and international recognition for our environmental planning services. This includes state and national American Planning Association (APA) awards for our involvement on the Sonoran Desert Conservation Plan, a six-million-acre project in Pima County, Arizona. This plan also received the prestigious Ahwahnee Award of Honor from the Local Government Commission for its contribution in planning for smart growth in 14 western states. Our GIS exhibits for the Sonoran Desert Conservation Plan also received top honors at the ESRI International User Conference for two consecutive years. We have also received statewide awards from the California Association of Environmental Professionals (AEP), including the Outstanding Environmental Resources Document award for the Short-Term HCP for the Desert Tortoise in Clark County, Nevada. RECON prepared the Multiple Species HCP for Clark County, Nevada, which covered 79 species and 5.3 million acres. Interior Secretary Bruce Babbitt recognized this plan as the most advanced and complete HCP in the West, and one that will set the standard for future programs throughout the country.



RECON staff has an in-depth understanding of the federal, state, and local environmental statutes and regulations. We have extensive knowledge of the federal Endangered Species Act (ESA), Fish & Wildlife Conservation Act, Fish & Wildlife Coordination Act, NEPA, CEQA, and the Clean Water Act. RECON provides the following services related to habitat conservation planning and endangered species protection.

- ◆ Endangered Species Surveys
- ◆ HCPs for Federally Endangered Species
- ◆ Natural Resource Management Plans
- ◆ Section 7 Consultations
- ◆ Section 10(a) Permits
- ◆ Section 2081 Permits
- ◆ Implementing Agreements
- ◆ Biological Assessments
- ◆ Stakeholders Facilitation and Consensus Building
- ◆ Reserve Design
- ◆ Acquisition, Management, and Funding Programs
- ◆ Resource Agency Coordination
- ◆ Adaptive Management Programs





## Team Organization

The organization our project team is shown below in Figure 2. Mr. Paul Fromer, RECON principal and project manager for the El Dorado INRMP and environmental document preparation, brings to the County 29 years of experience in habitat conservation planning managing technical studies of sensitive, rare, and endangered wildlife species; assessing project-related impacts; and working with public and private sector clients and regulatory agencies to develop equitable mitigation.

Mr. Fromer will be supported by Sycamore, founded in 1991 and headquartered in Sacramento, and Ms. Rikki Schroeder, the owner of RMA Consulting, a 17-year old company. Summaries of key staff qualifications are shown below and complete resumes are also provided as Attachment A.

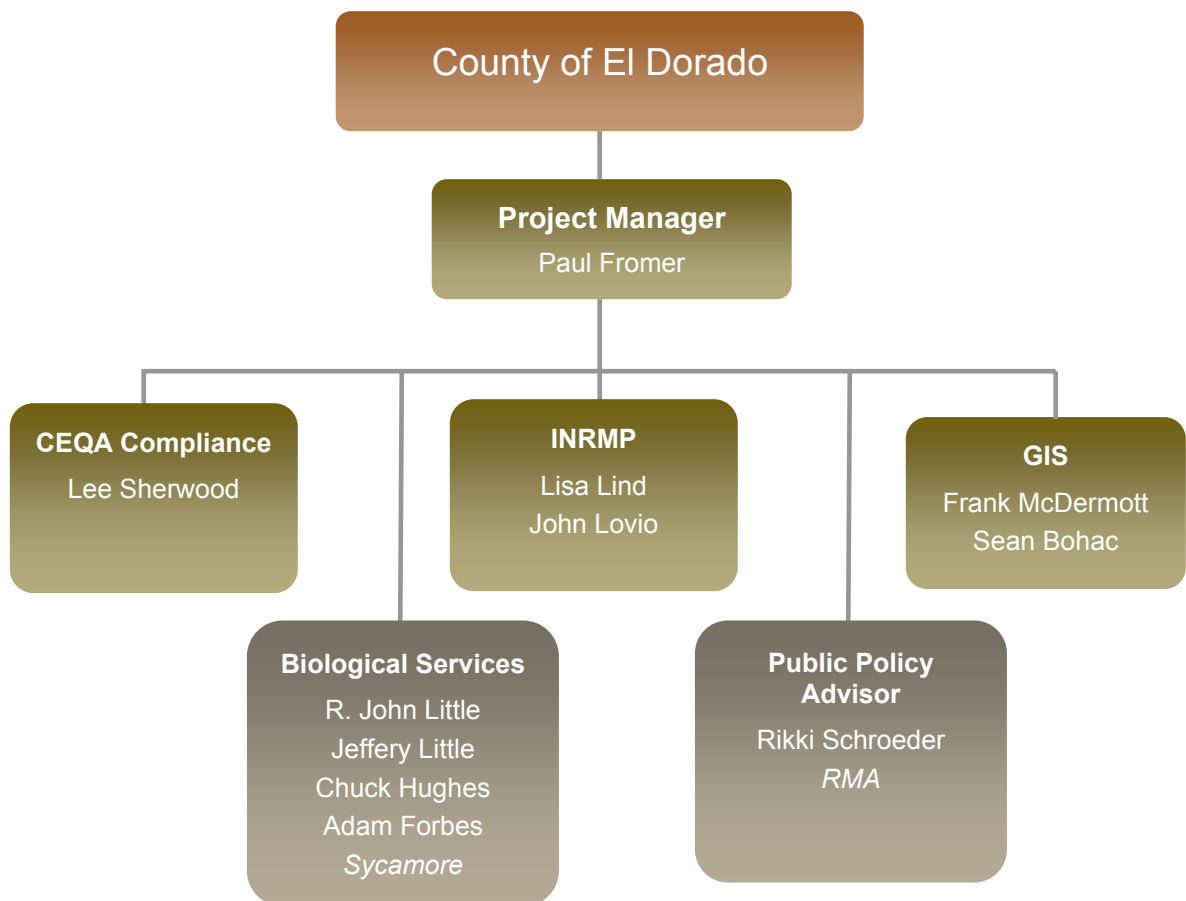


Figure 2  
Team Organization

## Paul Fromer *Project Manager*

As a principal biologist and conservation plan specialist with over 29 years' experience in conservation planning, Paul Fromer will serve as the Project Manager. Mr. Fromer will provide technical assistance to the County to identify alternative approaches for preparation of the INRMP and maintain regular contact with the Board of Supervisors, the Planning Commission, the Agricultural Commission, County Planning staff, PWATAC and ISAC.

Mr. Fromer has prepared implementable HCPs that are successfully operating. Over the past 15 years he has prepared twelve regional conservation plans, along with numerous smaller plans. Seven of the 12 regional plans have been awarded Section 10(a) permits and development projects are now ongoing in the permitted areas and conservation plans are now being implemented. Mr. Fromer's experience ranges from the timberlands of northern California to the Edwards Plateau of Texas. The following are a few of his regional plans: the HCP for northern spotted owl on 400,000 acres of California Timberlands in northern California; short- and long-term HCPs for Stephens' kangaroo rat in western Riverside County; Multiple Species HCP for all of Clark County, Nevada; short- and long-term HCPs for desert tortoise for all of Clark County, Nevada; and.

Mr. Fromer's experience with endangered species planning and implementation has earned him a national reputation. He participated in a workshop held for a joint subcommittee staff of the Senate and House of Representatives in Washington, D.C., which addressed modifications to the federal ESA. Mr. Fromer has twice been an instructor for the National Conservation Training Center's course on Habitat Conservation Planning offered to Department of Interior staff. Mr. Fromer is an excellent public speaker and in public hearings or presentations his audiences have confidence in his integrity and knowledge.

## Lee Sherwood *CEQA Advisor*

Ms. Sherwood has over 26 years of experience managing and preparing environmental documents in conformance with CEQA. He is an expert in CEQA regulations, guidelines, and procedures and specializes in complex, controversial, and large-scale planning and development projects. His experience in preparing environmental documents includes the Program EIR for the Otay Mesa Community Plan; EIR/EA for the Wildcat Canyon Road in San Diego; and technical studies for the Commons at Mt. Burdell in Novato.

## Lisa Lind

### INRMP Preparer

Ms. Lind prepares CEQA and NEPA compliance documents and is proficient in document preparation, issue analysis, report writing, and client and agency coordination. She has worked on evaluating the environmental effects of community plans and prepared conservation plans and joint federal-state environmental documents for federal HCPs as well as state NCCPs. She is the primary author for the Summit Valley HCP in Hesperia. Her other pertinent projects include the NCCP/HCP for the Otay Water District; the San Diego County Water Authority NCCP/HCP and EIR/EIS; the Riverside Encroachment Permit MSHCP Compliance Letter for Railroad Crossing No. 6; and the Vallecitos Water District Low Effect HCP.

## John Lovio

### *Senior Wildlife Biologist*

Mr. Lovio's field experience as a wildlife ecologist emphasizes bird study, but also includes extensive experience with other terrestrial vertebrates; butterflies; vegetation sampling and mapping; characterization of landscape-level habitat elements; and fire/disturbance ecology. Mr. Lovio combines these elements with a practical consideration of island biogeography, temporal habitat change, and wildlife population structure in anticipating project effects, interpreting the value of lands, evaluating restoration efforts, and other aspects of conservation planning in natural and man-altered environments. His representative projects include the NCCP Sub-Area Plan for the City of Poway and assessment of the NCCP for the Helix Community Conservancy.

## Frank McDermott

### *GIS Manager*

Mr. McDermott has more than eleven years of experience working with biologists and environmental analysts to compile, analyze, and synthesize data from various sources, including data generated from the field using GPS technology as well as data created through digitizing and other secondary sources. His representative projects include GIS analysis and mapping for several regional HCPs such as the Phase I NCCP/HCP and EIR/EIS for the San Diego County Water Authority; the Pima County MSCP for the Sonoran Desert Conservation Plan; the Delmarva Fox Squirrel HCP; and the Summit Valley HCP. Prior to joining RECON, Mr. McDermott worked as a GIS analyst for the City of Encinitas, where he was the project manager for the implementation of the City's enterprise-wide management system.



## Sean Bohac *GIS Analyst*

Mr. Bohac has over seven years of GIS experience. He works closely with RECON biologists, archaeologists, and environmental analysts to compile, analyze, and synthesize data from various sources including data generated from the field using GPS technology, digital engineering drawings, and data created through digitizing and other secondary sources. His representative projects include GIS analysis and mapping for the Sussex County Delmarva Fox Squirrel HCP; BLM South Coast Draft RMP; and the Otay Mesa Community Plan Updates.

## R. John Little, Ph.D. *Lead Biologist*

Dr. Little has over 30 years experience conducting biological studies as an environmental consultant. He is a trained wetland delineator, a Certified Arborist (WE-1057A), holds a U.S. Fish and Wildlife Service (USFWS) recovery permit for vernal pool crustaceans (TE799564-2), and holds a California Department of Fish and Game (CDFG) Scientific Collecting Permit (#801073-04), and CDFG Rare, Threatened and Endangered Plant Voucher Collecting Permit (#09054).

Dr. Little has completed 150 bridge and highway projects in the last 20 years including over 90 Caltrans Natural Environment Study Reports. He conducts jurisdictional wetland delineations and surveys and conducts surveys and technical analyses for threatened and endangered plant and wildlife species. He prepares permit applications for section 404 permit applications and Fish and Game 1600 Streambed Alteration Agreements. He has prepared numerous wetland mitigation and monitoring plans and revegetation and erosion control plans. His representative projects in the County include Pine Hill Cloud Seeder Project, SMUD, Green Valley Road Bridge NES, Cameron Park Community Center, Home Depot at Hangtown Creek, Gateway Hotel & Gas Station, Placerville, and Heavenly Valley Master Plan EIR/EIS.

## Jeffery Little *Biologist/GIS*

Mr. Little has over 16 years of experience as an environmental consultant. He is the CAD/GIS Manager responsible for data collection, map creation, impact analyses, and report preparation. He supervises biological and cultural monitors and conducts environmental analysis for route selection. Mr. Jeff Little consults with the U.S. Army Corps of Engineers (USACE) to obtain Section 404 Nationwide permits, with USFWS for both formal and informal Section 7 Consultations, with the CDFG to obtain 1602 Streambed Alteration Agreements, and with the Regional Water Quality Control Board (RWQCB) to obtain Water Quality certifications. Mr. Little's representative projects in the County include Cameron Park Community Center and Green Valley Road at Tennessee Creek NES.

## Chuck Hughes *Botanist/Biologist*

Mr. Hughes has over seven years experience as a consulting biologist and prepares biological/botanical resource evaluations, jurisdictional delineations, arborist reports, impact analyses, and mitigation and restoration plans. He prepares biological/botanical resource evaluations, jurisdictional wetland delineations, arborist reports, impact analyses, and mitigation and restoration plans. He is an ISA Certified Arborist (WE-6885A), holds a USFWS recovery permit for vernal pool crustaceans (TE799564-2), and holds a CDFG Rare, Threatened and Endangered Plant Voucher Collecting Permit (#08053), and a CDFG Scientific Collecting Permit (#801267-05).

Mr. Hughes routinely conducts analyses for El Dorado County specific policies including oak woodlands/canopy (GP Policy 7.4.4.4), stream and wetland setbacks (GP Policy 7.3.3.4), and the Important Biological Corridor overlay (GP Policy 7.4.2.9). Mr. Hughes' has detected and reported to the County and/or CDFG special-status species populations of substantial conservation concern including El Dorado bedstraw, Stebbins' morning-glory, Pine Hill ceanothus, Layne's butterweed, El Dorado County mule's ears, Red Hills soaproot, California horned lizard, and Jepson's onion, as well as numerous sensitive natural communities.

## Adam Forbes *Botanist/Biologist*

Mr. Forbes as over nine years experience conducting biological studies for the public and private sector. He conducts plant and wildlife surveys, conducts jurisdictional delineations, prepares and edits reports, serves as assistant project manager, and conducts informal consultations with regulatory agency personnel. Mr. Forbes provides technical support for wetland delineations, biological resource evaluations, mitigation plans, and other documents used in the CEQA/NEPA process. He holds a CDFG Scientific Collecting Permit (#802060-04). Mr. Forbes conducted biological and wetland services for the County's Cameron Park Community Center, Teichert Sacramento Quarry, West El Camino Bridge Repair at Natomas East Main Drainage Canal, Pleasant Valley Road Bridge, Grayson Road Bridge Seismic Retrofit at Laird Slough, Shiloh Road Bridge Seismic Retrofit at Tuolumne River and for Yolo County Roads 29 and 89.

## Rikki Schroeder *Public Policy Advisor*

In the course of her 31 year career, Rikki Schroeder has prepared and supervised the preparation of full EIRs, Specific and Precise Plans as a project manager for a major engineering company (now known as PRC). She has worked for the Department of Water Resources in Sacramento and Red Bluff, the Baldwin Company and McKellar Development. Ms. Schroeder has extensive knowledge in all aspects of the land development process be it engineering, physical and policy planning and environmental



regulations. She has worked with a variety of public agencies including many state, local and federal entities.

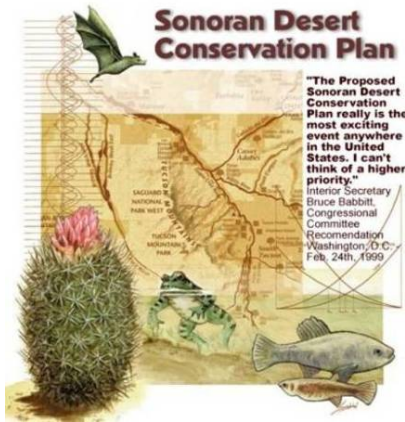
Ms. Schroder was heavily involved in the preparation and development of five regional multiple species programs over the last eleven years, including the City of San Diego MSCP, County of San Diego Multiple Species Plan, Chula Vista MSCP, Orange County Central-Coastal NCCP and participated in the creation of the Riverside MSHCP.

## Project Experience

### Sonoran Desert Conservation Plan EIS and Pima County Draft MSCP

The Sonoran Desert Conservation Plan (SDCP) represents a cooperative program of planning and conservation aimed at developing a regional multiple species conservation program for Pima County's nearly six-million acres. The conservation plan is a regional ecosystem-based multiple species plan developed in cooperation with state and federal agencies, environmental groups, the ranching community, property rights advocates, and the business community. RECON was selected to provide biological consulting services for the plan. The responsibilities include preparation of the HCP and an EIS in conformance with NEPA.

In less than six months, RECON acquired, cataloged, and used for analyses a 40-gigabyte database representing over 1,000 data layers. This database has provided the basis for conducting intensive analyses and detailed technical reports on land cover, land management and potential threats, species accounts, habitat modeling and analysis, and reserve design considerations.



Species information was synthesized and mapped in a species accounts report. Important habitat associations were stored in a species-environment matrix that served as model parameters for habitat suitability modeling. Modeling was performed in ArcView Spatial Analyst and automated with Avenue programming to accommodate alternative scoring of habitat characteristics for each of 56 species. Models and resulting habitat suitability maps were presented in the Habitat Data Analysis report, which will provide the basis for model review and revision through discussions with the Science and Technical Advisory Team and other species experts.

The results of these analyses were used to construct reserve design alternatives as part of the EIS. These alternatives incorporate ecological concepts of reserve design (such as patch size and fragmentation) into spatial data layers, then combining these layers in various models to produce alternative reserve design surfaces. RECON is using the NEPA process to optimize and analyze biological, economic, and other constraints to balance the competing needs of the County.

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*"The RECON team has guided the Science Team and worked as a true partner in developing the Pima County Sonoran Desert Conservation Plan. This partnership has resulted in a planning initiative which has received more than a dozen state, regional, and national awards...We would not have achieved this level of success without the RECON Team. It has been a privilege and an honor to be able to work with RECON."*

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– Ms. Maeveen Behan, Former Assistant to the Pima County, Arizona, Administrator

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## Northern Spotted Owl HCP

Simpson Timber Company is a private corporation owning hundreds of thousands of acres of both old and new-growth forest, much of which is occupied by the northern spotted owl, a federally listed endangered species. To continue harvesting, Simpson was directed by the USFWS to prepare an HCP to document survival of this species on lands under their management.

RECON's initial effort for the Simpson Timber Company included evaluating recent federal and state actions that affect the management and regulation of timber activities on lands where owls may occur. Existing biological data were reviewed and RECON documented preliminary consultations with the USFWS, CDFG, and Simpson staff to identify regional and site specific issues. RECON then explored the necessity/feasibility of developing a short-term interim "no take" management plan in accordance with the California Board of Forestry's new rules for timber harvest plans. However, after reviewing the unique characteristics of Simpson's lands and the unusually high density of northern spotted owls, it was determined that an HCP would preclude the need for a "no take" plan if it could establish that past, present, and proposed timber management practices will result in only an "incidental" take of the species.



RECON prepared the NEPA EA for the Issuance of a Permit to Allow Incidental Take of the Northern Spotted Owl on the California Timberlands of Simpson Timber Company. The EA evaluated the potential impacts of the plan on the northern spotted owl, other species of concern, water quality, growth and socioeconomics, and cumulative impacts. A finding of no significant impact was determined by the USFWS.

The planning process was unique in that no public involvement was required. The plan area was under the sole ownership of the Simpson Timber Company. The applicant established a cooperative working agreement with the regulatory agencies: California Department of Fire Prevention and Protection, USFWS, and CDFG. The biology was complex due to the complicated interaction of the Redwood Forest. The plan needed to assure a long-term population of the northern spotted owl on managed forest lands. The plan was developed and approved in two years.

## Balcones Canyonlands Conservation Plan and EIS

The RECON - Hicks & Company Team first joined forces to prepare the Balcones Canyonlands Conservation Plan (BCCP) in Travis County, Texas, which resulted in the issue of a Section 10(a) permit for the incidental take of the black-capped vireo, golden-cheeked warbler, and six species of karst-dwelling invertebrates to the City of Austin and Travis County. The Team prepared a



combined HCP/EIS document.

The development of the BCCP and EIS is impressive, given the long history of controversy in the region surrounding the conflict between environmental and development interests. Successful completion of the BCCP and EIS resulted from recognition of the need to reconcile the needs of endangered species and associated biological systems with the needs of the regional economy. Development of consensus and compromise required to achieve this success was facilitated by the abilities and technical expertise of RECON and Hicks & Company.

In addition to the listed species, 36 non-federally listed species of concern found within the BCCP area were also protected, thereby precluding the future need for their listing. The total acreage of the permit area is approximately 560,000 acres. The BCCP is especially noteworthy for several reasons. First, the project was so controversial that all participants agreed to bring in a nationally known consulting firm to prepare the EIS (RECON). Second, it was at the ceremony for the approval of the BCCP that Bruce Babbitt, Secretary of the Interior, made his famous promise to the development community that implementation of an approved HCP would bring “No Future Surprises.”

