

News from SWCA Environmental Consultants

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FOCUS: GROWING STRONG

By Joseph J. Fluder, III, CEO

Looking around, it's hard not to see growth happening at SWCA, with our clients, and in the world. There's personal growth, urban growth, population growth, business growth, and the natural growth of various ecosystems we restore and preserve. To honor that, we made growth a dominant theme of this issue of *The Wire*. We recently marked 10 years since the completion of the landmark Animas-La Plata project in southwest Colorado (see page 3). This project was in response to population growth and growing water needs, which continues to be a concern throughout the West. Lessons learned on this project may inform how communities meet those needs in the future.



Williamson County in Texas (page 7) offers a unique template for balancing a rapidly growing human population with the habitat needs of critical species. We were honored to be involved with the innovative Regional Habitat Conservation Plan (RHCP) there. Meanwhile, the Elkhorn Highlands Reserve in California (page 10) shows how skillful collaboration between a nonprofit, state transportation agency, and the U.S. Army Corps of Engineers resulted in the preservation of 167 acres of wildland in an area of rapid development.

Internally, SWCA is experiencing significant growth as well. We've expanded our presence with two new offices and new faces among our leadership (see page 14-15). I'm excited for these changes as they position us to serve our clients even better and reach further into new geographies.

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ANIMAS-LA PLATA: THE WATER PROJECT THAT SPANNED GENERATIONS

By Danielle Desruisseaux, Brian Crook, and Alex Wesson

The Animas–La Plata Project (ALP) is located in La Plata and Montezuma Counties in southwestern Colorado and in San Juan County in northwestern New Mexico. Often called the "last big water project in the West," Animas–La Plata is celebrating several milestones this year. This May marks 10 years since the completed Lake Nighthorse reservoir near Durango began filling. To get to that point, the project survived decades of planning, collaboration, public interest, plus financial and regulatory roadblocks. Its success is due in large part to the tenacity and cooperation between tribal governments, as well as between tribes and the federal government.

It's also been a decade since SWCA completed work for the ALP. SWCA was honored to be a part of the ALP story, having run a multi-year, multi-million-dollar archaeology project under contract with the Ute Mountain Ute Tribe, cooperating with the tribe, U.S. Bureau of Reclamation, backhoe subcontractors, and coordinating closely with Weeminuche Construction Authority.

In light of these milestones, we wanted to look back at this landmark project and what it taught us about cultural resources investigations and water management in the West.

"WHOLE-SITE" ARCHAEOLOGY

The scale of the archaeological investigations required for ALP made this project truly unique. SWCA was subcontracted by the Ute Mountain Ute Tribe for years of consultation and fieldwork over the landscape destined to become the reservoir, borrow pit, access roads, and other facilities. SWCA conducted archaeological investigations at 74 sites as part of the project just south of the town of Durango, Colorado.

Most of the archaeological sites affected by this project were in Ridges Basin, site of the new reservoir, Lake Nighthorse (named after former U.S. Senator Ben Nighthorse Campbell, R-Colo.). The reservoir was created by the construction of a 270-foot-high earthen dam across a narrow canyon between Ridges Basin and the Animas River (at the intersection of Carbon Mountain and Basin Mountain). When full, Lake Nighthorse covers an estimated 1,490 acres.

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Several archaeological sites were also excavated on a nearby mesa. SWCA's excavations produced evidence of Native Americans living in the area as far back as 7500 B.C., all the way up to the European-American settlers of the nineteenth century and the most recent ranching family home of the 1950s. By far the greatest amount of data was recovered from the period called early Pueblo I, dating about 1,200 years ago, to the years A.D. 750 to 825. All of these sites were determined eligible for inclusion on the National Register of Historic Places.

UNIQUE CHALLENGES

Several archaeological crews were required to be in the Basin working simultaneously with the construction crews from Weeminuche Construction Authority. We supported consultation with Acoma Pueblo as well as the Utes, meeting regularly with tribal representatives and federal employees to be sure all legal and cultural obligations were met in accordance with the National Environmental Policy Act (NEPA), the National Historic Preservation Act (NHPA), and the Native American Graves Protection and Repatriation Act (NAGPRA).

