

DOCKETED

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Appendix DR BIO-1

Resumes



Kristin Asmus

Senior Biologist, Arborist, and Project Manager

Ms. Asmus combines a solid academic background in botany and plant ecology with more than 20 years of professional experience in conducting natural resource assessments and surveys and conducting restoration planning, implementation, and monitoring. She is trained wetland delineator and conducts botanical and wildlife habitat assessments, plant species inventories, and protocol-level surveys for special-status wildlife and plants. She has strong experience in USACE wetland regulations and the permitting process pursuant to Section 404 and 401 of CWA and is proficient in ESA and CESA compliance with experience in Section 7 consultations as well as other regulatory permit processes. Ms. Asmus has extensive experience in vegetation surveying and sampling in both California and Hawaii, with additional experience in GIS, aerial photograph interpretation, and remote sensing data analysis as applied to vegetation mapping and monitoring. She has worked on salvage efforts for California tiger salamander and silvery legless lizard and on passive relocation of western burrowing owls. She has conducted surveys for California red-legged frog, foothill yellow-legged frog, San Joaquin kit fox, and Swainson's hawk and conducted survey and trapping efforts for giant garter snake and western pond turtle. Ms. Asmus has maintained an International Society of Arboriculture Certified Arborist license since 2001 and is tree risk assessment qualified. Her research interests have included plant taxonomy, ecology, and ecophysiology.

EDUCATION

MS, Botany, University of Hawaii at Manoa, Honolulu, Hawaii

BS, Plant Science, Landscape Horticulture; German Language, and Literature (minor), University of California, Davis

CERTIFICATIONS/REGISTRATIONS

International Society of Arboriculture, Certified Arborist # WE-6139A
Tree Risk Assessment Qualified (TRAQ)

YEARS OF EXPERIENCE

23

EXPERIENCE

Rincon Consultants, Inc.
(2020 to present)

SELECT PROJECT EXPERIENCE

Water Resources

Task Order Manager/Lead Biologist, El Dorado Irrigation District – On-Call Environmental Services, Project 184 Riparian Vegetation Monitoring, El Dorado County

Task order manager and lead biologist on implementation of the Riparian Vegetation Species Composition Monitoring Plan and the Riparian Vegetation Recruitment Monitoring Plan pursuant to the Project 184 Federal Energy Regulatory Commission license requirement. The two independent studies are designed to evaluate the effects of a regulated streamflow regime over time on species composition and recruitment of riparian vegetation. Ms. Asmus and her team collected quantitative and qualitative data covering multiple locations in the Sierra Nevada, conducted statistical analyses, and prepared separate reports for the studies.

Lead Biologist, East Bay Municipal Utility District (EBMUD) – San Pablo Dam Seismic Upgrade Project, Contra Costa County

Lead biologist and key member of the restoration team. Ms. Asmus conducted and prepared the baseline wetland delineation and the long-term monitoring plan for the Pavon Creeks site. Working with Balance Hydrologics, provided EBMUD with wetland and special-status species mitigation and restoration designs. Mitigation was focused on the approximately 80-acre Pavon Creeks site and the 37-acre Scow Canyon site. Wetlands were created at both sites, including ponds intended to provide breeding habitat for California red-legged frog. Creek drainages were enhanced using grade control structures, low check dams, energy dissipation, and native plantings. The Scow Canyon site was enhanced through grazing management and scrub planting and rock outcrop creation for Alameda whipsnake.



Biologist, California Department of Water Resources – On-Call Environmental Services, Various Counties/Cities, California

Biologist for numerous task orders under on-call environmental services contracts. Ms. Asmus also serves as a task order manager on four task orders under the current MSA. Representative task orders include:

- Bradmoor Island Restoration
- Revegetation & Invasive Removal Technical Study
- Emergency Drought Barriers Project
- 2014 Drought Emergency Temporary Rock Barriers Project
- Suisun Marsh Program
- Suisun Marsh Plan Implementation Compliance Reporting
- Suisun Marsh Program Status and Trends
- Salt Marsh Harvest Mouse Study
- Division of Flood Management TO 14 and 41 Sacramento Maintenance Yard Expansion
- Weber Site – Delta Transfer
- Central Valley Flood Protection Plan Conservation Strategy – TO 11
- Oroville Facilities Fuel Load Management Plan
- Delta Technical Support 2010-2015 – Georgia Slough Floating Fish Guidance Structures

Project Manager/Lead Biologist, Temporary Barriers Project TO – 12 South Delta Programs Support Contra Costa Water District, Contra Costa Canal Encasement Project, Contra Costa County

Construction-phase project manager and lead biologist for the approximately 4-mile-long Contra Costa Canal Encasement Project. Ms. Asmus coordinated preconstruction surveys for special-status plants and wildlife, including giant garter snake, California red-legged frog, Swainson’s hawk, and western burrowing owl, and a trapping and relocation effort for western pond turtle. She also coordinated biological and environmental compliance monitoring during construction. Conducted a formal wetland delineation, assessment of potentially occurring special-status plant and wildlife species, and all necessary focused follow-up surveys. Also conducted an evaluation of the suitability and quality of existing on-site habitats and was one of the lead authors of the project Action Specific Implementation Plan (ASIP) completed in compliance with the CALFED Multi-Species Conservation Strategy. As part of the ASIP process, the project team identified potential project effects on listed species and NCCP habitats and negotiated appropriate avoidance and mitigation measures with USACE, Reclamation, CDFW, and USFWS.

Transportation

Biologist, California High Speed Rail Authority, California High-Speed Train - Merced to Fresno, Various Locations

Provided engineering design for the 65-mile segment of the project between Merced and Fresno including managing the project-level environmental assessments and engineering responsible for supporting the right-of-way acquisition process and obtaining environmental permits for design-build construction. Ms. Asmus worked on the environmental assessment and protocol botanical surveys for several properties. She also worked as an environmental compliance monitor during geotechnical drilling.

Various Roles, California Department of Transportation – Caltrans Districts 1, 2, 3 On-Call Services, Lake 29 Expressway, Lake County

Caltrans proposed to alter and/or widen the existing right of way along approximately 7 miles of SR 29 between Lower Lake and Kelseyville. The environmental study limits consisted of about 1,238 acres. An approved jurisdictional determination (AJD) was obtained from the EPA and Sacramento District USACE in 2014 establishing the Thurston Lake subwatershed and approximately 58 acres of delineated features within the ESL as federally non-jurisdictional. Ms. Asmus was the field and technical lead on the delineation and worked in consultation with Caltrans and USACE on the AJD. Ms. Asmus also participated in protocol-level surveys for California red-legged frog for the Lake 29 project.



Lead Biologist, California Department of Transportation – Caltrans Districts 1, 2, 3 On-Call Services, Various Counties/Cities, California

Under the On call Services contract with Caltrans Districts 1, 2, and 3, Ms. Asmus served as a lead biologist and/or task order manager on many projects including:

- **Storm Damage Repair Projects, Del Norte, Humboldt, and Mendocino Counties.** Worked on a task order for floristic surveys at 65 project sites spanning multiple floristic provinces in coastal and inland Del Norte, Humboldt, and Mendocino Counties. Ms. Asmus was lead biologist for the fieldwork and led the reporting effort. She also conducted wetland delineations and prepared the delineation reports for three of the sites in Del Norte and Humboldt Counties.
- **Humboldt 299 Safety Improvements, Humboldt County.** Conducted botanical surveys and wetland delineation to provide Caltrans with information on special-status plants and sensitive natural communities, including wetlands and waters of the U.S., occurring on five project sites. Ms. Asmus served as the task order manager as well as lead biologist for the plant and community surveys.

Lead Biologist, San Francisco Transportation Authority – Yerba Buena Island Ramps Improvement Project, San Francisco County

Biologist for the proposed freeway ramp improvement project on Yerba Buena Island. Assisted the City of San Francisco and the Transportation Authority with the environmental review process to secure NEPA compliance. The project site is located on an island in San Francisco Bay with sensitive biological resources that include marine mammals, water birds, fisheries, and peregrine falcon. Ms. Asmus conducted a biological assessment and wetland delineation for the various ramp design alternatives and conducted focused botanical surveys in support of a comprehensive natural environment study for approval by Caltrans.

Lead Biologist, El Dorado County Department of Transportation, Emergency Road Repair Projects, El Dorado County

Senior biologist involved in planning and development of the wetland delineation report template and provided senior review of wetland delineations for several emergency road repair projects. Provided environmental consulting services to support development of permit applications and the preparation of supporting biological and cultural resources reports for 11 emergency road repair projects, most with Caltrans local assistance funding and three with FEMA funding.

Energy and Utilities

Lead Biologist, Sacramento Municipal Utility District – Solano 4 Wind Project Environmental Impact Report and Permitting, Solano County

Lead biologist for the wetland delineation and botanical surveys. Conducted multiple technical studies and prepared the EIR. This project will replace existing wind turbines with up to 22 new modern turbines in the Collinsville-Montezuma Hills Wind Resource Area and will generate 92 megawatts of renewable energy to deliver to the electric grid. Technical biological studies included habitat assessments and eDNA sampling for California tiger salamander, assessments for giant garter snake, California red-legged frogs, burrowing owls, eagle nest surveys and a wetland delineation. Prepared permit applications for USACE Clean Water Act Sections 404 and 401 permits and a CDFW Streambed Alteration Agreement.

Biologist, Sacramento Municipal Utility District (SMUD) – On-call Environmental Services, Sacramento, El Dorado, Solano, Yolo, and Placer Counties

Biologist who has worked for the on-call contract and participated in several task orders for environmental services to support construction, repairs, and/or monitoring of SMUD project tasks, including transmission lines, substations, wind generation, and gas pipelines. Her services have included the following:

- **Solano Windfarm Erosion Control Monitoring, Site V90-72:** biologist who conducted wetland delineation
- **59th Street:** arborist/biologist who conducted a tree inventory and biological constraints analysis



- **New Slab Creek Powerhouse and Boating Flow Release Valve IS/MND and Permitting:** biologist who conducted bat habitat and emergence surveys. Prepared a CEQA IS/MND for the proposed New Slab Creek Powerhouse and Boating Flows Release Valve. On the American River, this project included a boating flow release structure and a hydroelectric powerhouse to generate renewable energy as well as habitat improvements. The Initial Study focused on natural resource impacts at the construction site, including on the river and on wildlife populations.

Lead Biologist, Renewable Resources Group – Photovoltaic Solar Project, Rosamond, Kern County

Conducted site reconnaissance surveys and habitat mapping for approximately 5,000 acres to assess constraints and opportunities for proposed photovoltaic solar developments. Vegetation communities, potential federal and state jurisdictional wetlands, and potential habitats for sensitive species in the region were evaluated. Protocol level floristic surveys were also conducted. Habitats occurring on-site include shadscale scrub, rabbit brush scrub, agricultural lands, nonnative annual grassland, and desert wash. Developed a constraints-based site plan based on regulated biological and cultural resources. Technical reports were provided to support the County’s CEQA evaluation for the proposed project.

Biologist, Solar Millennium, LLC, Blythe, Palen, and Ridgecrest Solar Power Projects, Mojave and Sonoran Deserts, California

Provided permitting and engineering support services for three proposed solar thermal power projects in southern California. Each project ranges from approximately 250 to 1,000 MW. Assisted Solar Millennium in submitting applications for Certification to the California Energy Commission for each of the projects. The projects were identified as “fast track” projects by BLM be permitted on an expedited timeline to be eligible for stimulus funding. Performed required cultural and natural resources field surveys and supported Solar Millennium in providing related documentation and regulatory agency submittals, as well as resolving technical and regulatory agency issues pertaining to endangered species and cultural resources. Ms. Asmus conducted botanical surveys at the three project sites and contributed to the preparation of the habitat mitigation and monitoring plans for the sites.