## Clark County MSHCP and EIS, Clark County

RECON prepared a combined MSHCP and EIS for Clark County, Nevada. Clark County is one of the fastest-growing areas in the country and encompasses 5,319,000 acres, of which approximately 92 percent is under federal jurisdiction. Five federally listed species and three candidate species are found within the county. Clark County has developed an HCP and received a permit under Section 10(a) of the federal ESA that allows incidental take of desert tortoise. RECON prepared that plan and the supporting NEPA EIS.



The MSHCP extends coverage to an additional 79 species, including birds, mammals, reptiles, amphibians, invertebrates, and vascular and non-vascular plants. The plan area includes 11 ecosystems comprised of 18 native vegetative habitats ranging from alpine to creosote scrub and owned or managed by six federal agencies, Native Americans, State of Nevada, local government, and private interests.

The Clark County MSHCP received national recognition in December 2000 when then U.S. Secretary of the Interior, Bruce Babbitt, signed the permit at a ceremony in Las Vegas, Nevada. As part of the work effort leading up to this event, RECON staff attended steering committee meetings, public hearings, and public scoping meetings. RECON created over 200 layers of GIS information and generated two NEPA EISs and one combined HCP/EIS document. The BLM, USFS, and National Park Service have also approved the Plan. The California AEP honored RECON with the statewide “Outstanding Environmental Resources Document of the Year” award for our exceptional work on this plan.”

## Town of Marana HCP

As the town of Marana continues to experience considerable population growth, conservation of natural resources has been and continues to be an important consideration for the Town in planning future land use. Through this HCP, the Town is committing to implement certain conservation actions that will avoid, minimize, and/or mitigate the impacts on specified species that could occur as a result of planned urban development and associated capital improvement projects expected to occur within the Town over the next 25 years.



RECON is preparing this HCP to support the Town's application to the USFWS for an Incidental Take Permit in conformance with Section 10(a)(1)(B) of the Federal ESA. The planning area encompasses approximately 168,000 acres, and includes thirteen target species including the cactus ferruginous pygmy-owl, burrowing owl, southwestern willow flycatcher, western yellow-billed cuckoo, lesser long-nosed bat, pale Townsend's big-eared bat, Merriam's mesquite mouse, Tucson shovel-nosed snake, ground snake, Mexican garter snake, desert tortoise, lowland leopard frog, and talus snails. In support of this planning effort, RECON is participating in Technical Biology and Stakeholder groups, conducted a baseline Invasive Species Survey, and will be assisting the Town with revisions and updates to its Land Development Code and roadway design guidelines.

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*"The Town of Marana has worked extensively with RECON Environmental on the development of our Habitat Conservation Plan. They are very timely with their responses and are definitely team players...They have assisted the Town in meeting all deadlines, have maintained within the budget, have been able to lead meetings when needed, produce necessary documents (HCP, EIS, meeting minutes, surveys, etc.) all within the scope of the project. They are a fantastic and key firm in our HCP development."*

Ms. Jennifer Christelman  
Manager, Environmental Engineering Division  
Town of Marana

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## BLM Yuma Field Office RMP/EIS

RECON assisted the BLM, Yuma Field Office (YFO) in the preparation of an RMP/EIS describing and analyzing five alternatives for managing approximately 1.3 million acres of BLM-administered land in southwest Arizona and southeast California. The YFO was on a compressed schedule to publish the Draft RMP/Draft EIS in accordance with State Director timelines. Under a compressed schedule (100 days from date of award), RECON prepared Chapter 2 and Chapter 4, and revised Chapter 3 in order to be consistent with the overall document of the Draft RMP/Draft





EIS. In order to ensure successful completion of this project within BLM's required time frame, RECON staff went to the YFO office to work closely with BLM YFO staff, and BLM staff came to our office to join us in final visual checking of hardcopy documents prior to final production. As a result of this collaborative approach, RECON completed the document on schedule and within budget.

As a result of our performance on the development of the Draft RMP/Draft EIS, RECON was selected to assist the YFO in preparation of the Proposed RMP/Final EIS (PRMP/FEIS). This included assisting with a series of public meetings held in southwestern Arizona; receiving, analyzing and cataloguing public comments; preparing appropriate responses to comments; working with YFO to consider changes to the DRMP/DEIS decisions and actions; preparing an Administrative Draft for state and Washington D.C. office review; and producing a final, camera-ready document for federal publication. The PRMP/FEIS was published in early 2008 and the final Approved RMP/FEIS and the Record of Decision (ROD) is now complete and awaiting signature by the State Director. The ARMP and ROD will be used as primary guidance for YFO land management decisions for the next 20 years.

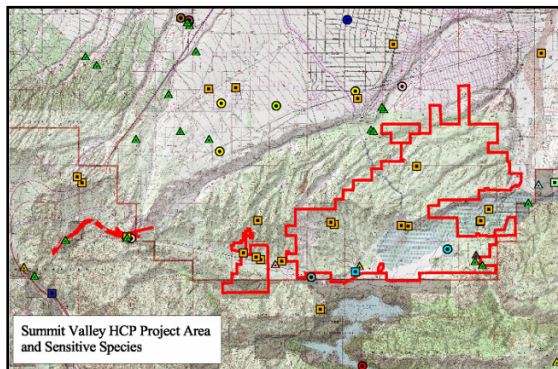
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*"Contractor excelled at meeting existing schedules for deliverables within short timeframes. Communications occurred over e-mail, telephone and with personal visits to the office which was a key element in meeting the short timelines. Contractor facilitated the schedule process to ensure interim deadlines were met."*

Patricia Bailey  
RMP Team Lead, BLM Yuma Field Office

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## City of Hesperia Summit Valley HCP



RECON is preparing an HCP for the City of Hesperia that covers three projects - proposed developments of Summit Valley and Rancho Las Flores, and re-alignment of Highway 138. The HCP is being prepared as a single document that combines the requirements of Section 10(a) of the ESA, NEPA, and CEQA. This single document covers the considerations of the three policies including measures to minimize

potential effects and mitigate any unavoidable effects to covered species required by Section 10(a); analysis of alternatives and comparison of effects including no action required by NEPA; and evaluation of the proposed action from the perspective of plan participants required by CEQA.

The three species of concern are the southwestern arroyo toad, a federally listed threatened amphibian that is known to occur on site, the southwestern willow flycatcher and the least Bell's vireo. This project involves compiling available biological surveys, reports and environmental documents to evaluate and determine potential impacts, as well as develop a suitable HCP that will address and resolve environmental concerns and comply with regulations. After information is compiled and reviewed, additional field

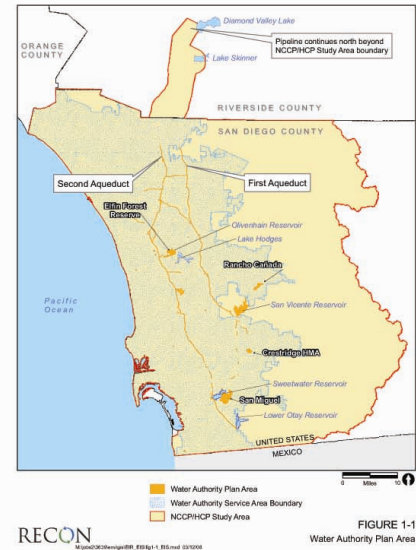


surveys may be necessary to delineate affected biological resources, with an emphasis on the three target species.

## SDCQA Phase I NCCP/HCP and Joint EIR/EIS

The San Diego County Water Authority (Water Authority) initiated an NCCP/HCP in the late 1990's to establish a logical approach to biological mitigation for the Water Authority's planning, construction, and maintenance of facilities, while improving coordination of mitigation efforts to maximize the overall conservation benefits for biological diversity.

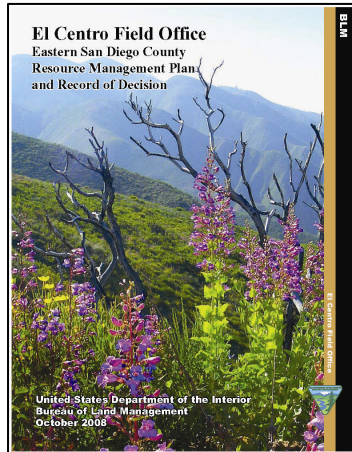
RECON is assisting the Water Authority in completing the NCCP/HCP, which was developed to fulfill the requirements for issuance of an incidental take permit under the federal ESA and take authorization under the California ESA. The NCCP/HCP benefit is to protect the region's biological resources, in addition to streamlining the Water Authority's regulatory compliance which provides 25 years of ESA and CESA approvals for covered species. RECON has incorporated critical operation and maintenance activities such as right-of-way patrols, access road maintenance, reservoir draw-downs, and wetland issues. In addition, we are preparing an adaptive management section and coordinated with wildlife agencies for implementation of the HCP/ NCCP.



In support of the NCCP/HCP, RECON prepared a joint Draft EIR/EIS pursuant to CEQA and NEPA guidelines. Document preparation involved evaluation of critical issues, such as biological resources and growth-inducing impacts, GIS analysis, and public outreach. Other issues evaluated include water resources, land use, public services and utilities, socioeconomics, and environmental justice.

## Eastern San Diego County RMP/EIS

RECON worked closely with the BLM El Centro Field Office to develop an RMP for the Eastern San Diego County (ESDC) Planning Area (103,303 acres), analyzing it within the context of an EIS under NEPA. RECON was responsible for developing all chapters of the RMP/EIS. The Proposed RMP/Final EIS was published in November 2007 and the Record of Decision was signed in October 2008. In addition to preparation of the RMP, RECON staff also prepared the BA that has been submitted to USFWS in support of the federal endangered Species Act Section 7 Consultation.



The ESDC RMP/EIS was a fast-track project. RECON's strategy for successful and timely completion of the ESDC RMP/EIS involved embedding RECON staff in the BLM El Centro Field Office and working one-on-one with BLM staff. RECON also conducted social and economic workshops and visual resources assessments as part of the overall project, and coordinated stakeholder participation in the planning process, keeping stakeholders informed of the status and direction of the project.

As part of the visual resource assessment for this project, RECON also prepared an updated visual resources inventory for the planning area. The study involved the review and evaluation of the existing Visual Resource Management (VRM) classes, evaluating five specific use areas, and addressing two wilderness areas, seven wilderness study areas, and two areas of critical environmental concern. The visual inventory was conducted in accordance with the BLM Visual Resource Management system and BLM Handbook H-8410-1 for determination of VRM classification on public lands with results incorporated into the Affected Environment and Environmental Consequences chapters of the RMP/EIS.

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*"This plan has been one of the more challenging plans to complete and I appreciate the professionalism everyone involved demonstrated. It is a fine plan and one all of us in BLM can be proud of completing for the public."*

Mike Pool, BLM State Director

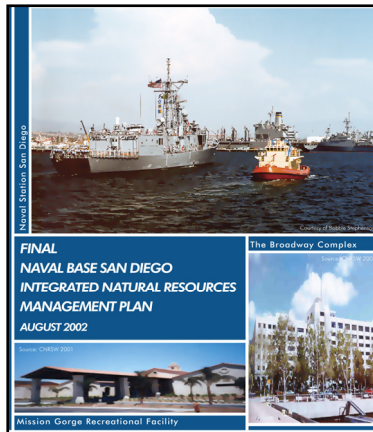
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## Baseline Inventory for Naval Base Coronado, NB Point Loma, and NB San Diego

RECON is under contract to complete natural resources baseline inventory surveys on 35 Navy family housing areas affiliated with Naval Base San Diego, Naval Base Coronado, and Naval Base Point Loma. The purpose of this project is to perform a complete natural resources baseline inventory on the open space areas affiliated with these housing sites and summarize the results of those surveys in a comprehensive report. Under this contract, RECON biologists have begun to conduct general wildlife surveys, including avian, mammals, herpetological, and invertebrate surveys; mapping of the vegetation; mapping of invasive, exotic, and noxious plants species; focused rare plant surveys; and mapping of wetlands and vernal pools. Each of the 35 sites will be evaluated for each of these natural resources, and data collected as appropriate. In addition to the general surveys, protocol surveys for coastal California gnatcatcher and listed fairy shrimp species, and a wetland delineation will be conducted.

## INRMP and EA for Naval Station San Diego

RECON prepared an INRMP and EA as required by the Sikes Act Improvement Act of 1997 for Naval Station San Diego. The INRMP and EA documents were prepared as companion volumes according to "Guidelines for Preparing Integrated Natural



Resources Management Plans for Navy Installations” (1998) and “Guidance on Preparing National Environmental Policy Act Documents for Integrated Natural Resources Management Plans” (1998). The final INRMP included Memoranda of Understanding with USFWS and CDFG as required by the Sikes Act, and the EA resulted in Findings of No Significant Impact (FONSI). The INRMP and EA present resources management objectives for the use and conservation of natural resources on all facilities at Naval Station San Diego, and are compatible with the military mission. The INRMP provides baseline information for development of master plans and other NEPA documents for proposed and future actions. RECON participated in meetings and interviews to coordinate and build consensus among many different military and non-military entities that would be affected by the plan and to identify key issues that were addressed in the plan. The plans addressed conservation from the military point of view and also provided recommendations based on ecological needs of the existing resources. The plans developed goals, policies, and specific actions for implementation over a five-year period.

## Green Valley Road at Weber Creek Bridge Replacement

Sycamore Environmental is under contract to the County Department of Transportation to prepare the biological technical reports, Caltrans Natural Environment Study, and permit applications for the replacement bridge over Weber Creek. This particular project involves very similar issues, in the context of a specific project, which will need to be addressed in the eventual INRMP. Namely, the occurrence of California red-legged frog in upstream areas of Weber Creek, the current designation of part of the Creek as an Important Biological Corridor, and the analysis of the potential for the U.S. Highway 50 bridge over the Creek to serve as a north-south movement corridor for wildlife.



## Cameron Hills

The approximately 20 ac project is in Cameron Park and contains multiple Pine Hill plant species. The project is moving through the County review process after the appellate court decision on the Congregate Care case that ruled that the current County rare plant fee does not mitigate impacts to Pine Hill plants to less than significant. Sycamore Environmental have met with representatives of County planning, the Department of Fish and Game, and the California Native Plant Society to try to propose mitigation that satisfies the parties.

## Indian Creek Ranch



The approximately 180 acre project is near the edge of the Placerville periphery community region. Sycamore Environmental completed a jurisdictional delineation, biological resources evaluation, a botanical inventory, and an oak canopy analysis for the project. Concerns over biological corridors and the 2002 Saving and Greenwood study emerged as the project moved through the County review process. Sycamore Environmental prepared a series

of maps that adapted the Savings and Greenwood map to the specific project review maps that allowed County decision-makers to more accurately evaluate the project in light of the Savings and Greenwood study.

## 3.0 Work Plan

RECON proposes to follow the scope of work as presented in the RFP. Our approach is embodied in the El Dorado INRMP Proposed Schedule (a timeline of key milestones), and incorporates a series of workshops focused on key document milestones. In these workshops, the public review documents will serve as the basis for discussion and development of consensus with the PAWTAC, ISAC, the interested public, and ultimately the Board, on the key baseline information and concepts to be used in the development of the INRMP alternatives and the final selection of an alternative that will move forward. We have used this draft document approach successfully in the development of a number of large scale projects including:

- A regional multi-species HCP for Clark County, Nevada;
- The Sonoran Desert Conservation Plan, a Natural Resources Conservation Element of the Comprehensive Plan for Pima County, Arizona; and
- Yuma RMP and East San Diego County RMP for the BLM.

Following the RFP, the specific project tasks include:

### Map Important Habitat and Connectivity

- a) Facilitate discussions regarding GPP 7.4.2.8 definitions
- b) Update INRMP Initial Inventory Map
- c) Develop Indicator Species list
- d) Evaluate north-south wildlife movement linkages
- e) Documents/action:
  - Prepare Important Habitat Inventory Report and Map (Administrative draft, Public review draft, and Final)
  - Prepare Indicator Species Report (Administrative draft, Public review draft, and Final)
  - Prepare Analysis of North-South Wildlife Movement Corridors (Administrative draft, Public review draft, and Final)

### Alternative Approaches for INRMP

- a) Identify range of alternative approaches
- b) Scope of work for compliance with GPP 7.4.2.8
- c) Documentation:
  - Prepare INRMP Implementation Alternatives Report (Administrative draft, Public review draft, and Final)

## Timeline of Key Milestones

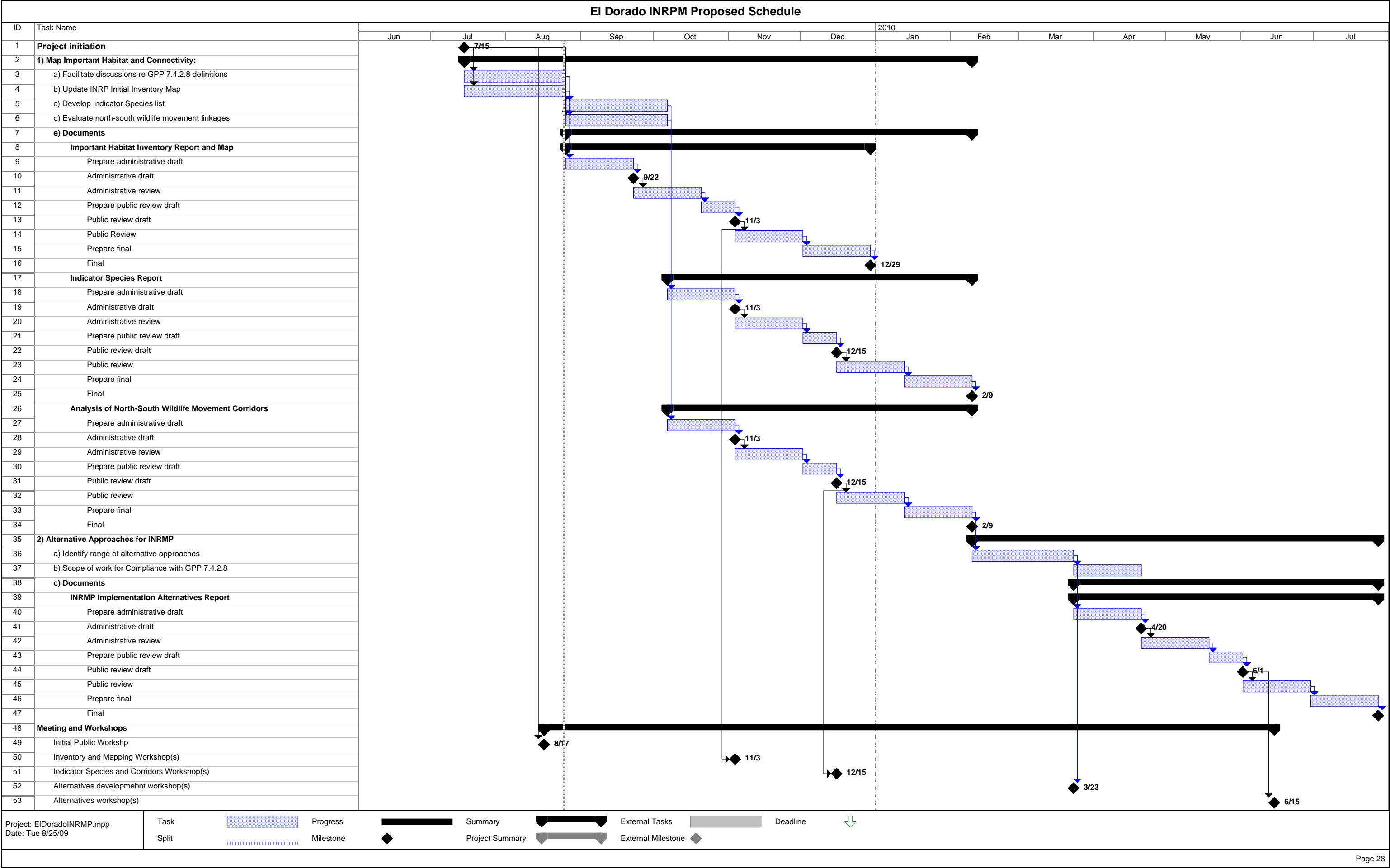
Additional meetings with County staff and with PAWTAC and ISAC may also be necessary to address specific issues in the implementation of this contract. RECON will provide monthly progress reports during the term of the contract.

