EXHIBIT B

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June 26, 2026
Rincon Project No. 26-19393

Joanne Johnson, Project Coordinator
County of Siskiyou
1312 Fairlane Road, Suite 1
Yreka, California 96097
Via email: jajohnson@co.siskiyou.ca.us
Copied: mparker@co.siskiyou.ca.us

Subject: Proposal for High Mountain Lakes (RFQ #26-0407) – Planning Feasibility Study for High Mountain Lakes Repair to Enhance Flows for Salmonids in the Scott River System

Dear Ms. Johnson:

Rincon Consultants (Rincon) is pleased to provide this proposal to the County of Siskiyou for preparation of a planning feasibility study for the High Mountain Lakes Repair to Enhance Flows for Salmonids in the Scott River System project. Based on the RFQ, Q&A, and follow-up discussion with County and partner representatives, we understand the County is seeking a practical, planning-level roadmap that identifies which reservoirs are most suitable to advance for repair considerations. This roadmap will articulate what technical and regulatory steps would be required and what level of cost, schedule, and coordination would be needed to move from concept to implementation.

Rincon's proposed team combines watershed planning, hydrology, geologic, environmental compliance, permitting strategy, biological resources, and field investigation experience relevant to the County's objectives. We will apply a structured, multi-criteria screening framework to evaluate the 33 reservoirs based on feasibility, storage potential, instream benefit, constructability, and regulatory considerations, including the unique constraints associated with wilderness designations and historic hand-built outlet structures. Our approach is designed to provide the County with a defensible prioritization and an implementation pathway that can support future funding, environmental review, and design-phase decisions.

Project Understanding

The County of Siskiyou is seeking consultant support to prepare a feasibility study for 33 high mountain reservoirs located within and around the Scott Valley watershed, many of which are in the Marbles, Russian, and Trinity wilderness areas. These reservoirs are naturally occurring lakes where outlet and maintenance structures were constructed by hand in the early 1900s, prior to the Wilderness Act. Many of those structures were damaged or destroyed during the 1964 flood and were not subsequently repaired.

The purpose of the study is to determine whether selected High Mountain Lakes can be restored or repaired to store winter and spring inflow and release additional flow during critical late-summer migration and rearing periods for salmonids in the Scott River system. The RFQ identifies an estimated potential of up to approximately 3,520 acre-feet of additional storage across the reservoir system but makes clear that reservoir-by-reservoir field verification and feasibility analysis are needed to substantiate that estimate and determine which sites, if any, warrant advancement.

Based on the County's Q&A and discussion with project representatives, the County is not seeking a design-level deliverable. Instead, the County is seeking a planning-level, high-value feasibility study that:

(1) screens and prioritizes the reservoirs;
(2) evaluates storage, flow conveyance, and expected instream benefit;

(3) identifies legal, legislative, environmental compliance, and permitting considerations or constraints;
(4) provides planning-level implementation costs and schedules for recommended reservoirs; and
(5) defines a realistic path forward for future funding, permitting, and implementation.

Rincon also understands several project-specific constraints and opportunities that should shape the study approach. These include the implications of wilderness designation and potential requirements to replicate historic construction methods; the likely need for limited, targeted field verification rather than extensive site investigation at all reservoirs; the importance of close coordination with County staff, Larry Walker Associates, and California Department of Fish and Wildlife (CDFW); the need to consider Tribe and stakeholder involvement early enough to inform feasibility and permitting strategy; and the opportunity to frame the final study so it can support next-phase grant pursuits and implementation planning.

Rincon Qualifications

Rincon is well suited to deliver this study because we bring together watershed sciences leadership, water resources planning, geologic and hydrologic services, surface water and groundwater technical support, environmental compliance strategy, biological resources expertise, and field-ready interdisciplinary staff. Rincon's watershed practice regularly supports California agencies with resilience planning, watershed implementation roadmaps, grant-funded technical studies, stormwater and water quality assessments, hydrology, groundwater-surface water interaction analyses, permitting strategy, and regulatory coordination.

Of particular relevance to this assignment, Rincon's team has recent experience structuring planning efforts that move complex multi-benefit water concepts toward implementation. Our work routinely integrates technical desktop analysis, field-informed screening, environmental and regulatory due diligence, prioritization frameworks, and roadmap development for agency clients that need actionable next steps rather than conceptual discussion alone. We are also experienced in translating technical findings into decision-ready products for agency leadership, partners, funders, and future project teams.

Rincon's qualifications for this effort include the following strengths:

- Watershed resilience planning and implementation strategy for grant-funded water resource and habitat enhancement programs.
- Hydrology and water resources analysis focused on flow conditions, watershed processes, and groundwater-surface water interactions.
- Instream flow augmentation and demand-offset project support, including conceptual strategies to balance groundwater pumping and ecological flow needs in regulated groundwater basins.
- Support for development and refinement of measurable objectives and minimum thresholds, including translation of hydrologic and ecological data into defensible Sustainable Groundwater Management Act (SGMA) compliance metrics.
- Environmental planning and permitting strategy under overlapping federal, state, and local regulatory frameworks.
- Biological resources support and coordination related to aquatic habitat, sensitive species, and streamflow-related ecological objectives.
- Field investigation support in remote settings, including interdisciplinary coordination among environmental scientists, planners, resource specialists, and technical advisors.
- Preparation of planning-level cost estimates, implementation sequencing, and funding-readiness deliverables for public agency clients.

- Water rights, operational, and institutional constraint awareness, including coordination considerations among Groundwater Sustainability Agencies (GSAs), water users, wildlife agencies, and Tribes when implementing flow-related projects and management actions.

If determined necessary, Rincon's internal team will be supplemented by a focused engineering consultant to support planning-level constructability and rough-order-of-magnitude repair cost considerations for outlet structures or dam features where that specialized perspective would add value. This responds directly to the County discussion that local or specialized dam engineering input may be desirable for costing and implementation planning. We understand that the County has an existing relationship with a local engineer and would coordinate with that person if requested by the County.

Approach to Completing the Work

Rincon proposes a phased, screening-based feasibility study that starts broad, narrows to the most viable opportunities, and produces a decision-ready final report. The approach is designed to be rigorous enough to support future action while remaining appropriately scaled to the County's planning budget and the remote, wilderness-constrained nature of the reservoir system.

The following points illustrate our approach to completing the scope of work.

- Confirm study objectives, data sources, deliverables, and decision and prioritization criteria with the County and project partners at project kickoff.
- Compile and review available background studies, historic records, maps, reservoir information, biological and flow data, and prior legal or legislative research relevant to the reservoirs.
- Develop a transparent multi-criteria prioritization framework and use it to conduct an initial screening of the 33 reservoirs.
- Perform targeted field verification for priority reservoirs to document outlet conditions, evidence of historic construction methods, site access considerations, and major constraints that cannot be fully resolved from desktop review alone.
- Evaluate storage potential, likely release and conveyance considerations, instream benefit potential, and key implementation constraints for screened priority sites.
- Assess environmental compliance, permitting, approvals, and legislative considerations, including implications associated with wilderness designations, cultural resources, aquatic resources, and related land management constraints.
- Engage County and key coordination parties at decision points, including stakeholder and Tribal coordination appropriate to the feasibility phase.
- Prepare a draft and final feasibility planning report that prioritizes candidate reservoirs, summarizes technical and regulatory findings, and identifies implementation milestones, planning-level costs, and next-phase recommendations.

This approach directly addresses the County's stated preference for a proposal that demonstrates a clear plan for doing the work and a team capable of completing it, while allowing the methodology to be tailored by the consultant rather than dictated by the County. It also aligns with the County discussion that the study should function as a roadmap identifying which lakes make sense to move forward with, what hurdles exist, and what the next implementation steps should be.

Scope of Work

The following eight interrelated tasks summarize our scope of work. For clarity, these tasks are organized using scope bullet points that align with our approach to completing the work.

