



**REPORT TO  
Personnel and Public Employees Committee  
City of Sacramento**

**915 I Street, Sacramento, CA 95814-2604  
www.cityofsacramento.org**

**Discussion Calendar  
December 06, 2011**

**Honorable Chair and Members of  
The Personnel and Public Employees Committee**

**Title: Review of Applications and conduct Interviews for Natomas Basin  
Conservancy Board of Directors**

**Location/Council District:** (Citywide)

**Recommendation:** Review applications and nominate candidates.

**Contact:** Katia Ligaiviu, Deputy City Clerk, (916) 808-7604, Office of the City Clerk;  
John Roberts, Executive Director, (916) 649-3331, The Natomas Basin Conservancy

**Presenters:** None

**Department:** City Clerk's Office / Department

**Division:** N/A

**Organization No:** 04001011

**Description/Analysis**

**Issue:** Review applications and/or conduct interviews to identify the most qualified candidates to nominate and forward to the Mayor for appointment.

**Policy Considerations:** None.

**Environmental Considerations:** None.

**Commission/Committee Action:** None.

**Rational for Recommendation:** To review applications to identify the most qualified individuals for nomination to the Mayor for appointment to the City's various advisory boards.

**Financial Considerations:** None.

**Emerging Small Business Development (ESBD):** None.



Respectfully Submitted by: \_\_\_\_\_

Katia Ligaiviu,  
Deputy City Clerk

Recommendation Approved:



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Stephanie Mizuno,  
Assistant City Clerk

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**ATTACHMENT 1**

**Background:**

The following applicants are under consideration for positions on city boards and commissions.

<b>Board/Commission:</b>	Natomas Basin Conservancy Board of Directors
<b>Available Positions:</b>	Two (2)
<b>Category Description(s):</b>	Category A: Public-at-large
<b>Status of Incumbent:</b>	<b>Michael Bradbury &amp; David Christophel</b> – Both Re-applying and Applications attached

No.	Applicant Name	District	Category	Comments	Attendance
1	David B. Christophel	1	A	Incumbent	Confirmed
2	Joshua D. Speaks	1	A		Confirmed
3	Michael Bradbury	1	A	Incumbent	Confirmed





# City of Sacramento

10-28-11A11:52 RCVD

## Application for Appointment to Boards/Commissions and Committees

**INSTRUCTIONS:** Provide all information requested. Attachments must be single sided on 8.5 x 11 paper. If you will be representing an organization, you must include a letter from the organization recommending you as their representative. Note: All information provided on this form is a public record. Return this completed application form to: Office of the City Clerk, Historic City Hall, 915 I Street, Rm. 116, Sacramento, CA 95814. Tel: (916) 808-7200.

**IMPORTANT:** Letters of recommendation are optional. If you choose to include a letter it must be submitted as part of this application. Letters will not be accepted after your application is filed with the City Clerk's Office.

RECEIVED  
CITY CLERK'S OFFICE  
CITY OF SACRAMENTO  
2011 OCT 31 A 10:31

BOARD / COMMISSION OR COMMITTEE NAME: The Natomas Basin Conservancy

CATEGORY FOR WHICH YOU ARE APPLYING: Public at-large A  
Description (if applicable) Category Letter

- Name of Company/Organization Being Represented (if applicable): \_\_\_\_\_
- Company/Organization Authorization Letter Attached (if applicable to qualifications of category)

Applicant Name: Christophel David B E-Mail: \_\_\_\_\_  
Last First Middle

Home Address: Garden Highway Sacramento CA 95833  
Street # Street Name City State Zip

Mailing Address (if different than home address): \_\_\_\_\_  
Street # Street Name City State Zip

Resident of City Council District No: \_\_\_\_\_ Business in Council District No: \_\_\_\_\_  
Required If Applicable

Home Telephone: (916) Business Telephone: (916)

Please state the reason you would like to be a member of this board/commission (or attach):

Please see attached.