Assuming project initiation in mid-July, RECON would propose to make a presentation to the Board, PAWTAC, ISAC, and interested parties to provide an overview of our approach to this effort. This would occur early in the process, in mid-August, in order to solicit input and establish a working relationship and initial level of trust with the key players. Subsequent workshops would focus on the Inventory and Mapping Report, in November, and on the Indicator Species and Corridors Reports, in December or January.

Two workshops would focus on the development of alternatives, one early in the alternatives development phase (in March 2010), and a second to discuss specific proposed alternative approaches (in June 2010).

The proposed schedule would result in completion of the INRMP Implementation Alternatives Report approximately 12 months from initiation of the project, in July of 2010.





## 4.0 Insurance Requirements

RECON's insurance complies with the requirements set forth in Exhibit A of the RFP.

RECON's insurance coverage is provided by Cavnac & Associates. Our coverage and policy limits are listed below and a sample insurance certificate is attached. We have no outstanding claims.

General Liability .....	\$1,000,000 with \$2,000,000 aggregate
Professional Liability .....	\$1,000,000
Automobile .....	\$1,000,000
Workers Compensation .....	Limits as required by the State of California

# ACORD™ CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YY)  
07/01/08

PRODUCER 0A99520 1-619-234-6848

Cavignac &amp; Associates

450 B Street, Suite 1800

San Diego, CA 92101-8005  
Jeffrey W. CavignacINSURED  
RECON Environmental, Inc.

1927 Fifth Avenue

San Diego, CA 92101

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW.

## INSURERS AFFORDING COVERAGE

INSURER A: Travelers Property Casualty Company of America

INSURER B: The Travelers Indemnity Company of Connecticut

INSURER C: Greenwich Insurance Company

INSURER D:

INSURER E:

## COVERAGES

THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. AGGREGATE LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	POLICY NUMBER	POLICY EFFECTIVE DATE (MM/DD/YY)	POLICY EXPIRATION DATE (MM/DD/YY)	LIMITS	
A	GENERAL LIABILITY	6802646L966	07/01/08	07/01/09	EACH OCCURRENCE	\$ 1,000,000
	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY				FIRE DAMAGE (Any one fire)	\$ 1,000,000
	<input type="checkbox"/> CLAIMS MADE <input checked="" type="checkbox"/> OCCUR				MED EXP (Any one person)	\$ 10,000
	<input checked="" type="checkbox"/> Contractual Liability				PERSONAL & ADV INJURY	\$ 1,000,000
	<input checked="" type="checkbox"/> Separation of Insureds				GENERAL AGGREGATE	\$ 2,000,000
	GEN'L AGGREGATE LIMIT APPLIES PER:				PRODUCTS - COMP/OP AGG	\$ 2,000,000
	<input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC				Deductible	None
B	AUTOMOBILE LIABILITY	BA2639L938	07/01/08	07/01/09	COMBINED SINGLE LIMIT (Ea accident)	\$ 1,000,000
	<input checked="" type="checkbox"/> ANY AUTO				BODILY INJURY (Per person)	\$
	<input type="checkbox"/> ALL OWNED AUTOS				BODILY INJURY (Per accident)	\$
	<input type="checkbox"/> SCHEDULED AUTOS				PROPERTY DAMAGE (Per accident)	\$
	<input type="checkbox"/> HIRED AUTOS					
	<input type="checkbox"/> NON-OWNED AUTOS					
	GARAGE LIABILITY				AUTO ONLY - EA ACCIDENT	\$
	<input type="checkbox"/> ANY AUTO				OTHER THAN EA ACC	\$
					AUTO ONLY: AGG	\$
	EXCESS LIABILITY				EACH OCCURRENCE	\$
	<input type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS MADE				AGGREGATE	\$
						\$
	<input type="checkbox"/> DEDUCTIBLE					\$
	<input type="checkbox"/> RETENTION \$					\$
B	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY	UB6702Y92A	07/01/08	07/01/09	<input checked="" type="checkbox"/> WC STATU-TORY LIMITS <input type="checkbox"/> OTH-ER	
					E.L. EACH ACCIDENT	\$ 1,000,000
					E.L. DISEASE - EA EMPLOYEE	\$ 1,000,000
					E.L. DISEASE - POLICY LIMIT	\$ 1,000,000
C	OTHER Professional Liability - Claims made, defense costs included w/in limit	PEC001679204	07/01/08	07/01/09	Each Claim	\$ 1,000,000
					Aggregate	\$ 2,000,000
					Each Claim Deduct.	\$ 25,000

DESCRIPTION OF OPERATIONS/LOCATIONS/VEHICLES/EXCLUSIONS ADDED BY ENDORSEMENT/SPECIAL PROVISIONS  
For informational purposes only.

## CERTIFICATE HOLDER

N

ADDITIONAL INSURED; INSURER LETTER: \_\_\_\_\_

CANCELLATION 10 days NOC for non-payment of premium.

Specimen Certificate

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, THE ISSUING INSURER WILL ENDEAVOR TO MAIL 30 DAYS WRITTEN NOTICE TO THE CERTIFICATE HOLDER NAMED TO THE LEFT, BUT FAILURE TO DO SO SHALL IMPOSE NO OBLIGATION OR LIABILITY OF ANY KIND UPON THE INSURER, ITS AGENTS OR REPRESENTATIVES.

AUTHORIZED REPRESENTATIVE

ACORD 25-S (7/97) Katherine  
9253283

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## 5.0 Cost Proposal

The RECON-Sycamore Team's total cost to complete the scope of services is **\$242,974.00**. This includes \$11,490.00 for travel and printing expenses. This fee schedule remains firm for the contract period.

### RECON's Current Hourly Rates

Position	Rate
Expert Witness	\$220.00
Principal	\$185.00
Senior	\$153.00
Associate	\$124.00
Analyst	\$103.00
Assistant	\$87.00
Research Assistant	\$75.00
GIS Specialist	\$81.00
Production Supervisor	\$73.00
Production Specialist III	\$67.00
Production Specialist II	\$61.00
Production Specialist I	\$54.00
Environmental Technician II	\$70.00
Environmental Technician I	\$60.00
Field Director	\$116.00
Field Supervisor	\$61.00
Field Assistant	\$57.00
Field Crew Chief	\$46.00
Field Technician	\$33.00

Unless otherwise agreed upon, RECON shall charge, at cost, for blueprinting and reproduction desired by the client or public agencies, out-of-town transportation and expenses, and telephone calls. An administrative fee of 10% shall be added to all subcontractor's charges.

### RMA Consultants Hourly Rates

Ms. Rikki Schroeder \$200.00



## SYCAMORE ENVIRONMENTAL CONSULTANTS, INC.

6355 Riverside Blvd., Suite C, Sacramento, CA 95831

916/ 427-0703

Fax 916/ 427-2175

### 2009 Billing Rates

Classification	Rate
Consulting Scientist	\$175.00
Consulting Planner	\$140.00
Supervising Scientist	\$120.00
Supervising Planner	\$125.00
Principal Scientist	\$100.00
Principal Planner	\$115.00
Senior Scientist	\$90.00
Senior Planner II	\$90.00
Senior Biologist	\$85.00
Senior Planner I	\$85.00
Associate Biologist II	\$80.00
Associate Planner II	\$80.00
Associate Biologist I	\$75.00
Assistant Planner I	\$75.00
Assistant Biologist II	\$70.00
Assistant Planner II	\$70.00
Assistant Biologist I	\$65.00
Assistant Planner I	\$65.00
Technician II	\$60.00
Technician I	\$55.00
Principal CAD/GIS Analyst	\$100.00
CAD/GIS Analyst II	\$95.00
CAD/GIS Analyst I	\$85.00
CAD/GIS Operator II	\$75.00
CAD/GIS Operator I	\$65.00
Principal QA/QC	\$90.00
Senior QA/QC	\$70.00
Administrative II	\$60.00
Administrative I	\$50.00

Hourly rate Cost of Living adjustment of 4% per calendar year.



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### 2009 Reimbursable Expenses Rate Sheet

EXPENSES	Units	Unit Cost
<b>Travel</b>		
Auto mileage:	per mile	\$0.55
Lodging:	cost	
Phone Travel:	cost	
Meals:	cost	
Auto rental:	cost	
Gasoline:	cost	
Parking:	cost	
Tolls:	cost	
<b>Purchases</b>		
CNDDDB/RareFind:	per quad	\$25
Topo Quad Map:	per quad	\$15
GlobeXplorer Aerial Map:	per project	\$50
NWI Map:	per quad	\$35
Materials/ Supplies:	cost.	
<b>Reproduction</b>		
Binding Supplies: each report copy		\$5.00
Color Figures 8x11(copy):	per page	\$2.00
Color Figures 11x17(copy):	per page	\$4.00
Photocopies B/W:	per page	\$0.10
Photo Page Color:	per page	\$2.00
Photoshop copies	cost	
<b>Other</b>		
Postage	cost	
Overnight Delivery	cost	
Cell Phone/Phone:	cost	
Camera usage	per day	\$5.00
GPS:	per day	\$150.00
Fax:	per page	\$1.50

Expenses will be billed at cost.  
Current IRS mileage rate will be used.



## 6.0 References

<b>Ms. Maeveen Behan</b> Director Pima County 3500 West River Road Tucson, AZ 85741 (520) 877-6000	<b>Sonoran Desert Conservation Plan and EIS, and Pima County MSCP.</b> RECON provided biological consultant services, conservation planning and reserve design evaluation, species and habitat modeling, GIS support, and a NEPA EIS for this comprehensive natural resources management plan covering six-million acres and 59 species. RECON subsequently prepared the Draft Pima County MSCP, a supporting document to the SDCP covering 55 priority vulnerable species. Length of business relationship: 9 years.
<b>Mr. Kirk Holland</b> General Manager Barton Springs/Edwards Aquifer Conservation District 1124 Regal Row Austin, TX 78748 (512) 282-8441	<b>Barton Springs/Edwards Aquifer Conservation District HCP.</b> This multiple species regional HCP covers groundwater management activities in the Austin metropolitan area. The plan covers the Barton springs salamander, the Austin blind salamander, and a number of other aquatic and karst species. Length of business relationship: 3 years.
<b>Mr. Bill Tippetts</b> Principal Water Resources Specialist San Diego County Water Authority 4677 Overland Avenue San Diego, CA 92123 (858) 522-6600	<b>San Diego County Water Authority Phase I NCCP/HCP.</b> RECON completed improvements and revisions to the Phase I NCCP/HCP, which was developed to protect the region's biological resources and to streamline the Water Authority's regulatory compliance. This NCCP/HCP proposes 82 species for coverage. Length of business relationship: 1 year.
<b>Ms. Jeanne Krosch</b> Senior Planner City of San Diego 1222 First Avenue MS 501 San Diego, CA 92101-4230	<b>Land Development Code Amendment - Wetland Deviation.</b> RECON prepared a Supplemental EIR which addresses the environmental effects associated with the proposed amendments to the City's Land Development Code related to wetlands Length of business relationship: 5 years

## 7.0 Additional Data

Below is a comprehensive list of RECON's HCP projects.

Project Name and Location	Project Description	Major Issues	Stakeholders
<b>HCP for Coastal Redwood Ecosystem Management Plan, Mendocino County, CA</b>  <i>Client: Georgia-Pacific Corporation</i> <i>Project Manager: Paul Fromer</i> <i>Status: Completed</i>	Draft HCP in support of a Section 10(a) incidental take permit on 200,000 acres of timberland in northern California. Evaluated existing biological data and involved habitat modeling and reserve design.	<ul style="list-style-type: none"> <li>• northern spotted owl</li> <li>• steel headed trout</li> <li>• cojo salmon</li> <li>• marbled murrelet</li> <li>• forest management strategies</li> <li>• timber harvesting</li> <li>• integration with 100-year sustained yield harvest plan</li> </ul>	California Department of Fire Prevention and Protection State/federal agencies Private landowners Private timber company
<b>Sustained Yield Plan and NEPA EA for Privately-Owned Land, Mendocino, CA</b>  <i>Client: Georgia-Pacific Corporation</i> <i>Project Manager: Paul Fromer</i> <i>Status: Completed</i>	Scientific analysis of data in support of a sustained yield plan and HCP. Included an evaluation of proposed timber management strategies pertaining to sensitive species.	<ul style="list-style-type: none"> <li>• northern spotted owl</li> <li>• timber management strategies</li> <li>• fish and wildlife assessment</li> <li>• watershed assessment</li> </ul>	California Department of Fire Prevention and Protection State/federal agencies Private landowners Private timber company
<b>Santa Ana River HCP in Orange, Riverside, and San Bernardino Counties, CA</b>  <i>Client: SANDAG</i> <i>Project Manager: Paul Fromer</i> <i>Status: Completed</i>	HCP for 2,450-square miles along Santa Ana River; field surveys, population survival probability and resources measures, Section 10(a) and 2081 permits, and local general plan update.	<ul style="list-style-type: none"> <li>• least Bell's vireo</li> <li>• riparian habitat</li> <li>• land use</li> <li>• hydrology</li> <li>• water quality</li> <li>• socioeconomics</li> <li>• agency coordination</li> </ul>	Local governments Property owners Conservation committee State/federal agencies Native Americans Developers/land owners
<b>San Diego River HCP and EIS/EIR, Cities of San Diego and Santee, CA</b>  <i>Client: SANDAG</i> <i>Project Manager: Paul Fromer</i> <i>Status: Completed</i>	HCP and supporting CEQA/NEPA documentation for the least Bell's vireo along the San Diego River, 440-square miles.	<ul style="list-style-type: none"> <li>• least Bell's vireo</li> <li>• riparian habitat</li> <li>• land use</li> <li>• hydrology</li> <li>• water quality</li> <li>• socioeconomics</li> <li>• agency coordination</li> </ul>	Local governments Property owners Conservation committee State/federal agencies Native Americans Developers/land owners

## REGIONAL HABITAT CONSERVATION PLANS (continued)

Project Name and Location	Project Description	Major Issues	Stakeholders
<b>Comprehensive Species Management Plan, Southern CA</b>  <i>Client: SANDAG</i> <i>Project Manager: Paul Fromer</i> <i>Status: Completed 1990</i>	Regional comprehensive species management plan for least Bell's vireo, which provided the framework for 3 watershed-based HCPs in southern California also prepared by RECON (Santa Ana River HCP, San Diego River HCP, and San Luis Rey River HCP).	<ul style="list-style-type: none"> <li>• least Bell's vireo</li> <li>• riparian habitat</li> <li>• land use</li> <li>• hydrology</li> <li>• water quality</li> <li>• socioeconomics</li> <li>• agency coordination</li> </ul>	Local governments Property owners Conservation committee State/federal agencies Native Americans Developers/land owners
<b>San Luis Rey River HCP, City of Oceanside, CA</b>  <i>Client: SANDAG</i> <i>Project Manager: Paul Fromer</i> <i>Status: Completed</i>	HCP for 558-square-mile area for the least Bell's vireo along the San Luis Rey River.	<ul style="list-style-type: none"> <li>• least Bell's vireo</li> <li>• land use control</li> <li>• institutional arrangements</li> <li>• funding mechanism</li> <li>• revegetation programs</li> <li>• brown-headed cowbird removal program</li> </ul>	Local governments Property owners Conservation committee State/federal agencies Native Americans Developers/land owners
<b>Otay Water District HCP/NCCP Subarea Plan, San Diego County, CA</b>  <i>Client: Otay Water District</i> <i>Project Manager: Lisa Lind</i> <i>Status: In progress</i>	695-acre HCP/NCCP for operations and maintenance activities for the service area of Otay Water District.	<ul style="list-style-type: none"> <li>• coastal California gnatcatcher</li> <li>• rare plants</li> <li>• mitigation mechanisms</li> </ul>	Water agency Water users CDFG USFWS
<b>City of El Cajon Subarea HCP/NCCP and EA, El Cajon, CA</b>  <i>Client: City of El Cajon</i> <i>Project Manager: Paul Fromer</i> <i>Status: Completed</i>	250-acre subarea HCP/NCCP for the City of El Cajon and Sphere of Influence under the umbrella of the City of San Diego MSCP.	<ul style="list-style-type: none"> <li>• land use</li> <li>• project design standards</li> <li>• preserve planning/management</li> <li>• resource protection</li> <li>• MSCP implementation funding</li> <li>• coastal California gnatcatcher</li> </ul>	Local governments Property owners CDFG USFWS
<b>SDCWA NCCP/HCP and Joint EIR/EIS, San Diego, CA</b>  <i>Client: San Diego County Water Authority</i> <i>Project Manager: Donna Steel</i> <i>Status: Draft</i>	HCP/NCCP covering operations and maintenance activities throughout the service area of the SDCWA.	<ul style="list-style-type: none"> <li>• consistency with overlapping MSCPs</li> <li>• variety of listed species including coastal California gnatcatcher</li> <li>• riparian ecosystems</li> <li>• land use</li> <li>• mitigation mechanisms</li> </ul>	Water agency Property owners Water users CDFG USFWS

## REGIONAL HABITAT CONSERVATION PLANS (continued)

Project Name and Location	Project Description	Major Issues	Stakeholders
<b>Edwards Aquifer HCP/EIS, South Central, TX</b>  <i>Client: Edwards Aquifer Authority</i> <i>Project Manager: Paul Fromer</i> <i>Status: Draft HCP/EIS 2004</i>	HCP and NEPA EIS for multiple species in aquatic habitats in 5 counties in south-central Texas; Section 10(a) permit being developed for 9 species. Species of concern include Texas blind salamander, fountain darter, San Marcos gambusia, Texas wild-rice, Comal Springs riffle beetle, Comal Springs dryopid beetle, Peck's cave amphipod, San Marcos salamander, Cagle's map turtle, and whooping crane.	<ul style="list-style-type: none"> <li>• groundwater management</li> <li>• socioeconomics</li> <li>• hydrology</li> <li>• agriculture</li> <li>• adaptive management program</li> </ul>	Agricultural, municipal and industrial water users Department of Defense Land owners
<b>HCP and NEPA EA for the Northern Spotted Owl, Northern CA</b>  <i>Client: Simpson Timber Company</i> <i>Project Manager: Paul Fromer</i> <i>Status: 10(a) Permit Issued 1992</i>	HCP and supporting NEPA document for Section 10(a) incidental take permit for northern spotted owl associated with timber harvest on 400,000 acres of private timberlands.	<ul style="list-style-type: none"> <li>• northern spotted owl</li> <li>• socioeconomics</li> <li>• water quality</li> <li>• hydrology/sedimentation</li> <li>• state/federal agency coordination</li> </ul>	California Department of Fire Prevention and Protection Private timber company State/federal agencies
<b>Short- and Long-Term HCP and EIS/EIR for the Stephens' Kangaroo Rat, Western Riverside County, CA</b>  <i>Client: County of Riverside</i> <i>Project Manager: Paul Fromer</i> <i>Status: 10(a) Permit Issued 1990/1996</i>	HCP and joint NEPA/CEQA document for 30-year incidental take permit of Stephens' kangaroo rat in western Riverside County, 600,000 acres.	<ul style="list-style-type: none"> <li>• Stephens' kangaroo rat</li> <li>• socioeconomics</li> <li>• agriculture</li> <li>• land use</li> <li>• reserve design</li> <li>• financing</li> <li>• agency coordination</li> </ul>	Developers Advisory committee Conservation committee Land owners Local government Science committee Conservation groups State/federal agencies Water managers
<b>Summit Valley HCP, Hesperia, CA</b>  <i>Client: City of Hesperia</i> <i>Project Manager: Lisa Lind</i> <i>Status: In progress</i>	HCP and EA addressing conservation planning for three endangered species in the Upper Mojave River watershed.	<ul style="list-style-type: none"> <li>• biology</li> <li>• land use</li> <li>• socioeconomics</li> <li>• hydrology</li> <li>• water quality</li> </ul>	Local government Developers Caltrans State/federal agencies