Task 1 Project Management and Coordination

- Conduct project kickoff meeting with the County and key partners to confirm objectives, communication protocols, available data, and desired decision points.
- Manage schedule, budget, internal team coordination, and monthly progress tracking.
- Prepare concise meeting materials, action items, and progress updates to support efficient County review.
- Coordinate as needed with County staff, Larry Walker Associates, CDFW, and approved technical partners to avoid duplication of effort and maintain alignment on study inputs and planning assumptions. Partner roles are assumed to include County contract administration and access to available project information; Larry Walker Associates support related to flow modeling/scenario inputs and coordination with the County's broader water resources work; CDFW technical and scientific assistance related to ecological flow criteria, biological information, prioritized reaches, and review input; and any County-approved local engineering or field support limited to planning-level constructability, access, and reconnaissance information.

Task 2 Data Compilation and Desktop Review

- Review RFQ attachments, Q&A materials, maps, study summaries, and any additional information provided by the County after authorization.
- Compile existing reservoir attributes, tributary locations, wilderness context, available historic information, and prior storage assumptions into a working evaluation matrix.
- Review available hydrologic, biological, and planning information relevant to storage potential, flow benefit, and ecological objectives.
- Identify data gaps and distinguish between questions that can be resolved through desktop evaluation versus those that require field verification or future study.

Task 3 Multi-Criteria Prioritization Framework and Initial Screening

- Develop a transparent prioritization framework that can be applied consistently across all 33 reservoirs.
- Screen reservoirs using available desktop information and local knowledge to identify sites that appear most feasible, most beneficial, or most appropriate for additional investigation.
- Categorize reservoirs into tiers such as high potential, moderate potential, and low potential / major constraint sites.
- Refine screening assumptions in coordination with the County, project partners, and appropriate parties before targeted field verification begins.

Table 1 Multi-Criteria Prioritization Framework Considerations

Criterion	Description	Suggested Planning Weight	Example Indicators
Potential Storage and Yield	Magnitude of potential storage recovery or additional managed release opportunity.	High	Potential increased storage, tributary context, physical capacity assumptions
Instream Flow and Biological Benefit	Likelihood that managed releases could provide meaningful flow, temperature, or habitat benefit during critical periods.	High	Connection to priority reaches, ecological flow relevance, timing of releases
Regulatory and Legal Feasibility	Extent of expected legal, legislative, wilderness, land management, water rights, or other approval constraints.	High	Wilderness designation, known legal hurdles, adjudicated rights, likely approval pathway
Constructability and Access	Practicality of inspection, repair, and future implementation under remote site and wilderness constraints.	Medium-High	Access limitations, ability to verify original construction, hand-construction implications
Conveyance and Delivery Effectiveness	Ability for released water to reach intended stream segments and mainstem benefit areas.	Medium-High	Tributary pathway, expected transit, losses, operational considerations
Environmental Compliance Complexity	Magnitude of anticipated environmental review, biological, cultural, and permitting complexity.	Medium	Potential sensitive resources, habitat issues, cultural review needs, agency coordination burden, general regulatory complexities (e.g., mitigation measures, schedules, costs)
Cost and Funding Readiness	Relative scale of anticipated planning-to-implementation cost and fit with likely funding pathways.	Medium	ROM cost range, funding alignment, sequencing practicality
Stakeholder and Tribal Alignment	Potential to coordinate effectively with tribes, agencies, land managers, and stakeholders for project advancement.	Medium	Known interest, support opportunities, coordination importance to approvals or momentum

Task 4 Targeted Field Verification

- Work with the County to identify a focused set of priority reservoirs for reconnaissance-level field verification.
- Document existing outlet and maintenance structure conditions, visible evidence of historic construction methods, access and safety issues, and major site constraints relevant to feasibility.
- Capture field notes, photographs, and observations needed to refine desktop assumptions related to constructability, storage potential, and planning-level repair considerations.
- Use field findings to update the prioritization framework and narrow the set of reservoirs recommended for advancement.

Task 5 Feasibility Analysis for Priority Reservoirs

- Evaluate storage capacity assumptions and identify additional information needed to refine those assumptions during later phases.
- Assess direct and indirect instream flow benefits and general conveyance considerations for recommended reservoirs, using readily available information and coordinating with flow modeling or scenario inputs where available. Rincon will not conduct flow modeling, specialized hydraulic analysis, water quality modeling, or detailed engineering calculations.
- Identify the technical information expected from project partners and document how those inputs inform the feasibility analysis, including available biological and ecological flow information from CDFW, flow modeling or scenario information from Larry Walker Associates or other County-directed technical partners, existing legal or legislative research provided by the County, and any County-approved local engineering or field observations relevant to access, constructability, or rough-order-of-magnitude repair considerations.
- Summarize likely repair or restoration concepts at a planning level, including considerations associated with historic construction approach, wilderness constraints, and practical implementation sequencing.
- Identify critical feasibility risks, decision points, and unknowns that should be addressed before design or implementation funding is pursued.

Task 6 Regulatory, Permitting, and Environmental Compliance Assessment

- Identify likely federal, state, local, and land-management approvals that may be needed to advance recommended reservoirs.
- Evaluate wilderness-related considerations, potential legal or legislative issues, and likely agency coordination pathways.
- Outline environmental compliance topics that may affect future project advancement, including biological resources, aquatic habitat, cultural resources, water rights or operational constraints, water quality considerations at a planning level, and related permitting considerations. This task does not include new water quality sampling, laboratory analysis, water quality modeling, or preparation of permit applications.
- Coordinate with County and available agency technical staff to reflect existing knowledge and avoid duplicating parallel efforts already underway.

Task 7 Stakeholder and Tribal Coordination

- Prepare a focused feasibility-phase coordination strategy that identifies priority tribes, stakeholders, agencies, land managers, and technical partners whose input may affect reservoir screening, access assumptions, permitting feasibility, wilderness-related considerations, or future implementation readiness.
- Support the County in conducting targeted outreach during the feasibility study at appropriate decision points, including after the initial desktop screening and before recommendations are finalized, so tribal and stakeholder perspectives can inform the evaluation of constraints, opportunities, and preferred advancement pathways.
- Document feedback, coordination considerations, and potential support or concern raised during feasibility-phase outreach that could influence reservoir prioritization, approvals, implementation strategy, funding readiness, or the scope of any future design, permitting, or construction phase.

- Summarize stakeholder and tribal coordination completed during the feasibility study in the final report, including key themes heard, implications for the prioritized reservoir list, and recommended engagement milestones for subsequent project development.

Task 8 Planning-Level Costs, Schedule, and Final Deliverables

- Develop planning-level cost ranges for study completion and provide rough-order-of-magnitude implementation considerations for recommended reservoirs.
- Prepare a milestone-based schedule through final report completion and identify key decision points, draft/final deliverables, and opportunities for future funding readiness.
- Prepare draft feasibility study report for County review and comment.
- Revise and finalize the feasibility planning study, including prioritized reservoir recommendations, technical findings, implementation roadmap, planning-level costs, and next-step recommendations.

Assumptions and Deliverables

Key Assumptions

- This proposal is scoped as a budget-conscious, planning-level feasibility study consistent with the RFQ's $125,000 maximum consultant budget and does not include design engineering, detailed survey, final permitting, CEQA/NEPA documentation, or other implementation-phase services.
- Field work is assumed to be limited, targeted, and reconnaissance-level, focused on a limited number (e.g., up to five) of County-approved priority reservoirs rather than comprehensive site investigation, survey, or documentation at all 33 reservoirs. The final number of reservoirs visited will depend on access, travel time, safety conditions, seasonal windows, and budget availability within the Task 4 field verification allowance.
- The County and project partners will share available background studies, ArcGIS or similar mapping layer(s), technical information, prior legal or legislative research, biological and ecological flow information, flow modeling and/or scenario inputs, and relevant data after authorization to proceed. Rincon's scope assumes use of readily available information and does not include generating new primary datasets except where expressly identified, deemed necessary, and approved by the County.
- Flow modeling, specialized hydraulic analysis, detailed engineering calculations, geotechnical investigation, bathymetric survey, water quality sampling or laboratory analysis, water quality modeling, or dam safety analysis led by others will be coordinated with, but not conducted by Rincon.
- Potential Division of Safety of Dams (DSOD) applicability, coordination, or review requirements will be identified at a planning level based on available information and reservoir characteristics; Rincon's scope does not include dam safety classification determinations, formal DSOD submittals, engineering design, or detailed dam safety analyses unless authorized separately.
- Completion of a Minimum Requirements Analysis (MRA) for structure improvements or repairs in wilderness areas, preparation of permit applications, CEQA or NEPA documentation, formal consultation, agency submittals, supporting technical studies required for approvals, or related implementation-phase regulatory compliance efforts are not included in this scope of work. Rincon may identify the potential need for these actions at a planning level as part of the regulatory and implementation framework, but preparation of the MRA, permit applications, environmental review documents, consultation materials, or related agency decision documentation would require separate authorization.