NV Energy, One Nevada Transmission Line Project, White Pine, Nye, Lincoln, and Clark Counties, Nevada

Assisted NV Energy with the 2015 first annual restoration/revegetation monitoring activities for the 231-mile One Nevada Transmission Line (ON Line) Project, 4.5-mile 345KV Transmission line project, and the Robinson Summit Substation. The ON Line Project was a joint effort between NV Energy and Great Basin Transmission South. The purpose of the monitoring was to assess the effectiveness of the restoration/revegetation activities and included quantitative as well as qualitative data collection in Great Basin woodland, Great Basin scrubland, and Mojave Desert scrubland communities on lands managed by the Bureau of Land Management. In addition to task management and field co-ordination, Ms. Asmus developed the field protocol and data sheets to ensure all requirements in the Construction, Operation and Maintenance Plan and Final Restoration Monitoring Plan were met.

Project, Manager, NV Energy – 624 Transmission Line Rebuild Project Technical Reports and Permitting, Carson City and Glenbrook, Nevada

Project Manager providing technical reports and NDEP, TRPA, USACE permitting. NV Energy proposes to rebuild their 60 kV 624 line from Glenbrook (located on the eastern shore of Lake Tahoe) to its eastern terminus near Highway 395 south of Carson City, a distance of 9.25 miles. The project crosses Federal, state, and private lands. Federal lands are managed by the USFS Lake Tahoe Basin Management Unit and the Carson Ranger District of the Humboldt-Toiyabe National Forest. The Carson Ranger District is the lead for the project. The team has conducted cultural and biological resources studies; prepared a wildlife Biological Evaluation, a Plant Biological Evaluation/Biological Assessment (USFS), and a noxious weed assessment; prepared a scenic impact analysis and water resources inventory report; assembled a GIS database utilizing existing information, information created through the field survey efforts, and remotely sourced data; and prepared a NEPA Categorical Exclusion and all supporting technical studies. Ms. Asmus will also oversee preparation of a SWPPP, dust control plan, 401 certification, working in waterways, surface area disturbance, and TRPA permits for the project.



Project Manager, NV Energy – Antelope Valley Avian Protection Project, Nye and Eureka County, Nevada

Project Manager providing technical reports and NEPA compliance and permitting. Completed field surveys including cultural resource inventory, sage grouse, general habitat, sensitive plant and noxious weed surveys, Golden Eagles and raptor surveys, Burrowing Owl surveys, Pygmy Rabbit survey, Northern Leopard Frog survey, and a water resources inventory. Worked with the Battle Mountain Bureau of Land Management and has prepared all technical reports for NV Energy's Antelope Valley Avian Protection Project, including preparing the Wildlife Survey Report, Botanical Survey Report, Noxious Weed Assessment, Cultural Resources Inventory Report, and Water Resources Inventory Report. A NEPA Categorical Exemption has also been completed and is under review.

Biologist, Pacific Gas & Electric Company – On-Call Services Contract, Various Counties/Cities, California

Biologist who has participated in several task orders for environmental services to support construction, repairs, and/or monitoring of PG&E projects including transmission lines, substations, and gas pipelines. Her services have included the following:

- **Gas Pipelines 108 and 123 Replacement Projects Environmental Constraints, Placer and San Joaquin Counties.** Based on pipeline inspections, PG&E had determined that approximately 17 miles of pipeline needed to be replaced along Lines 108 and 123 in the Sacramento region because of potential concerns regarding corrosion and earth movement since the pipeline was originally installed. Assisted PG&E with biological, cultural, and land use constraints analyses for the pipeline replacement project. Ms. Asmus conducted a wetland delineation and vernal pool floristic and invertebrate surveys.
- **Pacific Gas & Electric Company, Garberville Reconducting Project, Phases 4 & 5, Humboldt County.** Completed biological resource surveys for a 1-mile distribution rebuild project along the South Fork Eel River. Attended a walk-through, conducted a reconnaissance survey, and prepared a constraints analysis report.
- **Pacific Gas & Electric Company, Redbud Backtie Project, Lake County.** Conducted the biological resources assessment. Assisted PG&E with the preparation of a comprehensive permitting assessment for the construction of an approximately 3.5-mile-long, 12-kV backtie circuit in Lake County, California.
- **Pacific Gas & Electric Company, End of 2nd Street Albany Gas Main Project, Albany.** Prepared a biological constraints report for a project involving the relocation of a gas main under a creek in Albany, California.
- **Pacific Gas and Electric, Gas Pipeline External Corrosion Direct Assessment Support Services, Various Counties/Cities, California.** Provided environmental constraints support for PG&E's natural gas pipeline corrosion assessment program. Assisted with the preliminary screening desktop-level assessment, biological resources surveys, and permitting evaluations for more than 30 locations throughout northern California.

Development

Biologist, MIG, Inc. – Town of Hillsborough, Callan Subdivision EIR, San Mateo County

By request of the Town as a subconsultant to MIG, Inc, Kristin initially completed a peer review of all the biological resources technical reports and recently completed the biological resources section of the draft EIR for the proposed Meadowood Estates project. The Callan Property owners are proposing to develop a subdivision and the site has several significant biological resources issues including seasonal wetlands as well as waters of the U.S., oak woodlands, extant populations of one federally listed endangered plant and two California Rare Plant Rank 1B species, and California red-legged frog, western pond turtle, and callippe silverspot butterfly habitat.

Restoration Ecologist/Biologist, Blackhawk Services – Vaquero Farms Vineyards at Marsh Creek Mitigation Project, Contra Costa County

Restoration ecologist and biologist who participated in the mitigation planning effort for the Vineyards at Marsh Creek development project at the 936-acre Vaquero Farms mitigation site. Mitigation implementation included creating five wetlands totaling 1.6 acres for the benefit of California tiger salamander and California red-legged frog. Because mitigation was implemented in occupied California red-legged frog and western burrowing owl habitat, the construction work required full-time construction monitoring and multiple protective measures to prevent take. Ms. Asmus was a key member of the mitigation planning team and assisted with oversight and construction monitoring during implementation of the mitigation. She participated in passive relocation and monitoring of several burrowing owls and monitoring of breeding owl pairs. Protocol-level aquatic surveys for California tiger salamander resulted in



the positive identification of numerous larvae, and a red-legged frog salvage effort at the Vineyards site resulted in the relocation of thousands of tadpoles to an approved location in Marsh Creek.

Lead Arborist/Botanist, Redhorse Constructors – Rabin and Soda Properties, Marin County

Lead arborist and botanist. The project team provided Redhorse Constructors with a biological assessment, jurisdictional wetland determination, focused botanical surveys, and a tree survey and assessment for the 60-acre Rabin and Soda properties in Tiburon. Ms. Asmus conducted the tree survey and assessment and prepared a CEQA-ready report for this project. To assess the sensitivity of habitats on-site, the project team and Ms. Asmus performed a reconnaissance-level site visit and identified the potential for occurrence of special status plant and wildlife species. Multiple-season floristic surveys led to the discovery of a federally listed and state-listed plant species, a state-listed Rare and California Native Plant Society List 1B species, and two additional special-status plant species and the mapping of two potentially sensitive vegetation communities. This survey information was incorporated into the overall biological assessment and formal mitigation recommendations report, which the client is successfully using to develop a permitting strategy.

Biologist, City of Oakley – East Cypress Corridor Specific Plan and EIR, Contra Costa County

Biologist for the 2,500-acre City of Oakley Specific Plan and EIR in Oakley. Assisted with completing a variety of biological consulting services, including review of environmental documentation, aerial photographs, and natural resource databases; a preliminary assessment of potential occurrence of special-status plant and wildlife species; all necessary focused follow-up surveys; a jurisdictional wetland delineation with mapping; an evaluation of the constraints and opportunities posed by existing on-site habitats; preparation of CEQA-ready technical reports describing the biological resources found in the area; and an evaluation of the permitting implications. Ms. Asmus participated in numerous natural resource studies in the specific plan area.

Government

Lead Biologist, US Department of Veterans Affairs (VA) – Facilities at the Former Alameda Naval Air Station (NAS), Alameda County

provided a suite of environmental services to the VA, beginning with preparing a constraints and feasibility study for the proposed development at the former Alameda NAS. Assisted the VA and Department of Navy with the Section 7 consultation process with USFWS and prepared a biological assessment to determine the proposed transfer and post-transfer development of property that the VA requested from the Navy, as well as the remainder of Alameda Point that is to be redeveloped in accordance with the NAS Alameda Community Reuse Plan. Also prepared a joint Navy and VA NEPA compliant Environmental Assessment. Environmental issues included impacts on threatened and endangered species, primarily the California least tern, impacts on site soils and geology, impacts on groundwater or surface waters including jurisdictional wetlands, noise, air quality, cultural resources, hazardous materials, utilities, and transportation. Ms. Asmus and her team conducted the jurisdictional wetland delineation, biological resources assessment and floristic surveys.

Biologist, US Navy – Concord Naval Weapons Station Biological Surveys, Contra Costa County

Conducted surveys for federally listed vernal pool branchiopods and conducted habitat mapping and nocturnal surveys for California tiger salamander before the reuse of the base. Ms. Asmus participated in the habitat mapping and nocturnal surveys. Approximately 2,500 acres of the reuse area was thoroughly surveyed for upland habitat elements, including small-mammal burrows that could be used by aestivating California tiger salamanders. Survey results were compiled into an extensive GIS database that identifies concentrations of upland habitat, with special emphasis on habitat relative to potential breeding ponds. In addition, aquatic features with potential to support vernal pool branchiopods were identified and surveyed according to USFWS protocol. This information was used for constraints-based planning of base reuse.

Lead Biologist, U.S. Air Force – Beale AFB, Tulelake Corrective Measures Implementation, Tulelake, Modoc County

Was tasked with removal of treated lumber fencing and remediation of arsenic contaminated soils as part of preparation for turnover of the former Over-the-Horizon- Backscatter Radar Station at Tulelake to the U.S. Forest Service. Ms. Asmus conducted the wetland delineation and oversaw the local subcontractor, North State Resources, as they assisted with the delineation and conducted pre-construction nesting bird surveys.



Arboriculture

Arborist, Sacramento Municipal Utility District – Headquarters Renovation IS/MND and Arborist Services, Sacramento

Prepared an IS/MND and technical studies in compliance with CEQA. The Headquarters building and site are on the National Register of Historic Places, and the renovation followed the Secretary of the Interior's Standards for the Treatment of Historic Properties while landscape treatments sought to restore the historical objectives of the original designer and lines-of-site of the Headquarters building. Issues addressed in the technical studies included tree preservation/arborist services, historic resources and cultural landscape evaluation and treatment/coordination with the City of Sacramento, an Environmental Site Assessment/PCB Study, and traffic counts to support the traffic analysis. Ms. Asmus prepared the landscape inventory report with tree protection guidelines and provided construction support for protection of heritage trees on site.

Arborist, Phillips 66 – California Orphan Pipeline Abandonment Program (COPA), Various Counties/Cities, Central and Southern California

Conducted a tree inventory and assessment of multiple locations along the approximately 6.5-mile pipeline in Ventura County. The pipeline traverses several environmentally sensitive areas. Assisted the project team with avoidance, provided a tree inventory for areas where trimming or removal was necessary, and assisted the team with meeting tree removal permit requirements. COPA Pico Canyon Removal – Kristin addressed the condition a single large oak tree and analyzed impacts from the proposed pipeline removal to determine if tree removal was necessary and required a permit.

Arborist, Stanford University Medical Center (SUMC) – Facilities Renewal and Replacement Project, Palo Alto

Provided a master tree protection plan, analysis and design support services for the SUMC. This master tree protection plan encompassed the expansion project at Lucille Packard Children's Hospital as well as the Stanford Hospital, Hoover Building, and FIM site. Provided a tree inventory and assessment, an analytical review of appropriate candidates for tree transplantation, analysis for two building shadow studies, and worked with the Palo Alto City Arborist on a tree protection plan for construction.

Arborist, San Francisco Municipal Transportation Agency – Central Subway Program and Construction Management, San Francisco County

The San Francisco Municipal Transportation Agency (SFMTA) board of directors approved a \$147 million contract for program management/construction management of the Central Subway, a step toward extending the existing Third Street Light Rail line from Fourth and King Streets to Chinatown. The project seeks to accommodate existing and future transit ridership in one of San Francisco's busiest corridors with greater reliability, comfort and speed. Ms. Asmus prepared a tree protection plan for the portion of the project in the area of the tunnel boring machine retrieval shaft.