Are you currently, or have you in the past, served on an advisory group?  Yes  No If yes, state the name of the group and how that service supports your application (or attach).

Currently serving on Natomas Basin Conservancy and Reclamation District No. 1000 boards.

Do you, or an immediate family member, have any relationship (professional, financial, other) that may present a potential conflict of interest for this advisory group?  Yes  No If yes, please explain:

**BACKGROUND INFORMATION**

You may also attach a resume reflecting experience, community activities or other qualifications not listed below that would be helpful to the Council in evaluating your application.

**EDUCATION:**

Please see attached.

**WORK EXPERIENCE:** List names, addresses and dates of employment for the last five (5) years. Attach additional sheets of paper if needed.

**CURRENT EMPLOYER:**

FROM DATE: 6-23-99

EMPLOYER NAME: CH2MHILL

TO DATE: Current

ADDRESS: Natomas Park Dr., STE 600 Sacramento CA  
Street # Street Name City State

**DUTIES:**

Biologist/Project Manager

**PRIOR EMPLOYER(S):**

FROM DATE:

EMPLOYER NAME: \_\_\_\_\_

TO DATE:

ADDRESS: \_\_\_\_\_  
Street # Street Name City State

**DUTIES:**

\_\_\_\_\_

FROM DATE:

EMPLOYER NAME: \_\_\_\_\_

TO DATE:

ADDRESS: \_\_\_\_\_  
Street # Street Name City State

**DUTIES:**

\_\_\_\_\_

FROM DATE:

EMPLOYER NAME: \_\_\_\_\_

TO DATE:

ADDRESS: \_\_\_\_\_  
Street # Street Name City State

**DUTIES:**

\_\_\_\_\_

**BUSINESS ENTERPRISES:** List business name including fictitious name and address of any business enterprises currently or previously owned or operated.

FROM DATE:

BUSINESS NAME: \_\_\_\_\_

TO DATE:

ADDRESS: \_\_\_\_\_  
Street # Street Name City State

TYPE OF BUSINESS OR SERVICE RENDERED:

\_\_\_\_\_

CITY OF SACRAMENTO -  
APPLICATION FOR APPOINTMENT

David Christophel  
APPLICANT NAME

FROM DATE: BUSINESS NAME: \_\_\_\_\_

TO DATE: ADDRESS: \_\_\_\_\_  
Street # Street Name City State

TYPE OF BUSINESS OR SERVICE RENDERED:

**FELONY CONVICTIONS:** A felony conviction is not necessarily a bar to appointment. Each case is considered separately based on requirements of the position. However, failure to list felony convictions may result in disqualification.

Have you ever been convicted of a felony? If yes, please indicate for each conviction, the date of the conviction, the location of the court of conviction, and the exact denomination of the offense resulting in conviction:

**CIVIL ACTIONS:** List each civil action, if any, in which punitive or exemplary damages have been assessed against you, indicating in each instance the date of the trial, court judgment and the location of the court which rendered the judgment:

I DECLARE, UNDER PENALTY OF PERJURY THAT ALL STATEMENTS IN THIS APPLICATION ARE TRUE AND COMPLETE TO THE BEST OF MY KNOWLEDGE:

Signature: /s/ [Signature]  
Type Name if Returning Via E-Mail or Print, Sign and Mail

Date: 10-27-2011

**DISCLOSURE AND REGULATORY REQUIREMENTS**

**City Code Section 2.40.060: Conflict of Interest Disclosure** - If a Statement of Economic Interests Form 700 is required for this position (see announcement), the form must be filed with the Office of the City Clerk prior to beginning service. The City Clerk will provide appointees with the filing form and instructions. Official status to serve will be delayed until the form is filed with the Office of the City Clerk.