## REGIONAL HABITAT CONSERVATION PLANS (continued)

Project Name and Location	Project Description	Major Issues	Stakeholders
<b>Clark County MSHCP Plan and EIS for Clark County, NV</b>  <i>Client: Clark County</i> <i>Project Manager: Paul Fromer</i> <i>Status: 10(a) Permit Issued 2001</i>	HCP for 78 species including desert tortoise and supporting NEPA EIS document county-wide. 30-year-long term 10(a) permit issued, 5,000,000 acres.	<ul style="list-style-type: none"> <li>multiple species including desert tortoise</li> <li>socioeconomics</li> <li>land use</li> <li>reserve design</li> <li>federal/state agency coordination</li> </ul>	Local government BLM National Park Service U.S. Forest Service NV Division of Wildlife OHV Community Home Builders Conservation Committee
<b>Clark County Desert Conservation Plan and EIS for the Desert Tortoise, Clark County, NV</b>  <i>Client: Clark County</i> <i>Project Manager: Paul Fromer</i> <i>Status: 10(a) Permit Issued 1995</i>	HCP for desert tortoise and supporting NEPA EIS document county-wide. 30-year long-term 10(a) permit issued, 5,000,000 acres.	<ul style="list-style-type: none"> <li>desert tortoise</li> <li>socioeconomics</li> <li>land use</li> <li>reserve design</li> <li>federal/state agency coordination</li> </ul>	Local government BLM National Park Service U.S. Forest Service NV Division of Wildlife OHV Community Home Builders Conservation Committee
<b>Short-Term HCP and EA for the Desert Tortoise, Clark County, NV</b>  <i>Client: Clark County</i> <i>Project Manager: Paul Fromer</i> <i>Status: 10(a) Permit Issued 1991</i>	HCP for desert tortoise and supporting NEPA EA document focusing on the Las Vegas Valley, 700,000 acres.	<ul style="list-style-type: none"> <li>desert tortoise</li> <li>socioeconomics</li> <li>land use</li> <li>reserve design</li> <li>federal/state agency coordination</li> </ul>	Local government BLM National Park Service U.S. Forest Service NV Division of Wildlife OHV Community Home Builders Conservation Committee
<b>Town of Marana HCP and EIS, AZ</b>  <i>Client: Town of Marana</i> <i>Project Manager: Colby Henley</i> <i>Status: Draft HCP and EIS released for public review March 2009</i>	HCP and NEPA EIS and biological services for a 76,500-acre planning area covering 13 species	<ul style="list-style-type: none"> <li>Cactus ferruginous pygmy owl</li> <li>Collaborative partnership with Science Team and Stakeholders Working Group</li> <li>Reserve design</li> <li>State-owned lands</li> <li>Cultural/historic resources</li> <li>Water and riparian resources</li> <li>Parks and open space</li> </ul>	Local government Stakeholders Working Group Science Technical Advisory Committee State/Federal agencies



## REGIONAL HABITAT CONSERVATION PLANS (continued)

Project Name and Location	Project Description	Major Issues	Stakeholders
<b>Sonoran Desert Conservation Plan and EIS, Pima County, AZ</b>  <i>Client: Pima County</i> <i>Project Manager: Paul Fromer</i> <i>Status: Draft HCP and EIS 2004;</i> <i>Permit Application is proposed for December 2008</i>	MSCP and NEPA EIS, biological services, and comprehensive GIS services for a 5.9-million-acre multi-jurisdictional plan covering 55 species.	<ul style="list-style-type: none"> <li>• cactus ferruginous pygmy-owl</li> <li>• stakeholders facilitation</li> <li>• reserve design</li> <li>• ranching</li> <li>• cultural/historic resources</li> <li>• water resources</li> <li>• parks and open space</li> <li>• land acquisition and management</li> </ul>	Local government Steering committees Science Technical Advisory Committee State/federal agencies Ranch & Recreation Advisory Teams Homebuilders Association
<b>City of Tucson HCP, AZ</b>  <i>Client: City of Tucson</i> <i>Project Manager: Colby Henley</i> <i>Status: Initiating validation of habitat modeling</i>	Broad range of biological services to support development of the HCP; field test and validate the existing habitat suitability modeling for Desert tortoise	<ul style="list-style-type: none"> <li>• Desert tortoise</li> <li>• Science Team reserve design</li> <li>• State-owned lands</li> <li>• Seasonal variations in habitat values and suitability</li> </ul>	Local government Science Technical Advisory Committee State/Federal agencies
<b>Barton Springs Edward Aquifer Conservation District HCP, TX</b>  <i>Client: Edwards Aquifer Conservation District</i> <i>Project Manager: Paul Fromer</i> <i>Status: Draft HCP/EIS 2007</i>	HCP and EIS for multiple species in aquatic habitats in three counties surrounding Austin, Texas. Species of concern include Barton springs salamander, Austin blind salamander, and several aquatic and karst invertebrate species.	<ul style="list-style-type: none"> <li>• Barton Springs salamander</li> <li>• recreation</li> <li>• groundwater management</li> <li>• water quality</li> </ul>	Local governments Property owners Agricultural and industrial water users USFWS Texas Department of Parks and Wildlife
<b>Combined HCP/EIS for Balcones Canyonlands Conservation Plan and 10(a) Permit, Travis County, TX</b>  <i>Client: City of Austin</i> <i>Project Manager: Paul Fromer</i> <i>Status: 10(a) Permit Issued 1996</i>	NEPA EIS addressing conservation planning for 7 endangered species and 36 other species of concern in the 30,000-acre preserve area, combined document with HCP and EIS. Species of concern include golden cheeked warbler, back capped vireo, and karst-dwelling invertebrates.	<ul style="list-style-type: none"> <li>• socioeconomics</li> <li>• recreation</li> <li>• biology</li> <li>• land use</li> <li>• hydrology</li> <li>• water quality</li> </ul>	Local government Developers/land owners Conservation groups Water users State/federal agencies Steering committee Ranchers

# Attachment A

## Resumes

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# Paul Fromer

## Project Manager

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### Experience Highlights

- ✓ Expertise in habitat conservation planning
- ✓ QA/QC and contract oversight
- ✓ Understanding of biological resources
- ✓ Excellent relationships with resource and regulatory agencies

### Experience

29 years

### Education

M.S. Biology, San Diego State University, 1974

B.A. Zoology, University of California, Los Angeles, 1971

### Permits/Certifications

USFWS Permit #TE-797665 to independently conduct focused surveys for Stephens' Kangaroo Rat, San Bernardino Kangaroo Rat, and Pacific Pocket Mouse, Coastal California Gnatcatcher surveys and nest monitoring, and Least Bell's Vireo nest monitoring

Certified Ecologist, Ecological Society of America

Certified Biologist, County of Riverside

Trained Mediator, National Conflict Resolution Center

TxDOT Pre-certification for Protected Species Determination (Habitat) and Impact Evaluation Assessment

### Experience Summary

Mr. Fromer is principal and leader of RECON's agency team with over 29 years of experience. He is also a nationally known expert in conservation planning. His project experience includes single and multiple species plans in California, Nevada, Arizona, Texas and Delaware. Mr. Fromer is also experienced in NEPA compliance for a broad range of projects and is knowledgeable of applicable federal, state, and local regulations.

Mr. Fromer has been extremely successful in building consensus among resource agencies, stakeholders, special interest groups, and the general public. He is skilled at developing plans acceptable to diverse groups such as regulatory and government agencies including the USFWS at local, regional, and Washington, D.C., offices; Arizona Game and Fish; California Department of Fish and Game; USACE; Bureau of Land Management (BLM); special interest groups; and landowners. Under his direction, RECON received the National APA award for the "Outstanding Plan of the Year" for our work on the Sonoran Desert Conservation Plan covering six million acres of Pima County, Arizona.

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### Northern Spotted Owl HCP, CA

Mr. Fromer directed the preparation of an HCP covering the 400,000 acres of second growth coastal redwood forest lands managed by Simpson Timber Company in northern California. The management strategy in the HCP, developed cooperatively with the USFWS, will sustain the high-density population of northern spotted owls in the plan area in the context of long-term sustained yield of timber production.

### Sonoran Desert Conservation Plan and EIS, AZ

Mr. Fromer provided biological consultant services, conservation planning and reserve design evaluation, species and habitat modeling, GIS support, and a NEPA EIS for this comprehensive natural resources management plan covering six-million acres and 59 species. The plan addressed endangered species, water resources, rangeland conservation, and cultural and historic resources.

### Stephens' Kangaroo Rat Short/Long-Term HCPs, EIR/EIS, CA

Mr. Fromer prepared the "short-term" HCP that provided the basis for an interim federal Section 10(a) permit and state Section 2081 permit / agreement together with an EIS/EIR for the federal and state actions. He subsequently prepared the long-term HCP and

the associated environmental documentation for the plan. Stakeholder/agency coordination was a key component of this project.

#### **Clark County Multiple Species HCP/EIS, NV**

Mr. Fromer completed the combined MSHCP and EIS for over 5.3-million acres. The plan was recognized by Interior Secretary Bruce Babbitt as a model plan for future conservation programs. He has worked in cooperation with state and federal agencies, environmental groups, the ranching community, property rights advocates, and the business community. Mr. Fromer was a key player at the steering committee meetings, scientific team meetings, and public hearings.

#### **Pima County Multi-Species Conservation Plan (MSCP), AZ**

Mr. Fromer directed the preparation of this report. The Pima County MSCP, a supporting document to the Sonoran Desert Conservation Plan (SDCP), serves to permit non-federal projects to take federally listed species while ensuring long-term survival and enhancement; to promote the long-term conservation of federally listed species; to reduce conflicts between endangered species and economic activities; and to develop creative partnerships between the public and private sectors. The scope of this plan covers 55 priority vulnerable species, 20 to 50 years and over five million acres.

#### **Review of Coachella Valley Multiple Species Habitat Conservation Plan (CVMSHCP), City of Desert Hot Springs, CA**

Mr. Fromer served as the MSHCP reviewer for this project. He prepared a working paper presenting the results of the review and evaluation of existing data and documentation of field visits, and an evaluation of the potential roles that the City could play in the CVMSHCP.

#### **South Coast RMP Revision and EIS, BLM Palm Springs-South Coast Field Office, CA**

Mr. Fromer served as principal in charge for the South Coast RMP (SCRMP) revision and associated EIS. The SCRMP covers over 300,000 acres of public lands and subsurface minerals which are dispersed over an area that stretches from the northwestern corner of Los Angeles County to the southwestern corner of San Diego County. The project team is responsible for conducting a social and economic analysis, a visual resource inventory in accordance with the BLM Visual Resource Inventory Manual, and air, soil, and water analyses.

#### **BLM Yuma Field Office RMP/EIS, AZ**

Mr. Fromer served as principal in charge for the RMP/EIS for the BLM Yuma Field Office (YFO). The YFO jurisdiction encompasses 1.3 million acres along the Lower Colorado River in southeast California and southwest Arizona.

**Eastern San Diego County RMP/EIS, El Centro, CA**

Mr. Fromer served as principal in charge for this BLM El Centro Field Office project. He provided quality control and technical review of this community-based RMP encompassing 103,000 acres in the county of San Diego.

**Least Bell's Vireo Comprehensive Species Management Plan, San Diego, CA**

Beginning in 1986, Mr. Fromer directed the development of a range-wide Comprehensive Species Management Plan (CSMP) for the endangered Least Bell's vireo for SANDAG. In addition to riparian surveys in all of the principal coastal drainages from Santa Barbara to the Tijuana River, the program involved the development of HCPs for the least Bell's vireo on the San Diego, San Luis Rey, and Santa Ana River drainages. The biological analysis conducted for these HCPs included evaluation of the stability of existing populations of the least Bell's vireo, predicted probability of the populations' survival, and identification of measures necessary to promote population increases.

**Summit Valley HCP, Hesperia, CA**

Mr. Fromer serves as principal in charge for the preparation of this HCP for Summit Valley, providing technical oversight and document quality control. The three listed species to be covered in the HCP include the arroyo toad, southwestern willow flycatcher, and Least Bell's vireo. The plan area includes two large, specific plans and the right-of-way for State Route 158 along a tributary to the Mojave River within arroyo toad critical habitat.

**Edwards Aquifer Authority HCP, TX**

Mr. Fromer is currently directing the development of a multi-species HCP for the Edwards Aquifer Authority, covering their groundwater permitting responsibilities in five counties surrounding San Antonio, Texas. The permit focuses on the effects of management actions on the aquifer, two primary springs, the Guadalupe River, and the estuary at the mouth of the river. Key to the development of the plan is reconciliation of the interests of federal and state agencies, and the various water users in the five county area including municipal, industrial, and agricultural interests.

**Barton Springs Edwards Aquifer Conservation District HCP, TX**

Mr. Fromer is initiating a multiple species regional HCP covering groundwater management activities in the Austin metropolitan area. The plan will cover the Barton Springs salamander, the Austin blind salamander, and a number of other aquatic and karst species in Travis and Hayes Counties. A key component of the plan will be to coordinate with the project partners, the City of Austin, the Lower Colorado River Authority, and the University of Texas at Austin.



**Delmarva Fox Squirrel HCP, DE**

Mr. Fromer is commencing work on the HCP for the State of Delaware covering Sussex County. The habitat-based, programmatic HCP will focus on impacts from development, transportation construction, and timber harvests of forest habitat for federally listed species, particularly the Delmarva fox squirrel and the bald eagle.

**San Diego County Water Authority Phase I NCCP/HCP and EIR/EIS, San Diego, CA**

Mr. Fromer provided technical oversight for the completion of the NCCP/HCP for the San Diego County Water Authority which was developed to fulfill the requirements for issuance of an incidental take permit under the federal Endangered Species Act and take authorization under the California Endangered Species Act. The NCCP/HCP is designed to protect the region's biological resources, which includes 84 covered plant and wildlife species.

**Otay Water District NCCP/HCP Subarea Plan, San Diego, CA**

Mr. Fromer is directing the preparation of the Otay Water District's Subarea Plan to meet state and federal requirements including Section 2835 of the Fish and Game Code and Section 10(a) of the Endangered Species Act, as well as be compatible and consistent with the Joint Water Agencies Subregional Plan. The NCCP/HCP will adequately identify the types of activities proposed for coverage and an assessment of expected impacts.

**Presentations and Trainings**

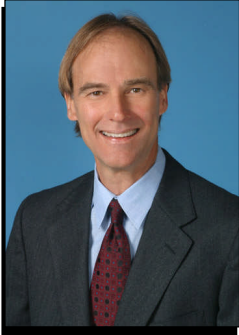
- ◆ Habitat Conservation Planning for Endangered Species Training. USFWS National Conservation Training Center, San Diego, CA and Shepherdstown, WV
- ◆ Multiple Species Habitat Conservation Planning: Lessons from Single Species Plans. California Association of Environmental Professionals, San Diego, CA
- ◆ The Endangered Species Act: Unfunded Mandate. American Planning Association
- ◆ Biological Considerations in Habitat Conservation Planning. Habitat Conservation Planning Workshop, Wildlife Society
- ◆ Translating Habitat Conservation Plans Into Action. Habitat Conservation Planning Workshop, Wildlife Society
- ◆ Habitat Conservation Planning: The Riverside County Experience, California. American Planning Association Conference, Sacramento, CA
- ◆ Conservation Planning and Department of Defense Lands in Southern California. Navy Natural Resource Managers.
- ◆ Corridors in Habitat Conservation Planning. U.S. Forest Service Workshop, Riverside, CA
- ◆ Wildlife Conservation-Land Use Conflicts in Southern California. Urban Land Institute/Environmental Law Institute Conference, Washington, D.C.

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# Lee Sherwood

## CEQA Advisor

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### Experience Highlights

- ✓ CEQA Expert
- ✓ Strong knowledge of City CEQA procedures and guidelines
- ✓ Large-scale urban redevelopment experience
- ✓ Former member of City of San Diego Task Force to develop significance threshold guidelines

### Experience

26 years

### Education

M.A., Geography  
(environmental studies),  
San Diego State  
University, 1983

B.A., Geography, San  
Diego State University,  
1976

### Certifications/ Trainings

San Diego County  
Approved CEQA  
Consultants List - EIR  
Preparer

### Affiliations

City of San Diego  
Business Process  
Reengineering Committee  
for CEQA Processing

City of San Diego Task  
Force to Develop  
Significance Threshold  
Guidelines

### Experience Summary

Mr. Sherwood has over 26 years of experience managing the preparation of CEQA documents for projects in San Diego. As a local CEQA expert, Mr. Sherwood has taught environmental studies courses and has presented CEQA update workshops for San Diego State University Extension and the Association of Environmental Professionals (AEP). He has been a presenter at the CEQA Basics course offered by the AEP throughout the state as part of the annual "Understanding CEQA" workshop series.

Through his environmental career in San Diego, he has a strong knowledge of local land planning policies, zoning ordinances, and planning documents. He has specific knowledge of City of San Diego procedures and guidelines for CEQA review.

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### The Commons at Mount Burdell, Novato, CA

The proposed Commons at Mount Burdell project would enhance the 65-acre Fireman's Fund office campus by adding a variety of mixed uses to the existing campus. The project has also been designed to be carbon neutral and will rely on passive and active measures to meet the energy, heating and cooling, water, and solid waste disposal needs of the development. In support of the EIR, Mr. Sherwood is managing technical studies for the issues of air quality, global climate change, biological resources, noise, visual impact/scenic resources, archaeological resources, and public services/utilities.

### Otay Mesa Community Plan Update Program EIR, San Diego, CA

Mr. Sherwood served as principal in charge for the development of this Program EIR (PEIR) for the update of the Otay Mesa Community Plan covering more than 9,000 acres in the southernmost portion of the City of San Diego. The PEIR provides a comprehensive analysis of the impacts and alternatives, so that subsequent project-level environmental review can be streamlined.

### Barrio Logan Community Plan Update EIR, San Diego, CA

Mr. Sherwood is the principal in charge for the community plan update EIR encompassing approximately 1,000 acres in the southern portion of the City of San Diego. The community contains a mixture of residential, commercial, and light and heavy industrial uses, with governmental agencies and major maritime industries.

**Meadowood Specific Plan EIR, San Diego, CA**

The 389-acre Meadowood Specific Plan Area (SPA) lies within the Fallbrook Community Plan. The project proposes residential and complementary uses for 12 undeveloped parcels comprising a total of 389.6 acres. The project also entails approximately six miles of trails, associated community facilities, and infrastructure. Mr. Sherwood managed the preparation of this EIR evaluated potential impacts to land use, water and sewer service, agricultural resources, biological resources, traffic, cultural resources, air quality, noise, geology, hydrology, water quality, utilities, and public services.

**Downtown El Cajon Specific Plan EIR, El Cajon, CA**

Ms. Sherwood is the technical advisor for the Downtown El Cajon Specific Plan (DECSP) EIR. The DECSP covers approximately 527 acres within the City's Redevelopment Project Area. The overall goal of the Specific Plan is to guide future public and private improvements over the next 50 years focusing on a revitalized pedestrian-oriented, sustainable, mixed-use community.

**Crescent Heights and Sunset Pointe EIR, San Diego, CA**

Mr. Sherwood prepared a combined EIR for the Crescent Heights and Sunset Pointe projects located adjacent to one another in the Mira Mesa community of the City of San Diego. Both projects include single-family residential developments. The Pipefitters project consists of 179 units on the 185-acre project site, while the Sunset Pointe project consists of 28 units on 8.9 acres. Because the properties are contiguous but under separate ownership, separate discretionary tentative map applications were prepared for each project. As such, the impact analysis and mitigation requirements outlined in the draft EIR were formatted to examine each project separately, followed by the discussion of the combined effect of the two projects.

**Master EIR for the Santee Town Center, Specific Plan Amendment, Santee, CA**

Mr. Sherwood managed the preparation of this EIR for the proposed project. The proposed project is an Amendment to the Town Center Specific Plan that establishes a physical and design framework for the development of 154 acres within the City's 706-acre Town Center Specific Plan Area. The Santee Town Center Specific Plan Amendment would enable the eastern portion of the existing Santee Town Center to be developed with approximately 2.5 million square feet of residential and commercial/office uses, and a limited number of residential units.

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# Lisa Lind

## INRMP Preparer

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### Experience Highlights

- ✓ CEQA specialist
- ✓ Certificate in Community and Economic Development

### Experience:

7 years

### Education:

Masters in City Planning,  
San Diego State  
University (in progress)

B. A. English Writing, St.  
Lawrence University,  
1997

Certificate in Community  
and Economic  
Development, San Diego  
State University  
Extension, 2002

Certificate in Nonprofit  
Management, Chapman  
University, 2004

### Affiliations:

Member, Association of  
Environmental  
Professionals

Member, Women's  
Environmental Council

Member, San Diego  
Section of the American  
Planning Association

### Experience Summary

As an associate environmental analyst, Ms. Lind prepares CEQA and NEPA compliance documents for large- and small-scale development and infrastructure projects throughout southern California. She is responsible for document preparation, research, issue analysis, report writing, and client and agency coordination. She prepares accurate and thorough environmental documents within the limits of the project budget and schedule.

She recently served as the assistant project manager for several infrastructure projects, including construction of water facilities in the city of Riverside, which entailed coordination with City staff, noticing of state agencies, analysis of relevant environmental issues, and preparation of draft and final versions of the CEQA document. In addition, she has worked on evaluating the environmental effects of community plans and prepared conservation plans and joint federal-state environmental documents for federal habitat conservation plans and state natural communities conservation plans.

