

D. Kim Glinka
Wildlife Ecologist
38 Lower Cutter Drive, Watsonville, CA 95076
Phone: (831) 359-5711

EDUCATION

B.A. Environmental Studies/Biology, 1990. University of California, Santa Cruz, CA.

EMPLOYMENT HISTORY

2002-Present **Wildlife Ecologist**, Dawn Reis Ecological Studies
2001-Present **Wildlife Biologist/Lead Environmental Inspector**, EcoSystems West Consulting Group
2005-2009 **Biological Resource Specialist/ Environmental Inspector**, Insignia Environmental
2004-2005 **Field Biologist**, Ibis Consulting Group
2002-2003 **Field Biologist**, Live Oak Associates Consulting Group
2000-2003 **Wildlife Biologist/Lead Environmental Inspector**, TRC Companies, Inc.
1996-1998 **Wildlife Biologist/Environmental Inspector**, Garcia and Associates
1994 **Field Biologist**, California Department of Fish and Wildlife
1993-1994 **Field Biologist**, San Francisco State University
1990-1996 **Field Biologist/Environmental Inspector**, Biosystems Analysis, Inc.

REPRESENTATIVE EXPERIENCE

- 2002-Present **Dawn Reis Ecological Studies, Watsonville, CA**
- Function as an Authorized Biologist to handle and relocate California red-legged frogs under federal Biological Opinions for summer season pumping activities for the Carmel River, and drawdown activities for the San Clemente Dam in Monterey County. Train and lead field crews in assessing habitat, species identification, while conducting ongoing extensive annual California red-legged frog surveys. Locate and assess relocation sites for agency approval prior to performing rescue efforts for stranded CRLF tadpoles.
- 2001-Present **Ecosystems West Consulting Group, Santa Cruz, CA**
- Function as an Authorized Biologist under federal several Biological Opinions to survey for and handle California red-legged frogs on municipal drinking water supply and public works projects;
 - Ensure compliance with terms and conditions of Habitat Conservation Plans (HCP); Conduct long-term monitoring of California red-legged frog populations and wildlife surveys in HCP areas and prepare monitoring reports and habitat restoration recommendations for lead resource agencies;
 - Conduct habitat assessments and biological surveys for state and federally listed wildlife species including; California red-legged frog, California tiger salamander; western pond turtle, western burrowing owl, other sensitive raptors/birds, San Joaquin kit fox, and other sensitive mammals;
 - Prepare constraints and impact analysis for inclusion in technical documents for public utility and private development projects as part of the local, county, city, and state review environmental permitting process;

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- Evaluate, manage, and implement environmental compliance programs on public utility, maintenance, and private development projects;
- Develop and lead environmental worker education programs and supervise biological monitoring crews;
- Work closely with resource agencies to develop impact avoidance strategies and biological monitoring tasks involving sensitive resources found on or near project areas;
- Conduct wildlife species inventories of private properties under consideration for mitigation banking and/or as conservation easements, and for grazing management plans;
- Prepare cost proposals and scopes of work in response to proposal requests from city, county, state, and federal agencies and private property owners.

2005-2009 **Insignia Environmental, Palo Alto, CA**

- Led preconstruction wildlife surveys and provided biological monitoring, and environmental compliance services for two PG&E projects: the reconductoring of the Contra Costa-Las Positas 230kV electrical transmission line in Contra Costa and Alameda counties; and the installation and reconductoring of the Jefferson Martin 230kV Transmission Line Project in San Mateo County;
- Trained field crews in biological survey techniques. Served as an environmental inspector to ensure agency permit conditions were implemented to minimize potential impacts to sensitive resources including the California red-legged frog.

2004-2005 **Ibis Consulting Group, San Raphael, CA**

- Authorized to handle and relocate California tiger salamanders during a long-term survey/study on a restoration site managed by the Santa Clara Valley Water District in Santa Clara County;
- Implemented methods to inspect and maintain pit-fall traps as outlined in the agency protocol and followed conditions in the project federal Biological Opinion.

2002-2003 **Live Oak Associates Consulting Group, San Jose, CA**

- Participated in surveys for the federally-listed California tiger salamander within Sonoma County. Surveys included implementing methods to install and inspect 1100 pit-fall traps and to conduct day and nighttime surveys outlined in a 2002 draft USFWS specific protocol for the Sonoma County region.