**City Code Section 2.40.010: Attendance** - Board/commission members are required to attend meetings on a regular basis, and may be removed if a member does not attend three consecutive regularly scheduled meetings. If appointed, will you be able to attend meetings regularly and devote the time necessary to fulfill your duties as a member?  Yes  No

**City Resolution 2007-653: Mandatory Ethics Training** - Board/commission members are required to satisfy the local ethics training requirement mandated by Government Code Sections 53234 et seq. and may be removed if proof of attendance is not filed with the Office of the City Clerk within 60 days of appointment. Appointees will be provided with an on-line training resource. If appointed, will you be able to complete the training within 60 days?  Yes  No

**ACCOMMODATION INFORMATION**

PLEASE IDENTIFY ANY SPECIALIZED ACCOMMODATIONS NEEDED FOR EQUAL PARTICIPATION:

**David Christophel**  
Garden Highway  
Sacramento, CA 95833  
(Home)  
(Work)

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## **Background and Qualifications**

### **Technical**

I am a wildlife and fisheries biologist by training and I hold Bachelor and Masters degrees in biological sciences from California State University, Sacramento. I am employed by CH2M HILL, an international engineering/environmental consulting firm, where I serve as a Biologist/Principal Project Manager. Over the last several years, my project work has focused on working with clients (including federal and state government, local jurisdictions, water districts, and private entities) to develop and implement strategies for successfully complying with the federal and state Endangered Species Acts, and other environmental regulations. I have prepared and managed the preparation of several Habitat Conservation Plans (HCP), including an HCP that covers over 500,000 acres of farmland in the Imperial Valley, and led the development of comprehensive monitoring programs.

I am familiar with the terms of the Natomas Basin HCP/Implementation Agreement and I understand the Conservancy's role in implementing the mitigation requirements of the HCP. I also fully understand the biological and legal requirements of the federal and California Endangered Species Acts, and have participated as an invited speaker and faculty member at CLE International (Continued Legal Education) conferences on the Endangered Species Act and Habitat Conservation Planning.

### **Business/Decision-Making**

Prior to my employment with CH2M HILL 12 years ago, I worked for 13 years with Beak International, Inc., a Canadian environmental consulting firm with offices in Canada and the United States. I served as the Regional Manager for the Sacramento office and as a member of the Management Team for U.S. operations. In these capacities, I was responsible for making all business decisions related to the Sacramento office and participating in the guidance and decision-making process for Beak's U.S. operations. At CH2M HILL, I have served in a national leadership role for the firm's development of ecosystem management and planning technologies and services, and as the leader of water resources and environmental management service team in California, Nevada, and Arizona. I also currently serve on the Board of Trustees for Reclamation District No. 1000.

# David Christophel

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## Local

I am a life-long resident of the Natomas Basin, and I am familiar with the issues that the Natomas Basin Conservancy confronts as the area continues to transition from a predominantly agricultural landscape to one in which residential and commercial development are important land uses. I also understand the history and importance of agriculture in the District. I grew up on my family's orchard in the basin and my wife and I farmed the property for several years following my graduation from college. As a biologist, I have always taken a personal interest in biological resources of the area. I am very familiar with those resources, particularly those species covered by the Natomas Basin HCP, and their conservation requirements.

## Statement of Interest

My primary objective in seeking re-appointment to the Conservancy Board is to continue my service to the community in which my family lives. I am a third-generation resident of the Natomas Basin and I have very strong ties to the area. I am anxious to continue my participation on the Conservancy Board and to contribute to the decision-making process that will influence the quality of life in the basin and the conservation of its biological resources. I believe that the combination of my local knowledge, professional experience, and genuine interest in helping the Board accomplish its mission will continue to serve the Conservancy well. As a Board member for the past nine years (the last eight of which as Conservancy President), I have developed an appreciation for the complexity of implementing the Natomas Basin HCP and the time requirements and dedication necessary to contribute effectively. I also believe that length of my tenure provides valuable continuity.

I respectfully request your consideration for re-appointment.