We opened and staffed a full archaeological laboratory in Durango, which not only supported the equipment and technology needs of the field staff of archaeologists, laborers, and backhoe operators, but also housed GIS technicians (creating state-ofthe-art maps and graphics), a database manager, laboratory director, ceramic analysts, osteologists (human bone analysts), stone tool analysts, and other specialized scientists on staff. All artifacts were brought to our Durango laboratory, washed or cleaned by hand, and stored appropriately for analysis and cataloging. Digital photographs were downloaded and all field records were entered into a custom digital database that we built especially for this project.

One of the keys in our efficiency and success in a project of this scale was early communication and collaboration with the







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curation facility, the Canyons of the Ancients Visitor Center and Museum (called "CAVM" for short). That is, we saw our role in the end game clearly, and early: completion of the reservoir project on time, with no costly delays from cultural resources mitigation, and proper and responsible curation of those resources in perpetuity. Right from the beginning of the project, we worked with the staff at CAVM so that we were storing both the artifacts and the digital data in a way that could be smoothly accessioned into their system, and items would not need to be repackaged late in the game. In fact, CAVM liked our system so much that after the completion of ALP they contracted our database manager to help transfer all of SWCA's analysis data into their system.

WATER IN THE WEST

Our role was just one piece of the success of the ALP project. But the project as a whole sparks a larger conversation about changing approaches to water management in the West—a conversation we don't want to lose sight of as we approach future water projects. ALP was the last reservoir project constructed by the Bureau of Reclamation, one of the largest capital works agencies in the United States. Since the Reclamation Act of 1902 (which created the Bureau of Reclamation), the federal agency has been responsible for the development of billions of dollars in water infrastructure, including dams, reservoirs, canals, and hydropower facilities.

Throughout most of the twentieth century, the biggest hurdles Reclamation faced were funding and engineering. However, changing times—especially heightened environmental awareness—have increased those hurdles to developing surface water storage. Congress authorized the development of the ALP project in 1968 and construction was completed in 2013. Within that time frame, both the Endangered Species Act and the National Environmental Policy Act (NEPA) were implemented, which added to the complexity of an already large and complex project. A final factor that created a significant challenge for new water storage throughout the West was cost. Dam construction is an expensive proposition. Environmental constraints and project costs conspired to end federal dam construction in the United States subsequent to the ALP project.

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SWCA curated:

- 202,574 individual artifacts from the ALP project
- Project archives and paper records that cover 100 linear feet of shelf space
- And a multivolume final report

This equates to at least 315 cubic feet of artifact boxes all available for researchers by contacting the curator of CAVM.

CAVM is located in the Four Corners Region. You can learn more at their website:

https://www.blm.gov/ learn/interpretive-centers/ CANM-visitor-center-museum

VISIT THE ALP COLLECTIONS

All of the artifacts, photographs and drawings, important paper records, and the digital database from SWCA's years of excavations were curated at the BLM Canyons of the Ancients Visitor Center and Museum (CAVM) in 2009. Located in southwest Colorado, and previously known as the Anasazi Heritage Center, this facility also houses archaeological collections from another large reservoir project completed in the early 1980s, the DAP or Dolores Archaeological Project. All of the analytical data and artifacts are available for researchers to use and the museum creates displays for public view. Most of the artifacts are fragments of broken pottery and pieces of flaked stone. But there are also whole ceramic pots, projectile points (carefully crafted stone arrowheads, atlatl dart points, and spear points), manos and metates (grinding tools used to grind corn and other seeds and grains), sewing and weaving tools made from deer bone, and stone and shell beads and pendants.