- This project is understood to be supported by a U.S. Fish and Wildlife Service grant to the County, and Rincon's proposed fee is inclusive of travel and materials consistent with the RFQ budget statement. Rincon assumes reimbursable costs, travel, materials, equipment purchases, and any subcontractor or subconsultant costs will be subject to applicable award statutes, regulations, terms and conditions, and County contracting requirements; if grant restrictions require a different cost structure or documentation approach, the scope and budget may be adjusted during contracting.
- Stakeholder and Tribal coordination are assumed to be targeted and feasibility-phase appropriate, consisting of limited strategy development, selected coordination support, and documentation of themes; expanded facilitation, multiple public meetings, formal consultation, or extensive outreach campaigns would be scoped separately.
- Interim work products will be concise and decision-focused, generally provided as tables, matrices, meeting summaries, or brief technical summaries intended to inform the final feasibility study rather than as standalone comprehensive reports.
- Draft deliverables will include one County review cycle unless otherwise noted; additional rounds of revisions, substantially revised direction after draft completion, or new analyses requested after review will be treated as additional services or addressed through budget reallocation.
- The County will provide one consolidated set of review comments on draft deliverables in Microsoft Word format, using tracked changes and/or comments, to support efficient revision and preparation of final deliverables within the approved budget.

Anticipated Deliverables

- Task 1: Kickoff summary, refined work plan assumptions, data request, action-item list, and concise progress updates.
- Task 2: Existing conditions / data compilation matrix based on readily available information provided by the County, project partners, and public sources, including data gap notes.
- Task 3: Multi-criteria prioritization framework and reservoir screening results, prepared as a decision-support matrix with brief explanatory text rather than a separate technical report.
- Task 4: Reconnaissance-level field verification documentation for up to five selected priority reservoirs, limited to field notes, photographs, and feasibility-relevant observations; drone deployment or specialized data collection may be considered only if feasible within the approved field budget and access constraints.
- Task 5: Priority reservoir feasibility summaries for the County-approved shortlist, focused on screening-level storage, conveyance, constructability, instream benefit, partner-provided technical inputs, regulatory considerations, implementation risks, and next-phase information needs.
- Task 6: Regulatory, legal, environmental compliance, water quality consideration, DSOD applicability, and coordination framework identifying likely pathways, major constraints, and next-step considerations at a planning level.
- Task 7: Focused stakeholder and Tribal coordination strategy, documentation of feasibility-phase coordination themes, and recommended engagement milestones for subsequent project development.
- Task 8: Draft feasibility planning study report for one consolidated County review cycle and final feasibility planning study report with prioritization, schedule, planning-level cost ranges, implementation roadmap, and next-step recommendations.

Project Schedule

The schedule below assumes notice to proceed in mid-2026 and is structured to support completion of the final feasibility study by early October 2027, with schedule contingency before the November 30, 2027, RFQ deadline. The schedule is milestone-based and budget-conscious, emphasizing concise interim work products, a County-approved field verification shortlist, targeted feasibility-phase coordination, and one consolidated County review cycle for draft deliverables. Timing may be refined after contract execution to reflect access windows, field conditions, receipt of available data, and County / partner availability.

Table 2 Project Schedule

Milestone / Task	Target Timing	Deliverable	County / Partner Checkpoint
Kickoff and work plan confirmation	Month 1	Task 1 kickoff summary, action-item list, refined work plan assumptions, and data request.	Confirm objectives, available data, communication pathway, and budget-control assumptions
Data compilation and desktop review	Months 1–3	Task 2 existing conditions / data compilation matrix and data gap notes based on readily available information.	Confirm available data and screening assumptions; no standalone technical report anticipated
Initial prioritization screening	Months 3–5	Task 3 decision-support screening matrix with brief explanatory text.	County review of tiered shortlist and approval of reservoirs for limited field verification
Targeted feasibility-phase outreach and coordination	Months 4–6 and at later decision points as needed	Task 7 focused coordination strategy and summary of themes relevant to feasibility.	County-directed outreach only; expanded meetings, formal consultation, or public engagement excluded unless authorized
Targeted field verification planning	Months 5–6	Task 4 field logistics assumptions for up to five County-approved priority reservoirs.	Confirm site list, access approach, and field level of effort within approved budget
Reconnaissance-level field verification	Months 6–8, subject to access and field conditions	Task 4 field notes, photographs, and feasibility-relevant observations for up to five selected reservoirs.	Review key field observations; no detailed survey, bathymetry, geotechnical work, or dam safety analysis included
Priority reservoir feasibility analysis	Months 8–11	Task 5 screening-level feasibility summaries for the County-approved shortlist, integrating partner-provided technical inputs where available.	Review storage, conveyance, constructability, regulatory, and implementation considerations at planning level
Regulatory, permitting, environmental compliance, and	Months 9–12	Task 6 planning-level approvals, compliance, water quality considerations, DSOD applicability,	Confirm major issues affecting next-phase advancement; formal permitting and CEQA/NEPA documentation excluded

implementation framework		coordination, and implementation framework.	
Draft feasibility planning study	Months 12–14	Task 8 draft report integrating concise interim products from Tasks 1–7, prioritization, cost ranges, schedule, and roadmap.	One consolidated County review cycle in Microsoft Word format
Final feasibility planning study	Months 14–16, targeted for early October 2027	Task 8 final report revised based on one consolidated comment set.	Finalize recommendations for funding readiness, implementation sequencing, and next-phase scope

Project Organization

The table below presents Rincon's proposed project team organization, with resumes provided as Attachment 1. Specific named staff can be finalized with the County at contract negotiation, but the proposed staff and team structure reflects the disciplines discussed during the County coordination call and the expertise needed to complete this feasibility study.

Table 3 Proposed Project Team

Role	Primary Responsibility	Key Contribution to This Study
Principal in Charge / QA/QC Lead – Kelley List, PG (Principal Water Resources)	Principal-level oversight, QA/QC leadership, contract and client accountability, and senior guidance on water resources strategy and feasibility approach	Provides principal-level review, quality control, and client-focused guidance to ensure the feasibility approach is practical, defensible, and aligned with County expectations, budget, and implementation needs
Technical Advisor and Watershed Sciences Lead – Kiernan Brtalik (Director Watershed Sciences)	Technical advisory support, watershed sciences leadership, screening framework input, regulatory and implementation strategy, and review of decision-ready deliverables	Guides watershed science strategy, screening criteria, regulatory and implementation considerations, and technical integration so the study produces clear, decision-ready recommendations for priority reservoirs
Project Manager – Tyler Sinnott (Watershed Scientist)	Day-to-day management, technical integration, schedule and budget control	Leads feasibility study execution and coordinates technical disciplines
Hydrology / Water Resources Analyst – Emily McCord (Senior Watershed Scientist)	Storage and flow-related technical support	Supports reservoir screening, storage assumptions, and flow benefit evaluation
Environmental Planner / Permitting Lead - Nicolas Carter (Senior Environmental Planner)	Regulatory and environmental compliance assessment	Identifies approvals, constraints, and future compliance pathway
Biological Resources Specialist – Kathleen Sholty (Senior Biologist)	Aquatic habitat and biological considerations	Supports understanding of instream benefit context and ecological constraints/opportunities
Wilderness Area and Forestry Specialist – Scott Eckardt, RPF	Wilderness area, forestry, access, land management, and field	Supports evaluation of wilderness and forestry-related constraints, access

(Principal, Wildfire Planning and Forestry)	logistics support related to remote reservoir evaluation and implementation feasibility	limitations, and practical field verification assumptions for priority reservoirs
Outreach Specialist – Kassandra Gale (Director Community Engagement)	Stakeholder and Tribal coordination support, outreach planning, meeting documentation, and engagement tracking	Supports targeted feasibility-phase outreach, documents coordination themes, and helps integrate stakeholder and Tribal input into screening, feasibility, and implementation-readiness recommendations
GIS / Data Support Specialist – Nikole Espinoza (GIS and Data Scientist)	Data organization, mapping support, tabular analysis	Supports reservoir evaluation matrix and technical documentation

Cost Estimate

The following cost table is structured to remain within the RFQ maximum consultant budget of $125,000, inclusive of travel and materials and billed in accordance with our standard fee schedule (Attachment 2), subject to applicable U.S. Fish and Wildlife Service grant requirements and County contracting requirements. The distribution reflects a budget-controlled, planning-level feasibility study based on the scope assumptions above, including reliance on readily available information, concise interim work products, a County-approved field verification shortlist, targeted feasibility-phase coordination, and one consolidated County review cycle. If the County requests expanded field work, additional stakeholder or Tribal engagement, standalone technical reports, new primary data collection, additional review cycles, detailed engineering, survey, modeling, or permitting support, those services would be addressed through budget reallocation or a separate authorization.