# City of Sacramento

## Application for Appointment to Boards/Commissions and Committees

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**IMPORTANT:** Letters of recommendation are **optional**. If you choose to include a letter it must be submitted as part of this application. Letters will not be accepted after your application is filed with the City Clerk's Office.

**BOARD / COMMISSION OR COMMITTEE NAME:** Natomas Basin Conservancy Board of Directors

**CATEGORY FOR WHICH YOU ARE APPLYING:** Public at Large A  
Description (if applicable) Category Letter

- Name of Company/Organization Being Represented (if applicable): \_\_\_\_\_
- Company/Organization Authorization Letter Attached (if applicable to qualifications of category)

Applicant Name: Speaks Joshua D E-Mail: \_\_\_\_\_  
Last First Middle

Home Address: \_\_\_\_\_ Alcantar Circle Sacramento CA 95834  
Street # Street Name City State Zip

Mailing Address (if different than home address): \_\_\_\_\_  
Street # Street Name City State Zip

Resident of City Council District No: One (1) Business in Council District No: \_\_\_\_\_  
Required If Applicable

Home Telephone: 916- \_\_\_\_\_ Business Telephone: \_\_\_\_\_

Please state the reason you would like to be a member of this board/commission (or attach):

I believe that the Natomas Basin is a valuable area resource that must be managed and protected intelligently. As habitat to several endangered species, as well as an important wetland, the Basin must be treated like as an asset, rather than simply land waiting to be developed. I believe that my experience in public policy and natural resource issues will make me an asset to this endeavour.

Are you currently, or have you in the past, served on an advisory group?  Yes  No If yes, state the name of the group and how that service supports your application (or attach).

Natomas Community Planning Advisory Council

Do you, or an immediate family member, have any relationship (professional, financial, other) that may present a potential conflict of interest for this advisory group?  Yes  No If yes, please explain:



CITY OF SACRAMENTO -  
APPLICATION FOR APPOINTMENT

Joshua Speaks  
APPLICANT NAME

FROM DATE: BUSINESS NAME: \_\_\_\_\_

TO DATE: ADDRESS: \_\_\_\_\_  
Street # Street Name City State

TYPE OF BUSINESS OR SERVICE RENDERED:

**FELONY CONVICTIONS:** A felony conviction is not necessarily a bar to appointment. Each case is considered separately based on requirements of the position. However, failure to list felony convictions may result in disqualification.

Have you ever been convicted of a felony? If yes, please indicate for each conviction, the date of the conviction, the location of the court of conviction, and the exact denomination of the offense resulting in conviction:

**CIVIL ACTIONS:** List each civil action, if any, in which punitive or exemplary damages have been assessed against you, indicating in each instance the date of the trial, court judgment and the location of the court which rendered the judgment:

I DECLARE, UNDER PENALTY OF PERJURY THAT ALL STATEMENTS IN THIS APPLICATION ARE TRUE AND COMPLETE TO THE BEST OF MY KNOWLEDGE:

Signature:  /s/ Joshua Speaks Date:  11/09/2011  
Type Name if Returning Via E-Mail or Print, Sign and Mail

**DISCLOSURE AND REGULATORY REQUIREMENTS**

**City Code Section 2.40.060: Conflict of Interest Disclosure** - If a Statement of Economic Interests Form 700 is required for this position (see announcement), the form must be filed with the Office of the City Clerk prior to beginning service. The City Clerk will provide appointees with the filing form and instructions. Official status to serve will be delayed until the form is filed with the Office of the City Clerk.

