

Geoffrey Gray, MA, PWS

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PROFESSIONAL HISTORY

FREELANCE ENVIRONMENTAL CONSULTANT – Professional Wetland Scientist/Fish & Wildlife Biologist

GG Environmental, LLC. 2015 – Present.

151 Poulin Rd. Selah, WA 98942. (509) 426-5645. gg@gg-env.com. www.gg-env.com.

Provide wetland delineation, fish, and wildlife consultation services, focused on clientele throughout Eastern Washington. Provide outstanding customer service and conflict resolution in assisting clients with SEPA, JARPA, 404, 401, and city/county critical areas and shorelines permitting processes. Delineate wetlands and streams. Prepare Wetland and Stream Reports. Prepare Biological Assessment reports for Endangered Species Act (ESA) consultation and compliance. Act as a liaison between federal, state, Native American tribes, local governments and private landowners. Conduct habitat surveys. Formulate and monitor bird protection measures for large construction projects. Provided on-call services for the City of Cle Elum from 2018-2021 and contracted with Mid-Columbia Fisheries Enhancement Group since 2023 as an on-call wetland specialist.

TRANSPORTATION PLANNING SPECIALIST 3 – Professional Wetland Scientist/Region Biologist

Washington State Department of Transportation, South Central Region. Mar 2006 – October 2021.

2809 Rudkin Road, Union Gap, WA 98903.

Provided comprehensive fish and wildlife technical expertise to ensure project compliance with the Endangered Species Act (ESA), Migratory Bird Treaty Act (MBTA), and Bald and Golden Eagle Protection Act (BGEPA) critical to the delivery of the Environmental, Project Development, Maintenance, and Construction programs for the three eastern WSDOT regions encompassing the entire state east of the Cascade crest. Implemented a senior-level understanding of listed fish and wildlife species and their habitats, field study protocols, data research and analysis methodology, and ESA documentation and consultation processes. Collaborated with Project Development and Planning teams in the refinement of project scope, and alternatives analyses, and proposed design and/or timing restrictions to minimize or avoid impacts to biological resources. Performed migratory bird surveys and evaluated project impacts relative to MBTA and BGEPA – especially on bridges. Evaluated over 600 projects for compliance under ESA, wrote many biological assessment reports, and prepared thousands of GIS maps for a large and diverse project workload. Remained current on regulatory changes, acted as a liaison with federal and state agencies, Native American tribes, and local jurisdictions, and represented WSDOT on interdisciplinary teams regarding ESA issues.

Managed the South Central Region’s wetland mitigation program while providing wetland and riparian restoration expertise for four WSDOT regions (including Olympic). Lead and managed the entire program, including “cradle to grave” responsibility for wetland mitigation and riparian restoration sites located from Snoqualmie Pass to Walla Walla. Planned, led, and advised during meetings with Project Development and Planning teams to refine project scope, conduct alternatives analyses, and propose design and/or timing restrictions to minimize or avoid impacts to aquatic resources. Performed wetland delineations. Assessed project impacts to wetlands and prepared mitigation plans. Identified mitigation/restoration goals while coordinating with federal, state, tribal, and local resource/planning agencies. Oversaw and directed mitigation site construction, including oversight of contractor work. Troubleshoot, collaborated, and implemented adaptive management to address challenges in meeting mitigation/restoration site success standards. Directed and oversaw the WSDOT Vegetation Management Crew to ensure mitigation sites meet goals and objectives. Forecasted and monitored labor needs and budgets. Coordinated with the WSDOT Statewide Wetland Program to establish policy, procedure, and programs to maintain efficiency in implementing WSDOT mitigation and stewardship directives.

FREELANCE ENVIRONMENTAL CONSULTANT – Wetland/Wildlife Biologist

Gray Consulting (GCON). Jan 2002 – Mar 2006.

65 Cypress Ave. Clovis, CA 93611. Self-employed.

Services included biological scoping and risk assessments, Threatened and Endangered (T&E) species surveys, migratory bird surveys, botanical surveys, wetland delineation, regulatory permitting, and Geographic Information Systems (GIS) analyses.

ASSOCIATE BIOLOGIST – ESA / Wetland Biologist

California Department of Transportation. Feb 2000 – Mar 2006.