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### Summit Valley HCP, Hesperia, CA

Ms. Lind is the HCP author for this HCP which covers three listed species: arroyo toad, southwestern willow flycatcher, and least Bell's vireo. The plan area includes two large, specific plans and the right-of-way for State Route 158 along a tributary to the Mojave River within arroyo toad critical habitat.

### Otay Water District Subarea Plan NCCP/HCP, San Diego, CA

Ms. Lind is serving as the primary National Communities Conservation Plan/Habitat Conservation Plan (NCCP/HCP) preparer for this contract awarded to RECON. Otay Water District's Subarea Plan will meet state and federal requirements including Section 2835 of the Fish and Game Code and Section 10(a) of the Endangered Species Act, and will be compatible and consistent with the Joint Water Agencies Subregional Plan. The NCCP/HCP will adequately identify the types of activities proposed for coverage and an assessment of expected impacts.

### San Diego County Water Authority NCCP/HCP and EIR/EIS, San Diego, CA

Ms. Lind's contribution to the San Diego County Water Authority's NCCP/HCP includes various editing of drafts in order to incorporate client and agency revisions and new information. As part of developing and refining the plan, Ms. Lind has participated in

workshops with staff from the Wildlife Agencies and program managers from the San Diego County Water Authority.

#### **Riverside Encroachment Permit MSHCP Compliance Letter for Railroad Crossing No. 6 at Vallejo Drive, Riverside, California**

This project involved construction and installation of a water transmission line under a flood control channel located at a railroad crossing in the City of Riverside. A habitat assessment for western burrowing owl was required in order for the City to ensure compliance with the Western Riverside County Multiple Species Habitat Conservation Plan (MSHCP) and obtain an encroachment permit from the Riverside County Flood Control District. Ms. Lind working with the Public Utilities Department staff to prepare project information and complete the encroachment permit application.

#### **Vallecitos Water District Low Effect HCP, San Marcos, CA**

As a follow up to her work with Vallecitos Water District (District) on their Meadowlark Reservoir project IS/MND, Ms. Lind assisted the District and RECON biologists in coordinating with the U.S. Fish and Wildlife Service for the preparation of a Draft Low-Effect HCP. The Low-Effect HCP provided a description of the activities proposed to satisfy the legal requirements for issuance of take under the ESA for covered species during the construction and installation of water tanks at the Meadowlark Reservoir.

#### **County of San Diego Otay River Valley Active Recreation Area 3, San Diego, CA**

Under RECON's environmental consulting services contract with the County of San Diego, RECON completed an opportunities and constraints report for active recreation uses at a 50-acre area near the Otay Valley River Park. Ms. Lind was the primary report writer for issues ranging from land use to hydrology. The project's proximity to the river, park areas and trails, sensitive habitat, and the Coastal Zone required a review of existing planning documents for the park area as well as the Otay Mesa-Nestor Community Plan Area of southern San Diego. She also coordinated the preparation of technical reports addressing traffic, parking, geology, and hazardous materials.

#### **Otay Mesa Community Plan Update EIR, San Diego, CA**

Ms. Lind has assisted the project team in the preparation of an EIR for this update of a community plan in the southern portion of the city of San Diego. Her work included research for parks, public services, utilities, and solid waste generation. Ms. Lind wrote selected sections for existing conditions and impacts analysis and revised the draft based on client comments.



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# John Lovio

## Senior Wildlife Biologist

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### Highlights

- ✓ 28 years of experience
- ✓ Knowledge of local biological resources
- ✓ Extensive experience with federal, state, and local regulations

### Experience:

28 years

### Education:

M.S., Biology-Ecology,  
California State  
University, San Diego,  
1997

B.S., Wildlife Biology,  
University of California,  
Davis, 1984

### Certifications/Permits:

USFWS Permit #  
TE065741-1 to  
independently conduct  
surveys for California  
Gnatcatcher and nest  
monitoring, Least Bell's  
Vireo nest monitoring,  
Southwestern Willow  
Flycatcher and nest  
monitoring, and Quino  
Checkerspot Butterfly.

California Resident  
Scientific Collecting  
Permit # 801223-04 for  
conducting small animal  
pit-fall trap arrays.

### Experience Summary

Mr. Lovio has nearly three decades of professional experience as a field, regulatory, and planning biologist. His professional experience includes federal resource and regulatory agencies, academic institutions, and environmental consulting. His vocational experience with wildlife observation extends back 38 years.

Mr. Lovio's field experience as a wildlife ecologist emphasizes bird study, but also includes extensive experience with other terrestrial vertebrates; butterflies; vegetation sampling and mapping; characterization of landscape-level habitat elements; and fire/disturbance ecology. Mr. Lovio combines these elements with a practical consideration of island biogeography, temporal habitat change, and wildlife population structure in anticipating project effects, interpreting the value of lands, evaluating restoration efforts, and other aspects of conservation planning in natural and man-altered environments.

Mr. Lovio has extensive experience with federal and California state environmental regulations, including the Endangered Species Act, NEPA, CEQA, Natural Communities Conservation Planning Act, Sikes Act, and Comprehensive Environmental Response, Compensation, and Liability Act.

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### Natural Communities Conservation Planning Process, CA

As a consultant, Mr. Lovio was involved as a field biologist in the early 1990's at the inception of the City of San Diego's Multiple Species Conservation Planning (MSCP) program, the flagship NCCP formulated and approved by the state. As a regulatory biologist with the USFWS, Mr. Lovio evaluated various alternate MSCP preserve designs for inclusion of important habitat areas and linkages and participated in communicating the wildlife agency position to consultants and lead agencies. He functioned as the lead USFWS staff person in the development and approval of the NCCP Sub-Area Plan for the City of Poway, which was among the first in the MSCP Sub-Region of the South Coastal NCCP Region. Subsequently, as a consultant, Mr. Lovio conducted field surveys, vegetation map refinements, and preliminary species occurrence modeling for the City of Santee's NCCP Sub-Area Plan.

### Avian Assemblage and Vegetation Change on a Riparian Forest over 50 Years, Wild Horse Creek, Solano County, CA

As an independent researcher, Mr. Lovio worked with a team of other volunteers to repeat a breeding-bird study conducted 50 years prior. The project included detailed floristic and structural

vegetation measurements and documentation of avian changes in response to vegetation and other habitat changes.

### **Assessment of NCCP Preserve Long-Term Management and Monitoring Tasks, Helix Community Conservancy, CA**

Between 2004 and 2007 Mr. Lovio assisted the non-profit conservancy staff in defining and scoping management and monitoring tasks for formulation of Property Analysis Records on new NCCP preserve lands.

### **Statewide Bird Conservation Plan for the Shrub-Dominated Ecosystem, California Partners in Flight, CA**

In 1999 and 2000 Mr. Lovio served as the lead author for one of several ecosystem-based conservation plans for California birds under the multiple-agency, multiple-organizational Partners in Flight framework. The most recent version of the plan is: California Partners in Flight. 2004. Version 2.0. The Coastal Scrub and Chaparral Bird Conservation Plan: a Strategy for Protecting and Managing Coastal Scrub and Chaparral Habitats Associated Birds in California (J. Lovio, lead author). PRBO Conservation Science, Stinson Beach, CA.

### **Cocklebur Mesa Ecosystem Conservation and Enhancement Plan, Marine Corps Base Camp Pendleton, CA**

As a consultant, Mr. Lovio analyzed the potential occurrence of a suite of sensitive animal species on the Cocklebur Mesa habitat area, evaluated the significance of the area to their regional conservation, and wrote the faunal section of the plan in 2005.

### **Environmental Survey/Impact Studies, Various Small Developer Clients within San Diego County, CA**

As a consultant, Mr. Lovio has provided comprehensive environmental evaluation services to several small development projects. His services have included sensitive species surveys, impact assessments, evaluations under local and state regulations, mitigation prescription, and serving as liaison between clients and local, state, and federal agencies.

### **San Diego Gas & Electric, CA**

Between the fall of 2002 and spring of 2006 Mr. Lovio performed hundreds of biological assessments of localized and linear impacts from construction and maintenance operations by SDG&E, including brush clearing, tree-trimming, pole and tower maintenance, wire pulling, and access road re-grading. Assessments included characterization and quantification of vegetation/ habitat impacts and potential effects to listed or otherwise sensitive species. Mr. Lovio often performed direct monitoring of maintenance and construction activities as well.

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# Frank McDermott

## GIS Manager

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### Highlights

- ✓ GIS for large- scale habitat conservation plans
- ✓ Data management for large scale inventories

### Experience

11 years

### Education

B.S., Environmental Planning and Design, Rutgers University, NJ

Certificate in Cartography and GIS, San Diego State University

### Certifications/ Trainings

ArcGIS 9.3

ArcView 3.3

ArcInfo 7.1

ArcIMS 3.0

Cityworks 3.6-3.7

Trimble GPS

Certified GIS and GISP (Professional), GIS Certification Institute

### Affiliations

Member, URISA, Southern California Chapter

Member, Disaster Preparedness Team, Encinitas Emergency Operations Center

Best Cartography, 2000 ESRI San Diego International Users Conference

### Experience Summary

Mr. McDermott is a geographic information systems (GIS) analyst on RECON's Agency Team with experience in vector, raster, and 3-D analysis using the latest software from ESRI and ERDAS including ArcGIS, ArcInfo, ArcView, and Imagine. He works with biologists, archaeologists, and environmental analysts to compile, analyze, and synthesize data from various sources, including data generated from the field using global positioning system (GPS) technology and data created through digitizing and other secondary sources.

Prior to joining RECON, Mr. McDermott worked as a GIS Analyst for the City of Encinitas where he developed a City-wide stormwater NPDES dataset from hardcopy as-built plans, and produced many high-quality maps using ArcGIS. He developed and maintained more than 100 data layers including the stormwater NPDES dataset, street centerlines, recreational trails, zoning, land use, various utility layers, and numerous special use overlay zones.

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### Phase I Natural Communities Conservation Plan/Habitat Conservation Plan (NCCP/HCP), San Diego, CA

The purpose of the NCCP is to cover incidental take of 82 covered species within the San Diego County Water Authority Service Area. Mr. McDermott is currently coordinating the geographic and spatial needs of this NCCP/HCP. Specifically this project involves obtaining CAD datasets of water authority project locations and incorporating it into RECON's GIS analysis.

### Pima County Multiple Species Conservation Plan, Pima County, AZ

Mr. McDermott provides GIS analysis and mapping for this comprehensive natural resources management plan covering six-million acres and 50 species. Using 3D Analyst, he models habitats and runs spatial analysis for each of the species. He provides the necessary spatial statistics and geographic resources to other RECON analysts as they wrap up the final drafts of this HCP.

### Summit Valley HCP, Hesperia, CA

Mr. McDermott coordinates data acquisition and analysis for the Summit Valley HCP. The HCP covers incidental take of four federally listed species: arroyo toad, least Bell's vireo, southwestern willow flycatcher, and bald eagle. Mr. McDermott has used spatial analysis to determine the preserve design for the arroyo toad in four project areas within Summit Valley.

**Otay Water District Subarea Plan NCCP/HCP**

Mr. McDermott is reviewing the location of CIP projects and analyzing their impacts to sensitive habitats and locations of know species. Work also includes conducting impact analysis for the effects of CIP project on vegetation communities.

**El Sobrante Landfill Expansion HCP Implementation, Riverside, CA**

As GIS analyst, Mr. McDermott is responsible for all GIS mapping and analysis for the HCP implementation, including many-stemmed dudleya restoration efforts and sensitive species surveys.

**Delmarva Fox Squirrel HCP, Sussex County, DE**

Mr. McDermott is the supporting analyst for this habitat-based, programmatic HCP focusing on impacts from development, transportation construction, and timber harvests of forest habitat for federally listed species, particularly the Delmarva fox squirrel.

**Mission Trails Regional Park Phase I Resource Management Plan, San Diego, CA**

Mr. McDermott aided in data collection by setting up a field computer running ArcGIS and a Trimble GPS to digitize vegetation information directly in the field. This allowed the biologists to pinpoint their location on the screen and coupled with the high resolution aerial photography and other GIS data, they were able to more accurately and efficiently map vegetation information. Having the field computer allowed the biologists to carry much more information with them on their surveys than they could with a standard set of field maps and the GPS gave them the assurance that they were looking at the correct area on the aerial photograph. Having all of the previously surveyed data intently accessible allowed the teams to determine what area still needed to be surveyed and helped make sure that there was no duplication of effort.

**Yuma Resource Management Plan/Environmental Impact Statement (RMP/EIS), BLM Yuma Field Office, AZ**

Mr. McDermott was responsible for completing the analysis for the Travel Management Area section of the RMP. This included compiling data from both hard copy and digital data sources, digitizing 300 miles of new routes, assigning unique ID numbers and labeling over 5,700 routes (5,100 miles).

**Otay Valley Regional Trail Park Noise Study, San Diego, CA**

Served as GIS analyst and completed all GIS mapping and analysis for this County of San Diego Department of Public Works project located between portions of the City of San Diego and the City of Chula Vista. The project involved a noise analysis and noise technical report.

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# Sean Bohac, GISP

## GIS Analyst

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### Highlights

- ✓ GPS mapping and GIS analysis
- ✓ ArcGIS 9.3

### Experience:

7 years

### Education:

B.S., Biology, The Evergreen State College, Olympia, WA, 1998

GIS Certificate Program, Mesa College, San Diego, CA, 2002

### Permits/Trainings:

ArcGIS-ArcINFO with Spatial Analyst, Maplex, Model Builder & Geodatabase

### Affiliations:

San Diego Mountain Rescue Team, 2000 – 2006 (NASAR, MRA)

San Diego Chapter Sierra Club GIS team contributing member, 2001- 2002

Society for Conservation GIS, San Diego Chapter

The Nature Conservancy  
Sierra Club

URISA San Diego

### Experience Summary

Mr. Bohac has over seven years of geographic information systems (GIS) experience. He works closely with RECON biologists, archaeologists, and environmental analysts to compile, analyze, and synthesize data from various sources including data generated from the field using global positioning system (GPS) technology, digital engineering drawings, and data created through digitizing and other secondary sources.

Prior to joining RECON, Mr. Bohac worked with the City of San Diego, Metro Wastewater Department where he provided GIS technical services to Stormwater Department and led the formation of a GIS team for the Department Emergency Operations Center. Mr. Bohac also worked with the City of San Diego, GIS Manager, where he utilized ArcMap v3, 8 & 9 with Spatial Analyst, Maplex, and ArcIMS to support City-wide projects, and was assigned to the Fire Department's emergency response center GIS team for the 2003 Cedar Fire.

In 2002, Mr. Bohac coordinated with Sen. Barbara Boxer and the Sierra Club to provide official maps for California Wild Heritage Act (S. 2535) designating proposed wilderness areas and Wild and Scenic rivers in San Diego County.

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### Delmarva Fox Squirrel HCP, Sussex County, DE

Mr. Bohac is a supporting analyst for this habitat-based, programmatic HCP focusing on impacts from development, transportation construction, and timber harvests of forest habitat for federally listed species, particularly the Delmarva fox squirrel. He contributed data through aerial image interpretation.

### Eastern San Diego County Resource Management Plan(RMP) and Record of Decision (ROD) El Centro, CA

Mr. Bohac had a dual role in this RMP and ROD production process. During the public comment period, he served as a First Reader. He also customized a MS Access database and MS Excel worksheet to streamline the comment entry process. His expertise in GIS was used to edit and produce final figures and datasets for the Record of Decision.

### BLM South Coast Draft RMP, Palm Springs, CA

Working with environmental planners and soil resource specialists, Mr. Bohac designed maps and created spatial data to support and inform management decisions. This included compiling and creating new data that spanned broad regions and multiple soil surveys. He also utilized topology tools as part of the QA/QC process.



**BLM Yuma Draft RMP/Draft EIS, Yuma, AZ**

Mr. Bohac was responsible for organizing and completing overall map and data production for all figures in the RMP. This included compiling and creating new data to represent management decisions, and designing cartographic representations while working within BLM mapping standards. He facilitated final data set production and delivery. He also developed an automated reporting tool in MS Access to help categorize, summarize and produce final reports of comments during the Comment Analysis process.

**GIS Facility Inventory Projects, San Diego, CA**

Mr. Bohac took part in many GIS-based facility inventory projects for the city of San Diego. He contributed to city-wide datasets for stormwater drain features, fiber-optic cable network, steep canyon areas, parking meters, downtown parking zones, and irrigated lands vegetation. These projects involved aerial photograph interpretation, CADD data conversion and interpretation, as well as field reconnaissance.

**Otay Mesa Community Plan Update, San Diego, CA**

Mr. Bohac was responsible for all GIS mapping and analysis for this project. His efforts included interpretation and conversion of CAD data and all aspects of geographic analysis. The study identified environmental resources and constraints in the community plan area. He coordinated with project biologists and other partners to complete two drafts of this Plan Update for the City of San Diego.

**2005-2007 Gnatcatcher Survey, MCAS Miramar, CA**

As project GIS Analyst, Mr. Bohac worked closely with the lead biologist to analyze habitat and determine coastal California gnatcatcher use areas on MCAS Miramar. The coastal California gnatcatcher has been listed as a Species of Special Concern in California and was listed as Threatened by the U.S. Fish and Wildlife Service in 1993 (USFWS 1993).

**Sycamore Landfill Master Plan, San Diego, CA**

Mr. Bohac provided GIS analysis for the Sycamore Landfill Master Plan through many development plan iterations. His careful attention to detail helped translate changes from engineering drawings to data for biological technical reporting.

**Photovoltaic (PV) Solar Installation Planning, San Diego, CA**

Prior to joining RECON, Mr. Bohac coordinated with the City of San Diego and the San Diego Regional Energy Office to estimate the PV potential energy for all commercial and industrial building roofs within the city. He managed the creation of a database of over 15,000 building footprints and used GIS tools to estimate the potential PV energy value per year for each parcel based on existing structures.



# SYCAMORE ENVIRONMENTAL CONSULTANTS, INC.

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## RESUME

**R. JOHN LITTLE, Ph.D.**

**Lead Biologist/ Botanist/ Wetland Specialist**

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### EDUCATION

University of Utah, Salt Lake City, UT  
California State University, Fullerton, CA  
Claremont Graduate School, Claremont, CA

B.S. Botany, 1968  
M.A. Biology, 1977  
Ph.D. Botany, 1980

- ☐ Risk Assessment Course, U.C. Davis, 1988; Certificate Program in Hazardous Materials Management.
- ☐ Wetlands Delineation Course, 1989 - Wetlands Training Institute
- ☐ USFWS Wetlands Training Course, 1989 - Wetland Creation/Restoration Bibliography
- ☐ Restoration and Creation of Vernal Pools, 1989 - Calif. Dept. of Fish and Game. Sacramento, CA
- ☐ Project Development and Environmental Documentation, 1990 - National Highway Institute
- ☐ Wetlands Preservation Symposium, 1991 - University of California Davis, University Extension
- ☐ California Riparian Systems Conference III, 1991 - Univ. of California Davis, University Extension
- ☐ Course in Bird Biology, 1991 - Cornell Laboratory of Ornithology, Ithaca, New York
- ☐ Course in Identification of California Fairy Shrimps (Crustacea: Anostraca), 1994 - Dr. Denton Belk
- ☐ Continuing Education Courses in Arboriculture, 1993-2005
- ☐ Society for Ecological Restoration, 1996 - Revegetation/ Restoration Planning: The Basics. Yosemite, CA

**CERTIFICATION/ PERMITS:** Wetlands Delineation; Certified Arborist WE-1057A; Identification of CA fairy shrimps; Federal Fish and Wildlife Permit PRT-799564-2 (Vernal Pool Crustaceans); California Department of Fish and Game Scientific Collecting Permit #801049-03; DFG State Designated Endangered, Threatened and Rare Plants Collecting Voucher Permit #05061; Rail Road Safety Training.