READ THE ALP REPORT

SWCA has produced 16 volumes of highly detailed data and analysis of all that was found during the project. Each of these reports (most running well over 200 pages) focuses on a different aspect of the archaeology of Ridges Basin—either the early European-American settlers of the area, or a specific prehistoric time period, or a large Native American village site that was excavated, or, say, the plant remains that give us insight



into the foods, clothing, and medicines used 1,000 years ago. These volumes are available through the University of Arizona Press at: https://uapress.arizona. edu/?s=animas-la+plata

LOOKING AHEAD

ALP provides a positive example for future water management in the West. While water conservation and new resource development are important components to mitigate the increased threat of continued drought, a holistic approach to meeting future demands may very well include new surface water storage. ALP provides the federal government, tribes, other local communities, and environmental groups with a guide to meeting those increasing demands while appropriately addressing the legitimate concerns of preserving and enhancing cultural and natural resources.

After a nearly 20-year hiatus on approval of new dam construction, Reclamation is now considering opportunities for developing new reservoirs. One of the best examples is Sites Reservoir in California's Central Valley. Along with new or expanded surface water storage, states and the federal government have a much larger water resources toolbox to work with. Increased groundwater storage, conservation, and reuse now offer multiple approaches to mitigate climate variability. Many of these options provide planners a much better opportunity to mitigate or avoid impacts to cultural and natural resources. However, politicians, planners, and engineers will continue to look to reservoirs to adapt to our changing—and always increasing—water demands in the arid West.

ACCORDING TO PLAN: WILLIAMSON COUNTY, TEXAS

By Stephen Van Kampen-Lewis

Recently, Williamson County in Texas celebrated 10 years of its Regional Habitat Conservation Plan (RHCP). SWCA spent several years working with the County, the U.S. Fish and Wildlife Service (USFWS), and other organizations to create the RHCP, which sought to facilitate development in one of the fastest growing regions in the U.S., while protecting threatened and endangered species.

SETTING THE SCENE

Williamson County sits just north of Austin, one of the fastest growing cities in the U.S. A decade ago, Williamson County was experiencing (and continues to experience) rapid population growth. As a result, the County was looking to expand its transportation network to improve regional accessibility. Many of the anticipated projects would occur in areas likely to be inhabited by endangered species. To address the impacts to these species and streamline Endangered Species Act compliance for land development, Williamson County sought a multi-species, programmatic RHCP.

How do you meet the needs of a rapidly growing human population and the surrounding habitat at the same time? Look to Williamson County in Texas as an example.

After early efforts to create such a plan stalled, Williamson County chose SWCA to complete the RHCP and the accompanying Environmental Impact Statement. This sizeable planning and research effort required coordination with multiple stakeholders and interested parties, including the USFWS and other federal, state, and local regulatory agencies.

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Batrisodes reyesi (no eyes) next to two Batrisodes uncicornis (eyed surface cousin often found in caves)

> Salado salamanders (Eurycea chisholmensis) with a gravid female (middle) - this species is federally protected as threatened



Tri-colored bats (Perimyotis subflavus) in Sunless City Cave

A UNIQUE APPROACH

When the Williamson County RHCP was developed, most other RHCPs were being funded through various mechanisms that often involved exorbitant fees from participants and grants from state or federal government resources. But, Dr. Steven Carothers and SWCA proposed a different idea.

SWCA utilized tax benefit financing, which collects 15 percent of the difference in County tax revenues generated when land is improved over its previous state. In other words, as the land becomes more valuable with the development, the County is able to divert a small portion of the revenue change over the original revenue stream to fund the Williamson County Conservation Foundation (WCCF), which oversees the RHCP. The goal was to purchase many hundreds of acres of pristine land over the 30-year life of the incidental take permit, while accumulating \$20 million to fund the perpetual protection of these areas.

At the time, this method of funding an RHCP was novel – and opposed by the USFWS. However, SWCA was successful in making a case for this unique approach, and Williamson County received its Section 10(a)(1)(A) incidental take permit in 2008.

A SUCCESSFUL PLAN

Formulating such a successful public-private partnership is not an easy achievement, but it is certainly something to celebrate.