**City Code Section 2.40.010: Attendance** - Board/commission members are required to attend meetings on a regular basis, and may be removed if a member does not attend three consecutive regularly scheduled meetings. If appointed, will you be able to attend meetings regularly and devote the time necessary to fulfill your duties as a member?  Yes  No

**City Resolution 2007-653: Mandatory Ethics Training** - Board/commission members are required to satisfy the local ethics training requirement mandated by Government Code Sections 53234 et seq. and may be removed if proof of attendance is not filed with the Office of the City Clerk within 60 days of appointment. Appointees will be provided with an on-line training resource. If appointed, will you be able to complete the training within 60 days?  Yes  No

**ACCOMMODATION INFORMATION**

PLEASE IDENTIFY ANY SPECIALIZED ACCOMMODATIONS NEEDED FOR EQUAL PARTICIPATION:



# City of Sacramento

## Application for Appointment to Boards/Commissions and Committees

RECEIVED  
CITY CLERK'S OFFICE  
CITY OF SACRAMENTO

2011 NOV 11 AM 2:22

**INSTRUCTIONS:** Provide all information requested. Attachments must be single sided on 8.5 x 11 paper. If you will be representing an organization, you must include a letter from the organization recommending you as their representative. Note: All information provided on this form is a public record. Return this completed application form to: Office of the City Clerk, Historic City Hall, 915 I Street, Rm. 116, Sacramento, CA 95814. Tel: (916) 808-7200.

**IMPORTANT:** Letters of recommendation are optional. If you choose to include a letter it must be submitted as part of this application. Letters will not be accepted after your application is filed with the City Clerk's Office.

BOARD / COMMISSION OR COMMITTEE NAME: The Natomas Basin Conservancy

CATEGORY FOR WHICH YOU ARE APPLYING: Board of Directors

Description (if applicable) Category Letter

- Name of Company/Organization Being Represented (if applicable): \_\_\_\_\_
- Company/Organization Authorization Letter Attached (if applicable to qualifications of category)

Applicant Name: Bradbury Michael A E-Mail: \_\_\_\_\_

Last First Middle

Home Address: \_\_\_\_\_ Marina Glen Way Sacramento CA 95833

Street # Street Name City State Zip

Mailing Address (if different than home address): \_\_\_\_\_

Street # Street Name City State Zip

Resident of City Council District No: One (1)  Business in Council District No: \_\_\_\_\_

Required If Applicable

Home Telephone: 916 Business Telephone: 916

Please state the reason you would like to be a member of this board/commission (or attach):

I have been an active member of the TNBC Board of Directors for 10 years. I am a Wildlife Biologist with 30 years experience with endangered species protection and environmental law, and an expert on Swainson's Hawks, a primary target species for the HCP; I am a member of the the Swainson's Hawk Technical Advisory Committee. I have worked on 7 other recovery/conservation teams. One reason I bought a house and chose to live in Natomas is because I knew the Natomas Basin HCP helped protect species impacted by the development. It is important to me personally and professionally that the HCP is successful, that sensitive species continue to thrive in the basin, and I believe I bring a skill set that will aid this endeavor.

Are you currently, or have you in the past, served on an advisory group?  Yes  No If yes, state the name of the group and how that service supports your application (or attach).

TNBC, SWHA TAC, Riparian Mammals Technical Team, Sandhill Crane Recovery Team, Kit Fox Cons Tea

Do you, or an immediate family member, have any relationship (professional, financial, other) that may present a potential conflict of interest for this advisory group?  Yes  No If yes, please explain:

**BACKGROUND INFORMATION**

You may also attach a resume reflecting experience, community activities or other qualifications not listed below that would be helpful to the Council in evaluating your application.

EDUCATION:

WORK EXPERIENCE: List names, addresses and dates of employment for the last five (5) years. Attach additional sheets of paper if needed.