Recreation

Biologist, Placer County Department of Facility Services – Hidden Falls Regional Park Expansion SEIR, Placer County
Biologist for the Hidden Falls SEIR. Prepared the EIR and regulatory permitting packages for expansion of the Hidden Falls Regional Park north of Auburn, near Lincoln. Also provided trail and facility design services. The park's purpose is to protect natural resources for future generations and provide recreational opportunities for diverse user groups. The park offers a multi-use trail system traversing its oak woodland habitat and accessing creeks and the falls for which the park is named. Other park recreational facilities include picnic grounds, bridges, restrooms, and a viewing platform for the falls. Also performed technical studies including rare plant surveys, jurisdictional wetland delineation, tree surveys by a certified arborist, cultural resource surveys, and vegetation mapping. Assisted the County with public outreach during park development. Subsequently, prepared technical studies, permit applications, and a Subsequent EIR for a major expansion of the Hidden Falls Regional Park network onto adjacent lands owned by the Placer Land Trust. Ms. Asmus was the lead biologist who conducted biological resources surveys and prepared constraints analyses and wetland delineation reports for various park areas and additional parcels.



Industrial

Lead Biologist, Department of Toxic Substances Control – Argonaut Mine Site Structural Retrofit, Jackson

Provided resident engineering services for the construction of a tailings dam retrofit at the Argonaut mine and designed a seismic retrofit of the tailings dam in 2017 and 2018. Phase II of the project is currently underway and involves upgrades to the existing stormwater conveyance system to accommodate flows from the retrofit project. Provided construction quality assurance during construction. Ms. Asmus conducted the biological assessment, botanical surveys, and a wetland delineation and oversaw cultural resources studies to support the department on CEQA and regulatory permitting for Phase I and is working on the same technical studies for Phase II.

TRAINING

- 2003 USACE Wetland Delineation Training
- 2008 California Tiger Salamander Workshop, Alameda County Resource Conservation District
- 2008 CEQA Basics, Association of Environmental Professionals
- 2009 Rare Pond Species Workshop, Laguna de Santa Rosa Foundation and The Wildlife Project
- 2011 Giant Garter Snake Workshop, Sacramento Shasta Chapter of The Wildlife Society
- 2013 Burrowing Owl Symposium, Sacramento Shasta Chapter of The Wildlife Society
- 2014 Amphibians of the SF Bay Area Survey Techniques, Laguna de Santa Rosa Foundation
- 2015 Bryophyte Sampling and Inventory Techniques, Chico State Herbarium
- 2016 Surveying for Rare California Bryophytes, Northern California Botanists Symposium

AFFILIATIONS

- Northern California Botanists
- International Society of Arboriculture
- The Wildlife Society, Western and Sacramento/Shasta Chapter





Nicole Carpenter

Biologist

Nicole Carpenter is a biologist with 5 years of experience with a focus on botanical fieldwork including rare plant surveys and invasive plant management in Northern California. Ms. Carpenter has performed construction compliance monitoring, protocol level rare plant surveys, invasive plant surveys, protocol burrowing owl surveys, bird point count surveys, and general habitat assessments.

SELECT PROJECT EXPERIENCE

Energy and Utilities

Biologist, Renewable Properties – Multiple Projects, San Joaquin and Madera Counties, California (November 2024 - present)

Conducts desktop reviews, performs field reconnaissance surveys, and drafts Biological Resource Assessment reports for small-scale solar projects. Experience includes three days of conducting habitat assessments.

Biologist, Confidential Client – Confidential Project, Fresno County, California (October 2025 - November 2025)

Conducted a windshield habitat assessment and focused habitat suitability assessment for burrowing owl for a proposed solar project. Experience includes three days of conducting habitat assessments.

Biologist, City of Concord – Monument BART Site, Concord, Contra Costa, California (August 2025 – September 2025)

Conducted a habitat assessment and biological constraints analysis of a site to assist in determining future development feasibility. Experience includes half a day of conducting a habitat assessment.

Biologist, Confidential Client – Confidential Project, California (November 2024 – September 2025)

Under the direction of a designated biologist assisted with protocol burrowing owl surveys, burrow excavations, pre-construction nesting bird surveys, shadowed construction compliance monitoring for Swainson's hawk, California tiger salamander, and burrowing owl, and shadowed California tiger salamander relocations. Experience includes 10 days of conducting burrowing owl surveys, over 20 days of shadowing construction compliance monitoring, and three burrowing owl observations.

Biologist, Intersect Power – Darden Solar, Fresno County, California (November 2024 – August 2025)

Supported pre-construction efforts for a solar project by assisting with pedestrian surveys and camera trapping for burrowing owls, conducting raptor point count surveys with a focus on Swainson's hawk, providing geotechnical monitoring, and providing WEAP training. Experience includes six days of conducting burrowing owl pedestrian surveys and camera trapping, 10 days of geotechnical compliance monitoring, and at least 20 observations of burrowing owls.

Botanist, PG&E – Pit 3, 4, 5 Noxious Weeds Management Project, Shasta County (May 2025 – June 2025)

Assisted as a field botanist for a rare and invasive plant survey and mapping effort around PG&E hydroelectric facilities and supporting infrastructure. The project footprint spanned over 26 linear miles. The survey was conducted in accordance with USFWS, CDFW, and CNPS protocols. Rare plants documented during survey efforts included Shasta maidenhair fern (*Adiantum shastense*), Castlegar hawthorn

EDUCATION

MS, Environmental Management, University of San Francisco

BS, Ecology and Evolution, University of California, Santa Cruz

CERTIFICATIONS/REGISTRATIONS

40 Hour Wetland Delineation Training

PERMITS

California Endangered Plant Species Voucher Collecting Permit 2081(a)-24-128-V

AFFILIATIONS

California Native Plant Society, Member

YEARS OF EXPERIENCE

5

EXPERIENCE

Rincon Consultants, Inc. (2024 to present)

Kleinfelder (2021 to 2024)

California Department of Fish and Wildlife (2021)

Hedgerow Farms (2018-2020)



(*Crataegus castlegarensis*), mountain lady's slipper (*Cypripedium montanum*), marsh skullcap (*Scutellaria galericulata*) and Tracy's eriastrum (*Eriastrum tracyi*). Experience includes 12 days of conducting rare plant surveys and invasive plant mapping.

Biologist, Confidential Client – Confidential Project, Fresno County, California (April 2025)

Assisted with a protocol burrowing owl survey and habitat suitability assessment for a proposed project site. Experience includes one day of conducting a burrowing owl survey.

Biologist, Patch Services – Vaca Dixon Power Center Site B, Solano County, California (April 2025)

Assisted with a protocol burrowing owl survey and general habitat assessment for a proposed solar project. Experience includes a half day of conducting a burrowing owl survey and a habitat assessment.

Botanist, Renewable Properties – Battle Creek Bottom Solar Project, Tehama County (April 2025)

Assisted with a protocol rare plant survey for a proposed small-scale solar project. The survey was conducted in accordance with USFWS, CDFW, and CNPS protocols. Experience includes one day of conducting a rare plant survey.

Botanist, PG&E – Crane Valley Noxious Weeds Management Project, Madera County (April 2025 – June 2025)

Served as a lead field botanist for a rare and invasive plant survey and mapping effort around PG&E hydroelectric facilities and supporting infrastructure. The project footprint spanned over 12 linear miles. Rare plants documented during survey efforts included Shuteye peak fawn lily (*Erythronium pluriflorum*) and Mariposa pussypaws (*Calyptidium pulchellum*). Experience includes three days of conducting rare plant surveys and 10 days of invasive plant mapping.

Biologist, NextEra – North Central Valley Solar, Sacramento County, California (March 2025)

Assisted with a habitat suitability assessment and constraints level mapping of aquatic resources for a proposed project site. Experience includes three days of conducting habitat assessments and constraints level aquatic resource mapping.

Biologist, PG&E – Vegetation Management, Various Counties, California (September 2021 – October 2024)

Served in a critical support role for land planning and biological services for PG&E's vegetation management program on public land in the North Valley Region. Prepared Environmental Release to Construction documents and conducted biological desktop reviews and provided avoidance and mitigation measures for vegetation management work. Performed targeted rare plant surveys and flagged rare plants for avoidance prior to vegetation removal work. Provided compliance monitoring for rare plants and riparian areas. Experience includes 15 days of conducting rare plant surveys and five days of compliance monitoring for rare plants.

Botanist, PG&E – Hat Creek-Westwood Line Clearance Project, Lassen and Shasta Counties (June 2024 – July 2024)

Served as lead field botanist for a targeted rare and invasive plant survey and mapping effort under approximately 20 miles of transmission line. Project activities involved expanding the utility right-of-way and selective thinning of trees. Rare plants documented and flagged for avoidance during survey efforts included foothill arnica (*Arnica fulgens*), Suksdorf's milkvetch (*Astragalus pulsiferae* var. *suksdorfii*), Lassen paintbrush (*Castilleja lassenensis*), Tracy's eriastrum (*Eriastrum tracyi*), slender orcutt grass (*Orcuttia tenuis*), and Columbia yellow cress (*Rorippa columbiae*).



Experience includes 15 days of conducting rare plant surveys and invasive plant mapping.

Biologist, Renewable Properties – Baker Road Solar Project, Tehama County (July 2024)

Conducted a general wetland assessment and mapped potential aquatic resources for avoidance for use in project design planning. Experience includes two days of conducting constraints level aquatic resource mapping.

Biologist, Paragon Professional Services – Sharpe Army Depot Vegetation Management, San Joaquin County (June 2024)

Assisted with a burrowing owl survey at Sharpe Army Depot to meet compliance regulations prior to planned vegetation management work. Experience includes two days of conducting burrowing owl surveys.

Botanist, County of Napa – Chiles Pope Valley Road Bridge Replacement, Napa County (April 2024)

Performed a rare plant survey for Jepson's leptosiphon (*Leptosiphon jepsonii*) prior to bridge replacement work on Chiles Pope Valley Road. The survey was conducted in accordance with USFWS, CDFW, and CNPS protocols. Experience includes one day of conducting a rare plant survey.

Botanist, PG&E – Invasive Vegetation Management Projects, Various Counties (April 2023 – July 2024)

Provided field botany support for invasive plant management activities at several PG&E hydroelectric facilities as required by FERC license conditions. Field tasks included post-treatment monitoring, flagging rare plants for treatment avoidance, and mapping new occurrences of invasive plants. Experience includes over 50 days of surveying for invasive plants.

Botanist, PG&E – Poe Invasive Vegetation Management Project, Butte County (February 2024 – May 2024)

Assisted as a field botanist for a rare and invasive plant survey and mapping effort for PG&E hydroelectric and supporting infrastructure as required by FERC license conditions. The survey was conducted in accordance with USFWS, CDFW, and CNPS protocols. Rare plants documented during survey efforts included True's manzanita (*Arctostaphylos mewukka* spp. *truei*), shield-bracted monkeyflower (*Erythranthe glaucescens*), and Lewis' groundsel (*Packera eurycephala* var. *lewisrosei*). Experience includes four days of conducting rare plant surveys.

Botanist, PG&E – Bucks Creek Hydroelectric Project, Plumas County (May 2023)

Assisted as a field botanist for a rare and invasive plant survey and mapping effort for PG&E hydroelectric and supporting infrastructure as required by FERC license conditions. The survey was to update a 2015 survey effort and inform invasive plant management plans around PG&E hydroelectric facilities. Rare plants documented during survey efforts included Mildred's clarkia (*Clarkia mildrediae* ssp. *mildrediae*), Oregon fireweed (*Epilobium oregonum*), Clifton's eremogone (*Eremogone cliftonii*), Meesia moss (*Meesia triquetra*), giant checkerbloom (*Sidalcea gigantea*), obtuse starwort (*Stellaria obtusa*). Experience includes four days of conducting rare plant surveys and invasive plant mapping.

Biologist, PG&E – Emergency Tower Replacement, Sonoma County (December 2023)

Provided construction compliance monitoring for salt marsh harvest mouse, Ridgway's rail, and California black rail during an emergency transmission tower repair in a tidal marsh. Experience includes four days of construction compliance monitoring.



