



Wiltermood
Associates, Inc.

The Wetlands Experts

Wiltermood Associates, Inc. is a wetland consulting firm providing assistance in wetland regulatory issues for small landowners and developers throughout the Puget Sound Region.

Our areas of specialization include:

- ◆ Estuarine restoration
- ◆ Wetland Determinations and Delineations
- ◆ Wetland Mitigation Plans
- ◆ Wetland Creation, Restoration and Enhancement
- ◆ Wetland Mitigation Monitoring
- ◆ Wetland Inventories
- ◆ Functional Values Assessments
- ◆ Stream and Riparian Restoration and Enhancement
- ◆ Biological Assessments and Evaluations
- ◆ Wetland and Natural Resource Education
- ◆ Federal, State and Local Regulatory Permit Processes

Small landowners generally require Wetland Determinations and/or Delineations for construction of single family homes or for short platting their parcels. Delineations are necessary to establish the wetland boundary and its required buffer so that a building site can be determined. Determinations are conducted when wetlands are possibly present and documentation is necessary to verify the absence of wetland conditions. Owners of large parcels of land and developers also require wetland determinations and delineations but sometimes require mitigation for wetland impacts that can entail creation, restoration or enhancement of wetlands.

Wetland Determinations and Delineations

Wetland Determinations and Delineations are completed utilizing the Department of Ecology Wetland Identification and Delineation Manual for Washington State. The company has worked under the Federal Manual for Identifying and Delineating Jurisdictional Wetlands and the 1987 Corps of Engineers Wetland Delineation Manuals. Delineation personnel have completed training courses in Jurisdictional Delineation of Wetlands in the Pacific Northwest (National Wetlands Science Training Cooperative) and the US Army Corps of Engineers Wetland Certification Training Program for implementation and use of the 1987 Corps of Engineers Wetland Delineation Manual. We have completed over 1,000 Wetland Delineations and Determinations in the Pacific Northwest since 1989.

Wetland and Buffer Mitigation: Creation, Restoration, Enhancement

Mitigation Report and Design Preparation

Wetland Restoration Feasibility Studies

Mitigation reports include implementation schedule and procedures, monitoring schedule, standards of success, and contingency measures. Mitigation design drawings are produced using AutoCAD. Company has completed or is currently involved in over 50 wetland and wetland buffer mitigation projects for public agencies and private companies as well as various small landowners.

Wetland and Flora Inventories

Mapping and classifying of wetland and vegetative communities is done according to Classification of Wetlands and Deepwater Habitats of the United States (Cowardin et al, 1979). Inventory maps are produced with AutoCAD and are GIS Ready.

Natural Resource Interpretation and Design

We have designed and implemented multi-use trail systems for parks and private developments. Design is accomplished with respect to the natural amenities on-site and creative use of interpretative signs and kiosks is employed.

Wetland Values and Function Analysis

Functions and Values Analysis addresses water quality and quantity, flora and fauna, groundwater recharge/discharge, and educational/recreational/aesthetic potentials of wetlands.

Potential Impact Analysis addresses potential impacts to wetlands from proposed development or activities.

Public Agency Contracts

- ♦ Mason County Department of Public Works
- ♦ 1998 Wetland Delineation for Belfair-Tahuya Road Project, CRP 1525
- ♦ 1999 Biological Assessment and Mitigation Plan for Belfair-Tahuya Road Project, CRP 1525

Kitsap County and Pierce County Public Works

- ♦ Provide assistance in planning county road and utilities projects, primarily wetland determination/delineation and wetland mitigation/restoration/enhancement projects
- ♦ On-going monitoring for wetland mitigation projects (Kitsap County)
- ♦ Identify potential wetland mitigation bank sites for road projects (Pierce County)

Kitsap County Department of Community Development

- ♦ Review land use projects with complex wetland issues for compliance with Kitsap County Interim Critical Areas Ordinance and provide support for county planners in ordinance implementation
- ♦ Assist implementation of Clear Creek Wetland Mitigation Bank, Silverdale
- ♦ Assist with updates and changes to the Interim Critical Areas Ordinance

Kitsap County Parks Department

- ♦ Wetland Inventory and Delineation for planning of active and passive park amenities
- ♦ Wetland Creation for impact to wetlands