The Williamson County RHCP covers incidental take of the golden-cheeked warbler (*Setophaga chrysoparia*), black-capped vireo (*Vireo atricapilla*-now delisted), Bone Cave harvestman (*Texella reyesi*), and the Inner Space Caverns mold beetle (*Batrisodes texanus*). It also provides research funding for the Georgetown salamander (*Eurycea naufragia*), which has since been listed as threatened under the Endangered Species Act.

Today, the WCCF protects more caves and land than originally predicted; has permitted significantly fewer impacts to goldencheeked warbler habitat than predicted; and has permitted significantly fewer impacts to endangered species caves than originally predicted. All of this while also streamlining the ESA permitting process for sustainable development in the area.



Stephen Van Kampen-Lewis preparing to rappel into Coffin Cave



Steve Carothers getting dirty in Cobbs Cavern's "Wild Side"



Stephen Van Kampen-Lewis taking notes in Shaman Cave



A MODEL FOR THE FUTURE

The Williamson County RHCP is now held up as a unique and successful model, which should serve as a guideline for future RHCPs in Texas and throughout the U.S. In fact, the revenue

streams are growing so rapidly that the \$20 million trust fund for the preserve system is now predicted to be achieved in under 20 years.

Williamson County Commissioners are so proud of their RHCP that they plan to host the National Habitat Conservation Plan Coalition annual meeting in 2020. This organization was founded in 2015 and is dedicated to promoting effective use of large-scale RHCP's across the country, while lobbying lawmakers to recognize the utility of habitat conservation plans as facilitators of both conservation and development.

THE WORK CONTINUES

SWCA continues to work for the WCCF, logging many hours of biological monitoring for various "birds and bugs" on its preserves, writing annual

reports, enrolling RHCP participants, and performing general on-call services as needed to facilitate public outreach and adaptive management.

SWCA staff conduct annual biota surveys in nearly three dozen caves and have made significant scientific discoveries during the past 10 years. In fact, in 2017 surveyors discovered a blind mold beetle (*Batrisodes reyesi*) in the Beck Preserve. Of this new find, James Reddell, Texas' premier authority on karst biology, said that it was "amazing that this [species] was not found in the last fifty years, as this is one of the most intensely studied areas in Texas."

For more information about habitat conservation plans, visit our website: **SWCA.com**.

ANCILLARY STUDIES

The Williamson County Conservation Foundation (WCCF) is obligated to spend part of its budget on research that is expected to benefit the species covered under the RHCP.

They partnered with Dr. Chris Maupin, a climate researcher at Texas A&M, to collect and interpret stalactites and stalagmites, collectively called speleothems. Currently, Dr. Maupin is examining speleothems from Cobbs Cavern – made possible by SWCA biologist Stephen Van Kampen-Lewis, who worked to bring resources

protected by WCCF into Dr. Maupin's laboratory.

Speleothems contain rainfall markers, which can be isotopically "read" to determine the climate during their formation. Initial results from the studies indicate that a hotter Texas is a wetter Texas. The



cutting-edge research is slated to be published in 2019 and is expected to shape climate research and water budgeting in Texas for decades to come.



Chris Maupin (Texas A&M) and the nearly 400,000 year old speleothem (with sandal for perspective) used as part of climate reconstruction for the Southern Great Plains



The Inner Space Caverns mold beetle (Batrisodes texanus) is one of the WCCF's covered species and is pictured here, on a rock next to gloved fingers

THE ELKHORN HIGHLANDS RESERVE: A COLLABORATION IN CONSERVATION

By Geoff Hoetker

Everything changed in 2011 with the passage and approval of California Senate Bill No. 436, which allowed for the transfer of both an interest in real property and financial endowments to non-profit organizations to mitigate adverse impacts upon natural resources.