Biologist, Dimension Renewables – Multiple Projects, Madera and Merced Counties (December 2023)

Conducted desktop reviews, performed field reconnaissance surveys, and drafted Biological Resource Assessment reports for proposed small-scale solar projects. Experience includes two days of conducting habitat assessments.

REFERENCES

- Christian Knowlton, Biologist – cknowlton@rinconconsultants.com
- Owen Routt, Biologist – oroutt@rinconconsultants.com
- Jennifer Kellerman, Project Manager/Senior Biologist – jkellerman@kleinfelder.com
- Lisa Achter, Project Manager/Senior Biologist – lachter@rinconconsultants.com





EDUCATION

BA, Environmental Studies,
Tulane University

CERTIFICATIONS/ REGISTRATIONS

Basic Wetland Delineation
First Aid/CPR/AED Certified
Wilderness First Aid
Feller A

YEARS OF EXPERIENCE

5

EXPERIENCE

Rincon Consultants, Inc.
(2023 to present)
Chicago Botanic Garden and
Bureau of Land Management
Ukiah Field Office
(2023)
O'Donnell's Native Plant and
Restoration Nursery
(2021 to 2023)
Golden Gate National Parks
Conservancy
(2020)
Southwest Conservation Corps
(2015)

Bayley Elenzweig

Biologist

Bayley has over five years of professional experience in field botany and has been responsible for collecting biological field data, conducting field surveys for special status species, documentation of species and soils, botanical voucher collections, jurisdictional delineations, and the preparation of biological compliance report writing. She also has experience in restoration planning, particularly on historically grazed or logged lands, and has a strong background in plant and community identification.

SELECT PROJECT EXPERIENCE

Biologist, Southern California Edison – Annual Reporting, Multiple Counties
Rincon provided on-going compliance support for Southern California Edison's Biological Permits, including annual reporting. Bayley conducted outreach to biological compliance contractors to ensure project records were updated and authored annual reports for projects. (November - December, 2024)

Biologist, Biologist, IP Aramis, LLC – Solar Energy Generation and Storage Project, Alameda County

Rincon provided ongoing compliance support for Intersect Aramis LLC's Solar Energy Generation and Storage Project located north of Livermore, CA. Bayley helped conduct protocol non-nesting season BUOW surveys over a multiple day period, as well as set and check camera traps at burrows larger than 3" to be excavated and burrows with sign. Camera traps were set for 72 hours. 2 BUOW adult were observed during surveys, as well as 1 golden eagle. (December 2024)

Biologist, IP Spindletop, LLC – Darden Solar Project, Fresno County

"Rincon provided compliance support for the Darden Clean Energy Project, which plans to install 3,100,000 solar panels and associated support systems on 9,000 acres of land. Bayley updated the Project's Burrowing Owl Monitoring Plan, PV and Gen-tie Biological Resources Management Plan, and Utility Switchyard Biological Resources Management Plan (and associated figures) to reflect changes in burrowing owl guidance and changes to project plans. (November, 2024)

Biologist, Mid-Peninsula Open Space – Purisima-to-the-Sea Trail, Santa Clara County

Rincon provided project planning support for Midpeninsula Open Space District's Purisima-to-the-Sea Trail Project, which plans to connect the California Coastal Trail to the Bay Area Ridge Trail. Bayley conducted the on-site aquatic resource delineation (ARD) and authored the ARD report. (November 2024)

Biologist, Biologist, IP Aramis, LLC – Solar Energy Generation and Storage Project, Alameda County

Rincon provided ongoing compliance support for Intersect Aramis LLC's Solar Energy Generation and Storage Project located north of Livermore, CA. Bayley helped conduct protocol non-nesting season BUOW surveys over a multiple day period, as well as set and check camera traps at burrows larger than 3" to be excavated and burrows with sign. Camera traps were set for 72 hours. 3 BUOW adult were observed during surveys. Bayley also helped conduct protocol twilight bat surveys in trees with plans for removal and observed 7 individuals (October-November 2024).



Biologist, Biologist, IP Aramis, LLC – Solar Energy Generation and Storage Project, Alameda County

Rincon provided ongoing compliance support for Intersect Aramis LLC's Solar Energy Generation and Storage Project located north of Livermore, CA. Bayley was present on site as a biological monitor for burrow excavations and helped scope and excavate burrows. Monitored for BUOW, California red-legged frog, California tiger salamander, nesting birds, milkweed plants, and western monarch butterfly. Identified new 1 BUOW adult and new 10 narrowleaf milkweed populations, and established appropriate buffers. Also observed 1 golden eagle adult and 1 juvenile repeatedly hunting on site. Bayley was also a biological monitor for mowing, drilling, and debris removal crews. Presented WEAPs. (September-November 2024).

Biologist, Mid-Peninsula Regional Open Space District– Skyline Ridge OSP ADA Barrier Removal, Santa Clara County

Conducted construction monitoring at Skyline Ridge Preserve for a trail improvement project. Monitored for California red-legged frog, western monarch butterfly, western pond turtle, Cooper's hawk, nesting birds, San Francisco dusky-footed woodrat middens, rare plants and sensitive habitat. 2 adult Cooper's hawk and 1 adult male western monarch butterfly were observed. (August - September, 2024)

Biologist, Mid-Peninsula Regional Open Space District – Fuels Reduction On-Call, Santa Clara County

Conducted preconstruction surveys prior to fuels reduction work in Longridge Preserve. Monitored for nesting birds, San Francisco dusky-footed woodrat middens, rare plants and sensitive habitat. (August 2024)

Biologist, Renewable Properties – Ridge Drive Solar Project, Placer County

In preparation for this project, a tree survey was required to meet county ordinance regulations. Conducted a five-day tree survey spanning the project's area, which included valley oak, black oak, blue oak, interior live oak, and coast live oak. Documented location, arrangement, health of trees and their demographic characteristics, and identified tree species, and symptoms of pathogens. (August 2024)

Biologist, Patch Services – Tracy Battery Energy Storage System Project, San Joaquin County

Conducted protocol level rare plant surveys to support a BESS project. Involved a 39 acre project site that had a moderate potential for big tarweed (*Blepharizonia plumosa*). Reference populations were visited to validate negative search results. Approximately 50 big tarweed plants were observed at a new reference population site, submitted to CNDDDB. Observed SJKF habitat within a designated protected habitat area. (August 2024)

Biologist, IP Aramis, LLC – Solar Energy Generation and Storage Project, Alameda County

Rincon provided ongoing compliance support for Intersect Aramis LLC's Solar Energy Generation and Storage Project north of Livermore, CA. Bayley authored the Invasive Plant Mitigation Plan for the project, in compliance with all project mitigation measures. Bayley also compiled a table detailing biological mitigation measures from all project documents. (July 2024)

Biologist, IP Aramis, LLC – Solar Energy Generation and Storage Project, Alameda County

Rincon provided ongoing compliance support for Intersect Aramis LLC's Solar Energy Generation and Storage Project north of Livermore, CA. Bayley helped conduct the baseline vegetation surveys, which included 9 sample plot points in 3 designated vegetation communities on the project site. Following the vegetation surveys, Bayley typed up survey data and other recorded data from the field. (July 2024)

Biologist, Patch Services – Vaca Dixon Power Center, Solano County

Conducted wetland delineation and plant identification to support a BESS project, using appropriate wetland delineation data sheets for the Arid West region. Site consisted of 88 acres with scattered wetland areas, including vernal pool brachiopod habitat. (July 2024)

Biologist, Westervelt Ecological Services – Jumper Site Project Biological Resources Assessment, Kern County

Rincon provided a biological resource assessment (BRA) and technical services for Westervelt Ecological Services, LLC to document sensitive biological resources on an undeveloped 320-acre parcel consisting of alkali flats and vernal pool complexes, located in Kern County. Bayley helped conduct the 8-hour reconnaissance survey and observed coast horned lizard (*Phrynosoma coronatum*), Burrowing Owl (*Athene cunicularia*), Swainson's Hawk (*Buteo Swainsonii*). Also observed as one known San Joaquin kit fox den and evidence of activity. During the survey, Bayley mapped populations of the special-status plant species lesser saltscale (*Atriplex minuscula*) and heartscale (*Atriplex cordulata* var. *cordulata*). Following the survey, Bayley authored the BRA document evaluating presence and potential for sensitive biological resources and site conditions. (May- June, 2024)



Biologist, City of Santa Maria– Los Flores Integrated Waste Management Facility, Santa Barbara County

Rincon provided ongoing CEQA support and technical services for the City of Santa Maria for an undeveloped 500-acre site consisting of steep chaparral, oak woodland, grassland, and riparian corridors located in Santa Barbara County. Bayley helped conduct a focused floristic survey consisting of walking transects over a period of four days. (May 2024)

Biologist, IP Aramis, LLC – Solar Energy Generation and Storage Project, Alameda County

Rincon provided ongoing compliance support for Intersect Aramis LLC's Solar Energy Generation and Storage Project north of Livermore, CA. Bayley conducted the on-site jurisdictional delineation and completed the appropriate datasheets. Following the on-site delineation, Bayley authored the corresponding Aquatic Resources Delineation Report for the feature. (April - May 2024)

Biologist, IP Aramis, LLC – Solar Energy Generation and Storage Project, Alameda County

Rincon provided ongoing compliance support for Intersect Aramis LLC's Solar Energy Generation and Storage Project located north of Livermore, CA. Bayley was present on site as a biological monitor for geotechnical and topographic crews. Presented WEAPs. (April 2024)

Biologist, Carmel Area Wastewater District – Scenic Pipe Rd Categorical Exemption, Monterey County

In preparation for this project, a tree survey and arborist report were required to meet city and county tree ordinance regulations. Bayley helped conduct a three-day tree survey spanning the project's area, which included Monterey cypress, Monterey Pine, and Coast Live Oak, as well as assisted with data cleanup and editing in office. (March 2024)

Biologist, Camp San Luis Obispo – Emergency Repair Work Habitat Mitigation and Monitoring Plan, San Luis Obispo County

Rincon provided compliance support, including a Notice of Completion and a Habitat Mitigation and Monitoring Plan for emergency repair work conducted at Camp San Luis Obispo along creek and riparian channels. Bayley participated in a site visit to the work site locations and potential mitigation site locations. While on site, Bayley mapped and documented permanent impacts and vegetation communities. Following the site visit, Bayley authored the Habitat Mitigation and Monitoring Plan for agency approval. (March – April 2024)

Botanist, Southern California Edison – Rare Plant Guidance, Multiple Counties

To assist ongoing permitting efforts for Southern California Edison, Bayley helped to create rare plant guidance by creating a table of relevant species and spatial parameters to map potential ranges. The resulting GIS warning layer and guidance will be utilized for all future relevant projects to determine the need for floristic surveys across their large service territory. (February 2024 – Present)

Biologist, City of Morgan Hill – 270 W Dunne Ave Categorical Exemption, Santa Clara County

Rincon provided documentation for a Categorical Exemption for the project. Bayley conducted the biological resources reconnaissance survey on-site and documented existing conditions. Following the reconnaissance survey, Bayley authored the biological resources section of the Categorical Exemption (February – March, 2024).