Bainbridge Island Parks and Recreation Department

- ♦ Wetland Inventory and Delineation for planning of active and passive park amenities

Pierce County Planning and Land Services

- ♦ Review land use projects with complex wetland issues for compliance with Pierce County wetland management regulations

City of Poulsbo Planning and Engineering Departments

- ♦ Review land use projects for compliance with current Critical Areas Ordinance
- ♦ Assist in implementation of City of Poulsbo Parks Department plans-delineate wetlands on parcels donated or purchased by the City of Poulsbo

Small Works Roster Contracts

North Kitsap School District

Wetland delineations, determinations, and wetland analysis reports for district land acquisitions and construction projects

- Carpenter Lake Wetlands for Gordon Elementary School, Kingston
- Nike Site Wetlands for Kingston Bus Barn Construction
- Wetland Determination for Expansion of North Kitsap Administrative Facilities, Poulsbo
- Wetland Determination for feasibility of expansion of Poulsbo Bus Barn facilities
- Kingston High School Wetland Delineation

South Kitsap School District

- Completed wetland determinations for potential school land acquisitions

Kitsap County Consolidated Housing Authority

Wetland Delineation, Determination and Wetland Analysis Report and Assistance through permitting process

- Austurbruin Development, Caldart Road, Poulsbo
- Golden Tides II Retirement Center, Silverdale

Monitoring

Schuur Brothers

- 112th Street Apartments, Puyallup
- Goodpasture Housing Development, Tacoma
- Aqueduct Mobile Home Park, Tacoma

Dorenbush Homes

- Southern Rose, Federal Way
- Blueberry Meadows, Bremerton

Gienger Development

- Calvert Ridge, Puyallup
- Ridgemont Estates, Puyallup

Gienger Development, cont.

- Ridgemont, Puyallup

Kitsap County Public Works

- West Kingston Road Mitigation, Kingston
- Knapp Creek Stream Restoration, Silverdale

Biological Assessments

Kitsap County Surface & Storm Water Management

- Point No Point flood prevention project
- Hansville flood prevention project on Finn Creek
- Stavis Creek fish passage improvement (culvert replacement)

Kitsap County Public Works

- ♦ West Kingston Road widening and channelization. Project crosses Grover's Creek watershed and Appletree Cove Estuary

Suquamish Indian Tribe

- ♦ Augusta Avenue storm drain outfall into Port Madison Bay, Suquamish
- ♦ Angeline Housing Project: 24-unit housing development, Suquamish

Mason County Public Works

- ♦ Belfair-Tahuya Road widening & realignment

Robinson Carlson Group

- ♦ One acre of fill for commercial development on John Carlson Road, Bremerton

Seventh Avenue Group

- ♦ 7th Avenue road extension across Dogfish Creek, Poulsbo

Wetland Determinations and Delineations

Kitsap County Public Works

- ♦ Little Boston Road widening, Kingston
- ♦ West Kingston Road
- ♦ CRID #4, Silverdale

Kitsap County Surface & Stormwater Management

- ♦ Manchester Regional Detention Site, Manchester

SCA Consulting Group

- ♦ Clear Creek Bypass, Silverdale
- ♦ Old Highway 101 road widening mitigation, Shelton

O'Brien-Kreitzberg, Inc.

- ♦ North Central Conveyance System Pump Station No. 24, Keyport

Wetland and Buffer Mitigation: Creation, Restoration, Enhancement

Representative Public Agency Mitigations

Nisqually Indian Tribe

- ♦ Creation of a 4.3-acre freshwater wetland along the Nisqually River and estuarine restoration of a 12-acre diked pasture in the Nisqually Delta for the Fish Hatchery at Clear Creek
- ♦ Estuarine wetland restoration plan for 380-acre Braget Farm. Involved historical investigation, topography, mapping, and aerial photo interpolation for determination of wetland restoration, creation and enhancement potential.