### EXPERIENCE

1991-Present Sycamore Environmental Consultants, Inc., President and Founder;  
(Wetlands, Botanical and Wildlife Biology, Habitat Restoration)  
1980-1991 Ebasco Environmental (known from 1975-1989 as Envirosphere Company);  
Director of Environmental Services, and Supervising Botanist  
1976-1980 Independent, part-time biological consulting for various firms and agencies, concurrent  
with Ph.D. program  
1977-1980 Lecturer and Instructor of Botany and Biology, PT, concurrent with Ph.D. program  
1977-1980 Ph.D. Graduate Studies, Claremont Graduate School, Claremont, CA  
1975-1977 M.A. Graduate Studies, California State University, Fullerton, CA  
1972-1975 Self-employed/business sales  
1968-1972 U.S. Navy, Commissioned Officer

### PROFESSIONAL AFFILIATIONS

American Institute of Biological Sciences	California Botanical Society
American Society of Plant Taxonomists	California Native Plant Society
Botanical Society of America	International Society of Arboriculture
Council Member 1993-2000, California Botanical Society	
President, California Botanical Society, 1997-2000	
Director, Region 2, Society for Ecological Restoration, 1997-1998	
Caltrans Director's Environmental Advisory Committee 1992-1996	

## **EXPERIENCE SUMMARY**

Dr. John Little has over 29 years consulting experience in California. Prior to forming Sycamore Environmental, he was Director of Environmental Services at one of the nations largest engineering and environmental consulting firms in Sacramento, where he was employed for over 10 years.

Dr. Little has managed and contributed to hundreds of CEQA (EIR and Initial Study) and NEPA (EIS, EA, Biological Assessments) documents. He manages environmental documentation for multimillion dollar EIR/EIS projects as well smaller projects including local EIRs, Initial Studies and Mitigated Negative Declarations (IS/MND), and feasibility studies. He served as environmental Manager for the California-Oregon Transmission Project, a 340-mile long (Malin, OR to Tracy, CA), \$2.4 million EIS/EIR.

He has served as Project Manager for numerous IS/MNDs and EIRs, including residential, infrastructure, and utility projects for the City of Sacramento; the Weber Point Seawall IS/MND for the City of Stockton; the Delano Biomass EIR Project in Kern Co.; multiple CEQA IS/MND projects for the City of Angels including the City's Water Treatment Plant Improvements Project and the Angels Camp Museum Project; an IS/MND for Calaveras Public Utilities District, Rail Road Flat Water Pipeline and Storage Tank Facility; and an IS/MND for a 500 acre commercial nursery project in Solano County for DFG.

Dr. Little has managed and contributed the biological sections of many General Plan and Regional planning efforts such as the City of Santa Rosa Long-Term Subregional Wastewater Project EIS/EIR (50,000 acres); the City of Pleasanton General Plan Update EIR (48,000 acres); the City of Merced General Plan Update EIR Update (3,500 acres); the Hanford General Plan and EIR (30,000 acres); and the River Highlands Community Plan and EIR (22,000 acres). He currently manages Sycamore's existing on-call service contracts for preparation of environmental documents, biological and wetland studies, and state and federal permits with Contra Costa, El Dorado, Stanislaus, and Tuolumne cos.

He has managed and conducted hundreds of jurisdictional wetland delineations, surveys and technical analyses for threatened for endangered plant and wildlife species, riparian impact studies, biological assessments, and wildlife and vegetation surveys. He has prepared numerous comprehensive wetland mitigation and monitoring plans, habitat restoration plans, operations & management plans, and bid specifications for many types of projects.

He prepares permit applications for section 404 permit applications from the U.S. Army Corps of Engineers, 401 Water Quality Certifications with the California Regional Water Quality Control Board, and 1602 Streambed Alteration Agreements with the California Department of Fish and Game. He has participated in numerous formal section 7 consultations with federal agencies (U.S. Fish and Wildlife Service, NOAA Fisheries) and the U.S. Army Corps of Engineers for threatened and endangered species impacts for infrastructure and other types of projects.

Dr. Little is a trained wetland delineator, a Certified Arborist (WE-1057A), holds a Fish and Wildlife Service recovery permit for vernal pool crustaceans (TE799564-2), holds a California Department of Fish & Game Scientific Collecting Permit (#801046-03), and a California Department of Fish & Game, Rare, Threatened and Endangered Plant Voucher Collecting Permit (#05061). He has coauthored/edited three books and has published papers in peer reviewed scientific journals. He is past-President of the California Botanical Society (1997-2000) and the Orange County Chapter of the California Native Plant Society. In addition to CA, Dr. Little has conducted biological studies and agency consultations in AK, AZ, CO, NV, OR, MT, NM, and WA. He is experienced in diverse ecological habitats such as chaparral and coastal sage scrub, native and nonnative grasslands, Central Valley, Sierra coniferous forests, Sonoran and Mojave deserts, Delta and coastal salt marsh and dunes, and others.

## SELECTED PROJECT EXPERIENCE

**Ak-Chin Indian Reservation Water Supply Project EIS.** Conducted vegetation analyses, botanical surveys, and developed descriptions of existing terrestrial resources for an EIS for a water supply project in southwestern AZ. Evaluated environmental impacts and mitigation measures relative to construction of water wells, pipelines, and canals in three desert valleys encompassing over 123,000 acres [prior experience]. U.S. Bureau of Indian Affairs, Phoenix, AZ.

**Alaska Power Authority, Anchorage, AK.** Anchorage to Willow Environmental Support for Susitna Hydroelectric Project. Conducted analysis of land use and land ownership categories (agricultural, residential, state, federal, and native Indian lands) along 12 transmission line alternative rights-of-way ranging between 50 and 75 miles in length [prior experience].

**Alaska Power Authority, Anchorage, AK.** Susitna Hydroelectric Project. FERC application. Responded to agency comments on FERC license application; wrote Summary of Botanical Resources, Impacts, and mitigation measures associated with FERC Application; reviewed draft report Terrestrial Environmental Mitigation Planning Simulation Model; reviewed downstream effects of ice formations on streambank vegetation [prior experience].

**Amador County, CA. Devil's Nose Hydroelectric Project. FERC License Application.** Principal investigator for vegetation resources, consisting of mapping, impact analyses and report preparation for impacts associated with reservoir site construction and new 230-kV transmission line corridors [prior experience].

**AT&T Communications, Inc., Indio to Salton Sea Fiber Optic EA.** Conducted field studies and assisted with report to evaluate potential impacts on nine listed and 53 candidate species or species of special concern along a 46-mile long fiber optic corridor between Indio and Anza Borrego State Park. Thompson-Hysell Communications.

**Bureau of Indian Affairs, Hoopa, CA EA.** Lead biologist of a team of forestry, aquatic, terrestrial and wildlife biologists to prepare an Environmental Assessment for a Forest Management Plan for the Hoopa Indian Reservation, Humboldt Co., CA. Prepared evaluations for vegetation and wildlife resources [prior experience].

**Bureau of Indian Affairs, San Carlos, AZ EA.** Lead biologist of a team of forestry, terrestrial, aquatic, and wildlife biologists for an Environmental Assessment for development of a Forest Management Plan for San Carlos Indian Reservation, AZ. Prepared evaluations for vegetation, wildlife and aquatic resources [prior experience].

**California Department of Fish and Game.** Mono Basin Riparian and Aquatic Habitat Enhancement Plan; Manager and Technical Lead for 5 of 34 tasks to assess, through field studies in Mono Co., historic loss of riparian habitat and to prepare restoration plans for riparian, wetland, and wildlife habitat based on flows determined by court order for 5 creeks that feed Mono Lake and Owens River [prior experience].

**California Energy Commission, Sacramento.** Power Plant Site Certification Program, Technical lead for biology and water resource disciplines for Sycamore Cogeneration Project; analysis of wildlife impacts due to construction and operation of 10 miles of a new 115-kV transmission line corridor in central CA [prior experience].

**California-Oregon Transmission Project 500-kV, EIS/EIR.** Project Manager; conducted wetland delineation of transmission tower sites on Delta soils on Jersey Island & south of Dutch Slough. Contra Costa Co. Power Engineers.

**California-Oregon Transmission Project 500-kV, EIS/EIR.** Project Manager for a \$2.4 million project for environmental studies for a 330 mile long, 500-kV transmission line between s OR and c CA. Supervised and responsible for all wildlife and vegetation studies, scheduling, preparation of the biological assessment and floodplains wetlands assessments; responsible for developing and evaluating over 1,200 miles of alternative high voltage transmission line routes; prepared mitigation plans; managed subconsultants, made presentations at public meetings; responsible for technical review of all CEQA/NEPA components [prior experience]. Western Area Power Administration/ Transmission Agency of N. CA. EIS/EIR certified 1988.

**California-Oregon Transmission Project, Supplement to BA for 500-kV EIS/EIR.** Project Manager for preparation of Supplement to the COTP Biological Assessment; conducted biological surveys of

threatened and endangered plant and wildlife species along new alternative transmission line ROW on Sherman and Jersey Islands. Contra Costa Co. Western Area Power Administration, Sacramento.

**City of Santa Rosa, Long-Term Subregional Wastewater Project EIR/EIS.** Project Manager for Comprehensive Botanical Surveys and Habitat Mapping. Conducted vegetation mapping, prepared technical reports for EIR/EIS; conducted botanical surveys for 182 special-status plant species in grassland, riparian, woodland, and vernal pool communities on over 50,000 acres of potential reservoir and agricultural irrigation sites, pipeline distribution routes, access roads, and downstream habitats. Study areas included Petaluma, Sebastopol, and City of Santa Rosa. Sonoma and Marin cos. HBA Parsons.

**City of Santa Rosa, Phase 1 Screening Analysis for Long-Term Subregional Wastewater Project EIR/EIS.** Project Manager for conducting evaluations of 165 special-status plant species and sensitive plant community resources associated with 32 wastewater discharge alternatives. Performed constraint-level analyses and field studies for over 500 miles of alternative water pipeline routes, including ocean outfall and San Pablo Bay discharge, and 5,000 acres of alternative facility component designs. HBA Parsons.

**Cottonwood-Elverta 230-kV transmission line EA.** Project Manager for transmission line reconductor project between Oroville and Elverta, CA. Vegetation and wildlife surveys; wetlands mapping; prepared Biological Assessment for Bald Eagle; mitigation plans. Western Area Power Administration [prior experience].

**Edison Mission Energy Project, Kern Co.** Lead botanist and conducted field surveys for special-status plant species on 849 acres of desert land and 11 miles of transmission line for a project in the Mojave Desert. CH2MHill, Sacramento, CA.

**Edison Mission Energy Project, Los Angeles Co.** Lead botanist and conducted field surveys for special-status plant species on 1,010 acres of desert land and two, 11 mile long transmission line routes for a project in the Mojave Desert. CH2MHill, Sacramento, CA.

**Flathead Valley Reinforcement Project EIS.** Project Manager for expansion of an existing powerline with an additional 230-kV line. Served as Agricultural Specialist, investigated impacts to agricultural land, analyzed mitigation measures in cooperation with local farmers, ranchers and soil conservationists, and attended public workshops. Served as project Forester and conducted all studies and analyses associated with forestry impacts and mitigation measures [prior experience]. Bonneville Power Authority, Kalispell, MT.

**Glenwood Springs Desalinization Project EA.** Responsible for botanical surveys, mapping, and special-status species analyses for a desalinization and cogeneration project in Colorado. Served as Project Manager responsible for routing 30 miles of new 115-kV transmission lines on wood pole, H-frame structures and for conducting vegetation and wetlands assessments for U.S. Bureau of Reclamation, CO, Environmental Assessment [prior experience]. Mission Energy, Irvine, CA.

**Hazel Creek EA.** Responsible for botanical surveys, including riparian and wetland habitats, mapping, and T/E species analyses for tunnel project [prior experience]. El Dorado Irrigation District.

**I-880 Intermodal Corridor Study.** Conducted biological surveys and prepared map for sensitive plant and wildlife habitats and wetlands within a 40-mile long corridor between Oakland and San Jose. Alameda, Contra Costa, Santa Clara cos. Parsons-DeLeuw.

**IBM Corporation, San Jose, CA.** Small Power Plant Exemption Application for a 65 MW Cogeneration Facility. Submitted to the California Energy Commission. Reviewed description of biological resources and wrote biological impacts sections [prior experience].

**Los Banos Grandes Reservoir Facilities EIR.** Project Manager for preparation of the *Comprehensive Biological Resources Mitigation Plan*. Plan preparation involved incorporating the results of four different plans into a single plan. The 4 plans were the results of a) the Habitat Evaluation Procedure (HEP), prepared by USFWS; b) the threatened and endangered wildlife report prepared by California Department of Fish and Game; c) the Sensitive Plant Species Report, prepared by DWR; and d) the Sensitive Plant Communities Mitigation Plan prepared by R. J. Little for the U.S. Bureau of Reclamation. Detailed procedures to implement long-term operation, maintenance, monitoring, and evaluation of the Comprehensive Plan; the estimated 10-year mitigation cost for restoring and managing 45,000 acres was \$68 million [prior experience]. CA Dept. of Water Resources. Merced Co.

**Newark Power Plant Application for Certification.** Conducted biological survey and special-status species survey for an Application for Certification to construct a 600-megawatt natural-gas-fired combined cycle energy facility, 230-kilovolt switchyard, and one mile of new 230-kilowatt transmission line. Alameda Co. Foster-Wheeler Corp.

**Pacific Fiber Link (360networks, Inc.) Fiber Optic Conduit Installation Project.** Oregon border to Sacramento, CA. Project Manager and conducted botanical, wildlife surveys and wetland delineations along a fiber optic route. Prepared 7 Biological Evaluation and Jurisdictional Delineation Reports; prepared Section 404 NW 12, Section 401 Water Quality Certification and 1603 Streambed Alteration Agreement permit applications. Conducted botanical surveys for special-status species and noxious weeds. Project manager for construction monitoring of biological resources. Yolo, Sutter, Butte, Tehama, Shasta, Siskiyou, and Modoc cos. Foster-Wheeler Corp.

**Pacific Fiber Link Fiber Optic Conduit Installation.** Prepared EA for USDA Forest Service, Modoc National Forest (lead), Lassen National Forest, Shasta-Trinity National Forest, and USDI Bureau of Land Management, Alturas, for environmental impacts of fiber optic construction on USFS land. Foster-Wheeler Corp.

**Port of Long Beach, CA EIR.** Senior biologist for EIR investigation of existing conditions and biological impacts relating to proposed coal transshipment facilities and railroad lines linking Long Beach Harbor and seven western states [prior experience].

**Rice Airfield Solar Energy Project.** Lead botanist and conducted field surveys for special-status plant species on 2,400 acres of desert land and 11 miles of transmission line for a project located in the Colorado (Sonoran) Desert in southeast CA. Riverside Co. CH2MHill, Sacramento, CA.

**Rocky Point Pumped Storage Project, FERC re-license.** Lead investigator for analysis of vegetation and wildlife impacts associated with reservoir construction and siting, and routing of two, 20 mile long, 345-kV transmission line corridors in Colorado [prior experience].

**Sierra Ski Ranch Expansion Project EIS/EIR.** Project Manager for biological resource sections of EIS/EIR (vegetation, wildlife, and fisheries) for new 2,000+ acre ski area. Responsible for all vegetation impact analyses, vegetative community surveys, species list, T/E species surveys, preparation of mitigation plans. El Dorado Co.

**SMUD AFC Supplement for PG&E Pipeline System.** Conducted wildlife, vegetation, and wetland resource evaluations for four new gas pipeline segments in accordance with California Energy Commission guidelines for Application for Certification (AFC). Yolo and Sacramento cos.

**South Fork American River, FERC re-license.** Prepared Wet Meadow Study Plan, Eldorado National Forest, El Dorado Co. For SOFAR Management Authority for submittal to the Federal Energy Regulatory Commission [prior experience].

**South Tahoe Public Utility District (STPUD) Pipeline Project.** Conducted botanical surveys for 4 special-status plant species along the proposed route of a portion of an existing wastewater export pipeline that passed through the Upper Truckee River stream environment zone (SEZ). El Dorado Co.

**Tenneco Baja Pipeline Project Environmental Report for FERC Filing.** Evaluation and analysis of 700 miles of alternative natural gas pipeline routes from Barstow to San Diego. Technical Lead for prep. of BLM Plan Amendment, biological, and wetland studies; FERC Application. URS Consultants.

**Texas Hill EA.** Botanical, riparian, wetland habitats, mitigation plans, and T/E species analyses for a reservoir project [prior experience]. El Dorado Co. El Dorado Irrigation District.

**Whiting Ranch EIR Orange Co.** Identified biologically sensitive areas and analyzed potential impacts for a 2,800 acre development, for fresh- and wastewater pipeline routes, reservoir sites, and pumping station facilities [prior experience]. Irvine Ranch Water District.

**Abalone Cove EIR.** Responsible for conducting botanical and wildlife surveys, mapping, T/E species analyses. Developed conceptual mitigation measures for Palos Verdes blue butterfly and black -tailed gnatcatcher [prior experience]. City of Los Angeles, CA.

**Armstrong Garden Center Tamalpais Valley.** Conducted Jurisdictional Delineation and Biological Resources surveys; prepared Jurisdictional Delineation and Biological Resources Evaluation Report; permit applications. Marin Co.



**Ball Ranch EIR.** Project Manager for preparation of a report on the Vegetative Communities and Checklist of the Vascular Flora of Ball Ranch [prior experience]. Fresno Co. Quad Consultants.

**Barnett Business Park.** Conducted botanical survey for 7 special-status species on a 5 acre parcel in Shingle Springs. El Dorado Co.

**Bernal EIR - Biological Support Activities.** Evaluated alternative project designs relative to biological impacts for Bernal Property in the City of Pleasanton; reviewed biological sections and wetland studies of previous EIR; proposed alternative biological and wetland mitigation measures. Alameda Co.

**Brownsville Bike Lane.** Prepared biological evaluation report on potential impacts to biological resources and wetlands. Yuba Co. Dept. of Public Works.

**Butterfly Village EIR.** Conducted biological surveys and jurisdictional delineation of 671 acres. Prepared Jurisdictional Delineation, Biological Assessment Report, and Conceptual Restoration Plan; conducted comprehensive review of DEIR and Specific Plan for project attorneys; presentation to County Board of Supervisors. Consultation with Corps & DFG. Monterey Co.

**Calton Homes of California "316 Acre" Parcel.** Project Manager to conduct wetland/riparian/vernal pool surveys for proposed residential development at Florin and Excelsior Roads, Sacramento Co.

**Captain's Table Marina and Resort EIR.** Conducted biological and botanical surveys and focused surveys for special-status species for project site on east bank of Sacramento River. Conducted jurisdictional wetland delineation and an arborist report; conducted informal consultations with the USFWS, NMFS, and DFG regarding special-status fish species and giant garter snake. Prepared Biological Resources Evaluation and Wetland Delineation Report. City of Sacramento.

**City of Angels Water Treatment Plant IS/MND.** Project Manager for biological resources and jurisdictional wetland delineation surveys; prepared Biological Resources Report and IS/MND; managed Section 106 cultural survey; prepared Section 404 Nationwide 12 permit application. Calaveras Co.

**City of Isleton General Plan EIR Update.** Project Manager; conducted surveys and prepared biological and wetlands setting, impacts, and mitigation sections for General Plan update EIR for 5,000 acres. Sacramento Co.

**City of Merced General Plan EIR Update.** Project Manager; conducted surveys and prepared biological and wetlands setting, impacts, & mitigation sections for General Plan update EIR; for  $\pm$  3,500 acres in Merced Co. for City of Merced.

**City of Modesto Airport.** Conducted Jurisdictional Wetland Delineation for the City of Modesto County-City Airport Runway 28R. Stanislaus Co. 2001.

**City of Pleasanton General Plan EIR.** Project Manager; evaluated impacts of general plan alternatives on biological and wetland resources for 47,000 ac planning area. Assisted City with development of strategies to preserve and protect biological resources, wildlife habitat, and riparian corridors. Alameda Co. Mundie & Associates.

**City of Pleasanton Happy Valley Specific Plan EIR.** Project Manager for conducting botanical surveys and preparation of biological and wetlands setting, impacts, and mitigation sections for City's Specific Plan EIR. Conducted wetland delineation, consulted with USFWS and DFG on special-status species; prepared arborist report. Alameda Co.

**College of Notre Dame, Notre Dame High School, and Sisters of Notre Dame Expansion Projects Negative Declarations.** Prepared Biological Resource Reports for each project; prepared setting, impacts, and mitigation measures and incorporated the results into the biological sections of three Negative Declarations (one per project). Wagstaff & Assoc.

**Colony Ranch Estates Biological Resource Studies.** Conducted wetland delineations and focused surveys on 1,000 acres for special-status species including California tiger salamander, western spadefoot, Swainson's hawk, giant garter snake, California fairy shrimps, and 5 plant species. Sacramento Co. H. Sommer. 1994-1995.

**Delano 49.9 MW Biomass Project EIR.** Project Manager for preparation of EIR for a new 49.9 MW biomass fueled power plant located south of Delano; conducted terrestrial ecology and agricultural impact analyses. Key issues included disposal of hazardous waste (ash), potential for contamination of ground water via deep-well injection of wastewater, and air quality impacts resulting from combustion of biomass derived from forest slash and waste products [prior experience]. Kern Co. EIR Certified 1984.