**CURRENT EMPLOYER:**

FROM DATE: \_\_\_\_\_ EMPLOYER NAME: \_\_\_\_\_  
TO DATE: \_\_\_\_\_ ADDRESS: \_\_\_\_\_  
Street # Street Name City State

DUTIES:

**PRIOR EMPLOYER(S):**

FROM DATE: \_\_\_\_\_ EMPLOYER NAME: \_\_\_\_\_  
TO DATE: \_\_\_\_\_ ADDRESS: \_\_\_\_\_  
Street # Street Name City State

DUTIES:

FROM DATE: \_\_\_\_\_ EMPLOYER NAME: \_\_\_\_\_  
TO DATE: \_\_\_\_\_ ADDRESS: \_\_\_\_\_  
Street # Street Name City State

DUTIES:

FROM DATE: \_\_\_\_\_ EMPLOYER NAME: \_\_\_\_\_  
TO DATE: \_\_\_\_\_ ADDRESS: \_\_\_\_\_  
Street # Street Name City State

DUTIES:

**BUSINESS ENTERPRISES:** List business name including fictitious name and address of any business enterprises currently or previously owned or operated.

FROM DATE: 1/2005 BUSINESS NAME: Bradbury Environmental  
TO DATE: present ADDRESS: Marina Glen Way Sacramento CA  
Street # Street Name City State

**TYPE OF BUSINESS OR SERVICE RENDERED:**

CITY OF SACRAMENTO -  
APPLICATION FOR APPOINTMENT

Michael Bradbury  
APPLICANT NAME

FROM DATE: BUSINESS NAME: \_\_\_\_\_

TO DATE: ADDRESS: \_\_\_\_\_  
Street # Street Name City State

TYPE OF BUSINESS OR SERVICE RENDERED: \_\_\_\_\_

**FELONY CONVICTIONS:** A felony conviction is not necessarily a bar to appointment. Each case is considered separately based on requirements of the position. However, failure to list felony convictions may result in disqualification.

Have you ever been convicted of a felony? If yes, please indicate for each conviction, the date of the conviction, the location of the court of conviction, and the exact denomination of the offense resulting in conviction:

No

**CIVIL ACTIONS:** List each civil action, if any, in which punitive or exemplary damages have been assessed against you, indicating in each instance the date of the trial, court judgment and the location of the court which rendered the judgment:

None

I DECLARE, UNDER PENALTY OF PERJURY THAT ALL STATEMENTS IN THIS APPLICATION ARE TRUE AND COMPLETE TO THE BEST OF MY KNOWLEDGE:

Signature: /s/ Michael Bradbury  
Type Name if Returning Via E-Mail or Print, Sign and Mail

Date: 11/3/2011

**DISCLOSURE AND REGULATORY REQUIREMENTS**

**City Code Section 2.40.060: Conflict of Interest Disclosure** - If a Statement of Economic Interests Form 700 is required for this position (see announcement), the form must be filed with the Office of the City Clerk prior to beginning service. The City Clerk will provide appointees with the filing form and instructions. Official status to serve will be delayed until the form is filed with the Office of the City Clerk.

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**City Resolution 2007-653: Mandatory Ethics Training** - Board/commission members are required to satisfy the local ethics training requirement mandated by Government Code Sections 53234 et seq. and may be removed if proof of attendance is not filed with the Office of the City Clerk within 60 days of appointment. Appointees will be provided with an on-line training resource. If appointed, will you be able to complete the training within 60 days?  Yes  No

**ACCOMMODATION INFORMATION**

PLEASE IDENTIFY ANY SPECIALIZED ACCOMMODATIONS NEEDED FOR EQUAL PARTICIPATION:

\_\_\_\_\_

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## **Michael Bradbury**

Staff Environmental Scientist, Environmental Resource Coordinator  
Department of Water Resources, Division of Environmental Services  
Industrial Blvd, 2nd Floor, West Sacramento, CA 95691  
Off: (916)                      Cell: (916)

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### **Objective**

Continue my career in Environmental Biology, with emphasis on environmental assessment, planning, and policy, as well as resource protection and restoration.

### **Education**

1986 to 1988. Post-graduate study in Environmental Biology with 30 units of graduate courses in Ecology, CSU Fresno. Certification, Wildlife Biology, The Wildlife Society  
1986 to 1988. Secondary Teaching Credential, Life Science. CSU Fresno.  
1979 to 1983. Bachelor of Arts Degree in Environmental Biology with additional emphasis in Mathematics and Business. CSU Fresno.