Table 4 Planning Level Cost Estimate

Task	Cost	Notes	Primary Deliverables
Task 1. Project Management and Coordination	$12,000	Kickoff, project administration, budget/schedule tracking, internal coordination, and limited County/partner coordination through milestone check-ins.	Concise kickoff summary, action items, and progress updates; assumes efficient virtual coordination and no expanded meeting program.
Task 2. Data Compilation and Desktop Review	$13,500	Compilation of readily available County, partner, and public information; no new primary datasets, survey, bathymetry, or modeling included.	Existing conditions / data compilation matrix and data gap notes; not a standalone technical report.
Task 3. Prioritization Framework and Initial Screening	$15,500	Development and application of decision-support screening criteria for all 33 reservoirs using available information and local knowledge.	Screening framework and tiered results matrix with brief explanatory text; supports selection of field verification shortlist.
Task 4. Targeted Field Verification	$18,500	Reconnaissance-level verification for up to five County-approved priority reservoirs, including travel and field documentation within approved access, safety, seasonal, and grant-cost assumptions.	Task 4 field notes, photographs, and feasibility-relevant observations only; excludes comprehensive inspection of all 33 reservoirs, detailed survey, bathymetry, geotechnical work,

			water quality sampling, or dam safety analysis.
Task 5. Feasibility Analysis for Priority Reservoirs	$22,000	Screening-level storage, conveyance, constructability, instream benefit, partner-provided technical input integration, and implementation feasibility analysis for the County-approved shortlist.	Task 5 priority reservoir feasibility summaries; excludes detailed engineering calculations, design drawings, hydraulic modeling, water quality modeling, and final repair designs.
Task 6. Regulatory, Permitting, and Environmental Compliance Assessment	$15,000	Planning-level identification of likely approvals, legal/legislative considerations, wilderness constraints, environmental compliance topics, water quality considerations, DSOD applicability, and permitting pathways.	Task 6 approvals, compliance, DSOD, water quality consideration, and implementation framework; excludes permit applications, formal consultation, CEQA/NEPA documents, water quality sampling, laboratory analysis, and detailed technical studies.
Task 7. Stakeholder and Tribal Coordination	$9,500	Targeted feasibility-phase coordination strategy, limited County-directed outreach support, and documentation of themes that may affect feasibility and implementation readiness.	Focused coordination strategy and final-report summary; excludes expanded facilitation, multiple public meetings, formal consultation, or broad outreach campaigns.
Task 8. Draft and Final Reporting / Schedule / Costing	$19,000	Draft and final feasibility study preparation integrating concise interim products, planning-level cost ranges, schedule, prioritization, and implementation roadmap.	Draft report for one consolidated County review cycle and final report revised based on one consolidated Word-format comment set.
Total Proposed Fee	**$125,000**	**Inclusive of travel and materials; assumes scope controls described above.**	**Complete budget-controlled feasibility planning study.**

Thank you for your consideration and for this opportunity to support your project. If you have any questions regarding this proposal, please contact Kiernan Brtalik at 805-328-2687 or kbrtalik@rinconconsultants.com, or Kelley List at 916-751-1617 or klist@rinconconsultants.com.

Sincerely,
Rincon Consultants

Kiernan Brtalik
Director Watershed Sciences

Kelley List
Principal Water Resources

Attachments

Attachment 1 Team Resumes
Attachment 2 Fee Schedule

Attachment 1

Team Resumes

Education

BS, Geology, California State University, Sacramento

Certifications/ Registrations

Professional Geologist #9061

Certification for Technical Assistance Provider, CRARS, CSU Chico, September 2025

Years of Experience

23

Experience

Rincon Consultants, Inc. (2012 to present)

RPS Group Ltd, Dublin, Ireland (2007 to 2012)

Bord na Móna Plc, Newbridge, Ireland (2006 to 2007)

Rincon Consultants, Inc. (1998 to 2000)

Kelley List, PG

Principal, Water Resources

Kelley List brings more than 23 years of California water resources experience, with senior expertise in groundwater sustainability, watershed resilience, stormwater planning, grant administration, regulatory strategy, and implementation-focused feasibility studies. She has led and reviewed statewide programs and projects involving SGMA planning, recharge feasibility, FloodMAR, interconnected surface water, groundwater dependent ecosystems, watershed-scale prioritization, and multi-benefit implementation. Her background includes managing major state grant programs at the State Water Resources Control Board and Department of Water Resources, developing technical assistance programs for underrepresented communities and California Tribes, and guiding public agencies through complex planning requirements. As Principal-in-Charge, QA/QC lead, and senior water resources advisor, Kelley helps teams evaluate technical feasibility, regulatory and funding constraints, stakeholder priorities, and implementation pathways to produce defensible, decision-ready recommendations.

Relevant Project Experience

Supervising Engineering Geologist, Department of Water Resources – Division of Regional Assistance, Various Counties, California

Kelley led a multidisciplinary DWR team responsible for statewide groundwater grant and technical assistance programs, coordinating with leadership, legal counsel, Tribal affairs, regional offices, funding staff, agencies, Tribes, GSAs, and interested parties. She oversaw grant guidelines, emergency regulations, project evaluations, technical compliance reviews, and public workshops. Her role required balancing technical feasibility, legal and regulatory constraints, fiscal accountability, and community priorities under fixed program requirements. This experience is directly relevant to planning-level studies that require disciplined scope control, early issue identification, and defensible recommendations for complex water resource projects.

Senior Reviewer, Groundwater Recharge, FloodMAR, and Interconnected Surface Water Projects, Various Counties, California

Through DWR grant leadership, Kelley reviewed projects involving recharge feasibility, FloodMAR, interconnected surface water, groundwater dependent ecosystems, monitoring networks, and basin-scale implementation. She evaluated whether scopes were technically appropriate, aligned with SGMA, and structured to support management decisions. Her review perspective helps teams identify key data gaps, screening criteria, permitting considerations, and implementation sequencing before concepts advance. This experience supports feasibility evaluations involving storage potential, flow benefit, conveyance effectiveness, and groundwater offset opportunities.

Strategic Advisor, Pajaro Valley Water Management Agency – Pajaro River Watershed Resilience Planning Pilot Program, Various Counties, California

Kelley supports a DWR-funded watershed resilience pilot that translates watershed-scale climate, water supply, groundwater, flood, water quality, land use, and ecosystem priorities into implementable actions. Her work emphasizes governance, funding strategy, implementation sequencing, equity-centered engagement, and decision-ready documentation. She helps structure screening and prioritization so recommendations reflect technical merit, local capacity, regulatory feasibility, and measurable resilience benefits. This experience aligns with feasibility studies that must narrow a broad set of opportunities into a practical, fundable roadmap.

Strategic Advisor, City of San Diego – San Pasqual Valley Groundwater Sustainability Plan Periodic Evaluation, San Diego County

Kelley provides senior review and QA/QC for a GSP Periodic Evaluation prepared under DWR's SGMA guidance. She reviews hydrologic, hydrogeologic, and management information for technical defensibility, clarity, and responsiveness to state expectations. Her role helps ensure technical memoranda and plan sections are useful to agency reviewers, interested parties, and future implementation teams. This experience is relevant to feasibility work that must connect surface water opportunities, groundwater management objectives, and clear planning documentation.