Biologist, Ventura County –Santa Clara Watershed, Adams Canyon and Bell Canyon Fuels Reduction

Rincon provided compliance support and initial treatment descriptions for the county of Ventura Adams Canyon and Bell Canyon Fuels Reduction project. Bayley conducted literature review using the California Department of Fish and Wildlife's California Natural Diversity Database, the California Native Plant Society's Rare Plant Inventory, and Ventura County's Locally Important Species for Adams Canyon to identify potential present biological resources. (February 2024)

Biologist, Vallejo Flood and Wastewater District – VFWD Vallejo MIPS Secondary Effluent Project

Bayley assisted with nesting bird survey for a xxx project. The site and all accessible areas of the 500-foot buffer were surveyed on foot in a focused search for nesting birds using nest-finding methods described in the Handbook of Field Methods for Monitoring Landbirds (Ralph et al. 1993). Areas within the 500-foot buffer that were inaccessible by foot (e.g., private commercial property) were surveyed with binoculars from the project site boundary. Bayley wrote the report associated with the survey findings and continued compliance. (January – February 2024)

Biologist, IP Spindletop, LLC – Darden Solar Project, Fresno County

Rincon provided compliance support for the Darden Clean Energy Project, which plans to install 3,100,000 solar panels and associated support systems on 9,000 acres of land. Bayley assisted with data and submitting



documented occurrences of the special status species, observed during the reconnaissance survey, to the California Natural Diversity Database. (January 2024)

Biologist, Dublin San Ramon Services District – Reservoir 20b, Alameda County

The project would involve construction of Reservoir 20B, an underground welded steel reservoir with a storage capacity of approximately 1.3 million gallons, near the eastern border of the City of Dublin. Bayley co-conducted the reconnaissance survey to assess potential sensitive biological resources with potential to be affected by the project. Bayley mapped the vegetation communities in the survey area. Following the reconnaissance survey, Bayley assisted in writing the Biological Resources Assessment, which identified these resources and measures to avoid/minimize impacts. (December 2023)

Biologist, Subcontractor under Stillwater Sciences for Santa Clara Valley Water District – South Bay Salt Pond Restoration Project Calabazas/San Tomas Aquino Creek-Marsh Connection, Santa Clara County

Valley Water in partnership with the South Bay Salt Pond Restoration Project, plans to restore creek-marsh and tidal flow connections at the southern end of the San Francisco Bay to re-establish 1,800 acres of tidal marsh. Rincon prepared a special-status wildlife species report for the project. Bayley authored the vegetation and habitat sections for this report, in addition to associated tables. (November 2023)

Biologist, Town of Moraga – Livable Moraga Road, Moraga

The proposed Livable Moraga Road project consists of improvements to Moraga Road for pedestrian and bicycle access and safety. The project site begins at Campolindo Road and extends south to St. Mary's Road. The project involves the addition of sidewalks and bike lanes to the existing roadway, as well as improvements to crosswalks, additional parking, and accessibility enhancements. Bayley participated in the on-site walkthrough of the proposed project area and co-wrote the biological constraints memo provided to the town. The purpose of the report was to identify potential impacts to special-status species and jurisdictional land cover. (November 2023)

Biologist, Southern California Gas Company – eTS 46688 Line 8105/8106 Right of Way (ROW) Maintenance Project, Kern County

The project includes road repair and maintenance in unincorporated Kern County. Rincon prepared a blunt-nosed lizard protocol survey report documenting the results of BNLL surveys for SoCalGas. Bayley assisted in writing and editing sections of the survey report, as well as organizing survey data. November 2023)

PREVIOUS PROJECT EXPERIENCE

Lead Botanist, Bureau of Land Management Ukiah Field Office – Seeds of Success Field Season, Mendocino, Lake, Colusa, Yolo, Napa, and Sonoma Counties

Bayley and her crew were responsible for large scale collections of native seed for restoration and research purposes on BLM land, much of which was recently burned. Bayley conducted general floristic surveys and collected data, including location, size, soil, MCV plant community, phenology, population life stage counts, and viable seed counts on large populations of target species found within the BLM Ukiah Field Office. Large numbers of seed were collected from the identified populations and tested for viability in the field. Bayley prepared multiple vouchers from populations of plants from which seed was collected, which are stored in the Smithsonian, Jepson, and BLM herbaria.

Populations from which data and seed were collected included 5 species of milkweed and forage species for western monarch butterfly, and many adults, caterpillars, and eggs were observed at milkweed populations. Additional species and populations for future collections were documented throughout this time, as well as occurrences of rare and special status species. Bayley also trained a technician in field work, use of floras, voucher collections, plant presses, and navigation using Garmin, Field Maps, and Avenza. Geoplatfrom, Survey123, and ArcGIS were also used for documentation. Extensive 4x4 driving. (2023)

Nursery Specialist, Various Clients – Various Projects, Marin County

Bayley provided on site-consultations for individual residential clients and small organizations for habitat restoration design and sourcing including present species and communities lists, as well as admin support for billing, bids, inventory, and client communications. Bayley was also responsible for the individual collection and propagation of community and watershed specific seeds for contract grows and general project, and she trained employees in these tasks according to best management practices.



In this role Bayley also collected seed from, propagated, cared for, and sold narrowleaf milkweed and showy milkweed plants for habitat restoration and creation, as well as expanded available habitat on site, in a known western monarch butterfly migration path. Observed egg laying, mating behaviors, caterpillars at all five instar phases, and chrysalis formation and emergence in habitat areas on site, as well as on habitat areas planted and natural in the surrounding area. (2021 - 2023)

Sawyer Crew Member, Durango & Silverton Narrow Gauge Railroad – Southwest Conservation Corps Field Season, San Juan County, Colorado

Bayley's crew was responsible for fuels management and mitigation along a steam-train corridor in the Weminuche Wilderness. This work required extensive field training in sawyer practices and fuels mitigation, including least complex felling, as well as backcountry work and travel throughout the field season. (2015)

TRAININGS/WORKSHOPS

- Basic Wetland Delineation Course and Certification, Wetland Training Institute, April 2024
 - Field Instructors: Phil Scoles and Stephen Stringer
 - Field Practicum: April 22 and April 24, 2024
 - Recorded lectures: 22 hours
 - Field Practicum 18 hours
- Rare Plant Surveying and Monitoring Training, Golden Gate National Parks Academy, February 2020
 - Presenter: Michael Chasse (NPS Botanist)
 - Training required for work on the Golden Gate National Parks Rare Plant Monitoring team with practice session (6 hours)
- CDFW Conservation Lecture Series: Managing California Red-Legged Frogs and California Tiger Salamanders in Landscape-scale Habitats, October 2022 (Recorded 2014).
 - Presenter: Jeff Alvarez
 - Virtual recorded lecture (2 hours)
- Sawyer (Feller A) Training (June 2015)
 - Southwest Conservation Corps
 - In-field training: 90 Hours
 - Training required for Fuels Mitigation Crew; basic fire ecology, saw maintenance, bucking, brushing, limbing, and least complex felling

ADDITIONAL QUALIFICATIONS

- Proficient in using standard and specialized information management systems (ArcGIS, ArcMap, ArcCatalog, ArcView, Field Maps, Google Earth)
- Proficient in using handheld GPS mapping systems (Garmin systems)
- Board Member CNPS Marin (March 2023 – Present)

PUBLICATIONS/PRESENTATIONS

CNPS Marin Board and Botanist Comment. December 2023. Molok Luyuk Public Meeting, Woodland, CA.





Anastasia G. Ennis

Supervising Biologist

Anastasia Ennis is a wildlife biologist and project manager with 15 years of experience leading biological surveys and preparing technical documentation for sensitive resources across California. Familiar with a wide range of wildlife taxa, she has spent much of her career in tidal marsh ecosystems in the San Francisco Bay Area and brings deep familiarity with the region's ecological communities. Ms. Ennis also conducts aquatic resource delineations and develops supporting reports and permit applications for projects affecting wetlands and other jurisdictional waters. Drawing on her combined expertise in wildlife biology, project management, and regulatory assessments, she ensures that biological studies and compliance measures are robust, defensible, and aligned with project needs.

EDUCATION

MS, Ecology, Evolution, and Conservation Biology, San Francisco State University
BS, Animal Science, Cornell University

CERTIFICATIONS/ REGISTRATIONS

40-hour Wetland Delineation Certificate
CRAM Trained Practitioner

PERMITS

USFWS 10 (a)(1)(A) Federal Recovery Permit (TE13639B-1) – salt marsh harvest mouse

YEARS OF EXPERIENCE

15

EXPERIENCE

Rincon Consultants, Inc. (2019 to present)

Olofson Environmental, Inc. (2011-2019)

CSU Stanislaus Endangered Species Recovery Program (2011)

Golden Gate Raptor Observatory (2010-2011)

San Francisco Estuary Institute (2009-2010)

SELECT PROJECT EXPERIENCE

Biologist and Delineator, Patch Services – Vaca-Dixon/Arges Battery Energy Storage System, Solano County, California Assessment and Aquatic Resources Delineation, Berkeley (2024)

Reviewed and revised biological constraints analyses, protocol-level survey reports, jurisdictional delineation reports, and participated in reconnaissance field surveys and jurisdictional delineations (2 field days).

Reference: Christopher Julian, cjulian@rinconconsultants.com

Lead Biologist, Berkeley Water Pier Ferry, Biological Resources Assessment and Aquatic Resources Delineation, Berkeley (2024-present)

Lead biologist for aquatic resources delineation and biological resources technical study at the Berkeley Pier USACE dredging project on the Napa River. Conducted site visit for aquatic resources delineation and biological resources assessment (6 survey hours), reviewed deliverables, evaluated project alternatives, and supported project permitting.

Reference: Leo Mena, lmena@rinconconsultants.com

Biologist, Midpeninsula Regional Open Space District – Aquatic Resources Delineation Services for ADA Improvement Projects, San Mateo County (2021)

Biologist for aquatic resources delineation for ADA improvements to trails in three sites in the Pulgas Ridge and Skyline Ridge Open Space Preserves. Conducted site visit for jurisdictional delineations (24 survey hours) and prepared aquatic resources delineation reports.

Reference: Kristi Asmus, 808minerva@gmail.com

Wildlife Biologist, Delineator, and Task Lead, Santa Clara Valley Water District On-Call Contract – Calabazas-San Tomas Aquino Creek Marsh Connection Project, Santa Clara County (2022-2024)

Lead wildlife biologist for baseline studies and biological monitoring in support of tidal marsh restoration and permitting. Prepared aquatic resources delineation. (16 survey hours for baseline wildlife studies and 24 survey hours for aquatic resources delineation)

Reference: Colby Boggs, cboggs@rinconconsultants.com



Biologist – White Pine Renewables, Ellis Creek Floating Solar Project, Petaluma (2022)

Biologist for aquatic resources assessment of ponds, adjacent creeks, and vernal pools at a waste-water treatment plant to assess permitting needs. Conducted site visit (8 survey hours) and prepared report and maps of jurisdictional areas.

Reference: Kristi Asmus, 808minerva@gmail.com

Biologist, Napa County Flood Control and Water Conservation District – Dredge Project Vegetation Studies, Biological Resources Assessment and Aquatic Resources Delineation, Napa (2022)

Biologist for aquatic resources delineation for USACE dredging project on the Napa River. Conducted site visit for aquatic resources delineation and biological resources assessment and prepared aquatic resources delineation report to assess aquatic resources and evaluate alternative spoils placement sites in adjacent upland areas (8 hour site visit).

Reference: Kristi Asmus, 808minerva@gmail.com

Biologist, Vietnamese Sangha Congregation in America – Permitting Support for Santa Clara Valley Habitat Agency HCP and Section 1600, Gilroy (2020)

Biologist for a retroactive permitting project on private, former agricultural land. Conducted site visit to assess biological resources and assist with the jurisdictional delineation (8 hours), wrote a biological resources report, prepared the Santa Clara Valley Habitat Conservation Plan permit application, and prepared the Habitat Mitigation and Monitoring Plan.

Reference: David Daitch, ddaitch@rinconconsultants.com

Project Manager, Affirmed Housing – Almaden Senior Housing Project Riparian Habitat Evaluation, San José (2022)

Project Manager for housing development adjacent to Guadalupe Creek. Managed and scheduled evaluation of riparian habitat and project impacts in compliance with the City of San José's Riparian Corridor Policy, the City of San José's General Plan policies, and Santa Clara Valley Habitat Plan policies. Reviewed report following field survey and background review.

Reference: Colby Boggs, cboggs@rinconconsultants.com



Project Manager, Circlepoint - Alameda County Transit Commission Rail Safety Enhancement Project, Alameda County (2021-2023)

Project manager and biologist for technical studies to support CEQA and NEPA review for rail safety improvements in multiple municipalities. Reviewed deliverables prior to submittal to the client, conducted site surveys for biological assessment and jurisdictional delineations (24 hours), and prepared biological reports.

Reference: Sherri Miller, smiller@rinconconsultants.com

Project Manager and Construction Monitor, City of San Jose – Berryessa Creek Crossing Sewer Improvement Project, Milpitas (2018)

Project manager and construction monitor for a sewer line replacement project that passed under an urban creek with adjacent riparian habitat. Tasks included land cover type determination per the county's HCP and mapping extent of riparian area, writing a letter report including a map produced in GIS, and construction monitoring during pipe boring (total of approximately 8 field days).