Willow riparian wetlands flanking sides of a trail.

thewire

In early 2018, amulti-year collaboration between California Department of Transportation District 5, the Elkhorn Slough Foundation, and the U.S. Army Corps of Engineers culminated in the preservation of 167 acres of wildland in the Elkhorn Highlands of Monterey County, California. Now recognized as the Elkhorn Highlands Reserve, this mitigation land transfer marked a first-of-its-kind partnership between a California state agency and a local non-profit organization.

HOW IT ALL STARTED

Establishment of the Elkhorn Highlands Reserve was over a decade in the making. Since the early 2000s, the California Department of Transportation District 5 (Caltrans) was engaged in the environmental planning process for the Prunedale Improvement Project (PIP) – an interchange and local road improvement project along a 9-mile

section of State Route 101 in Monterey County. The construction of PIP would unavoidably result in impacts to jurisdictional wetlands and other habitats.

In 2006, the project's CEQA/NEPA Environmental Document was completed, outlining necessary compensatory mitigation for impacts to several acres of sensitive coast live oak woodland and central maritime chaparral. A future Clean Water Act (CWA) Section 404 Permit needed from U.S. Army Corps of Engineers (USACE) would also likely require mitigation for impacts to wetlands and other waters.

Unable to fully implement mitigation due to a lack of available space within state right-of-way, Caltrans began a property search that would serve as the best choice for off-site mitigation. In November 2008, Caltrans purchased three adjoining parcels in the Elkhorn Highlands located inland of the Elkhorn Slough, a tidal slough and estuary on Monterey Bay. The property was previously proposed for rural residential development. Once purchased, Caltrans staff managed the site up until the point of eventual mitigation land transfer. The three parcels combined included approximately 167 acres supporting coast live oak woodland, central maritime chaparral, grassland, riparian vegetation, a seasonal drainage, and a seasonal freshwater marsh.

Caltrans obtained the CWA Section 404 Permit for PIP from USACE in 2010, requiring mitigation to compensate for the loss of jurisdictional "Waters of the U.S." The permit required preservation of jurisdictional wetlands and other waters on the proposed mitigation property in the Elkhorn Highlands. In addition, a number of compliance documents and land transfer legal paperwork would be necessary.



CALIFORNIA SENATE BILL NO. 436 – MECHANISM FOR MITIGATION LAND TRANSFER

Caltrans had acquired land with the necessary resources, but unfortunately was not in the perpetual mitigation land management business. Over several years, Caltrans had previously fostered a working relationship with the Elkhorn Slough Foundation (ESF), a non-profit organization and accredited land trust that was formed in 1997 to conserve and restore the Elkhorn Slough and its watershed. ESF had expressed interest in conserving the proposed Elkhorn Highlands mitigation property for several years, but earlier discussions had failed for a variety of reasons, including legal difficulties in transferring mitigation lands and endowments to third party non-profit organizations.

Everything changed in 2011 with the passage and approval of California Senate Bill No. 436, which allowed for the transfer of both an interest in real property and financial endowments to non-profit organizations to mitigate adverse impacts upon natural resources. With this legal mechanism now in place, the partnership between Caltrans and ESF could once again move forward.

BUILDING THE PARTNERSHIP

SWCA was brought on to the project by Caltrans in 2011 to assist in coordination with ESF on the Prunedale Improvement Project (PIP) mitigation land transfer. SWCA, Caltrans, and ESF explored the site to become more familiar with its resources and impacted areas requiring remedy. Numerous meetings were held to discuss goals, strategy, funding, and schedule.

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ESF established a number of standards that needed to be met before they could accept the property. For example, over the decades, previous ownership had deposited substantial debris. Certain areas had essentially become dumping grounds, including a location near riparian wetlands. In 2012, ESF worked with Caltrans to clean up this debris, hiring a contractor to remove 800 tons of concrete slabs and agricultural trash resulting from historic uses of the site, including an abandoned air strip. Because no fencing was in place to define the property boundary and deter trespassing, Caltrans Office of Surveys staff formally surveyed the boundary and established survey monuments - no easy task considering the dense vegetation growing in many of these areas. Focused vegetation removal was monitored as fencing was installed in 2014. Since the property supported about 6.5 acres of non-native and invasive eucalyptus and acacia trees, ESF also wanted assurances that Caltrans would fund the eventual removal of these trees.