### **Teaching Experience**

1995 to 2005. Employee Environmental Liability, Department of Water Resources.  
1987 to 1989. Middle and High School Biology, Physics, and Math. Fresno and Madera USD.  
1986 to 1988. Graduate Teaching Assistant, Biology. CSU Fresno.

### **Technical Panels/Committees/Boards**

The Natomas Basin Conservancy, Board of Directors, Vice President  
Swainson's Hawk Technical Advisory Committee  
Bank Swallow Technical Advisory Committee  
Riparian Mammals Technical Group  
San Joaquin Kit Fox Protection and Conservation Team  
Greater Sandhill Crane Recovery Team  
Burrowing Owl Consortium  
Ad hoc member of the Yellow-billed Cuckoo Working Group  
Solano County Water Agency Habitat Conservation Plan Expert Science Panel  
Bay Delta Authority Science Proposal Review Panel

### **Invited Speaker/Presenter**

Department of Water Resources, Environmental Scientists Conference, Lake Tahoe, CA, 1992, 1995, 1999, 2005, 2009.  
Audubon Society, Sacramento and Yolo Chapter meetings, CA, 1997-2009.  
Friends of the Swainson's Hawk, Public Education Event, Sacramento CA, 2006, 2007, 2008.  
Effie Yeaw Nature Center, Children's Education Event, Sacramento, CA, 2005  
UC Davis, Bay Area Conservation Biology Symposium, Davis, CA, 2004.  
American Ornithological Union, North American Conference, New Orleans, LA, 2002.  
The Wildlife Society, California North Coast Chapter, Falconiformes of Northern California, Arcata, CA, 2000.  
Swainson's Hawk Technical Advisory Committee, Swainson's Hawk Workshop, Sacramento, CA, 2000.

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**Invited Speaker/Presenter (Cont'd)**

The Wildlife Society, Western Section Conferences, CA, 1992, 1998, 1999.  
Raptor Research Foundation Annual Meeting, Ogden, UT, 1998.  
Central Valley Birding Symposium, Stockton, CA, 1998.  
Interagency Ecological Program Annual Conference, Monterey, CA, 1997.  
California Association of Professional Scientists, State Scientist Day, Sacramento, CA, 1997.  
The Wildlife Society National Conference, Albuquerque, NM, 1994.

**Publications and Current Research**

Hull J.M., R. Anderson, M. Bradbury, J. Estep, H. B. Ernest. 2008. Population structure and genetic diversity in Swainson's Hawks (*Buteo swainsoni*), implications for conservation. *Conservation Genetics* 9:305-316.

Spiegel, L. K. and M. Bradbury. 1992. Home range characteristics of the San Joaquin kit fox in western Kern County, California. *Transactions of the Western Section Wildlife Society* 28:83-92.

Swainson's Hawk migration and wintering ecology.

Swainson's Hawk nest ecology.

Swainson's Hawk population status.

Swainson's Hawk life history and behavior in the Sacramento/San Joaquin Delta.

Protected avian species occurrence in the Sacramento/San Joaquin Delta.

**Financial Management**

Procured \$150,000 in research funds for Swainson's Hawk research for the Swainson's Hawk Technical Advisory Committee. Manage contracts for that research.

Manage a \$550,000 contract with CSU Stanislaus, Endangered Species Recovery Program, for Riparian Brush Rabbit and Riparian Woodrat research.

Oversee the management of The Natomas Basin Conservancy's assets of \$60,000,000, including its endowment fund of \$10,000,000, and multimillion dollar annual working budget.