Program Manager, Department of Water Resources – Sustainable Groundwater Management Grant Program, Various Counties, California

Kelley managed and scaled DWR's Sustainable Groundwater Management Grant Program, administering more than $800 million for 190 grants and more than 800 projects in medium-, high-, and critically overdrafted basins. Funded work included monitoring networks, data systems, recharge feasibility, FloodMAR, interconnected surface water evaluations, groundwater dependent ecosystem studies, and infrastructure improvements. She provided technical review, regulatory interpretation, and implementation guidance as GSAs advanced projects from planning toward construction or management action. This experience is highly relevant to studies that must evaluate storage, instream flow benefit, groundwater offsets, implementation constraints, and future funding readiness.

Strategic Advisor, Coachella Valley Water District – Indio Subbasin Alternative Plan Update and Periodic Evaluation, Riverside County

Kelley provides senior oversight and QA/QC for an Alternative Plan Update and Periodic Evaluation addressing DWR recommendations and complex basin management conditions. She reviews technical content for consistency, accuracy, and continuity so the plan presents a clear and defensible management story. Her work helps align hydrologic assumptions, regulatory requirements, and agency priorities into cohesive planning products. This experience supports feasibility studies that must synthesize diverse technical inputs and present a practical path forward for public agency decision-makers.

Program Lead, Department of Water Resources – Sustainable Groundwater Management Technical Assistance Program, Various Counties, California

Kelley helped develop and administer technical assistance programs for underrepresented communities, California Tribes, small farmers, and local agencies participating in groundwater sustainability planning and implementation. Her work translated SGMA requirements into practical support services and helped communities identify data, planning, and implementation needs. She coordinated with technical providers to improve access to groundwater information and strengthen participation in planning processes. This experience is relevant where early, focused Tribal and stakeholder coordination can inform feasibility, constraints, and implementation readiness.

Education

MESM, Water Resources and Conservation Planning, University of California, Santa Barbara. Bren School of Environmental Science & Management

BA, Philosophy and Business Management, Stony Brook University

Certifications/ Registrations

Qualified SWPPP Practitioner/Developer (QSP/D) #26402

Certified Professional of Storm Water Quality (CPSWQ) #1110

OSHA 40 Hour HAZWOPER #91237

Years of Experience

16

Kiernan Brtalik, CPSWQ, QSD/P

Director, Watershed Sciences

With 16 years of experience, Kiernan brings senior leadership in watershed science, water quality compliance, groundwater management, integrated water resources planning, and implementation-focused environmental consulting for public agencies. He specializes in translating complex regulatory, hydrologic, ecological, and water quality considerations into practical workplans, monitoring strategies, compliance pathways, and management actions that can be implemented by agencies, technical teams, and stakeholders. His experience includes NPDES and MS4 permit compliance, TMDL monitoring and reporting, SGMA implementation support, groundwater/surface water interaction studies, GDE characterization, field-based monitoring program design, QA/QC oversight, GIS-enabled data management, regulatory agency coordination, grant and workplan development, and multi-benefit watershed resilience implementation. Kiernan has a strong record of leading interdisciplinary teams, coordinating with agency staff and partner organizations, and producing clear technical deliverables that support defensible decisions and efficient project execution. His combination of technical depth, field implementation experience, project management discipline, and client-focused communication helps keep complex programs organized, responsive, and focused on actionable outcomes.

Select Project Experience

Project Manager/Director, Upper Ventura River Groundwater Agency – Groundwater Sustainability Plan Support Services, Ojai

Leads hydrogeologists, biologists, fisheries specialists, GIS analysts, and field teams supporting SGMA implementation, GDE characterization, sustainability criteria refinement, monitoring plan development, and data gap studies. Oversees groundwater level monitoring, stream gaging, dry-wet-intermittent surface water mapping, GDE field investigations, AGOL/Survey123 workflows, CEQA and permitting support, and grant writing related to interconnected surface water, groundwater, and biological resources.

Project Manager/Director, Bedford-Coldwater Groundwater Sustainability Authority – Groundwater/Surface Water Interaction and GDE Monitoring Workplan, Riverside County

Directed an interdisciplinary investigation of shallow groundwater, interconnected surface water, riparian vegetation, and potential GDEs to support SGMA compliance in Temescal Wash. Led development of an implementable monitoring workplan, monitoring well and piezometer recommendations, permitting constraints review, LiDAR/DEM data collection, vegetation and remote-sensing assessment, and scalable implementation options responsive to technical, regulatory, budget, and stakeholder needs.

Project Manager, Pajaro Valley Water Management Agency – Pajaro River Watershed Resilience Planning Pilot Program

Manages interdisciplinary watershed resilience planning under DWR's pilot framework, building from IRWM foundations toward climate vulnerability assessment, adaptation planning, equity-centered engagement, and cross-sector collaboration. Coordinates technical specialists and agency partners across water supply, flood, groundwater, water quality, ecosystem, forest/fire, and land use sectors to advance implementable resilience strategies.

Project Director, Ventura County Watershed Protection District – San Antonio Creek Spreading Grounds Diversion Testing, Ojai

Supported surface water diversion and groundwater replenishment testing through operations documentation, field monitoring, water quality and flow data collection, infrastructure observations, and reporting. Contributed to an Operations Report summarizing monitoring, maintenance, data collection, and management considerations to inform future groundwater replenishment operations.

Project Director, Montecito Groundwater Sustainability Agency – Monitoring Well Design, Seawater Intrusion Assessment, and Network Improvement, Montecito

Leads technical and regulatory support for groundwater monitoring network improvements designed to address data gaps in principal aquifer characterization, seawater intrusion monitoring, aquifer zone interactions, and numerical model refinement. Coordinates hydrogeologists, permitting specialists, and agency staff to develop purpose-built monitoring wells, evaluate hydrogeologic conditions, and support long-term basin management decisions.

Project Manager, City of Thousand Oaks – Los Robles Groundwater Utilization Project GDE Data Gap Analysis, Thousand Oaks

Led biologists and hydrogeologists in evaluating potential groundwater dependent ecosystems associated with a proposed groundwater utilization project. Reviewed hydrogeologic, biological, and publicly available datasets to assess GDE presence, groundwater dependency, data gaps, and potential impact pathways at site and basin scales.

Project Scientist/Technical Lead, Various Municipal Clients – Watershed Monitoring, Special Studies, and Data Analysis, Southern California

Planned, coordinated, and implemented watershed monitoring and special studies for bacteria, sediment, copper, trash, ASBS, lagoon, and receiving water programs. Responsibilities included field team coordination, storm and dry-weather sampling, hydrologic monitoring, rating curve development, GIS analysis, QA/QC, annual reporting, technical memoranda, and synthesis of monitoring results into management recommendations.

Project Manager/Technical Lead, Various Clients – CEQA/NEPA Hydrology and Water Quality Technical Support, California

Provides hydrology and water quality technical analyses for environmental review documents, transportation projects, development projects, restoration efforts, and infrastructure planning. Evaluations draw on Clean Water Act, Porter-Cologne, NPDES, MS4, Construction General Permit, Industrial General Permit, Section 401, local ordinance, and CEQA/NEPA requirements to identify potential impacts, compliance pathways, and feasible avoidance or minimization measures.

Education

MS, Environmental Sciences and Management (Hydrology focus), California Polytechnic State University, San Luis Obispo

BS, Environmental Earth and Soil Sciences (conc. Hydrology), California Polytechnic State University, San Luis Obispo

CERTIFICATION

Certifications/ Registrations

OSHA 40 Hour HAZWOPER

Lead Sampling Technician

Years of Experience

5

Tyler Sinnott

Environmental Scientist

Tyler Sinnott is a watershed scientist and project manager with experience leading hydrologic monitoring, surface water and groundwater data evaluation, environmental compliance support, and decision-ready technical reporting for public agency and water resource clients. His background in hydrology, water quality, watershed management, and environmental and water resource law allows him to coordinate interdisciplinary teams and translate field and desktop information into practical recommendations. He has managed schedules, budgets, field teams, equipment deployment, data QA/QC, client communication, and technical deliverables for multi-task water resources programs. He brings particular value to feasibility-level efforts requiring defensible assumptions, field-informed screening, hydrologic interpretation, permitting awareness, and implementation-focused reporting.