MITIGATION PLAN, LONG-TERM MANAGEMENT PLAN, AND FULLY-FUNDED ENDOWMENT

Over the next few years, SWCA took the lead in preparing various compliance documents. Per requirements of the USACE Clean Water Act Section 404 permit, SWCA revised the Mitigation and Monitoring Plan (MMP) previously prepared by Caltrans to specifically address the preservation of jurisdictional wetlands and other waters on the property. Numerous photo point locations were established throughout the site to capture imagery of baseline conditions and to serve as a basis of comparison for future monitoring. USACE also required an "Operations and Management Plan" that Caltrans and ESF agreed would apply to the entire site, not only USACE jurisdictional waters. SWCA prepared the Long-term Management Plan (LTMP) to ensure the mitigation property would be properly managed, monitored, and maintained in perpetuity. The LTMP established objectives, priorities, and tasks pertaining to jurisdictional waters and other sensitive habitats; periodic botanical and wildlife inventories; invasive species management; and provisions for security, safety, and public access. The LTMP was designed to set forth broad goals for proper stewardship and conservation of the property in perpetuity, while allowing ESF the flexibility to work out the details as to how these goals could best be accomplished under an allocated budget.

Which brings us to an important question – how would the partners determine what it would cost to maintain and manage the site in perpetuity? This would be accomplished through the preparation of a Property Analysis Record (PAR). PAR software developed by the Center for Natural Lands Management (CNLM) has for several years served as an industry standard for estimating financial endowments for mitigation lands. Several negotiations between Caltrans/SWCA and ESF were required to reach agreement on the scope, cost, and frequency for various land management tasks, such as biological surveys, habitat restoration and monitoring, and general operations and maintenance.

Early 2000s – Caltrans begins environmental planning process for the Prunedale Improvement Project (PIP).



2000

Unknown sandstone features surrounded by maritime chaparral.

Caltrans completes final PIP environmental document, requiring mitigation for impacts to coast live oak woodland and central maritime chaparral.

2006

2008

Caltrans purchases 167-acre property in the Elkhorn Highlands identified for mitigation site potential.



Caltrans obtains CWA Section 404 Permit from USACE for PIP, requiring preservation of aquatic resources at the Elkhorn Highlands mitigation site.

2010

Monterey spineflower (Chorizanthe pungens var. pungens), Coast live oak, Pajaro manzanita (Arctostaphylos pajaroensis) 1 Another key piece of information was the assumption for the endowment earnings per year (i.e., rate of return) once the endowment was invested to generate income while preserving principal (i.e., non-wasting). ESF's Board of Directors assumed a rate of return that Caltrans found acceptable, and the financial endowment could now be calculated. Once the various task, cost, and rate of return assumptions were entered into the PAR software, it generated a report including an average annual land management budget and the endowment needed to provide that funding in perpetuity. The PAR estimated that the total necessary financial endowment dictated by assumed tasks and costs would be approximately \$2.2 million – a tidy sum, but not unprecedented for a mitigation property of this size and with this variety of sensitive resources.

THE TRANSFER IS MADE OFFICIAL

Finally, the above documentation along with a legal Transfer Agreement consisting of a grant deed, real property description, transfer agreement, and "Agreement Declaring Restrictive Covenants" (similar to a deed restriction or conservation easement), were submitted to USACE for approval in 2017. Once approved, Caltrans formally transferred the mitigation property and the endowment (provided by Caltrans Right of Way Capital Funding) to ESF during a public ceremony in February 2018. Several years of collaboration and perseverance had finally paid off!