Kitsap County Public Works Department, Road Division

- ♦ Freshwater wetland creation and stream restorations for miscellaneous road projects

Kitsap County Public Works Department, Utilities Division

- ♦ Wetland buffer mitigation for Central Kitsap Waste Water Treatment Plant
- ♦ Wetland mitigation for Kingston Treatment Plant
- ♦ Wetland mitigation for West Kingston Road

Kitsap County Parks Department

- ♦ Wetland creation for impacts to lakefront wetlands at Island Lake County Park, Silverdale,

Kitsap County Department of Community Development

- ♦ Assist in design and implementation of mitigation bank site along Clear Creek, Silverdale

Mason County Department of Public Works

- ♦ Lynch Road Mitigation

Representative Private Company Mitigations

Triple L, LLC

Delineation, mitigation, assistance with permit process with Army Corp of Engineers

- ♦ 96 acres at West Interchange, Ellensburg

Mistral, Inc.

- ♦ Delineation, mitigation and monitoring for Albertsons Project at Bucklin Hill Road, Silverdale

Hattaland Development

- ♦ Develop mitigation for wetland impacts as part of construction of a commercial center, Poulsbo

Northwest Commercial

- ♦ Create wetlands for housing development in Gig Harbor and enhancement of wetland and stream buffer for housing development in Bremerton

W.E. Ruth Corporation

- ♦ Buffer enhancement for wetland buffer impacts for housing development, Port Orchard

Northwest Community Housing Foundation

- ♦ Buffer enhancement and water features for senior housing development, Bremerton

Canterwood Development Company

- ♦ Develop mitigation plan for wetland impacts for golf course community, Gig Harbor

Winmar Incorporated

- ♦ Creation of small wetland for impacts to wetlands for commercial development near Kitsap Mall, Silverdale

Royal Valley, LLC

- ♦ Obtained COE Nationwide Permit 39 for less acre of fill in the commercial district of Silverdale. Enhancement of pasture wetland approved for mitigation at 4:1 ratio.

Frontier Bank

- ♦ Obtained COE Nationwide Permit 39 for less than 0.5 acre of fill at Kountry Korner in Kingston, Kitsap County. Creation of wetland and enhancement of buffer approved for mitigation at 2:1 ratio.

The Robinson Company

- ♦ Obtained COE Nationwide Permit 39 for 1 acre of fill in East Bremerton, Kitsap County. Removal of old fill and planting of natives approved mitigation at 2:1 ratio.

Wetland and Flora Inventories

Bainbridge Island Parks and Recreation Department

- ♦ DNR Trust Lands Wetland Inventory
- ♦ Gazzam Lake

Kitsap County Department of Community Development

- ♦ Clear Creek Wetlands, Silverdale

Kitsap Land Trust

- ♦ Dyes Inlet Wetland Inventory
- ♦ Hansville Wetland and Flora Inventory
- ♦ Watauga Beach Parcel

Kitsap County Parks Department

- ♦ Anderson Landing Wetland and Flora Inventory
- ♦ Banner Forest

Trust for Public Lands

- ♦ 104 acres, Beaver pond wetlands south of Buck Lake, Hansville
- ♦ Carpenter Lake Wetlands, Kingston
- ♦ Frenchman's Cove, Kitsap County

Kitsap County Open Space

- ♦ Sinclair Inlet Wetlands

Nature Conservancy

- ♦ Liberty Bay, Poulsbo

Joanne Bartlett, President

Professional Wetland Scientist

Memberships

- Society of Wetland Scientists

Company Expertise

- Wetland Determinations and Delineations
- Biological Evaluations
- Natural Resource Consulting
- Wildlife Surveys
- Wetland Mitigation, Enhancement, and Restoration Reports
- Wetland Mitigation Monitoring
- Wetland, Flora & Fauna Inventories
- AutoCAD Designs
- Field Supervision

Education/Experience

- Bachelor of Sciences, 1986, Biology, Specialization in Wildlife Management. Central Washington University, Ellensburg, Washington.
- Completed Training Course in Jurisdictional Delineation of Wetlands in the Pacific Northwest, The National Wetlands Science Training Cooperative, May 1991.
- Completed Graduate Level Course in Wetland Ecology. The Evergreen State College, Fall 1992
- Certified as Professional Wetland Scientist, Number 00243. Society of Wetland Scientists, March 1995.
- Completed US Army Corps of Engineers, Wetland Delineation Certification Training Program. Wetland Technology Center, August 1996.