Select Project Experience

Project Scientist, Montecito Water District – Alder Creek Flume Repair Project, Santa Barbara County

Supported hydrologic analysis and technical coordination for evaluation of downstream effects associated with repair of a damaged water conveyance feature in a sensitive watershed setting. Mr. Sinnott compiled historical flow and precipitation data, evaluated stage-discharge relationships and seasonal peak-flow conditions, and helped assess potential effects on downstream hydrology and groundwater dependent ecosystems. He contributed to technical memoranda and client and agency discussions focused on repair feasibility, environmental implications, and responsible decision-making. This experience demonstrates his ability to integrate historical data, hydrologic assumptions, ecological considerations, and agency coordination into clear feasibility-level findings.

Project Manager, Upper Ventura River Groundwater Agency – Groundwater Sustainability Plan Support On-Call, Ventura County

Project Manager for an on-call groundwater sustainability support program involving surface water flow monitoring, groundwater level monitoring, aquatic and riparian GDE assessment, data management, and annual reporting. Mr. Sinnott coordinates work orders, schedules, budgets, field teams, technical deliverables, and monthly progress updates across a multidisciplinary team. His responsibilities include tracking hydrologic conditions, coordinating flow and water quality events, supporting stream cross-section development and rating curve maintenance, and overseeing data processing and QA/QC. This role demonstrates his ability to manage a multi-task watershed program, integrate hydrologic and ecological information, and keep deliverables aligned with regulatory and adaptive management objectives.

Assistant Project Manager and Reporting Lead, City of Malibu – Civic Center Wastewater Treatment Facility Groundwater and Surface Water Monitoring, Malibu

Assistant project management, field coordination, data QA/QC, and reporting support for a basin-wide groundwater and surface water monitoring program evaluating treated wastewater discharge effects on local hydrologic conditions. Mr. Sinnott schedules recurring field work, coordinates laboratory analysis, reviews groundwater elevation and water quality data, and develops groundwater elevation contour maps to evaluate flow direction. His role requires coordination among field staff, laboratories, technical reviewers, and the client to maintain regulatory compliance and defensible quarterly and annual reporting. This experience demonstrates his ability to manage monitoring logistics, maintain data quality, and synthesize environmental data into clear conclusions for agency review.

Project Manager, San Antonio Water Company – San Antonio Creek Flow Monitoring Project, Upland, San Bernardino and Los Angeles Counties

Project Manager for a phased stream gaging program designed to quantify flows upstream of an existing diversion and support water resources planning, diversion feasibility evaluation, and long-term monitoring needs. Mr. Sinnott coordinates client communication, schedule, budget, field mobilizations, equipment installation, data management, permitting support, funding research, and reporting with the broader project team. The program includes instantaneous discharge measurements, continuous water level monitoring, planned radar and telemetry deployment, channel surveys, rating curve development, and stage-to-flow conversion. This experience illustrates his ability to manage a flow-focused monitoring program, develop defensible hydrologic datasets, and support practical recommendations for water supply, recharge, permitting, and implementation decisions.

Field Lead and Project Scientist, Moffett Field Hangar One NTCRA, Mountain View

Field lead for environmental monitoring and compliance support on a large federal facility restoration project completed under regulatory oversight. Mr. Sinnott coordinates field sampling logistics, supports scheduling, serves as an on-site liaison for senior staff, and co-authors recurring technical reports submitted to oversight agencies. His work requires disciplined data tracking, clear communication, rapid issue resolution, and consistent implementation of field protocols under schedule and budget constraints. This experience supports his qualifications for field-informed feasibility studies requiring safe execution, defensible documentation, interdisciplinary coordination, and timely client and agency communication.

Education

BS, Hydrological Sciences and Policy, Physical and Chemical Emphasis, University of California, Santa Barbara

Years of Experience

9

Emily McCord

Senior Watershed Scientist

Emily has nine years of experience supporting water resources, groundwater sustainability, watershed monitoring, and water quality programs across California. She brings strong capabilities in compiling and interpreting hydrologic datasets, evaluating groundwater and surface water conditions, supporting storage- and flow-related analyses, and translating technical findings into clear graphics, tables, and decision-ready reporting. Emily specializes in data management, QA/QC, field monitoring program implementation, hydrologic and water quality data analysis, SGMA compliance support, and development of practical technical memoranda and annual reports for agency clients. Her background managing multi-agency datasets, coordinating monitoring programs, and supporting groundwater-surface water and groundwater dependent ecosystem evaluations provides the technical foundation needed to support reservoir screening, storage assumptions, flow benefit evaluation, data gap identification, and planning-level feasibility documentation.

Select Project Experience

Data Management Lead, Fox Canyon Groundwater Management Agency Data Management System Support

Emily manages data compilation, processing, and quality assurance/quality control for Fox Canyon Groundwater Management Agency's Automated Meter Infrastructure Program. This work includes processing groundwater well meter data from multiple agencies in various formats, reviewing large datasets for completeness and accuracy, resolving data inconsistencies, and maintaining compiled data in a database for agency use. Her role demonstrates the data organization, QA/QC, and multi-source information management skills needed to support defensible evaluation matrices, screening documentation, and transparent technical analysis.

Project Manager, Fresno Council of Governments – San Joaquin Valley Regional Early Action Program, Water Supply Study

Emily managed and provided data compilation and assessment for a regional water supply study evaluating whether San Joaquin Valley water supplies could accommodate forecast housing growth mandated by the State's Regional Housing Needs Assessment. The effort required review of groundwater sustainability plans, water supply assumptions, proposed projects and management actions, infrastructure needs, funding opportunities, and inter-agency coordination considerations. This experience demonstrates her ability to synthesize complex water resource information into practical findings and recommendations that support long-term planning, feasibility evaluation, and implementation decision-making.

Project Manager, Cucamonga Valley Water District – Sustainable Groundwater Management Act Regulatory Compliance, Rancho Cucamonga

Emily managed SGMA compliance support for the Cucamonga Valley Water District, including collection and analysis of groundwater and surface water supply data, groundwater level data, recharge data, and annual storage change calculations for the Cucamonga Basin. She developed graphics and tables for client review, prepared a technical memorandum documenting the storage change methodology, and coordinated closely with the client to confirm data accuracy before SGMA portal submittal. This work demonstrates her ability to support storage-related assumptions, hydrologic data review, and transparent technical documentation for planning and regulatory purposes.

Assistant Project Manager, Upper Ventura River Groundwater Agency – Groundwater Sustainability Plan Support Services, Ojai

Emily oversees field monitoring services and reporting required to support Groundwater Sustainability Plan development and implementation in the Upper Ventura River. Field monitoring services include groundwater level monitoring, surface water flow monitoring, installation and maintenance of stream gages and rating curves, surface water dry-wet-intermittent condition monitoring, and activities related to groundwater dependent ecosystems and biological resources. Field data are collected and managed through ArcGIS Online and Survey123 tools. This experience demonstrates her ability to distinguish desktop data gaps from future field verification needs and evaluate flow, storage, and ecological context for technically sound planning efforts.

Project Manager, Chino Basin Watermaster – Streamflow Diversion Monitoring Report, San Bernadino County

Emily managed annual reporting on the effect of streamflow diversions in the Chino Basin on flows in the Santa Ana River for the Chino Basin Watermaster and the California Department of Fish and Wildlife. She coordinated schedules and client communications, managed data collection and analysis, and worked with modelers to develop flow estimates. Emily managed the reporting for three years and kept the work on time and under budget, including when unexpected model updates occurred. This experience supports her role in evaluating flow-related assumptions, coordinating with technical partners, and documenting instream flow considerations for agency review.

Project Manager, San Juan Basin Authority – Salt and Nutrient Monitoring and Reporting, San Juan Capistrano

Emily managed annual Salt and Nutrient Monitoring and Reporting for the San Juan Basin Authority for two years. She collected surface water and groundwater samples, managed data in an Access database for efficient data delivery, performed data analysis, developed graphics for client review, established routine client communication, and assisted with annual reporting. This work demonstrates her ability to manage water quality and hydrologic datasets, maintain transparent QA/QC procedures, and prepare technical materials that support resource management decisions.