Reference: Tobias Rohmer, toby@olofsonenvironmental.com

Biological Monitor and Site Lead, California State Coastal Conservancy – Invasive Spartina Project, San Francisco Estuary (2011-2019)

Biological monitor and site lead for a long-term invasive plant monitoring program in San Francisco and Tomales Bays. This project included vegetation monitoring, treatment, restoration, and Ridgway's rail monitoring programs. Tasks included identifying and mapping cover and collecting morphological data for four invasive cordgrass species and hybrids using GIS; navigating tidal marsh on foot and often acquiring access by kayak, rowboat, motorboat, or airboat; monitoring herbicide application; native plant collection, restoration, and monitoring; habitat assessment surveys; protocol call count surveys for California Ridgway's rail and California black rail; QC data in Access and ArcMap; and conduct sensitive species trainings. Ms. Ennis spent over 1,300 days in the field on this project over the course of 8 years.

Reference: Tobias Rohmer; toby@olofsonenvironmental.com

Biological Monitor, California State Coastal Conservancy – Living Shorelines Project, San Francisco Estuary (2019)

Biological monitor for pilot installation of endangered California seablite (*Suaeda californica*) plantings and arbors on the marsh edge, adjacent to eel grass beds and constructed oyster reefs. Tasks included conducting a sensitive species training and monitoring for sensitive species, including salt marsh harvest mice, California Ridgway's rail, and California black rail. Ms. Ennis monitored for 5 field days.

Reference: Jeanne Hammond; jeanne@olofsonenvironmental.com





Isaac Kreger

Botanist

Isaac Kreger is a botanist with 10 years of experience in habitat restoration, botanical surveys, and ecological research. His responsibilities include the preparation of biological reports for compliance with CEQA, field surveys for sensitive species, and habitat restoration planning. Isaac focused his master's research on forest ecology and is interested in building fire-safe communities through habitat restoration and fuel management plans. He has experience working in collaboration between public, private and non-profit agencies to connect communities to natural resource management. He has expertise conducting protocol level rare plant surveys, mapping sensitive natural vegetation communities, and developing methods for managing plant pathogens and invasive plant species.

EDUCATION

MPh, Forest and Ecosystem Science, University of Melbourne

BA, Environmental Studies, University of California, Santa Cruz

CERTIFICATIONS/ TRAININGS

ISA Certified Arborist (WE-372401A)

Plant Diversity Documentation, Jepson Herbarium, 2023

Amphibians of the San Francisco Bay Workshop, Laguna Foundation, 2022

PERMITS

CDFW Plant Voucher Collecting Permit (2081(a)-23-037-V)

AFFILIATIONS

Society of Ecological Restoration

California Native Plant Society

YEARS OF EXPERIENCE

10

EXPERIENCE

Rincon Consultants, Inc. (2024 to present)

SELECT PROJECT EXPERIENCE

Bumble Bee Surveys – Xerces California Bumble Bee Atlas Project

Conducted point surveys and incidental observations for bumble bees under the Atlas Project CDFW SCP and MOU. Prepared data sheets and habitat assessments. Conducted 6 survey hours and captured or incidentally observed and photographed 14 individual bumble bees of 2 species, including *B. rufocinctus* and *B. vosnesenskii*. July 2024.

- Reference: Samantha Kehr, skehr@rinconconsultants.com

Botanist, Palmdale Water District - Palmdale, Ca

Isaac helped prepare and revise the habitat restoration plan in accordance with the ITP issued by CDFW for Crotch's bumblebee (CBB). Specifically, Isaac addressed CDFW and client feedback to align the plan with ITP requirements. Isaac helped refine the seeding pallet to include plants that provide floral resources for CBB and develop mitigation measures to avoid CBB during construction. August 2025 to present.

- Reference: Robin Murray, rmurray@rinconconsultants.com

Isaac provided botanical expertise for this project by assisting with protocol-level botanical surveys to determine presence/absence of any federally and/or State listed, or other special status plant species, map vegetation communities to alliance level and invasive plants.

Crotch's Bumble Bee Surveys, Vaca Dixon Power Center - Vacaville, Ca

Isaac conducted Crotch's Bumble bee capture surveys across the approximately 10-acre project area. These surveys consisted of walking transects throughout the project area, recording floral resources, and bumble bee identification. No bumble bees were captured or observed. 6 survey hours total, July 2025

Botanist, PGE, Pit 3,4,5 Baseline – Rare Plant Survey, Shasta County

Isaac provided botanical expertise for this project to support protocol-level botanical surveys to determine presence/absence of any federally and/or State listed, or other special status plant species. This effort also involved invasive species mapping and vegetation management monitoring.

Botanist, Battery Energy Storage System–Rare Plant Survey, San Joaquin County

Isaac provided botanical expertise to support a BESS project with protocol-level rare plant surveys. Involved 39-acre project site that had a moderate potential for big tarweed (*Blepharizonia plumosa*). Reference populations were visited to validate



negative search results. Approximately 50 big tarweed plants were observed at a new reference population site.

Botanist, Fort Ord Regional Trail and Greenway Project, Monterey County

Isaac provided botanical expertise for this transportation project. Conducted protocol level rare plant surveys and sensitive natural community mapping to alliance level according to the Manual of California Vegetation. Rare sandmat manzanita (*Arctostaphylos pumila*), Monterey spineflower (*Chorizanthe pungens* var. *pungens*), Monterey gilia (*Gilia tenuiflora* ssp. *arenaria*), Kellogg's horkelia (*Horkelia cuneata* var. *sericea*).

Botanist, Westerveldt - Jumper Site Biological Resources Assessment, Kern Co

Isaac provided botanical expertise to support this Biological Resource Assessment for a habitat mitigation site. He conducted a rare plant survey and vegetation community mapping using the *Manual of California Vegetation*. Observed multiple populations of rare plants including lesser saltscale (*Atriplex minuscula*) and heartscale (*Atriplex cordulata* var. *cordulata*).

Botanist, Commercial Development - Rare Plant Survey, Oakland, Ca

Isaac provided botanical expertise for this project by leading protocol-level botanical surveys to determine presence/absence of any federally and/or State listed, or other special status plant species. Key aspects of this project involved leading a client site visit to discuss options for avoidance. Seven Presidio clarkia (*Clarkia franciscana*) plants were observed on site.

Botanist, Palmdale Water District - Rare Plant Survey, Palmdale, Ca

Isaac provided botanical expertise for this project by assisting with protocol-level botanical surveys to determine presence/absence of any federally and/or State listed, or other special status plant species, map vegetation communities to alliance level and invasive plants.



PREVIOUS PROJECT EXPERIENCE

Botanist, East Bay Regional Parks District (EBRPD) – Pleasanton Ridge Tyler Ranch Trail Mitigation Project, Alameda County

Under a previous employer, Isaac provided restoration expertise for this project by documenting the effectiveness of EBRPDs compensatory mitigation along streams and swales in the upper Sinbad Creek watershed. He conducted field surveys to establish baseline conditions of restoration sites and report post-enhancement success criteria. Key aspects of this work included sampling vegetation cover of native, invasive and wetland plant species and erosion and hydrological features. He prepared the post-construction and annual monitoring reports.

Botanist, Mid-Peninsula Open Space – Botanical Surveys, Santa Clara County

Under a previous employer, Isaac conducted protocol-level rare plant and floristic surveys for Mid Pen Open Space preserves, La Honda Creek, and Bear Creek Redwoods. He identified all plants to subspecies when possible. Key aspects of this project included mapping priority invasive species for early detection rapid response and sensitive natural communities per the Manual of California Vegetation. He prepared the botanical survey report.

Botanist Field-lead, San Francisco Public Utilities Commission (SFPUC) – Filoli Prescribed Fire Project, Santa Clara County

Under a previous employer, Isaac worked directly with SFPUC to manage medusahead and goat grass within sensitive habitat for San Francisco gartersnake at Filoli historic grasslands. He developed sampling protocol and study design to measure effects of invasive grass treatments. The challenge of this project involved coordinating and conducting sampling within a small window of time to allow for grass identification and an opportune time for mowing and burning. Key aspects of this project included tracking phenology, mapping, and cover sampling of invasive grasses and pre-treatment surveys for nesting birds, rare plants, and butterfly host plants. Isaac delivered survey reports and data to the client.

Botanist, Santa Clara County – Sanborn Park Tree Inventory, Saratoga

Under a previous employer, Isaac provided botanical expertise for a tree inventory within Sanborn County Park. Key aspects included documenting location and arrangement of trees and their demographic characteristics, tagging trees, and identifying ornamental and native tree species. Isaac identified Sudden Oak Death symptoms.

Botanist, California American Water – Monterey Pipeline Aquifer Storage and Recovery, Seaside

Under a previous employer, Isaac conducted protocol level rare plant surveys and sensitive natural community mapping to alliance level according to Manual of California Vegetation. He visited reference populations to confirm identification and phenology of rare plants with potential to occur.





Stella Moore

Biologist

Ms. Moore works as a Biologist with Rincon's biological resources group. She holds an MOU to conduct protocol capture bumble bee surveys for CESA Candidate bumble bees. Ms. Moore has experience conducting Crotch's bumble bee (*Bombus crotchii*) protocol surveys, monarch butterfly surveys and counts, special status species surveys, reconnaissance surveys, construction monitoring, and reporting for environmental compliance. Ms. Moore has conducted approximately 45 bumble bee survey hours and captured or incidentally observed and identified a total of 238 individual bumble bees of 5 species during protocol-level photo-only bumble bee surveys and the CA Bumble Bee Atlas Project. Ms. Moore has captured or incidentally observed 44 *B. crotchii* (3 workers, 41 males) and 3 *B. caliginosus* (1 queen, 2 workers).

EDUCATION

BS, Molecular Environmental Biology, Minor in Science and Math Education, University of California, Berkeley

YEARS OF EXPERIENCE

3

EXPERIENCE

Rincon Consultants, Inc.
(2023 to present)

Beissinger Lab at UC Berkeley
(2022 to 2023)

Sespe Consulting, Inc.
(2022)

CERTIFICATIONS AND PERMITS

CDFW Memorandum of Understanding (MOU) for CESA Candidate Bumble Bees

Authorization to capture and handle Crotch's bumble bee (*B. crotchii*) and western bumble bee (*B. occidentalis*). Executive Signatory and Principal Investigator. Issued February 24, 2025.

SELECT PROJECT EXPERIENCE

Protocol Crotch's Surveys – Oso Ranch Project

Conducted Crotch's bumble bee surveys in accordance with the CDFW survey considerations for CESA Candidate bumble bees, and in accordance with the with the CDFW Survey Considerations for CESA Candidate Bumble Bee Species document issued June 6, 2023. Conducted 12 hours of protocol-level Crotch's bumble bee surveys. 53 *B. vosnesenskii* and two *B. melanopygus* were observed. May through July 2025.

- Reference: Colleen Delvecchio (colleen.delvecchio@paxenviro.com)

Protocol Crotch's Surveys – 230th Street Solar Project

Conducted Crotch's bumble bee surveys in accordance with the CDFW survey considerations for CESA Candidate bumble bees, and in accordance with the with the CDFW Survey Considerations for CESA Candidate Bumble Bee Species document issued June 6, 2023. Conducted 4.85 hours of protocol-level Crotch's bumble bee surveys. No bumble bees were captured or incidentally observed. April through June 2025.

- Reference: Lisa Achter (lachter@rinconconsultants.com)

Protocol Crotch's Surveys – Tracy BESS LLC – Long Duration Energy Storage Project

Conducted Crotch's bumble bee surveys in accordance with the CDFW survey considerations for CESA Candidate bumble bees, and in accordance with the with the CDFW Survey Considerations for CESA Candidate Bumble Bee Species document issued June 6, 2023. Conducted 19.74 hours of protocol-level Crotch's bumble bee surveys and captured one *B. melanopygus*. April through May 2025.