2000-2003 **TRC Companies, Inc. (Formerly Essex Environmental, Inc.), Half Moon Bay, CA**

- Functioned as an Authorized Biologist under several federal Biological Opinions to survey, handle, and relocate California red-legged frogs while monitoring large-scale linear projects and small-scale public works projects in Contra Costa and San Luis Obispo counties;
- Worked closely with regulatory agencies in selecting relocation sites and developing relocation methods;
- Conducted biotic assessments and led preconstruction wildlife surveys for linear

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easements, ancillary facilities, and access roads for the pipeline expansion of the PGT & PG&E Line 401 Capacity Loops in Lassen, Shasta, and Modoc counties;

- Led environmental trainings, coordinated and trained biological monitoring crews and contractors to implement project environmental compliance measures, and made recommendations to ensure project compliance during construction and restoration activities for a variety of species including the California red-legged frog;
- Wrote field variance requests to facilitate project progression and maintain measures to reduce/avoid impacts to sensitive resources.

1996-1998 Garcia and Associates, Lompoc, CA

- Designed, managed, and conducted general and species-specific wildlife surveys and habitat assessments;
- Employed standardized survey guidelines developed by state and federal resource agencies to survey for special-status amphibians including the California red-legged frog, sensitive reptiles, birds, and mammals for large-scale linear pipeline projects and habitat restoration and enhancement projects in Kern and San Luis Obispo county.

1994 California Department Fish and Wildlife, Mt. Shasta, CA

- Surveyed long-term monitoring plots to assess the natural recovery of herpetofauna since the 1991 Cantara Loop chemical spill in the Sacramento River watershed in Siskiyou and Shasta counties;
- Performed pilot studies to determine reintroduction success for the Pacific giant salamander. Radio tracked silvered-hair bats to determine the locations and status of maternity roost sites.

1993-1994 San Francisco State University, San Francisco, CA

- Participated in a census survey for the endangered San Francisco garter snake in nine California state parks in San Mateo County;
- Located study sites, assessed habitat, identified prey and other snake species, and managed data.

1990-1996 BioSystems Analysis, Inc., Santa Cruz, CA

- Conducted preconstruction California red-legged frog and wildlife surveys for special-status species of the Central Valley;
- Monitored the effects of construction on nearby active Swainson's hawk and prairie falcon nests, and burrowing owl colonies for the for the PGT-PG&E Pipeline Expansion Project in northern and central California;
- Coordinated field crews, managed project data and contributed to survey report;
- Conducted surveys along 40 miles of the Sacramento River to assess spill effects on herpetofauna and bat populations from the 1991 Cantara Loop chemical spill in Siskiyou and Shasta counties;
- Performed time-constraint surveys for herpetofauna. Assisted with mist-netting

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bats to identify, band, and determine reproductive status.

PROFESSIONAL DEVELOPMENT

- 2011 California Tiger Salamander Biology, Management, and Conservation Workshop, produced by the Elkhorn Slough Coastal Training Program, Watsonville, California
- 2011 Western Raptor Symposium, produced by the Wildlife Society, Western Section and the Wildlife Research Institute, Riverside California
- 2010 San Joaquin Kit Fox Identification Workshop, produced by the Wildlife Society San Francisco Bay Area Chapter, Carrizo Monument, California
- 2010 Santa Cruz Long-toed Salamander Workshop and Field Session, produced by the Elkhorn Slough Coastal Training Program, Watsonville, California
- 2009 Western Pond Turtle Workshop, produced by the Elkhorn Slough Coastal Training Program, Watsonville, California
- 2008 Introduction to the California Environmental Quality and California Endangered Species Act Workshop, produced by the Wildlife Society, Folsom, California
- 2005 Natural History and Management of Bats Symposium, produced by the Wildlife Society, Western Section, Sacramento, California
- 2005 Western Pond Turtle Workshop: Ecology and Conservation, produced by the Wildlife Society, Western Section, Rohnert Park California
- 2003 California Burrowing Owl Symposium, produced by the Wildlife Society, Western Section and Albion Environmental, Sacramento, California
- 2003 California Tiger Salamander Ecology and Survey Techniques Workshop, produced by the Wildlife Society, Western Section, Rohnert Park California
- 2003 Identification and Ecology of Sensitive Amphibian and Reptiles of Southern California, produced by the Wildlife Society, Western Section, Riverside California
- 2003 Blunt-nosed Leopard Lizard Identification Workshop, produced by the Wildlife Society, Western Section, Bakersfield, California
- 2002 Amphibians and Reptiles of the Bay Area, produced by the Wildlife Society, Western Section, Rohnert Park, California
- 2001 & 2002 U.S. Fish and Wildlife Service Section 7 Consultation Workshop, produced by the Wildlife Society, Western Section, Sacramento and Visalia, California
- 2000 Endangered Species Act Training for San Joaquin Valley Special-Status Species, provided by David Germano, Ph.D, Bakersfield, California
- 1998 Ecology, Conservation, and Management of Western Bat Species, produced by the Western Bat Working Group, Reno, Nevada
- 1996 Natural History and Management of Bats in California and Nevada, produced by the Wildlife Society, Western Section, Sacramento, California