



GG Environmental, LLC

WETLANDS • FISH • WILDLIFE

Geoffrey Gray, MA, PWS
151 Poulin Rd. Selah, WA 98942
509-426-5645 mobile/text
gg@gg-env.com | www.gg-env.com
WA License: 604 947 024

Statement of Qualifications

My name is **Geoffrey Gray**, a **professional wetland scientist/wildlife biologist** whose **29-year career** has equipped me with a **unique breadth of experience** that can readily assist you with **project delivery**.

Investing eight years in higher education, I earned a **Bachelor's Degree** in Business Management and a **Master's degree** in Biology (awarded *With Distinction*), emphasizing Ecology. My thesis research was on post-fire plant succession in the Sierra Nevada, California. My academic portfolio includes 74 units in the biological sciences, 18 units in the physical sciences, and 16 units in the quantitative sciences.

In addition, I have 12.4 credit hours of **certified professional wetland training** to date, including completion of the *38-hour Army Corps of Engineers (Corps) Wetland Delineation and Management Training Program*, as well as *Corps Advanced Wetland Delineation*, *Corps Delineation Manual Regional Supplements*, Washington State Department of Ecology (Ecology) *2014 Wetland Rating System*, *Ecology Credit-Debit Method for Estimating Mitigation Needs*, *Ecology Selecting Wetland Mitigation Sites Using a Watershed Approach*, and multiple courses in wetland plant identification.

I have been continuously employed as a **multifaceted biologist** since 1997, serving tenures in government-funded research, a large environmental consulting firm, state transportation agencies in both California and Washington.

My resume includes **22 years of full-time duty as a wetland biologist**, with experience ranging from the unique vernal pool wetland habitats of California's Central Valley to the diverse wetlands of Eastern/Western Washington State, stretching from the Puget Sound to Idaho.

My expertise in California included wetland delineation of vernal pool habitats and ESA-listed large branchiopod (**vernal pool fairy shrimp**) surveys. In the late 1990s, I was **one of only five scientists, nationwide**, with a federal 10(a)(1)(A) take permit to collect and identify fairy shrimp cysts (eggs). A total of 60 hours of training was mandated in order to be named on this permit, giving me a unique professional perspective on vernal pool wetlands, their endemic plant communities, and rare biota associated with these rare pools.

Employed at the **Washington State Department of Transportation (WSDOT)** from 2006 to 2021, I **managed the South Central Region (SCR) wetland program** and provided **wetland delineation and riparian restoration expertise** for **four WSDOT regions across the state** (Eastern, North Central, South Central, Olympic). My charge

included the **entire program breadth**, including “cradle to grave” responsibilities for many SCR **wetland and riparian mitigation sites**.

Tasks included meeting with Project Development and Planning teams to evaluate the scopes of large and diverse transportation projects, conducting **alternatives analyses**, and proposing **design and/or construction solutions** to minimize or avoid impacts to aquatic resources, including wetlands. I **coordinated with federal, state, tribal, and local resource/planning agencies** in identifying mitigation and restoration goals.

Intimately involved with **mitigation site design** processes, I also directed **mitigation site construction**, including **oversight of contractor work**. Post-construction tasks included **oversight of vegetation management**, and when challenges were encountered, I troubleshooted, collaborated with experts, and implemented **adaptive management strategies** to meet mitigation/restoration site performance standards.

As a **wetland specialist**, I provided support to the WSDOT Statewide Wetland Program in establishing **policy, procedure, and guidance** to maintain efficiency in implementing WSDOT statewide mitigation and stewardship directives.

My **parallel duties** at WSDOT were to provide comprehensive 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**.

I implemented a **senior-level understanding** of listed fish and wildlife species and their habitats, field study protocols, data research and analysis methodology, and Endangered Species Act (ESA) documentation and consultation processes. I **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**. I performed **migratory bird surveys** and evaluated project impacts relative to MBTA and BGEPA – especially on bridges. I was also responsible for writing **hundreds of biological assessment reports** and prepared **thousands of GIS maps** for a large and diverse project workload. I 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.

My **freelance experience** includes **15 years of environmental consulting** in two Pacific Coast states. My clients include **salmonid habitat restoration groups, private landowners, land developers, realtors, the Yakama Nation, commercial enterprises, state agencies, and local governments** who need assistance in overcoming the challenges of **Critical Areas/Shorelines permitting, CWA Section 404/401 compliance, MBTA/BGEPA regulations, and Endangered Species Act consultation**. The most common products in demand are **wetland and stream delineations, wetland functional lift analyses, wetland mitigation and monitoring plans, ordinary high water mark determinations, and biological assessments**. My work portfolio also includes **shrubsteppe habitat surveys, Ecological Integrity Assessments, migratory bird surveys, and bird protection plans and compliance monitoring** for construction.

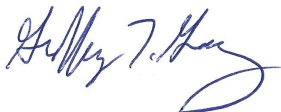
Spanning my career, I have performed over **190 wetland delineations** and have managed **35 wetland mitigation/riparian restoration sites**. As a fish and wildlife biologist, I have evaluated over **600 projects** for compliance under the **Endangered Species Act**, written many **biological assessments**, and participated in over **125 federal consultations**.

I have been a **professional-level GPS/GIS user for 28 years**, employ cutting-edge GPS technology in the field, with proficiency in both **ArcGIS** and **Quantum GIS (QGIS)** to map field data, describe and analyze impacts, and illustrate practical solutions in minimizing and mitigating project environmental impacts.

Globally certified in 2019 as a **Professional Wetland Scientist (#3162)** by the Society of Wetland Scientists, my work is performed to the **highest standards** and is **fully insured**.

Thank you for the opportunity to present my qualifications. Feel free to contact me any questions. I look forward to hearing from you!

Cheers,

A handwritten signature in blue ink, appearing to read "Geoffrey Gray".

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