- Reference: Andrea Maben (amaben@rinconconsultants.com)



2024 Bumble Bee Workshop – Wildlife Society/Xerces Society

Conducted point surveys and incidental observations for bumble bees during the training workshop under the Atlas Project CDFW Scientific Collecting Permit (SCP) and Memorandum of Understanding (MOU). Conducted 9 survey and incidental observation hours and captured or incidentally observed and photographed 110 individual bumble bees of 2 species, including *B. crotchii*, and *B. vosnesenskii*. Observed 9 *B. crotchii* males. July 2024.

- Reference: Leif Richardson (leif.richardson@xerces.org)

San Simeon Training – Xerces California Bumble Bee Atlas Project

Conducted point surveys and incidental observations for bumble bees during the training under the Atlas Project CDFW SCP and MOU. Conducted 3 survey and incidental observation hours and captured or incidentally observed and photographed 50 individual bumble bees of 4 species, including *B. crotchii*, *B. melanopygus*, *B. caliginosus*, and *B. vosnesenskii*. Observed 2 *B. crotchii* workers, and 3 *B. caliginosus* (1 queen, 2 workers). July 2024.

- Reference: Leif Richardson (leif.richardson@xerces.org)

Protocol Crotch's Surveys – Palmdale Ditch Project

Conducted photo-only Crotch's presence/absence surveys in accordance with the CDFW survey considerations for CESA Candidate bumble bees, and in accordance with the project survey plan approved by CDFW. Conducted 27 hours of protocol-level Crotch's bumble bee surveys and incidentally observed a total of 12 individual bumble bees. Observed 8 *B. crotchii* males, 3 *B. vosnesenskii* workers, and 1 *B. fervidus* worker. May through June 2024.

- Reference: Amber Nichols (anordby9@gmail.com)

Bumble Bee Surveys – Xerces California Bumble Bee Atlas Project

Conducted point surveys and incidental observations for bumble bees under the Atlas Project CDFW SCP and MOU. Prepared data sheets and habitat assessments. Conducted 6 survey hours and captured or incidentally observed and photographed 66 individual bumble bees of 2 species, including *B. crotchii* and *B. vosnesenskii*. Captured 25 *B. crotchii* (24 males and 1 worker). April through July 2024.

- Reference: Leif Richardson (leif.richardson@xerces.org)

BOMBUS SPECIES FIELD IDENTIFICATION EXPERIENCE

- Crotch's bumble bee (*B. crotchii*)
- Vosnesensky bumble bee (*B. vosnesenskii*)
- Obscure bumble bee (*B. caliginosus*)
- Black-tailed bumble bee (*B. melanopygus*)

SELECT TRAINING/COURSES

- The Bumble Bee Field Course. McLaughlin Reserve, Lake County, California. Xerces Society. July 19-21, 2024.
- California Bumble Bee Atlas In-Person Field Training on protocol bumble bee methods including capture, handling, vial transfer, cooling, photography, and identification. Xerces Society. San Simeon. June 23, 2024.
- In-person bumble bee MOU survey methodology training by Lead Surveyor, Amber Nichols. June 12, 2024.
- Training on bumble bee identification and photo-only survey methods with Lead Surveyor, Amber Nichols. May 2, 2024.
- California Bumble Bee Atlas Training Workshop (2024), Xerces Society, March 2024
- California Bumble Bee Atlas Training Workshop (2023), Xerces Society, March 2024
- Western Bumble Bee Identification for Bumble Bee Atlas Volunteers (2023), Xerces Society, March 2024





Grace Myers

Biologist III

Grace has experience in field biology and regulatory permitting and has been responsible for conducting field surveys for birds, plants, and general site conditions, conducting jurisdictional delineations, biological compliance monitoring, protocol surveys for burrowing owls (*Athene cunicularia*) and Swainson's hawk (*Buteo swainsoni*), collecting biological field data, preparing technical reports and more. She also has experience in renewables compliance, such as drafting monthly compliance reports for the California Energy Commission (CEC) and writing biological technical reports per the CEC's specifications.

Education

BS, Wildlife Biology,
University of Vermont

Certifications/ Registrations

Wetland Delineation
Certification

Years of Experience

6

Select Project Experience

Biologist & Assistant Project Manager, Patch Services – Battery Energy Storage System Projects, Various Counties/Cities, California (November 2023 – Present)

Grace has helped prepare many technical documents in support of the CEC licensing/amendment process to add Battery Energy Storage Systems (BESS) at locations of existing utility infrastructure. Grace has independently authored biological constraints analyses, biological resources technical reports, jurisdictional delineation reports, protocol-level survey reports, and has participated in reconnaissance field survey visits (approximately 4 survey days), nesting bird surveys (approximately 3 survey days), burrowing owl (approximately 12 survey days) and Swainson's hawk protocol surveys (approximately 2 survey days), jurisdictional delineations (approximately 4 survey days), and compliance monitoring.

References: Ryan Wardle (rwardle@rinconconsultants.com) and Thea Benson (tbenson@rinconconsultants.com)

Biologist, Confidential Client – Confidential Project, Sacramento County (March 2025 – February 2026)

Grace supported this project by conducting tree surveys and burrowing owl protocol surveys (approximately 4 survey days). Once protocol surveys were complete, Grace authored the subsequent report which was submitted to the client and appropriate regulatory agency.

Reference: Lisa Achter (lachter@rinconconsultants.com)

Biologist, Confidential Client – Confidential Project, Alameda County (April 2024 – Present)

Grace supports this project through biological compliance monitoring, burrowing owl protocol surveys (1 survey day), burrow excavations, assisting with the drafting of the Worker Environmental Awareness Program training, and administrative duties such as scanning, uploading and QA/QC data sheets.

Reference: Christian Knowlton (Cknowlton@rinconconsultants.com)



Biologist, Confidential Client – Confidential Project, Madera County (August 2025)

Grace supported this project through conducting a jurisdictional delineation on tribal land (1 survey day) and authoring the subsequent report which was submitted to the client and appropriate regulatory agency.

Reference: Kathleen Sholty (ksholty@rinconconsultants.com)

Biologist, Confidential Client – Confidential Project, Santa Clara County (May 2025)

Grace supported this project through conducting a nesting bird survey (1 survey day) and drafting the associated nesting bird survey report to be submitted to the appropriate regulatory agency.

Reference: Susan Dewar (Sdewar@rinconconsultants.com)

Biologist & Assistant Project Manager, County of Fresno – Althea Avenue Solar Project, Fresno County (January 2025 – Present)

As Assistant Project Manager for the Althea Solar Project, Grace prepared and recorded the project's Worker Environmental Awareness Training, prepared the project's Health and Safety Plan, prepared the pre-construction nesting bird and San Joaquin kit fox (*Vulpes macrotis mutica*) survey results memo for client submittal, and assisted with tasks such as tracking all project scope requirements. Grace also supported this project by conducting a monthly compliance inspection during construction.

Reference: Susan Dewar (Sdewar@rinconconsultants.com)

Biologist, Renewable Properties (Multiple Projects)– El Dorado County (August 2024 – March 2025)

Grace supported these projects by conducting arborist surveys and determining the extents of jurisdictional areas within a proposed project site, though a formal jurisdictional delineation was not conducted. She also assisted with calculating mitigation costs for the oak woodlands on site.

Biologist, Sacramento Area Sewer District - Creek Crossing Project, Sacramento County (June – July 2024)

Grace assisted with the reconnaissance survey and jurisdictional delineation (1 survey day) of five project sites within Sacramento County and prepared the subsequent jurisdictional delineation report for client submittal.

Reference: Kathleen Sholty (ksholty@rinconconsultants.com)

Biologist, BP/Arco – Twelve Bridges Project, Placer County (April 2024)

Grace conducted a pre-construction nesting bird survey (1 survey day) focusing on raptor species for BP/Arco at a newly proposed project location. Once the survey was complete, she wrote a follow-up memorandum for the client with the results.

Reference: Owen Routt (Oroutt@rinconconsultants.com)

Previous Work Experience

Temporary Field Technician, National Ecological Observatory Network – Various Projects, Salt Lake City, Salt Lake County, Utah (June 2019 – October 2019)

Grace was responsible for collecting observational and quantitative data on small mammals, beetles, ticks, plant phenology, and vegetation structure for the National Ecological Observatory Network's long-term ecological research studies, while using a different protocol for each study focus. She primarily set small mammal traps and captured small mammals with the appropriate certification, retrieved biological samples, and gathered body measurements.

Field Biologist and Data Checker, Bird Conservancy of the Rockies – Various Projects, Salt Lake City, Salt Lake County, Utah (May 2018 – September 2018)

Grace independently planned and surveyed avian point-count and vegetation survey routes throughout a variety of habitat types. She hiked and surveyed birds of Utah for long hours in rugged terrain while maintaining quality data collection practices. Once the field season was over, Grace carefully reviewed and confirmed the past season's bird and vegetation data sheets.

Seasonal Biologist, Vermont Center for Ecostudies – White River Junction, Windsor County, Vermont (June 2016 – August 2016)

Grace surveyed 10 species of songbirds using point-count surveys for the Vermont Center for Ecostudies' long-term citizen science project. She learned how to band and handle songbirds under the supervision of a permitted bird bander, and she also learned how to take morphological measurements and additional information on banded birds. Once the field season was over, she assisted in the review and confirmation of data sheets from other citizen science volunteers.

Lead Field Technician, Silvio O. Conte Wildlife Refuge – Various Projects, Brunswick, Essex County, Vermont (May 2016)

Grace was responsible for performing presence/absence surveys of rusty blackbirds (*Euphagus carolinus*), a species in decline in the Northeast, in selected wetlands of Vermont and New Hampshire. She planned survey sites, collected data, performed nesting bird surveys, and organized results for future project planning.



Cristy Rice

Biologist III

Dedicated wildlife biologist with 7 years of experience in biological surveys and monitoring across multiple ecosystems and communities in California. Skilled in rapid assessments, identification, collection, and handling of California herpetofauna, ichthyofauna. General habitat assessment and identification for other fauna and flora of California. Technical experience in peer reviews, subject matter expert for utility programs, data analysis, field leadership/training, and writing guidance documentation for biological assessments & monitoring efforts.

SELECT PROJECT EXPERIENCE

Biologist and Field Lead, Southern California Edison (SCE) – On-Call O&M Projects, Transmission ROW, and Large Capital Environmental Services Projects, Various Cities/Counties, California

Conducted habitat assessments, desktop reviews, surveys, and monitoring for special status species such as western and southwestern pond turtle, arroyo toad, California red-legged frog, least Bell's vireo, steelhead trout, burrowing owl, desert tortoise, various kangaroo rat species, and coastal California gnatcatcher. Wrote guidance documentation for multiple service lines and designed field reports within ESRI. Subject matter expert and senior biological review for multiple species. Completed QA/QC of field reports prior to submittal of deliverables to client.

Biologist, Various Clients – Several Confidential Solar Projects, Los Angeles and San Bernardino Counties

Conducted focused burrowing owl and desert tortoise surveys and established buffers for active and potentially active burrows.

Monitoring and Field Lead, Various Clients – USACE Former Munitions Response UXO Site Investigations and Removals, Camp San Luis Obispo, Former Camp Beale, Mojave Gunnery Range, Irvine Ranch; Various Cities/Counties, California

Conducted comprehensive biological field surveys and habitat assessments for special status wildlife and plants. Monitoring and field lead for all natural and cultural resources on site. Completed daily reports, prepared technical reports.

Biological Monitor, PG&E – Post-fire Clean-up Efforts, Clear Lake

Monitored California red-legged frogs and vernal pools at construction sites for duration of project.

On-Call Biologist, Various Clients – Various Projects, Los Angeles and Orange Counties

On-call biologist for pre-activities of vegetation clearing in debris basins for LADWP. Monitored debris and vegetation clearing in a large watershed. Relocations of bony and cartilaginous fishes in a salty marsh. Grunion surveying along the southern California coastline.

Biologist, San Mateo County Flood and Sea Level Rise Resiliency District – One Shoreline Project, San Mateo County

Rincon provided biological resources technical services for the proposed shoreline enhancement project in the city of Millbrae and Burlingame. This included literature review and agency database review (i.e. California Department of Fish and Wildlife (CDFW) Critical Habitat Portal and USFWS Information for Planning and Consultation) and Biological Resource Assessment (BRA) report for the coastal marine habitats of the project.