2015 E. Shields, Suite 100 Fresno, CA 93726-5428.

Conducted environmental analyses for large transportation projects within the central and southern San Joaquin Valley, Coast Range, and Sierra Nevada. Performed and supervised ESA-listed species surveys, migratory bird surveys, wetland delineations, and botanical surveys/inventories. Prepared CEQA/NEPA documentation including natural environment study (NES) reports, biological assessment (BA) reports, and other regulatory compliance documentation. Obtained regulatory permits including Corps 404, RWQCB 401, and CDFG 1602. Participated in developing and negotiating complex biological mitigation agreements with state, and

federal agencies. Provided support for the Federal Highway Administration during Section 7 Formal Consultation with the USFWS. Worked closely with Caltrans engineers and landscape designers to avoid/minimize/mitigate impacts to the natural environment and to ensure that project milestones were met.

STAFF BIOLOGIST – ESA / Wetland Biologist

Dames & Moore, Inc. Jan 1999 – Feb 2000.

3445 W. Shaw Avenue, Suite 101 Fresno, CA 93711. \$3,583/mo. Full-time.

Performed field surveys for ESA-listed species, migratory bird surveys, wetland delineations and botanical inventories. Prepared biological survey reports and prepared ACOE 404 permits. Accessory duties included preparation, performance, and management of Phase I Environmental Site Assessments (ESA) for agricultural, commercial, and industrial properties. Communicated and coordinated with agencies at the city, county, state, and federal levels.

RESEARCH FIELD BIOLOGIST – ESA-listed Species Surveys and Habitat Restoration

Endangered Species Recovery Program. 1998 – 1999.

1900 N. Gateway #100 Fresno, CA.

ESRP is a cooperative research program on biodiversity conservation in central California, administered by California State University, Stanislaus Foundation. The Program's mission is to facilitate endangered species recovery and resolve conservation conflicts through scientifically based recovery planning and implementation. Experience gained while employed with ESRP included habitat restoration research, plant and animal surveys, trapping, tissue sampling, PITT tagging, and GIS.

WILDLIFE FIELD BIOLOGIST – Sagebrush-habitat and Endangered Species Surveys (summer work)

Consultants in Wildlife and Environmental Services Agency. 1998.

1758 N. Academy Ave. Sanger, CA 93657. Summer work.

Conducted biological field surveys to quantify potential impact to special-status species and habitats resulting from the proposed construction of the U.S. Generating Company's La Paloma Generating Project near McKittrick, California.

AVIAN FIELD BIOLOGIST – Shorebird Habitat Restoration Surveys (summer work)

Rob Hansen Biological Consulting. 1997.

5448 W. Sunnyview Ave. Visalia, CA 93291. Summer work.

Monitored the population dynamics of migratory shorebird species utilizing the Tulare Lake Drainage District's off-site mitigation habitat near Corcoran, California.

GRADUATE BOTANICAL RESEARCH – Postfire Plant Ecology

California State University at Fresno. 1994-1997.

5241 N. Maple Ave. Fresno, CA 93740.

Research involved observation and analysis of early post-fire floral succession and population dynamics in the mid-elevation Sierra Nevada Mountains chaparral community, with a focus on Mariposa manzanita (*Arctostaphylos viscida* ssp. *mariposa*).

TEACHING EXPERIENCE

California State University at Fresno. Teaching Associate (Ecology Laboratory Instructor) 1995 – 1997.

California State University at Fresno. Adjunct Faculty (Plant Physiology). 1997 – 1998.

Fresno City Community College. Adjunct Faculty (Biology Instructor). 1997 – 1998.