**Eastwood Park Unit No. 5.** Conducted botanical survey for special-status species for a 15 acre parcel in Cameron Park and prepared a mitigation and monitoring plan for *Galium californicum* ssp. *sierrae* and *Wyethia reticulata*. El Dorado Co.

**Gateway Valley/ Moranga Valley Supplement EIR.** Provided technical review and assistance to the City of Orinda for all biological and wetland documents, maps, and other exhibits prepared by project applicant for CEQA clearance. Attended numerous public meetings and made presentations on the adequacy of documentation, conducted detailed evaluation of mitigation measures; summarized for City the mitigation measures that had been only partially included in updated documents submitted by applicant to City; identified new measures that needed to be included in the final SEIR; tried to resolve conflicts between information in documents prepared years apart; assisted with updating biological resources data and descriptions. Contra Costa Co.

**Gateway West Office Park and Friedman Site Commercial IS/MND.** Prepared CEQA Initial Study and Mitigated Negative Declaration for a commercial development project. City of Sacramento.

**Gold Creek Golf Course Biological Studies.** Conducted wetland delineation, and focused surveys for special-status species on 379 acres of forested lands. Prepared Wetland Mitigation and Monitoring Plan for Corps 404 Permit; a Revegetation and Erosion Control Plan for DFG 1603 Streambed Alteration Agreement; and Golf Course Management Plan; worked with the golf course architect to make fine-tune final 27-hole championship course design to avoid impacts to jurisdictional wetlands and sensitive biological resources; provided testimony at the El Dorado County Planning Commission and County Supervisor public hearings. El Dorado Co. J.& J. Ward & Sierra Land Design. 1994-1995.

**Hines Horticulture Winters Nursery.** Conducted wildlife surveys and jurisdictional delineation on a 185 acre proposed commercial nursery site in Allendale, CA. Conducted small mammal trapping for a study of prey base and foraging utilization by Swainson's hawk. Consulted with the Corps for wetland mitigation, assisted with Wetland Mitigation Plan design. Solano Co.

**Home Depot at Hangtown Creek, Placerville, EIR.** Project Manager for a commercial development project on 18.29 acres in El Dorado County. Conducted biological resource surveys and jurisdictional wetland delineation. Project involved relocating 856 lineal feet of Hangtown Creek. Prepared Biological Resources Report for support of City IS/MND; attended City Council and Planning commission meetings on DEIR. Prepared Corps, DFG, and RWQCB permit applications; prepared Revegetation Plan, Conservation Easement, Operations and Management Plan, Property Analysis Record, and Mitigation and Monitoring Plan. Designed and facilitated establishment of 1.4 acre Riparian Preserve. Coordinated with agencies, construction companies, and Home Depot for biological monitoring during construction and amphibian/ fish salvage and relocation. El Dorado Co.

**IRCTS Biological Surveys.** Conducted general biological surveys on a 3,928-acre project in east Sacramento County for three consecutive years. Conducted specialized surveys for vernal pool invertebrates, analyzed vernal pool floristic characteristics, and conducted raptor surveys. A detailed flora of the 100+ vernal pools, located on one-third of the project site, was prepared. The vernal pool invertebrate surveys statistically sampled over 20% of the pools documenting invertebrate species present. Vernal pool tadpole shrimp (*Lepidurus packardii*) were observed in 77% of sampled pools, California linderiella (*Linderiella occidentalis*) in 40% of sampled pools. Sacramento Co. 1993.

**Iron Mountain Mine EA.** Responsible for vegetation, riparian and wetland habitats, and T/E species analyses for a mine rehabilitation project [prior experience]. Shasta Co. U.S. Bureau of Reclamation.

**Islands at Riverlake IS/MND.** Prepared CEQA Initial Study and Mitigated Negative Declaration for a residential development project. City of Sacramento.

**Jackson Hills Golf Course and Residential Community EIR.** Prepared biological resource evaluation report in support of City EIR for 500 ac development; conducted jurisdictional wetland delineation; Arborist Surveys; California red-legged frog surveys. Prepared 404 permit application. Attended public outreach meetings on project plan. Amador Co.

**JMA North Natomas PUD, IS/MND.** Conducted biological surveys and prepared the Biological Assessment in support of a CEQA Initial Study for tentative subdivision, re-zone, and general plan amendment for the City of Sacramento. Consulted with USDA Natural Resources Center regarding agricultural wetland conversion. Sacramento Co.



# **SYCAMORE** ENVIRONMENTAL CONSULTANTS, INC.

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## **RESUME**

**JEFFERY J. LITTLE**

**Biologist/GIS**

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### **EDUCATION**

Sacramento City College, Sacramento, CA

A.A. Business, 1990

- ☐ AutoCAD Training - KDS Engineering, Sacramento, CA
- ☐ Managing Multiple Projects – Fred Pryor Seminars, Sacramento, CA
- ☐ ESRI ArcCAD Training - Hammon, Jensen, Wallen & Assoc., Oakland, CA
- ☐ Wetland Delineation Certification Training Program, 1996 - Environmental Technology Center, Sacramento, CA
- ☐ AutoCAD Map GIS Technical Training - California CAD Solutions, Modesto, CA
- ☐ Caltrans/NASTT Training and Certification at Horizontal Directional Drilling Inspector Training Academy (Buellton, CA), 2000 – Trenchless Technology Institute of Missouri Western State College, St. Joseph, MO

### **PERMITS**

California Department of Fish and Game Scientific Collecting Permit #801049-02; and DFG Rare, Threatened and Endangered Plant Voucher Collecting Permit #08018; Rail Road Safety Training, Caltrans/NASTT Horizontal Directional Drilling Inspector (12/00-12/06)

### **EXPERIENCE**

1988-1990	Sacramento Laser Recharge, Sales/ Service Technician, Sacramento, CA
1991-1992	Service First Contractor's Network, Computer Network Supervisor, Tustin, CA
1993-Present	Sycamore Environmental Consultants, Inc., Vice President, Regulatory Compliance and Project Manager, Sacramento, CA

Mr. Little has over 16 years experience as an environmental consultant in preparing CEQA/NEPA documents. He has conducted biological field surveys and wetland delineations and has prepared revegetation and erosion control plans, Biological Assessments, and mitigation plans for wetlands and wildlife in conjunction with NES reports. He has prepared NES documents, consulted on Corps 404 permit issues, and DFG Streambed Alteration Agreements. Mr. Little's project experience involves coordinating with county public works and transportation departments and project engineers to obtain data for impact analyses and mitigation suggestions. He has served as the assistant project manager for 90 bridge and highway projects including over 50 Natural Environment Study Reports.

Mr. Little is the CAD/ GIS Manager responsible for data collection, map creation, impact analyses, and report preparation. He supervises biological and cultural monitors and conducts environmental analyses for route selection. Mr. Jeff Little consults with the Corps for section 404 Nationwide permits, with Fish and Wildlife Service for both formal and informal section 7 consultations, with the Department of Fish and Game for 1602 Streambed Alteration Agreements, and with the Regional Water Quality Control Board for Water Quality certifications.

He has conducted field surveys for special-status species including Valley elderberry longhorn beetle, giant garter snake, California red-legged frog, and Swainson's hawk. He uses a GPS to collect data for wetland delineations, wetland creation and mitigation monitoring, and for special-status species surveys.

## **PROFESSIONAL AFFILIATIONS**

American Planning Association  
American Birding Association

Project Management Institute  
National Audubon Society, Sacramento Chapter

## **ENVIRONMENTAL PROJECT EXPERIENCE**

**Congregate Care Duets.** Assisted with environmental planning, CEQA support and entitlements. El Dorado Co.

**Cameron Hills.** Prepared biological impacts analysis, including mitigation measures, in a CEQA Initial Study Biological Resources section format. Consulted with DFG and CNPS. El Dorado Co.

**Michigan Bar at Latrobe Road.** Managed permits and biological assessment. El Dorado Co.

**Sacramento Natural Gas Storage.** Managed project, biological assessment for federally listed vernal pool fairy shrimp, pipeline route analysis, Swainson's hawk habitat analysis, jurisdictional delineation, permits, BRAC cleanup plan review, and response letter for draft EIR. Sacramento Co.

**Indian Creek Ranch.** Managed project, wetland delineation, biological resources, including off-site improvements, attend public meetings. El Dorado Co.

**Sierra Gold Subdivision.** Managed preparation of Reasonable Use Analysis Letter Report and AutoCAD maps. El Dorado Co.

**Waterman Park.** Managed project, conducted delineation, prepare Rapanos evaluation, operations and maintenance plan, initial study, PCN, and permits, attend multiple public meetings. Sacramento Co.

**Executive Airport Ditch Lining.** Prepared AutoCAD maps for the Biological Resources Evaluation and Jurisdictional Delineation Report. Assisted with Biological Resources Evaluation and Jurisdictional Delineation Report preparation. Assisted with and managed the permit application process. Sacramento Co.

**Nut Tree Airport Expansion.** Prepared AutoCAD maps for the Biological Resources Evaluation and Jurisdictional Delineation Report. Reviewed Biological Resources Evaluation and Jurisdictional Delineation Report and Mitigation and Monitoring Plan. Prepared Vernal Pool Habitat Assessment and Project Impacts Discussion letter. Managed permit application preparation. Solano Co.

**Silva Valley Parkway Water Main and Sewer Force Main Project.** Managed project for expansion of water main. Prepared CA red-legged frog site assessment, CRLF field survey report, and vernal pool habitat analysis for submittal to USFWS. Prepared response to comments. El Dorado Co.

**Diamond Villas.** Managed project; conducted delineation on 4.2 acres; prepared Biological Resources Evaluation and Jurisdictional Delineation Report; prepared 404, 1603, and 401 permit applications; coordination with Corps and USFWS; developed AutoCAD figures; and prepared Letter of Permission for Corps. El Dorado Co.

**Serna Village.** Managed project for conversion of a portion of the former McClellan Air Force Base to civilian housing; conducted site surveys, prepared Biological Assessment for compensatory mitigation plan for Federal-Listed Vernal Pool Crustaceans; prepared 404, 1603, and 401 permit applications; consulted with Corps, USFWS and client; facilitated purchase of mitigation credits. Sacramento Co.

**40 acre Meadowview Road.** Assistant project manager project for residential development project. Conducted Jurisdictional Delineation; Hydrology Study; and report preparation. Consult with Corps. Sacramento Co.

**Mokelumne Hill Wastewater System Improvement Project.** Assistant project manager; conducted Biological and Jurisdictional Delineation surveys, prepared Biological Resources Evaluation and Jurisdictional Delineation Report for water treatment plant and sewer line expansion project. Prepared AutoCAD figures. Calaveras Co.

**Islands at Riverlake IS/MND.** Managed the preparation of a CEQA Initial Study and Mitigated Negative Declaration for a commercial development project in the City of Sacramento. Attended Planning Commission and City Council meetings. Sacramento Co.

**Gramercy Jurisdictional Wetland Reverification.** Conducted a Wetland Reverification and prepared AutoCAD Jurisdictional Delineation maps, (name changed to Springlake), prepared 404 and 401 permit applications. El Dorado Co.

**River Islands at Lathrop.** Prepared AutoCAD maps for a 60-acre riparian forest establishment plan and assisted with permit applications. San Joaquin Co.

**Home Depot at Hangtown Creek, Placerville.** Conducted Biological Resources surveys and Jurisdictional Wetland Delineation of 18.29 acres. Prepared an updated Biological Resources Report and a Jurisdictional Delineation Report for reverification by the U.S. Army Corps of Engineers for a commercial development project. Prepared AutoCAD

figures. Consultations with federal and state agencies on potential impacts and recommended mitigation measures in pre-application meetings. Construction phase of project: Participate in weekly construction meetings regarding biological monitoring, coordinate with DFG wardens, Corps and City regarding permit compliance. El Dorado Co.

**Copart Auto Salvage and Auction Yard IS/MND.** Conducted Biological and Wetland surveys and managed the preparation of a CEQA Initial Study and Mitigated Negative Declaration for an automobile storage area and auction yard project on 55.52 acres in the City of Sacramento. The Initial Study addressed potential impacts resulting from land use designation changes, zone changes, and special use permits, as well as environmental impacts to water quality and biological resources resulting from development. Managed the cultural resources subconsultant. Sacramento Co.

**Ranch San Juan ADC Specific Plan EIR.** Conducted AutoCAD and ArcView GIS analysis for a Biological Resources and Wetland Delineation Report for a 671 acre development project. Monterey Co.

**El Dorado County Trail Land Swap in Smith Flat.** Conducted a Jurisdictional Wetland Delineation of a 5.2 acre property and prepare the Jurisdictional Wetland Delineation Report. El Dorado Co.

**City of Sacramento Basin 68 Improvements – Detention at the Sacramento Regional Wastewater Treatment Plant.** Conducted Jurisdictional Wetland Delineation and prepared the Biological Resources and Jurisdictional Wetland Delineation Report in support of a CEQA Initial Study and Mitigated Negative Declaration prepared by the City of Sacramento. Project Manager of Western burrowing owl mitigation monitoring and prepared monitoring report. Sacramento Co.

**Vandenberg Air Force Base Wetland Surveys.** Conducted GPS surveys of wetlands, habitat assessments, and special-status species for the VAFB North Cantonment Programmatic Environmental Assessment. Incorporated GPS data into the VAFB GIS. Prepared Wetlands and Biology sections of EA. Santa Barbara Co.

**Califia Development/ Gold Rush City.** Developed GIS for 5,500 ac development in the City of Lathrop. Compiled existing CAD data and developed AutoCAD Map 3.0 and ArcView 3.1 GIS. San Joaquin Co.

**Treacey-Knox Property Jackson Indian Rancheria Environmental Assessment.** Conducting Biological and Botanical surveys, including surveys for Valley elderberry longhorn beetle (VELB). Assisted with Wetland Delineation and preparation of report. Amador Co.

**Happy Valley-Specific Plan EIR.** Conducted Biological surveys and habitat evaluations for state and federal listed special-status species for San Joaquin kit fox, Alameda whipsnake, CA red-legged frog, Foothill yellow-legged frog, CA tiger salamander, Western burrowing owl, Western pond turtle, and Tricolored blackbird. Prepared Jurisdictional Wetland Delineation. Conducted Site Assessment for CA red-legged frog. Used GPS for wetlands mapping and the certified arborist tree survey. Assisted with preparation of 404 Individual Permit, Section 7 Consultation, and DFG consultation. Alameda Co.

**City of Santa Rosa Subregional Long-term Wastewater Project.** Digitized and edited vegetation and wetlands mapping on 50,000+ acre of proposed agricultural irrigation parcels using AutoCAD. Assisted staff botanists with aerial photography interpretation and provided GIS analysis. Sonoma and Marin cos.

**Gold Creek Golf Course Biological Studies.** Prepared AutoCAD figures for Biological surveys and Wetland Delineation of 379 acre site, used engineering base maps to compile project and mitigation plan maps. Prepared database to calculate and compile wetland information and to develop conceptual designs of wetland mitigation sites. El Dorado Co.

**Eastwood Park No. 5.** Conducted botanical survey on 15 acres for eight special-status plant species. Used a GPS to map population locations of the two special-status plant species occurring on-site. El Dorado Co.

**City of Merced General Plan Update.** Assisted with the preparation of the Biological Resources sections of an EIR for a general plan update on 30,500 acres for the City of Merced. Merced Co.

**City of Pleasanton General Plan EIR.** Assisted with biological analyses of riparian and wildlife corridors, wetlands, special-status species; developed recommendations for land use classifications; evaluated numerous planning alternatives; prepared AutoCAD maps for the General Plan EIR. Alameda Co.

**Botanical Surveys for City of Santa Rosa Long-Term Subregional Wastewater Project EIS/EIR.** Assisted with botanical surveys for 25 special-status plant species in grassland and vernal pool communities in a 1,000 acre of potential reservoir site. Sonoma Co.

**West Lathrop Specific Plan EIR - Stewart Tract Biological Surveys & Wetland Delineation.** Assisted with Biological surveys for giant garter snake, Swainson's hawk, western burrowing owl, VELB, and surveys for San Joaquin kit fox dens. Assisted with Wetland Delineations on 7,000 acres west of Lathrop. San Joaquin Co.



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## RESUME

### CHARLES HUGHES Botanist / Biologist

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#### EDUCATION

Michigan State University  
University of California, Davis

M.S. Plant Biology, 2003  
B.S. Environmental Horticulture and Urban Forestry, 1998

#### CERTIFICATION/ PERMITS:

- ☐ ISA Certified Arborist WE-6885A
- ☐ Authorized individual on Sycamore Environmental's USFWS vernal pool branchiopod (fairy shrimp) recovery permit #TE-799564-2
- ☐ DFG Rare, Threatened and Endangered Plant Voucher Collecting Permit (#08053)
- ☐ DFG Scientific Collecting Permit (#801267-05)

#### EXPERIENCE

2003-Present

& 1999-2000 Sycamore Environmental Consultants, Inc., Botanist / Biologist, Sacramento, CA

Prepares jurisdictional wetland delineations, biological resource surveys, focused botanical and wildlife reports, arborist reports, and mitigation and restoration plans. Serves as assistant project manager, conducts informal consultations with regulatory agency personnel, and assists with CEQA impact analysis.

2005-2006

Field Season Lab of Dr. Adina Merenlender, University of California, Berkeley, Botanical Monitor

Collected data for conservation easement monitoring project on several ranches ranging from several hundred to ten thousand acres in the Lassen Foothills and Battle Creek areas.

2004

Field Season North Coast Resource Management, Botanist, Calpella, CA

Botanical field surveys for special-status plants for timber harvest plans.

2001-2003

NSF Grassland Research Project, Research Assistant, Davis, CA

Managed California field plots for project examining effects of Barley Yellow Dwarf Virus on native perennial grasses as a research assistant in the lab of Dr. Carolyn Malmstrom, Michigan State University.

2001-2003

Field Season The Nature Conservancy – Dye Creek Ranch, Botanical Monitor, Los Molinos, CA

Collected and summarized data for rangeland monitoring program on the 30,000 ac ranch. Conducted similar work at The Nature Conservancy Vina Plains Preserve in spring 2003.

#### PUBLICATIONS

Rissman, A. R., S. E. Reed, C. Hughes, and R. Reiner. 2008. Monitoring understory composition of blue oak woodlands on conservation easements. In A. Merenlender, D. McCreary, K. L. Purcell, tech eds. 2008. Proceedings of the Sixth Symposium on Oak Woodlands: Today's challenges, tomorrow's opportunities (Part 2), October 9-12, 2006, Rohnert Park, CA. Gen. Tech. Rep. PSW-GTR-217. Pacific Southwest Research Station, U.S. Department of Agriculture, Forest Service, Albany, CA.

Malmstrom, C. M., Hughes, C. C., Newton, L. A. & Stoner, C. J. 2005. Virus infection in remnant native bunchgrasses from invaded California grasslands. *New Phytologist* 168 (1), 217-230. doi: 10.1111/j.1469-8137.2005.01479.x

Hughes, C. C. 2003. The effects of prescribed burning on two Northern California perennial bunchgrass populations. Master Thesis, Department of Plant Biology, Michigan State University, East Lansing, MI.



## **REPRESENTATIVE ENVIRONMENTAL PROJECTS with BOTANICAL EXPERIENCE**

**Willits Bypass.** Plant surveys and delineation. Mendocino Co.

**Idaho-Maryland Mine.** Taxonomic identification of *Fremontodendron* (Flannelbush). Nevada Co.

**Rice Airfield Solar Energy Project.** Conducted field surveys for special-status plant species on 2,400 acres of desert land and 11 miles of transmission line for a project located in the Colorado (Sonoran) Desert in southeast CA. CH2MHill, Sacramento, CA. Riverside Co.

**Millennium Center.** Biological resources, keyed plants. El Dorado Co.

**B&B Diamond Springs.** Biological Resources, Arborist survey, oak canopy analysis and plan, wetland setback analysis, biological section for CEQA initial study. El Dorado Co.

**Boyajian Tentative Subdivision Map.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation, and botanical survey. El Dorado Co.