Current Activities

- Environmental Review Consultant for Various Public Agencies
- Wetlands Education for:
 - Bremerton, South, Central and North Kitsap School Districts, K-6
 - Kitsap County Health Department and Department of Community Development
 - Western Washington Golf Course Superintendents Association
 - Kitsap County Real Estate Agents
- Nisqually Indian Tribe Red Salmon Slough Estuarine restoration, Planning and Monitoring

Bob Wiltermood, Principal

Retired

Provide on-call technical assistance and expertise

Education/Experience

- 25 years experience in Natural Resource Consultation and Preservation, including Natural Interpretation; Wetland Mitigation, Creation, Restoration and Enhancement Design; Creative Waterscapes; Environmental Impact Review; Stream and Fisheries Enhancement; and Riparian Zone Management. Co-creator of Ruby Creek Marsh Wildlife Preserve
- Former Planning Commissioner, Kitsap County
- Former Naturalist for McCormick Woods and designer of trail system

Expertise

- Wetland Mitigation Design Specialist: (Creation, Restoration and Enhancement)
- Wetland Determination and Delineation
- Wetland Inventory
- Natural Resource Interpretation
- AutoCAD Design
- Permit Coordination
- Xeroscape Designs
- Educational Presentations and Field Trips
- Environmental Review for Various Public Agencies

Memberships

- Society of Wetland Scientists
- Society of Wetland Managers
- National Association of Interpretation
- Washington Native Plant Society

Vaughn Everitt, Vice President

Wetland Technician, Delineation Specialist

Memberships

- ♦ Society of Wetland Scientists
- ♦ Kitsap County Audubon Society

Expertise

- ♦ Natural Resource Interpretation
- ♦ Wetland Determination & Delineation Inventories
- ♦ AutoCAD Design
- ♦ Wetland Mitigation Implementation Supervision
- ♦ Wetland Inventories
- ♦ Flora and Fauna
- ♦ Wildlife Surveys

Education/Experience

- ♦ 14 years of work in the field of Wetland Determination, Delineation, and Functional Values Assessment,
- ♦ Successful Completion of Certificate Program, Wetland Science and Management.
University of Washington, June 23, 1997
- ♦ Completed a Flora & Fauna Inventory for the Banner Forest
- ♦ Guest speaker for the Soil Conservation Service Tree Sale Program
- ♦ Takes annual Aerial Photography of the Nisqually Mitigation
- ♦ Hydrologic study of Clear Creek Wetland mitigation bank, Winter of 1996-1997

Mudra Bergan

Biologist

Education

- ♦ Southern Oregon University Bachelor of Science: Environmental Studies Biology
Graduated with Honors and awards 2002: Cum Laude
- ♦ Lane Community College Eugene –Associate of Arts focus on art, botany and Marine biology
- ♦ US Army Corps of Engineers Wetland Delineation Certification Training Program March 2006

Awards

- ♦ Outstanding Environmental Studies graduate – biology
- ♦ AAUW Outstanding Graduating Woman in Environmental Studies – Biology
- ♦ Outstanding contributions – Ecology Center of the Siskiyou

Research

- ♦ Vascular Plant Inventory of the Sphagnum Bog research Natural Area in Crater Lake National Park.

Employment History

- ♦ North Olympic Salmon Coalition: Shoreline surveys and lab technician for Forage Fish Project
- ♦ Ecology Center of the Siskiyou: Director
- ♦ Wiltermood Associates, Inc.

Community Involvement

- ♦ Northwest Forest Activists Conference 2001/2002, Ashland Oregon
- ♦ Ashland Environmental Film Festival
- ♦ Native American Ecological Education Symposium

Member of Society of Wetland Scientist

Jennifer Dadisman

Wetland Technician

Education

- ♦ Washington State University: Bachelor of Science in Natural resource Science – Emphasis in Social Science May 2004, Cum Laude
- ♦ US Army Corps of Engineers Wetland Delineation Certification Training Program March 2006

Awards

- ♦ Outstanding senior award for Natural Resource Science, 2004
- ♦ College of Home Economics and Agricultural Scholarship, 200-2002
- ♦ Washington Hope scholarship, 2000-2002

Employment

- ♦ Wiltermood Associates, Inc.
- ♦ Washington Department of Fish and Wildlife
- ♦ Geo Engineers, Inc.