EDUCATION

BS, Marine Biology, California State University, Fullerton, Fullerton, California

Biological Science Transfer, Mt. San Antonio College, Walnut, California

CERTIFICATIONS/REGISTRATIONS

HAZWOPER Training Certificate (2020 to May 2022)

TRAINING

California red-legged frog and Arroyo toad multiple life-stage identification, habitat assessment, and field surveys (50+ hours each)

CTS Terrestrial Ecology and Rare Pond Species Workshop Series (2018)

YEARS OF EXPERIENCE

7

EXPERIENCE

Rincon Consultants, Inc. (2021 to present)

SWCA Environmental Consultants (2017 to 2021)

Chambers Group, Inc. (2016 to 2017)

Sapphos Environmental Consulting (2015)



Biologist, City of San Carlos – San Carlos Bridge Repair Project, San Carlos

Rincon provided biological resources technical services for the proposed bridge repair project in the city of San Carlos. This included literature review and agency database review (i.e. California Department of Fish and Wildlife (CDFW) Critical Habitat Portal and USFWS Information for Planning and Consultation) for biological and waters resources of California, a field survey to assess existing site conditions, habitats and on-site sensitive biological resources, and preparation of biological and waters permitting reports of findings in accordance with current industry standards.

Biologist, City of Santa Barbara – Santa Barbara Airport, Santa Barbara

Rincon provided biological resources technical services for the proposed bridge repair project in the city of Santa Barbara. This included literature review and agency database review (i.e. California Department of Fish and Wildlife (CDFW) Critical Habitat Portal and USFWS Information for Planning and Consultation) and a report in accordance with current industry standards.

Biologist, County of Sonoma – Sonoma Rezoning DEIR, Sonoma County

Rincon provided biological resources technical services for the updates of a current Draft Environmental Impacts Report (DEIR) for the county's housing rezoning project within the county of Sonoma. The update to the biological resources of the DEIR consisted of a review and comparison of current versus former literature and agency databases reviews. Updates to the DEIR for all biological resource constraints, updates to the Potential to Occur (PTO) table, Biological Resources Assessment (BRA) and DEIR.

PUBLICATIONS/PRESENTATIONS

Publications

Systematic relationships of sympatric pipefishes (*Syngnathus* spp.): A mismatch between morphological and molecular variation. Eric Garcia, Cristy A. Rice, Douglas J. Eernisse, Kristy L. Forsgren, Juan P. Quimbayo, Greg W. Rouse. *Journal of Fish Biology* 2019.

Identification of southern California pipefishes using a variety of morphological measurements. Cristy A. Rice, Julianne Kalman Passarelli, Milton Love, and Kristy L. Forsgren. *Dimensions* 2015.

Presentations

Morphological and genetic characterization of pipefishes (*Syngnathidae*). Cristy A. Rice, Kristy L. Forsgren, and Douglas J. Eernisse. Over 20 presentations, with highlights below:

- SCERP Showcase June 2015
- SACNAS 2014, 2015
- SCAS 2013, 2014, 2015





Owen Routt

Senior Biologist

Owen has over 10 years of experience as a wildlife biologist focused on the conservation of state and federally listed wildlife species and their habitats. His field experience includes surveys and handling of California tiger salamander, San Francisco garter snake, California red-legged frog, and western pond turtle. He has created and presented environmental awareness training to a variety of public agencies and private enterprise clients and provided environmental compliance support and construction monitoring services. Owen has over 100 hours of protocol survey and handling experience with California tiger salamander and California red-legged frog; 40 hours survey and handling with San Francisco garter snake; and 60 hours survey and handling with foothill yellow-legged frog.

EDUCATION

BS, Environmental Science and Ecology, University of Redlands

CERTIFICATIONS/ REGISTRATIONS

40-hour Basic Wetland Delineation
10-hour OSHA Construction
40-hour HAZWOPER
Basic Life Support/CPR
Wilderness First Aid

YEARS OF EXPERIENCE

10+

EXPERIENCE

Rincon Consultants, Inc.
(2023 to present)

SELECT PROJECT EXPERIENCE

Utilities

Biologist, BAE Systems – Hollister Test Facility Remedial Action Plan, Hollister

Conducted four nights of pitfall trapping for California tiger salamander to assess local population density. Conducted visual encounter and dip-net surveys for California tiger salamander, California red-legged frog, and western pond turtle. Construction monitoring during contaminated soils removal including burrow excavations. Oversaw excavator operator during soil removal and hand excavated burrows when discovered.

Biologist, Assistant Project Manager, San Francisco Public Utilities Commission – Bioregional Habitat Restoration Program, Alameda County

Conducted five years of surveys for California tiger salamander and California red-legged frog across over 600 acres and 9 occupied stock ponds. Encountered and handled dozens of larval and adult California tiger salamander during hundreds of hours of aquatic larval sampling and upland refugia surveys.

Biologist, San Francisco Public Utilities Commission – Bioregional Habitat Restoration Program, San Mateo County

Conducted pond and wetland hydrology monitoring and visual encounter surveys for San Francisco garter snake and California red-legged frog over five years. Conducted hundreds of hours of dip-net and visual encounter surveys for California red-legged frog and California tiger salamander under the supervision of a permitted biologist. Duties included conducting wildlife and plant surveys, data analysis and report preparation.

Biological Monitor, Pacific Gas and Electric Company – Natural Gas Transmission System Hardening, Multiple projects, San Joaquin County

Conducted pre-construction habitat suitability surveys with a special focus on California tiger salamander. Served as lead biological monitor responsible for providing environmental awareness training, daily monitoring, and hand excavation of any burrows discovered in the work area. Worked with construction staff to establish an excavation plan for each new area of ground disturbance.





Elizabeth Shoemaker

Biologist II

Elizabeth has helped support many different projects with biological monitoring, pre-construction surveys, nesting bird and special-status wildlife and plant surveys, and reporting. Elizabeth has helped prepare biological reports that include daily and monthly monitoring reports, a nesting bird management monitoring and reporting plan, and biological resources assessments. In addition, Elizabeth has experience conducting protocol-level Crotch's bumble bee surveys and identifying bumble bee species/casts and has experience performing bird nest and bat surveys. Ms. Shoemaker participated in the 2024 CA Bumble Bee Atlas Project.

SELECT PROJECT EXPERIENCE

Crotch's Bumble Bee Surveys, Palmdale Water District – Palmdale Ditch Conversion Project, Palmdale

Ms. Shoemaker conducted Crotch's Bumble bee photo surveys along 7 miles of the Palmdale ditch. These surveys consisted of walking transects throughout the project area, recording floral resources, and bumble bee identification. She surveyed for and identified both Crotch's Bumble bee (*Bombus crotchii*) and Yellow-faced Bumble bees (*Bombus vosnenskii*). She observed 2 male and 6 worker *B. Crotchii*.

Crotch's Bumble Bee Surveys, Renewable Properties – RPCA 230th Street Solar Project, Lancaster

Ms. Shoemaker conducted Crotch's Bumble bee capture surveys across the approximately 33 acre project area. These surveys consisted of walking transects throughout the project area, recording floral resources, and bumble bee identification. She surveyed for Crotch's Bumble bee (*Bombus crotchii*) and captured/identified *B. Crotchii*. Three *B. Crotchii* workers were captured/observed within the project area.

Crotch's Bumble Bee Surveys, Tracy BESS LLC– Tracy Long Duration Energy Storage Project, San Joaquin County

Ms. Shoemaker conducted Crotch's Bumble bee capture surveys across the approximately 39.5 acre project area. These surveys consisted of walking transects throughout the project area, recording floral resources, and bumble bee identification. She captured and identified one male black-tailed bumble bee (*Bombus melanopygus*).

Crotch's Bumble Bee Surveys, City of San Luis Obispo – PCE Plume Characterization Project, San Luis Obispo

Ms. Shoemaker conducted Crotch's Bumble bee capture surveys across the approximately 15 acre project area. These surveys consisted of walking transects throughout the project area, recording floral resources, and bumble bee identification. She surveyed for Crotch's Bumble bee (*Bombus crotchii*) and captured/identified Yellow-faced Bumble bees (*Bombus vosnenskii*), California Bumble bee (*Bombus fervidus*), and Black-tailed Bumble bees (*Bombus melanopygus*). No *B. Crotchii* were captured or observed.

EDUCATION

BS, Environmental Management and Protection, Minor in Political Science, California Polytechnic State University, San Luis Obispo

CERTIFICATIONS/REGISTRATIONS

n/a

PERMITS

CDFW Bumble Bee MOU/SCP No. S-242420002-24249-001

YEARS OF EXPERIENCE

1

EXPERIENCE

Rincon Consultants, Inc. (2023 to present)



Crotch's Bumble Bee Surveys, Patch Services, LLC– Vaca Dixon Power Center 2025 Site B, Vacaville

Ms. Shoemaker conducted Crotch's Bumble bee capture surveys across the approximately 10 acre project area. These surveys consisted of walking transects throughout the project area, recording floral resources, and bumble bee identification. No bumble bees were captured or observed.

Bumble Bee Surveys – Xerces California Bumble Bee Atlas Project

Ms. Shoemaker conducted field point surveys and incidental observations for bumble bees under the Atlas Project CDFW Scientific Collecting Permit and Memorandum of Understanding. She conducted 2 survey hours incidentally observed various bumble bee species in April 2024.

Bumble Bee Surveys, City of Santa Barbara– Parma Park Restoration Ares, Santa Barbara

Ms. Shoemaker surveyed for bumble bees and nesting birds before weed whipping activities at a restoration site in Santa Barbara. No bumblebees were observed.

SELECT TRAINING/COURSES

- California Bumble Bee Atlas Training Workshop, Xerces Society, March 2024
- Male Bumblebee Identification along the Pacific Coast of North America, Xerces Society, April 2024
- Western Bumble Bee Identification for Bumble Bee Atlas Volunteers, Xerces Society, April 2024
- 2024 Bumble Bee Workshop, Xerces Society and the Western Section of the Wildlife Society, July 2024

ADDITIONAL PROJECT EXPERIENCE

Biologist, City of Goleta – Goleta City of Public Works Ellwood MBHMP, Goleta

Ms. Shoemaker helped survey the Ellwood area for the Monarch Butterfly Habitat Management Program (MBHMP). These surveys consisted of collecting data on the environmental conditions, tree/cluster location, and the number of butterflies observed in the Ellwood survey areas. In addition, Ms. Shoemaker drafted the annual monarch survey report for the 2023-24 overwintering season. This report summarized the data collected on the Ellwood monarch butterflies in the 2023-24 overwintering season and reflected on trends in monarch counts in past seasons.

Biological Monitor, Santa Barbara Flood Control – Santa Barbara County Beach Operations, Goleta

Ms. Shoemaker monitored beach operations for Goleta Beach. These beach operations consisted of Santa Barbara County bringing sediment loads from the Goleta Slough and depositing it on Goleta Beach for beach enhancement and flood control. Monitoring activities included taking VOC readings from sediment loads deposited on the beach, visually inspecting sediment loads for beach compatible material, compiling a list of species observed each day, and drafting an end of day summary of beach activities.



Biologist, Santa Barbara Public Works – East Beach Restoration Project, Santa Barbara

Ms. Shoemaker helped monitor the restoration efforts for the East Beach Restoration Project. These efforts included flagging in the restoration areas, seed sorting, and plant identification. Additionally, Ms. Shoemaker assisted with drafting a monthly monitoring report that outlined restoration efforts conducted in the month of March.

Biologist, NextEra – Roadhouse BESS, Ontario

Ms. Shoemaker helped conduct a field reconnaissance survey of the project site for a battery energy storage system (BESS) project. She surveyed for special status species, suitable habitats for special status species, and protected vegetative communities. In addition, she helped draft a Biological Resource Assessment of the project area and determine the potential to occur of special status species within the study area.

Biologist, Ventura County– Santa Paula Emergency Storm Protection, Santa Paula

Ms. Shoemaker surveyed for fish in the Santa Paula Creek during a diversion for the emergency storm protection project. She deployed block nets, seined the area and dip netted for fish, and relocated fish during dewatering.