The mitigation property, now officially known as the Elkhorn Highlands Reserve, will remain undeveloped and conserve sensitive habitats and rare species, including the federally threatened Monterey spineflower (*Chorizanthe pungens var. pungens*), the federally endangered Yadon's rein orchid (*Piperia yadonii*), the federal and state threatened California tiger salamander (*Ambystoma californiense*), and two rare manzanita species – Hooker's manzanita (*Arctostaphylos hookeri ssp. hookeri*) and Pajaro manazanita (*Arctostaphylos pajaroensis*). Exploration of the property has also revealed some interesting sandstone features that have stumped geologists to date.

In September 2018, the Elkhorn Highlands Reserve mitigation site for the Prunedale Improvement Project received the annual "Caltrans Excellence in Transportation Award for Stewardship of the Environment."

For more information, visit: https://www.elkhornslough.org/ protected-lands/highlands-reserve/

¹ Photos courtesy of Dylan Neubauer

SWCA joins project to assist Caltrans in coordination with the Elkhorn Slough Foundation (ESF) to develop plan to transfer mitigation property to ESF.



2011

SWCA revises Mitigation and Monitoring Plan (MMP), drafts Longterm Management Plan (LTMP), and prepares Property Analysis Record (PAR) to estimate endowment funding.

2011-2017

Coast live oak woodland and California tiger salamander (Ambystoma californiense) pond

USACE approves mitigation land transfer.



Caltrans formally transfers mitigation property and endowment to ESF. The property is officially recognized as the Elkhorn Highlands Reserve.

Hooker's manzanita (Arctostaphylos hookeri subsp. hookeri), Pajaro manzanita (Arctostaphylos pajaroensis) 1

2018

Panoramic shot of maritime chaparral on the Elkhorn Highlands Reserve.

SWCA IS EXPANDING...

SWCA ACQUIRES REAP, EXPANDS IN NORTH CAROLINA

SWCA has acquired REAP, a renewable energy and historic preservation firm based in Sanford, North Carolina. REAP is a development services consulting firm that focuses on renewable energy and historic preservation. It offers critical issue analysis, environmental permitting, site selection and control, coordination with government agencies, cultural resource preservation, and management of tax incentives. The REAP team fosters the development and expansion of clean, sustainable communities through renewable energy and historic rehabilitation projects.

This acquisition adds to SWCA's overall presence in the Carolinas, allowing the company to better serve clients throughout the Southeast and MidAtlantic regions. It also extends SWCA's capabilities in renewable energy and cultural resources in these areas.

April Montgomery, REAP's founder, will contribute leadership, technical expertise, and client relationships to SWCA's Raleigh/Sanford office and across SWCA.

NEW OFFICE IN GREATER BOSTON

SWCA recently opened a Greater Boston office situated in Westborough, Massachusetts. The new office will allow SWCA to better support our eastern New England clients, and continue to attract potential talent from a wider geography. The new office is led by Rebecca Weissman, a Professional Wetland Scientist and Natural Resources Team Lead. With offices now in Greater Boston and Amherst, SWCA is poised to meet the needs of clients throughout the Northeast.



REAP is a leader in wind, solar, and historic preservation in the southeastern U.S., and we're thrilled to welcome them to SWCA. We're also pleased to bring our wideranging environmental expertise to more clients in this geographic market.

- Joseph J. Fluder, III, SWCA CEO

NEWS BRIEFS

SWCA'S NEW SENIOR VICE PRESIDENTS

NORMA CRUMBLEY, Rockies Region Senior Vice President

Norma Crumbley has been appointed as the new Senior Vice President for SWCA's Rockies Region, providing overall leadership and operations management to our offices in Colorado, New Mexico, North Dakota, Oregon, Utah, Washington, and Wyoming. Norma joined SWCA in 2005 as an archaeological field technician, rising through the ranks of project manager, cultural resources program director, and principal in Denver.

ROBERT KROEGER, West Region Senior Vice President

Robert Kroeger has been named the new Senior Vice President for SWCA's West Region, serving as an administrator and operations manager to our offices in Arizona, California, Hawaii, and Nevada. Bob formerly served as the General Manager/Vice President at Environmental Resolutions, Inc. and as Executive Vice President at Cardno. He brings forth robust experience in leading operations, business development, strategic planning, and financial management.