Community Involvement

- ♦ Tacoma Nature Center at Snake Lake – Education Docent

Member of Society of Wetland Scientist

Don Seavy, Ph.D.

Zoologist

Education

- PhD in Zoology, minor in Oceanography, Oregon State University June 1977
- MS in Biology, minor in chemistry, University of Puget Sound August 1967
- BS in Biology, minor in chemistry, Pacific Lutheran University May 1965

Professional Affiliations and Honors

- American Association for the Advancement of Science
- National Science Foundation grant for summer study in invertebrate zoology and for use of Marine Science Center research facilities, Newport, OR. 1969-1970
- National Science Foundation Oceanography Short course participants, summer 1990
- Phi Sigma, biological honorary society
- Certificate of Recognition for service to students of Olympic college, 1987
- Teacher of the Year, 1990-1991, presented by the Olympic college Student Body
- Puget Power distinguished Faculty award, 1991

Professional Experience

- Biology/Marine Science Professor: Olympic College, Bremerton, WA. September 1971 to present.
- Documented the distribution and ecology of a sand dollar population at Guillemot cove, Kitsap County, Washington, beginning May 2002 and continuing
- Participated in the StarNet: Research Experiences for Students and Teachers High School Human Genome Program 2002 workshop
- Set up inventory control points in a circular grid (38 acres) in a pasture-to-estuary reclamation on the red Salmon Slough, Nisqually Delta, adjacent to existing 9-acre mitigation site. Conducted by Wiltermood Associates, Bremerton, WA August 2002
- Sampling and identifying benthic organisms in a pasture-to-estuary reclamation on a 9-acre mitigation site on Red Salmon Slough, Nisqually Delta. Comparative follow-up to the 1998 study. Conducted by Wiltermood Associates, Bremerton, WA June-August 2001
- Team leader (Central Kitsap) for ground-truthing (including use of GPS and boat piloting) the remote mapping for the Hood Canal-Eastern Strait of Juan deFuca Summer Chum Nearshore Habitat baseline study. Conducted by Pt-No-Pt Treaty Council/Earth Design Consultants/Wetland Ecosystem Team/University of Washington. Charles Simenstad, res. Assoc. Prof., UW, Coordinator. Volunteer June 27 – July 5, 2000.
- Established research protocol and set up physical system for monitoring. Sampling and identifying benthic organisms in a pasture-to-estuary reclamation on a 9-acre mitigation site on red Salmon Slough, Nisqually Delta. Conducted by Wiltermood Associates, Bremerton, WA May-September 1998
- Natural History of Marine Organisms Professor: Oregon State University Hatfield Marine Science Center Newport, Or, Summer 1989
- Teaching Assistantship, Department of Zoology, Oregon State University Corvallis, Or
- Involved as laboratory instructor in general zoology, general biology, comparative vertebrate embryology, and invertebrate zoology 1969-1971
- Lecturer in marine biology for short course in Marine Biology and Pollution Ecology for the Federal Water Pollution control Administration, US> Department of the Interior, Marine Science Center, Newport OR
- Research Biologist, City of Tacoma, Water Department, Tacoma, WA Summers 1966-1967

- ♦ Teaching Assistantship, Department of Biology, University of Puget Sound, Tacoma, WA Involved as laboratory instructor in general biology and marine invertebrates, 1965-1967
- ♦ Undergraduate laboratory Assistant, Department of Biology, Pacific Lutheran University, Tacoma, WA General zoology, 1964-1965

Curriculum Innovations

- ♦ Marine Science Workshop – A backpacking experience on the Washington Coast offered as a summer program 1971-1980
- ♦ Life on the Edge – A modified learning community originally combining natural history with geography and geology, subsequently including environmental chemistry, drawing, interpersonal communications, and photography at various times 1990 to present.

Larry Cote

Landscape Architect

Qualifications

- Experienced in the field of landscape architecture for 30 years, park planning, project coordination for 20 years, and Planning and Zoning for 9 years for Kitsap County.
- Experience in most all aspects of design and managing construction of urban and rural public park projects.
- Experience in master planning, grading, planting design, layout, construction management, specification writing, irrigation design and construction, budgeting, and bidding of many public projects ranging from small projects, up to \$1.5 million.
- Worked with State and Local agencies and jurisdictions for project coordination, community groups, permitting, and experienced with public works contracting and the design process.
- Excellent experience and results with State Grants. Private experience throughout my public career included occasional landscape design and irrigation design for residential customers.