**Professional Experience**January 1999 to present

*Staff Environmental Scientist*; Department of Water Resources

Description: Environmental Compliance Coordinator on large-scale maintenance and construction projects for various DWR Divisions and cooperating agencies (Army Corps of Engineers, Bureau of Reclamation, and Reclamation Board). Coordinate the activities of staff in the development of accurate impact analyses and permit requisitions; recommend, evaluate and negotiate mitigation; coordinate mitigation activities and pre- and post-project monitoring; and insure Department environmental compliance. Develop and implement research on project-affected species to better understand project impacts, and to determine best management practices for sensitive and endangered species' habitat; present results to a variety of interested parties, from managers to wildlife professionals to school children. Coordinate post-project restoration activities and make recommendations for purchase, restoration and management of mitigation and other project lands. I have (had) permits to trap and handle most California raptors; endangered fairy shrimp; giant, Stephen and Tipton kangaroo rats; and blunt-nosed leopard lizards. Currently a member of the Swainson's Hawk Technical Advisory Committee, Kit Fox Protection and Conservation Team, Riparian Brush Rabbit Recovery Team, Greater Sandhill Crane Recovery Team.

December 2001 to present

*Director on Natomas Basin Conservancy Board of Directors and Chief Financial Officer (past).*

Appointed by the City of Sacramento to provide professional guidance in the implementation of the Habitat Conservation Plan mitigation measures adopted for Natomas Basin. Advise on appropriateness of purchases and habitat management for 3000 acres designated for giant garter snakes and Swainson's hawk. Insure that the HCP Implementation Plan is carried out as legally required, and to the maximum the biological benefit to covered species.

August 2002 to December 2002

*Ornithological Science Advisor on Solano County Water Agency's HCP Science Advisory Panel*

Worked in cooperation with other species, hydrological, and ecological experts to develop ecologically-based recommendations for Solano County's Habitat Conservation Plan. The resulting report is to be used to develop sound conservation policies to insure species and ecological preservation within the Plan area.

July 1995 to June 1999

*Wildlife Biologist - Cooperative Research*

North Slope Borough, Arctic Research Facility. Robert Suydam, lead investigator, (907) 852-0350

Description: For three summer survey periods, assisted the project coordinator with studies vital to the subsistence hunting rights of native Alaskans. Studies included nesting abundance and ecology of eiders, geese and other avian species on the barrier islands in Northwest Alaska; abundance of nesting eiders in North America, based on migration counts in Barrow, AL.; peregrine falcon, gyrfalcon, and Canada goose nesting ecology and abundance on the Kukpowruk River in Northwest Alaska.

January 1992 to January 1999

*Environmental Specialist -Department of Water Resources*

Description: Principal investigator and leadperson on a Swainson's hawk protection program for the Department; duties include surveying for, monitoring, and developing mitigation for Swainson's hawks relative to Department projects; lead investigator on the Swainson's hawk migration study (under the Swainson's Hawk Technical Advisory Committee). Principal investigator, leadperson, and technical expert on a range study of sensitive species (terrestrial) within two field divisions; co-developer of the associated Biological Assessment for a 100-year Section 7 permit. Principal investigator in the development of Environmental Clearances for maintenance, exploratory, and encroachment activities, each of which require a biological assessment and/or permits from regulatory agencies. Principal Investigator for the Crop Shift Project's mitigation program; responsible for evaluating the mitigation measures and completing the final report. Principal Investigator and leadperson on the Fiber Optic Cable Project relative to kit fox protection and compliance with USFWS; developed the final report and recommendations for future mitigation. Responsible for the development of the study design, data collection, analysis, and final reports for the above projects. Principal investigator for a terrestrial vertebrate range study in the Southern San Joaquin Valley as affected by DWR facilities, and assisting in the development of the associated Habitat Conservation Plan for the southern portion of the California Aqueduct. Principal investigator on a biological assessment for the Fiber Optic Project along DWR's South Bay Aqueduct relative to impacts on kit fox. Principal investigator and lead person in the design and implementation of an endangered species range study associated with northern DWR facilities. Developed the Water Bank Crop Rotation Biological Assessment; lead person in the development and implementation of the Wildlife Monitoring Program for that project. Aided in the development of