Field Operations Manager, Groundwater Monitoring and Field Program Support – Chino Basin, San Juan Capistrano, and Borrego Springs

Emily managed field operations for more than 20 groundwater, water quality, and monitoring projects in the Chino Basin, San Juan Capistrano, Borrego Springs, and other California locations. In this role, she oversaw field staff safety and training, maintained standard operating procedures, organized field schedules, coordinated access logistics, and verified that monitoring activities were completed accurately and on time. She also managed equipment inventories, coordinated repairs and procurement, supported implementation of new field programs, and worked with project managers to resolve field issues and improve program efficiency. This experience demonstrates her ability to support future field verification, monitoring design, data collection planning, and implementation logistics without requiring extensive oversight.

Education

MS, Environmental Policy and Management, University of California, Davis

BS, Evolution, Ecology, and Biodiversity, Minor in Environmental Policy Analysis and Planning, University of California, Davis

Years of Experience

5

Nicholas Carter

Environmental Planner III/Project Manager

Nicholas is an environmental planner and project manager with experience supporting CEQA and NEPA compliance, water infrastructure, reservoir and pipeline projects, and interdisciplinary environmental documentation for public agency clients. He brings strong technical writing, project coordination, schedule and budget management, and QA/QC capabilities, with experience integrating hydrology and water quality, biological resources, cultural resources, permitting considerations, and construction-phase constraints into clear, defensible environmental documents. His strengths in regulatory strategy, constraints analysis, interdisciplinary team coordination, and implementation-focused documentation help advance complex water infrastructure projects from planning through environmental review.

Select Project Experience

CEQA Analyst, Valley Water – Anderson Dam Seismic Retrofit Project, California

Nicholas supports preparation and management of CEQA documentation for the Anderson Dam Seismic Retrofit Project, which involves retrofitting Anderson Dam and associated facilities to meet public safety requirements and implementing large-scale ecological restoration projects to offset project impacts. Rincon was retained to support revision of the Draft EIR, prepare a Recirculated Draft EIR, support responses to public comments, prepare the Final EIR, and support regulatory permitting. Nicholas assists with oversight of Rincon staff, response-to-comments management, document preparation, technical integration, and QA/QC.

Project Manager, Metropolitan Water District – Casa Loma Siphon No. 2 and San Jacinto Pipeline Project, Riverside County

Nicholas serves as Project Manager for CEQA documentation supporting structural reinforcement and long-term integrity improvements to exposed pipeline sections within San Jacinto Creek. Key issues include hydrology and water quality, biological resources, aquatic setting constraints, and construction-related environmental considerations. Nicholas oversees preparation of the CEQA IS-MND and provides internal and external coordination, budget and schedule management, and QA/QC. This project demonstrates his experience managing environmental documentation for water infrastructure in sensitive creek settings.

Project Manager, Casitas Municipal Water District – Ventura-Santa Barbara Intertie Project, Ventura County

Nicholas serves as Project Manager for environmental review and permitting support for a new pipeline and booster pump stations intended to facilitate water transfer between Casitas Municipal Water District and Carpinteria Valley Water District.

Deliverables include a NEPA Environmental Assessment, Cultural Resources Technical Study, Geoarchaeological Analysis, NPDES permitting documents, Arborist Reports, Site-Specific Soil Hazards Assessment, and Coastal Development Permit Exemption Memorandum. Nicholas coordinates with Casitas, the United States Bureau of Reclamation, and the State Water Resources Control Board, while managing schedule, budget, interdisciplinary team coordination, and QA/QC.

NEPA Analyst, Imperial Irrigation District – All-American Canal Seepage Recovery Pilot Test Project, Imperial County

Nicholas helped prepare a NEPA Environmental Assessment for the All-American Canal Seepage Recovery Pilot Test Project for use by the United States Bureau of Reclamation. The project involves installation of seepage recovery pilot test facilities adjacent to the All-American Canal in Imperial County, where seepage water has contributed to wetland formation. Key issues include biological resources, cultural resources, hydrology, and water quality. Nicholas's role included NEPA analysis and technical documentation for a water resources project involving federal review and sensitive environmental conditions.

Assistant Project Manager, Metropolitan Water District – Garvey Reservoir Rehabilitation Project EIR, Los Angeles County

Nicholas helped manage the preparation of an EIR for the Garvey Reservoir Rehabilitation project in Monterey Park, which entails relining the reservoir and implementing various seismic upgrades and site improvements. In support of the EIR, Rincon prepared technical studies related to air quality/GHG emissions, noise, health risk, and cultural resources and retained a subconsultant to prepare a transportation impact assessment to evaluate construction impacts to the transportation network and vehicle miles traveled. Key issues included air quality, noise, and traffic due to limited facility access points and the facility's proximity to a residential neighborhood and local school. The Draft EIR was circulated for public review in summer 2024 and received only three comment letters. The Board of Directors certified the Final EIR in November 2024, and Rincon completed our scope of work on the project over $120,000 under budget due to efficiencies achieved throughout the process.

Project Manager, City of Santa Barbara – Vic Trace Reservoir Replacement Project, Santa Barbara

Nicholas is serving as Project Manager for the Vic Trace Reservoir Replacement Project. This project consists of replacing the Vic Trace Reservoir, the City of Santa Barbara's largest reservoir, with two 5-million-gallon tanks. Rincon is preparing existing conditions reports, a constraints analysis, an Initial Study, and an EIR for this project. Key issues include air quality, noise, greenhouse gas emissions, hazards and hazardous materials, noise, biological resources, cultural resources, and transportation. As Project Manager, Nicholas's duties include internal and external coordination with the project team, City of Santa Barbara, and other subcontractors, budget management, preparation of status reports, schedule preparation, and quality assurance/quality control.

Project Manager, Casitas Municipal Water District – Ventura-Santa Barbara Intertie Project, Ventura County

Nicholas serves as the Project Manager for the Ventura-Santa Barbara County Intertie Project, which consists of installation of a new pipeline and booster pump stations to facilitate the transfer of water between Casitas Municipal Water District and Carpinteria Valley Water District. Deliverables for this project included a NEPA Environmental Assessment, Cultural Resources Technical Study, Geoarchaeological Analysis, NPDES permitting documents, Arborist Reports, Site-Specific Soil Hazards Assessment, and a Coastal Development Permit Exemption Memorandum. As project manager, Nicholas is responsible for external coordination with Casitas, USBR, and SWRCB; internal coordination with the project team, schedule and budget management, and quality assurance/quality control of submitted deliverables.

Education

MS, Natural Resources, Wildlife Biology, Humboldt State University

BA, Biology, Kalamazoo College

Certifications/ Registrations

Electrofishing Principles and Safety

Certified Yolo County HCP/NCCP biologist

Permits

Principal Investigator of Scientific Collecting Permits

Plant Voucher Collecting Permit 2081(a)-20-012-V

Years of Experience

15

Kathleen Sholty

Senior Biologist/Project Manager

Kathleen Sholty is a senior biologist and project manager with more than 15 years of experience supporting water, infrastructure, habitat, and land management projects that require practical biological input, defensible environmental compliance, and clear coordination with agencies and project teams. Her experience includes aquatic habitat assessment, special-status species evaluation, biological resources documentation, construction-phase compliance, and permitting support under CEQA/NEPA, the Endangered Species Act, Clean Water Act Sections 404 and 401, and CDFW Lake and Streambed Alteration Agreement requirements. She brings strong familiarity with fisheries, amphibians, riparian and wetland habitats, and sensitive species issues that can influence feasibility, prioritization, permitting pathways, and implementation readiness for complex water resource projects. Kathleen's field-based background and technical writing experience allow her to translate site conditions, biological constraints, and agency expectations into concise recommendations that support screening, prioritization, and future project advancement.