Education

- Washington State University 1973, B.S. Horticulture (Department of Landscape Architecture)
- East Bremerton High School, 1966

Work History

- 1992-2002 (Retired) Project Coordinator, Kitsap County Parks & Recreation Department. Park planning, acquisition, and development position. Evaluate properties for acquisition or development for park use. Develop schematic plans and alternatives. Negotiate contracts with consultants, coordinate design with consultants, public meetings, contract management and site inspections for implementation. Site design, master planning, irrigation design, planting design, budgeting and purchasing responsibilities, budget tracking responsibilities, park grant application processes, and coordination with other agencies and departments. Have participated in and coordinated many park projects from implementation to completion including permitting activity, and supervision of park employees and volunteers on-site construction.
- 1989-1992 Park Facilities Manager, Kitsap County Fair & Parks Department. This was a supervisory position including responsibilities of an "unfilled" maintenance supervisor position. The position included directing a 5 year Countywide Comprehensive Park Plan adoption. Responsibilities also included park planning and construction management, planning and design activities as the previous and current positions. Department reorganization terminated this position.
- 1983-1989 Project Coordinator, Kitsap County Fair & Parks Department Park planning associated with development and activities as described above.
- 1973-1983 Department of Community Development – Planning and Zoning Division. During this 9 year period, held three positions beginning with Planning Technician, Planning Assistant, and Associate Planner. Major responsibility from permit review, short plats to land use reviews, staff recommendations for residential and commercial development projects including landscaping policies/conditions. Public presentations to Planning Commission and Board of County Commissioners on projects.

Interests & Activities

- Fly fishing, fly tying, woodworking shop, carpentry, gardening, photography, camping and hiking.

Computer Skills

- Microsoft Word—Typing speed 45-50 wpm
- Excel—(fair)
- Arc View GIS—(fair)

Licenses & Certificates

- Irrigation System Design Certificate, Toro Company 1980
- Supervisory Skills 1990
- Revenue Source Management School 1990-1991
- Introduction to ArcView GIS Certification (16 hr. workshop) 1999

Awards/Special Achievements

- Salsbury Point Park Renovation- Designed the renovation including 350' Beach Enhancement and Restoration to natural conditions. Used as a model project in beach restoration statewide emphasizing replacement of rock type bulkheads to natural beach conditions which withstands storm conditions and erosion as well.
- Successful grants in 2001-2002 with I.A.C. , ALEA, AND YAF grants totaling almost \$1,000,000.
- Acquisition of DNR Land 1991, 255 acres Newberry Hill with potential for 1000 acre acquisition.
- Anna Smith Children Park Award 1986 (Kiwanis Club)
- Bronze Star, U.S. Army, Vietnam 1970 (25th Infantry Division)
- Bronze Star, U.S. Army, Vietnam 1970 (1st Calvary)

Steve Bartlett

IT Specialist

Experience

- 10 years of computer experience
- Bremerton School District since Jan 2000 as Computer Technician last one and half years as District Network Specialist

Current Certification

- Microsoft Certified Professional
- MCSA 2000 (Microsoft Certified System Administrator)
- MCSA Security 2000 (Microsoft Certified System Administrator with Security)
- MCSE 2000, 2003 (Microsoft Certified System Engineer)
- MCSE: Security 2000 (Microsoft Certified System Engineer with Security)

Education

- 1999 – Present North Seattle Community College, Seattle, WA
MCSE Technical Program
- Comptia A+ certification prep.
- Microsoft Network Essentials
- Microsoft NT 4.0 server
- Microsoft NT 4.0 workstation

- 1996 – 1998 Utah State University, Logan UT
Business Information Systems
 - Business Information Systems Theories and Concepts
 - Business Computer Usage
 - Utilization of the Internet in Business

- 1992 – 1996 Ricks College, Rexburg, Id
Associates of Science / History
 - Broad coverage of national and world history