PROFESSIONAL TRAINING AND CERTIFICATION

- **Professional Wetland Scientist (PWS #3162).** Globally certified by the Society of Wetland Scientists on December 31, 2019.
- **CESCL Certification - #WSDOT 2019-28.** Expired 2/29/2022.
- **Using the Revised WA State Wetland Rating System in Eastern WA.** September 12-13, 2018. Amy Yahnke.
- **Clean Water Act 404/401 Permitting Workshop.** May 2018. WSDOT Liaison Program.
- **Selecting Wetland Mitigation Sites Using a Watershed Approach.** March 29, 2017. Amy Yahnke, Diane Hennessey.
- **Grass, Sedge, and Rush Identification for Western WA Puget Lowland Habitats.** February 3-4, 2016. Dr. Sarah Cooke.
- **WSDOT Management Training.** 2016. Paul A. Ganalon.
- **Advanced Hydric Soils.** 2014. Bob Thomas, Army Corps of Engineers.
- **Using the Revised WA State Wetland Rating System in Eastern WA.** 2014. Tom Hruby.
- **Using the Credit/Debit Method for Estimating Mitigation Needs.** 2012. Tom Hruby.
- **Selecting Wetland Mitigation Sites Using a Watershed Approach.** 2012. Tom Hruby.
- **Eastside Wetland Plant Identification Workshop.** 2008. Bertie Weddell, Ph.D.
- **Electrofishing and Fish Handling.** 2006. Northwest Environmental Training Center.

- **Riparian Restoration on California's Coast.** 2005. Coastal Training Program, Elkhorn Slough.
- **Biology and Management of the California Tiger Salamander.** 2005. Dr. Pete Trenham.
- **California Tiger Salamander Handling.** 2005. Dr. Pete Trenham and Dr. Brad Shaffer.
- **Fairy Shrimp Cyst Recovery and Identification.** 2004. Richard Hill.
- **Essential Fish Habitat (EFH).** 2004. Mark Helvey, NOAA.
- **Giant Garter Snake Identification.** 2003.
- **Tipton's Kangaroo Rat Handling Refresher.** 2003. Greg Warrick.
- **Blunt-nosed Leopard Lizard Identification Refresher.** 2003. Greg Warrick.
- **Mitigation and Monitoring Workshop.** 2003.
- **Fairy Shrimp Identification Refresher Course.** 2003. Richard Hill.
- **Advanced Wetland Delineation Training.** 2002.
- **Introduction to CEQA Workshop.** 2002. Jones & Stokes.
- **Negotiation Skills Workshop.** 2002.
- **CDFG Streambed Alteration Agreement (1601) Workshop.** 2002.
- **Sensitive Reptiles and Amphibians Identification Workshop.** 2001
- **Trimble TSC-1 GPS Training.** 2000.
- **Federal Highways Administration Course.** 2000.
- **Bats and Transportation – Identification Workshop.** 2000. Dixie Pearson and Chris Corbin.
- **Wetlands Delineation and Management Certification Course.** 2000. Richard Chinn, CET.
- **California Fairy Shrimp Identification Course.** 2000. Dr. Denton Belk.

EDUCATION

California State University at Fresno

- **Master of Arts, Biology** (Plant Ecology), diploma awarded 5/24/1997 (3.78 GPA). “*With Distinction.*”
- **Bachelor of Science, Business Administration** (Management), diploma awarded 12/21/1990 (3.35 GPA).

Petaluma High School (California)

- **Diploma awarded in May 1986** (3.61 GPA).

ACADEMIC ACHIEVEMENT

- Graduate Research presented to the **California Botanical Society**, 16th Graduate Student Meetings.
- Lillian D. Wells Scholarship for **Academic Achievement**, California State University at Fresno.
- Associated Students Inc. Educational Grant for **Outstanding Scholarship**, California State University at Fresno.
- California Native Plant Society **Grant Recipient**.
- Ezaki Upper Division Award for **Best Oral Presentation**, 17th annual Central California Research Symposium.
- Three-time **Dean's List** qualifier (3.50+ GPA), California State University at Fresno.

SKILLS AND ABILITIES

- Excellent communicator, facilitator, public speaker.
- Team mindset – former European professional soccer player.
- Proficient in Microsoft Office 365, Intuit Quickbooks, collaboration software (Teams, ZOOM, NetMeeting, Groups, etc.)
- ArcGIS and Quantum GIS (QGIS) proficient.
- Can type 75 words per minute.
- Multilingual – fluent in German, some Spanish and Danish.

HOBBIES AND INTERESTS

- Fishing, downhill skiing, family farm life, German language, weather tracking, gardening.

REFERENCES

- Mark Norman, Assistant Environmental Manager, WSDOT South Central Region. (509) 573-8324. NormanM@wsdot.wa.gov