Norma CRUMBLEY **KROEGER**

Robert **KLOEPFER**

ROBERT KLOEPFER, Central/East Region Senior Vice President

Robert

As Senior Vice President, Robert Kloepfer will provide executive leadership and operations management for SWCA's Central/East Region with offices in Illinois, Louisiana, Massachusetts, North Carolina, Oklahoma, Pennsylvania, and Texas. He brings to SWCA his experience leading business and client development, service delivery, operational management, and staff development programs.

PROMOTIONS



From left: Melanie Gregory, Dave Reinhart, Matt Bandy, Scott Woods, Rio Franzman, Matt Edwards, Jon Kehmeier

Melanie Gregory, Midwest/East Vice President

Melanie Gregory has been selected as SWCA's Midwest/East Vice President, responsible for leading the company's operations in Amherst, Pittsburgh, Chicago, and Raleigh-Sanford. Melanie joined SWCA in 2012 as a senior project manager in the Austin office.

Dave Reinhart, Director of **Technology Development**

Dave Reinhart has been named Director of Technology Development for SWCA, responsible for the acquisition, operation, and integration of new hardware and software systems. Dave joined SWCA in 2000.

Matt Bandy, Vice President of **Technology Solutions**

Matt Bandy has been appointed Vice President of Technology Solutions. Matt will work with SWCA leadership to achieve near-term and long-term technology-related goals. Matt joined SWCA in 2007, supporting our Denver and Albuquerque offices.

Scott Woods, **Director of Geospatial Services**

Scott Woods has been promoted to Director of Geospatial Services for SWCA, overseeing GIS services and serving as a key voice in our technology strategy. Scott joined SWCA in 2015 as the GIS Program Lead for the Southwest Region in Phoenix.

Rio Franzman. Sheridan Office Director

Rio Franzman has been promoted to Office Director for SWCA's Sheridan office. Rio has been the Natural Resources Team Lead for the Sheridan and Bismarck offices since 2018. He joined SWCA in 2015.

Matt Edwards. New Mexico/Four **Corners Vice President**

Matt Edwards has been appointed New Mexico/Four Corners Vice President, overseeing the Albuguergue, Durango and Carlsbad offices. In this role, Matt will be responsible for driving growth and development in these offices. Matt joined SWCA in 2016.

Jon Kehmeier, Vice President of Scientific and Technical Services

Jon Kehmeier has been named Vice President of Scientific and Technical Services, responsible for advancing scientific and technical strategy, staff development and mentoring, large project execution, and client development.



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NEWS BRIEFS (CONTINUED FROM PAGE 15)

SWCA WINS 2018 EBJ BUSINESS ACHIEVEMENT AWARD AND SOCIAL CONTRIBUTION AWARD

SWCA was awarded a 2018 Environmental Business Journal (EBJ) Business Achievement Award. As a 100 percent employee-owned firm, SWCA earned the silver award for mid-size firms for outstanding business achievement after experiencing record growth in company size, market diversification, and revenue. We were also awarded a Social Contribution Award for our Gives Back program.



SWCA GIVES BACK: HAVE A HEART AWARD 2018



SWCA's Salt Lake City office has been

awarded the 2018 Have a Heart Award, a part of the SWCA Gives Back Program. The office collectively gave 500 hours of the year's overall volunteer hours and sponsored Utah Archaeology and Preservation Month in May.

STEVEN W. CAROTHERS SCIENTIFIC MERIT AWARD

Congratulations to **Paul Sunby**, a senior project manager in SWCA's Austin office, who is the 2018 recipient of the Steven W. Carothers Scientific Merit Award. Paul joined SWCA more than 25 years ago and has developed a strong following of clients in need of sound solutions to listed species issues. The award is designed to recognize individuals for demonstrating passion, creativity, and scientific excellence in a manner that advances SWCA's purpose, mission, vision, and values.