**Terra View Loop Road.** Oak canopy analysis. El Dorado Co.

**Los Alamos Sand Mine.** Botanical survey and arborist survey. Santa Barbara Co.

**Teichert Quarry Sacramento.** Preliminary Jurisdictional Delineation. Sacramento Co.

**Burrows Tentative Map.** Wet season fairy shrimp surveys, botanical survey. Sacramento Co.

**Bombardier Court Parcel 7.** Preliminary Jurisdictional Delineation. Sacramento Co.

**Beechcraft Road Extension.** Preliminary Jurisdictional Delineation, invertebrate survey. Solano Co.

**Wayne Court.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation. Sacramento Co.

**Sacramento Natural Gas.** Preliminary Jurisdictional Delineation, NWP PCN. Sacramento Co.

**Rancho Tierra Estates.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation. El Dorado Co.

**Jewell Ridge.** Updated Biological Resources Evaluation and Preliminary Jurisdictional Delineation. El Dorado Co.

**Cameron Park Country Club.** Wetland setback analysis. El Dorado Co.

**Sierra Gold Subdivision.** Reasonable use analysis. El Dorado Co.

**Wild Chaparral Tilden Park.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation, botanical survey, oak canopy analysis. El Dorado Co.

**Cameron Ranch.** Oak canopy analysis, landscape plan. El Dorado Co.

**Kniesel Property.** Arborist survey. El Dorado Co.

**McClellan AFB.** Habitat assessment surveys, and prepare CRAM analysis. Sacramento Co.

**Sundance.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation, CEQA bio section, oak canopy analysis. El Dorado Co.

**Cameron Park Bowling.** Botanical impact and mitigation. El Dorado Co.

**Shenandoah Valley Center.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation, botanical survey, arborist survey. Amador Co.

**Waterman Park.** Dry season fairy shrimp survey, rare plant habitat, Jurisdictional Delineation. Sacramento Co.

**Nut Tree Stadium Parking Lot.** Preliminary Jurisdictional Delineation. Solano Co.

**Auburn Blvd Retail.** Arborist survey. Sacramento Co.

**Saint Ives Court.** Biological Resources survey and Preliminary Jurisdictional Delineation. El Dorado Co.

**Dohse Property Tentative Map.** Botanical Surveys. Contra Costa Co.

**3291 Harris Court.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation, Botanical survey. El Dorado Co.

**Verde Vista.** Jurisdictional delineation and botanical survey. El Dorado Co.

**Ervin Ranch.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation. El Dorado Co.

**Clark Slough Crossing (including CMP for 3 bridges).** Biological Resources and Delineation Update. Yuba Co.

**40-ac Meadowview.** Jurisdictional delineation. Sacramento Co.

**Airgas NCN Fill and Maintenance Facility Florin Creek.** Planting plan. Sacramento Co.

**Airpoint.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation. El Dorado Co.

**Forebay Estates.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation. Butte Co.

**1080 Camerado Drive.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation. El Dorado Co.

**High School 4.** Botanical Survey Letter Report. Santa Barbara Co.

**Los Alamos Shale Mine.** Botanical Survey Report. Santa Barbara Co.

**Meder Road.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation; and Botanical Inventory Report, NPPA letter, Canopy replacement plan. El Dorado Co.

**The Grove – Loomis.** Biological Evaluation Letter Report. Placer Co.

**Avenue 9 (Madera).** Biological Resources Evaluation. Madera Co.

**Indian Creek Ranch.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation, oak canopy report, OWMP comment letter. El Dorado Co.

**Diamond Oaks – Oroville.** Preliminary Jurisdictional Delineation. Butte Co.

**Rainbow Creek.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation. San Diego Co.

**Santa Juanita.** Biological Evaluation Letter Report and Preliminary Jurisdictional Delineation. Sacramento Co.

**Versie's Place.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation. Butte Co.

**Pacific Sunset Business Center.** Placer Co.

**Slate Creek Village.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation. El Dorado Co.

**Kemper Oaks Unit 2.** Placer Co.

**French Camp Conservation Bank.** San Joaquin Co.

**Fern Island & Headreach Island Conservation Bank.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation. San Joaquin Co.

**Rolls Royce Ridge.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation. Tuolumne Co.

**Raley & Bell Project.** Biological Resources Evaluation and Jurisdictional Delineation Report. Sacramento Co.

**Winters Project on Russell Blvd.** Jurisdictional Delineation Report. Yolo Co.

**65th Street Subdivision South.** Biological Resources and Jurisdictional Delineation Report. Sacramento Co.

**65th Street Subdivision North.** Biological Resources and Jurisdictional Delineation Report. Sacramento Co.

**River Gold Ranch Equestrian Estates.** Biological Resources Evaluation and Jurisdictional Delineation Report. Calaveras Co.

**Olivera Road Crossing.** Biological Resources Evaluation and Jurisdictional Delineation Report. Contra Costa Co.

**Baker/Orr Subdivision.** Biological Resources Evaluation and Jurisdictional Delineation Report. Butte Co.

**Butterfly Village.** Biological Resources Evaluation and Jurisdictional Delineation. Monterey Co.

**Armstrong Garden Centers: Tamalpais Valley Project.** Biological Resources Evaluation and Jurisdictional Delineation, and Planting Plan. Marin Co.

**Elkhorn Bait & Tackle Rezone.** Jurisdictional Delineation Report. Sacramento Co.

**Pine Wood Place.** Biological Resources and Jurisdictional Delineation Report. Sacramento Co.

**Virada Road Natural Resources Due Diligence.** Natural Resources Due Diligence. El Dorado Co.

**Victoria Station.** Biological Resources Evaluation and Jurisdictional Delineation report. Sacramento Co.

**River Islands Development.** Restoration plans for Paradise Cut and adjacent levees, and Shaded Riverine Aquatic Plan, and jurisdictional delineation. San Joaquin Co.

**Union Public Utilities District Water Storage Tank.** CRLF surveys, Biological Resources Evaluation and Preliminary Jurisdictional Delineation. Calaveras Co.

**Turtle Path.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation. El Dorado Co.

**Hines Nurseries: Allendale Nursery Project.** Biological Resources section of Initial Study and Mitigated Negative Declaration and Operations and Management Plan. Solano Co.

**Alpine Road Winery.** Botanical monitoring of restoration areas. San Mateo Co.

**Nut Tree Airport Expansion.** Biological Resources Evaluation and Jurisdictional Delineation and Mitigation and Monitoring Plan. Solano Co.

**Greenstone Cutoff Rathkamp.** El Dorado Co. Jurisdictional Delineation and Biological Resources Evaluation.

**Dunnigan Truck and Travel Center Planned Unit Development Master Plan.** Planting Plan for native species. Yolo Co.

**Cope and McPhetres Boat Storage Facility.** Jurisdictional delineation. Sacramento Co.



# SYCAMORE ENVIRONMENTAL CONSULTANTS, INC.

6355 Riverside Blvd., Suite C, Sacramento, CA 95831  
916/ 427-0703 Fax/ 427-2175

## RESUME

**Adam C. Forbes, M.S.**  
**Botanist/ Biologist**

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### EDUCATION

New Mexico State University, Las Cruces, NM

M.S. Range Science, emphasis on plant systematics, 1999

Humboldt State University, Arcata, CA

B.S. Rangeland Resources Science, 1997

**CERTIFICATION/ PERMITS:** Wetlands Delineation Course, 2000 – Wetlands Training Institute, California Department of Fish & Game Rare, Threatened and Endangered Plant Voucher Collecting Permit (#10021), and California Department of Fish and Game Scientific Collecting Permit (#802060-04); Rail Road Safety Training

### EXPERIENCE

Mr. Forbes has over nine years experience conducting biological studies for the public and private sector. As a botanist/ biologist with Sycamore Environmental, Mr. Forbes conducts plant and wildlife surveys, conducts jurisdictional delineations, prepares and edits reports, serves as assistant project manager, and conducts informal consultations with regulatory agency personnel. Responsibilities also include assisting with proposal preparation and marketing activities. Mr. Forbes provides technical support for wetland delineations, biological resource evaluations, mitigation plans, and other documents used in the CEQA/NEPA process.

In his previous position as the Environmental Services Manager for the County of Humboldt, Department of Public Works, Natural Resources Division, Mr. Forbes was responsible for obtaining necessary environmental entitlements for all Public Works Projects including road and bridge improvement projects, airport improvement projects, stormwater management, habitat restoration, and flood control. Other responsibilities included annual budget, staffing, and administrative aspects of the Division. In his role as a Botanist/ Plant Ecologist for The Pacific Lumber Company, Mr. Forbes was responsible for preparing CEQA compliant technical reports for review by California State Agencies, conducting detailed impact analysis for rare plant populations, and developing and implementing mitigation and monitoring plans for rare plant species/populations.

### ENVIRONMENTAL PROJECT EXPERIENCE

**Rice Airfield Solar Energy Project.** Conducted botanical field surveys for special-status plant species on 2,400 acres of desert land and 11 miles of transmission line for a project located in the Colorado (Sonoran) Desert in southeast CA. CH2MHill, Sacramento, CA. Riverside Co.

**Edison Mission Energy Project.** Conducted botanical field surveys for special-status plant species on 849 acres of desert land and 11 miles of transmission line for a project in the Mojave Desert. CH2MHill, Sacramento, CA. Kern Co.

**Edison Mission Energy Project.** Conducted botanical field surveys for special-status plant species on 1,010 acres of desert land and two, 11 mile long transmission line routes for a project in the Mojave Desert. CH2MHill, Sacramento, CA. Los Angeles Co.

**Home Depot-Placerville.** Annual monitoring of nature preserve, report preparation. El Dorado Co.

**Lincoln Mitigation Bank.** Field work and research to evaluate mitigation banking opportunities. Placer Co.

**Lincoln Construction Support.** Preliminary Jurisdictional Delineation of Teichert Aggregates Site, Lincoln, CA. Placer Co.

**Corpe Property.** Draft Mitigation Banking Draft Prospectus Aspen V South Mitigation Bank. Placer Co.

**Home Depot – Cameron Park.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation, impacts and mitigation measures. El Dorado Co.

**Mayberry Farms.** Biological Resources Evaluation and Preliminary Jurisdictional Delineation, impacts and mitigation measures, evaluate critical fish habitat, initial study. Sacramento Co.

**4871 Rainbow Trail.** Site evaluation and setback analysis letter. El Dorado Co.

**Deerwood at the Lakes.** Conduct Jurisdictional Delineation. Mariposa Co.

**Sacramento Quarry Mitigation.** Prep draft prospectus document, VPFS and VPTS habitat issues. Sacramento Co.

**Runnymede Drive.** Conducted Biological Resources Evaluation and Wetland surveys. El Dorado Co.

**Carriage Hills.** Botanical survey. El Dorado Co.

**Cold Springs Subdivision.** Biological Resources Evaluation and Botanical Inventory, Jurisdictional Delineation. El Dorado Co.

**Thundercloud Lane Rural Subdivision.** Biological Resources Evaluation and Jurisdictional Delineation. El Dorado Co.

**Jackson Hills Golf Course & Residential Community.** Draft Oak Tree and Oak Woodland Mitigation and Monitoring Plan for Phase I. Amador Co.

**Shinn Ranch.** Oak canopy analysis. El Dorado Co.

**Solano Meadows and Solano Valley.** Review project CEQA and Biological Resources Evaluation. Solano Co.

**Apple Mountain.** Conducted final mitigation and monitoring surveys and preparation mitigation and monitoring report for submittal to the U.S. Army Corps of Engineers. El Dorado Co.

**Milton Estates Lots 7, 8, 25, and 26.** Conducted the wetland evaluation and prepared a report. El Dorado Co.

**B&B Diamond Springs Property.** Conducted Biological Resources Evaluation. Analyze project impacts for consistency with El Dorado County General Plan Policy 7.3.3.4. El Dorado Co.

**Black Rock Ranch:** Conducted Biological Resources Evaluation and Wetland surveys. El Dorado Co.

**Tullis Mine Condominiums.** Conducted Biological Resources Evaluation surveys and Jurisdictional Delineation survey. Prepared reports. El Dorado Co.

**Collomia Meadows:** Conducted Biological Resources Evaluation and Protocol Rare Plant surveys. El Dorado Co.

**Rancho Tierra Estates.** Conducted Biological Resources Evaluation surveys, Jurisdictional Delineation, and Protocol Rare Plant surveys. Prepared reports. El Dorado Co.

**Stanton Ranch Rural Subdivision.** Conducted Biological Resources Evaluation surveys and Jurisdictional Delineation survey. Prepared reports. El Dorado Co.

**Slate Creek Village.** Conducted Jurisdictional Delineation. El Dorado Co.

**Jewell Ridge.** Conducted Biological Resources Evaluation surveys, Jurisdictional Delineation and prepared reports. El Dorado Co.

**Ervin Ranch.** Conducted Jurisdictional Delineation. El Dorado Co.

**Thorne Office Complex.** Conducted Biological Resources Evaluation surveys, Jurisdictional Delineation, and Protocol Rare Plant surveys. Prepared reports. El Dorado Co.

**Rattlesnake Bar Road-Sundance.** Conducted Biological Resources Evaluation surveys, Jurisdictional Delineation, and Protocol Rare Plant surveys. Prepared reports. El Dorado Co.

**Piedmont Oak Estates.** Conducted Biological Resources Evaluation surveys, Jurisdictional Delineation and prepared reports. El Dorado Co.

**Hines Horticulture Inc. Allendale Property Section 404 Permit.** Assisted with agency consultation and coordination and prepared the Army Corps of Engineers Section 404 Individual Permit for an 842-acre nursery. Managed the preparation of a Section 106 Cultural Resources records search. Conduct annual monitoring of wetland preserve. Solano Co.

**Southgate North and South Detention Basins Project.** Conducted biological resources and jurisdictional delineation surveys and prepared the Biological Resources Evaluation and Jurisdictional Delineation Report in support of the Initial Study and Mitigated Negative Declaration and the Mitigation Monitoring Plan for the City of Sacramento detention basin construction project. Conducted surveys for Valley elderberry longhorn beetle. Sacramento Co.

**Sump 159 Project.** Conducted biological resources and jurisdictional delineation surveys and prepared the Biological Resources Evaluation and Jurisdictional Delineation Report in support of the Initial Study and Mitigated Negative Declaration and the Mitigation Monitoring Plan for the City of Sacramento sump repair project. Sacramento Co.

**Cordelia Parcel Project Wetland Survey.** Conducted a wetland survey and prepared a letter report in support of grading entitlements for a development project in the town of Cordelia. Solano Co.

**City of Modesto County City Airport Runway 28R.** Conducted a jurisdictional delineation and prepared the Jurisdictional Delineation Report. Stanislaus Co.

**Section 35 Development Project.** Conducted biological resources surveys and wetland delineations and prepared the Biological Resources Evaluation and Jurisdictional Delineation Report. Placer Co.

**Burlington Northern and Santa Fe Railway Company Elderberry Mitigation, Monitoring, and Maintenance Plan.** Prepared the 6<sup>th</sup> annual monitoring report for a 10-year Valley elderberry longhorn beetle mitigation project. Stanislaus Co.

**Hetch – Hetchy Bicycle Trail Project.** Conducted biological resources surveys and prepared the Biological Resources Evaluation Report for a bicycle trail project for the City of Modesto. Stanislaus Co.

**City of Angels Water Treatment Plant IS/MND.** Conducted surveys and records search for California red-legged frog and prepared a Site Assessment Report for USFWS determination. Calaveras Co.

**JMA North Natomas PUD.** Conducted biological surveys and prepared the Biological Assessment in support of a CEQA Initial Study for tentative subdivision, re-zone, and general plan amendment for the City of Sacramento. Consulted with USDA Natural Resources Center regarding agricultural wetland conversion. Sacramento Co.

**Immaculate Heart of Mary Master Plan IS/MND.** Conducted the biological survey and wetland delineation and prepared the biological resources section of the Initial Study in support of a Mitigated Negative Declaration. Prepared mitigation measures for Arroyo del Diablo Creek restoration. San Mateo Co.

**Freedom Field Ultralight Park.** Conducted the wetland evaluation and prepared a report. Sutter Co.

**Kapalua Estates Development.** Conducted biological surveys and jurisdictional wetland delineation and prepared the Biological Resources and Wetland Delineation Report for a residential development project. Sacramento Co.

**Rail Road Flat Water Pipeline and Storage Tank Facility IS/MND.** Conducted the biological survey and wetland delineation and prepared biological resources report for the Initial Study in support of a Mitigated Negative Declaration for Calaveras Public Utilities District water pipeline installation and water storage tank facility construction project. Calaveras Co.

**Tri-Valley AFC California tiger salamander Surveys.** California tiger salamander surveys and California Red-legged frog surveys, prepare assessment. Alameda Co.

**Hines Horticulture 842 Acre Project.** Conducted botanical and biological surveys and wetland delineation on an 842-acre nursery expansion project. Conducted site assessment surveys for California red-legged frog and assisted with vernal pool fairy shrimp survey. Solano Co.

**Hines Horticulture 126 Acre Project.** Conducted botanical and biological surveys and wetland delineation on a 126-acre nursery expansion project. Conducted site assessment surveys for California red-legged frog and assisted with vernal pool fairy shrimp survey. Solano Co.

**Newark Power Plant Application for Certification.** Conducted biological survey and special-status species survey for an Application for Certification to construct a 600-megawatt natural-gas-fired combined cycle energy facility, 230-kilovolt switchyard, and one mile of new 230-kilowatt transmission line. Alameda Co.

# Rikki Schroeder

## RMA Consultants

### Summary of Qualifications and Past Experience

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Rikki Schroeder is the owner of RMA Consulting, a 17-year old company that works with landowners, developers, organizations and special districts on a variety of issues including:

- state and federal endangered species permits,
- establishment and/or retention of development rights under various environmental and land use regulatory plans and programs,
- development of multiple species plans,

She was heavily involved in the preparation and development of five regional multiple species programs over the last eleven years, including the City of San Diego Multiple Species Program (MSCP), County of San Diego Multiple Species Plan, Chula Vista MSCP, Orange County Central-Coastal Natural Communities Conservation Program (NCCP) and participated in the creation of the Riverside Multi-Species Habitat Conservation Plan (MSHCP). She currently sits on the North County MSCP Stakeholders Committee and the East County MSCP Stakeholders Committee.

In the course of her 31 year career, Rikki Schroeder has prepared and supervised the preparation of full Environmental Impact Reports, Specific and Precise Plans as a project manager for a major engineering company (now known as PRC). She has worked for the Department of Water Resources in Sacramento and Red Bluff, the Baldwin Company and McKellar Development.

Rikki Schroeder has extensive knowledge in all aspects of the land development process be it engineering, physical and policy planning and environmental regulations. She has worked with a variety of public agencies including many state, local and federal entities.

#### **Experience:**

*1992-Current:* RMA Consultants: Mrs. Schroeder held a seat on the Multi-Species Conservation Program (MSCP) Citizen's Advisory Committee; prepared the initial draft of the Lake Hodges Segment Plan-San Diego County MSCP; reviewed City of San Diego MSCP and implementing ordinances and wrote alternatives for consideration. She drafted sections of the Orange County Central-Coastal NCCP; reviewed, provided comments and alternative language and participated in development of Riverside Multi-Species Habitat Conservation Plan (MSHCP). Mrs. Schroeder is currently representing landowners with property in the proposed North County MSCP, negotiating development areas with the County and resource agencies. All work on multi-species plans was done for a combination of private landowners, the Alliance for Habitat Conservation and Building Industry Association.

Current clients include Pardee Homes, Chevron, McMillin Development Company, and Rancho Guejito. For specific clients, she has reviewed all applicable general plans, community plans and specific plans to determine regulatory constraints. She has then developed constraints documents and recommended strategic approaches for Client consideration.

*1985-1992:* Baldwin Company/Otay Ranch Company: Directed consulting teams, including biology, wetland, archaeology and geology, in the preparation of draft environmental documents. Represented landowner in the preparation of the Otay Ranch EIR and Resource Management Plan (the first multi-species program developed in San Diego County). Mrs. Schroeder was involved in Otay Ranch from the beginning of the planning process, including what jurisdiction



development should be located in, determination of need and location for major infrastructure and whether development should be a single large project or several small projects.

1976-1985: PRC Engineering: prepared or directed the preparation of Specific Plans and EIR's for several large scale projects in the San Diego County. Collectively, these projects provided over 10,000 homes in San Diego County. This required a working knowledge of land planning, flood and geologic hazards, archaeology and biology.

1975-1976: Department of Water Resources-Red Bluff and Sacramento: conducted studies of rock and sediment types in major tributaries to the Sacramento River in northern California to determine which had the most impacts on raising riverbed elevations. Sediment deposition and raising riverbed elevations have a major impact on the stability of levees in the Sacramento Valley.

**Education:**

1974: Humboldt State University: B.A.-Biology; minor in Geology

1975: University of California-Davis: Graduate Group in Ecology; emphasis on Environmental Planning