Select Project Experience

Senior Biologist, Taylor Morrison – Village 1 Phase 1, Auburn Ravine Fish Entrainment and Fish Passage Analysis, Placer County

Kathleen supports evaluation of aquatic habitat conditions in a newly constructed floodway and existing pond to understand fish stranding risk and inform design recommendations that improve habitat function. The work includes monitoring water temperature, velocity, dissolved oxygen, water quality, and wetted width to assess seasonal suitability for salmonids. She conducts post-rain monitoring and prepares reporting that connects field observations to practical management recommendations. This experience is directly relevant to feasibility studies that must connect storage, conveyance, and instream benefit considerations with biological outcomes.

Project Manager, Water Systems Consulting, Inc. – Sacramento Area Sewer District Creek Crossing Project, Sacramento County

Kathleen manages biological assessments, aquatic resource delineations, and permitting support for sewer infrastructure repairs at creek crossings. She developed recommendations for special-status species and aquatic resources, prepared biological sections for CEQA documentation, and supported Section 404, Section 401, CDFW LSAA, and Section 7 consultation materials. Her role requires integrating field data, regulatory requirements, agency expectations, and constructability considerations into a clear compliance pathway. The project demonstrates her ability to support water infrastructure feasibility and implementation where aquatic habitat, jurisdictional waters, and listed species considerations are central to project success.

Senior Biologist, Coastside County Water District – Denniston/San Vicente Water Supply Project, San Mateo County

Kathleen supported a water supply improvements project involving habitat assessments and an instream flow study plan for Denniston Creek. The work helped quantify flows needed to maintain habitat requirements for steelhead, San Francisco garter snake, and California red-legged frog. She also prepared CDFW LSAA materials for maintenance and operation of a creek diversion. This experience illustrates her ability to connect water supply operations, instream habitat needs, and regulatory strategy in a planning context.

Project Manager, Encore Liberty II, LLC – Brann Ranch Community Master Plan Development Project, Solano County

Kathleen manages biological resources analysis and permitting strategy for a large development project with aquatic and upland habitat considerations. She evaluated special-status species including California red-legged frog, California tiger salamander, western pond turtle, steelhead, Chinook salmon, and Swainson's hawk. She is preparing permitting packages for Section 404, Section 401, CDFW LSAA, and Biological Assessments for Section 7 consultation with USFWS and NOAA Fisheries. The project demonstrates her ability to identify biological constraints early and translate them into feasible permitting and mitigation pathways.

Senior Biologist, Sonoma County Water Agency – Wohler Road Bridge Replacement over Mark West Creek Project, Sonoma County

Kathleen provided senior biological support for a bridge replacement project over Mark West Creek, a sensitive riparian and aquatic corridor. She conducted bat habitat assessment and emergence surveys, provided technical review, and led biological monitoring during phased tree removal. Her work supported compliance with mitigation measures while allowing construction activities to proceed in a constrained setting. This experience is relevant to projects that require practical field verification, resource protection, and implementable recommendations in and near aquatic habitats.

Senior Biologist, Redding Rancheria Health Center Project, Redding, California

Kathleen supported biological resources evaluation for a Tribal health center development project involving bridge design over Clear Creek. She led field surveys for the Biological Resources Assessment and Wetland Delineation and developed recommendations to avoid and minimize impacts to special-status species, aquatic resources, and fish habitat. Her role required integrating field conditions, resource constraints, and project design needs into practical environmental documentation. The experience is relevant to projects where Tribal interests, aquatic resources, and future implementation planning intersect.

Graduate Research Project, Humboldt State University – Six Rivers National Forest, Humboldt and Trinity Counties

Kathleen conducted field surveys and data collection in remote forest settings for her graduate research on small mammal disease ecology. The work required careful field planning, remote data collection, species identification, and scientific documentation in challenging terrain. Her experience in northwestern California forests provides useful context for field-based biological assessment in rugged landscapes. This background supports projects that require practical reconnaissance, ecological interpretation, and defensible documentation where access and logistics are important feasibility considerations.

Education

MA, Geography, California State University, Long Beach

BS, Forestry and Natural Resources Management, California Polytechnic State University, San Luis Obispo

Certifications/ Registrations

State of California Registered Professional Forester (RPF #2835)

International Society of Arboriculture Certified Arborist (#WE-5914A)

Association for Fire Ecology Certified Wildland Fire Manager

Years of Experience

27

Scott W. Eckardt

Principal - Wildfire Planning and Forestry

Scott Eckardt is the Principal of Wildfire Planning and Forestry at Rincon Consultants, Inc., with 27 years of professional experience in forestry, natural resource management, wildfire planning, and land management across California. He brings specialized expertise in evaluating wilderness and public lands constraints, forestry and vegetation conditions, remote access considerations, field logistics, GIS-supported risk analysis, and practical implementation feasibility for work in rugged, environmentally sensitive landscapes. Scott's work combines field-based forest and vegetation assessment, land management planning, agency and stakeholder coordination, CEQA/NEPA technical documentation, and implementation-focused recommendations that account for access, constructability, regulatory limitations, environmental constraints, and long-term stewardship objectives. He holds a BS in Forestry and Natural Resources Management from California Polytechnic State University, San Luis Obispo and an MA in Geography from California State University, Long Beach. He is a California Registered Professional Forester, an ISA Certified Arborist, and a Certified Wildland Fire Manager from the Association for Fire Ecology.

Selected Relevant Experience

Lead Wildfire Planner and Project Manager, Nevada County Office of Emergency Services – Community Wildfire Protection Plan (CWPP), Nevada County

Scott led the Nevada County Community Wildfire Protection Plan covering more than 620,000 acres across foothill oak woodlands, mixed-conifer forests, incorporated communities, and unincorporated areas. He integrated wildfire hazard and risk assessment findings, including fire behavior, ignition history, fuels, vegetation, and community asset exposure, and coordinated with CAL FIRE, local fire districts, federal land managers, nonprofit partners, and the public. The plan provides a prioritized framework for fuels treatment, access and evacuation planning, home hardening, and community resilience projects, demonstrating Scott's ability to translate complex landscape constraints into actionable recommendations.

Lead Wildfire Planner and Project Manager, Santa Barbara County Firesafe Council – Gaviota Coast Community Wildfire Protection Plan (CWPP), Santa Barbara County

Scott led preparation of the Gaviota Coast Community Wildfire Protection Plan for a roughly 100,000-acre planning area extending from Goleta to Point Conception. He conducted wildfire hazard analysis using fire behavior modeling and IFTDSS tools, guided community and stakeholder outreach, and developed a targeted action plan that prioritized wildfire risk reduction projects across rural development, ranchlands, and open space preserves.

Lead Forester and Project Manager, Nevada County Office of Emergency Services – Land Management Plan, Nevada County

Scott led development of the Nevada County Land Management Plan, translating CWPP priorities into technically vetted best management practices for vegetation management and wildfire mitigation. He developed treatment objectives, methods, and constraints across grasslands, shrublands, hardwood woodlands, mixed-conifer forests, and Wildland Urban Interface settings, integrating ecological considerations, operational feasibility, and regulatory compliance into a scalable implementation toolbox.

Lead Wildfire Planner and Project Manager, Mountains Recreation and Conservation Authority – Regional Priority Plan, Los Angeles and Ventura Counties, California

Scott led development of a Regional Priority Plan under California's Regional Forest and Fire Capacity Program for an 887,000-acre area spanning the Santa Monica, San Gabriel, and Santa Susana Mountains. He coordinated with agency and regional partners, analyzed wildfire research, vegetation, carbon stock data, and hazard conditions, and developed wildfire risk mitigation projects. He also led development of a public-facing StoryMap to communicate technical findings and gather community input.

Lead Forester and Project Manager, Santa Clara County Parks Department – Forest Health Plan and Project Specific Analysis (PSA) for Sanborn and Upper Stevens Creek County Parks, Santa Clara County, California

Scott led development of a Forest Health Plan and Project Specific Analysis for Sanborn and Upper Stevens Creek County Parks. The effort included field surveys to assess forest health conditions, identify targeted management actions, and define project opportunities across steep terrain, oak woodland, mixed forest, and redwood settings. The plan included management recommendations, an implementation framework, measures to avoid or minimize impacts on special-status species, and strategic fuel-reduction areas aligned with CAL FIRE grant-funded work.

Lead Forester and Wildfire Planner, Oakland Fire Department – Vegetation Management Plan, Oakland, California

Scott led development of Oakland's Vegetation Management Plan, guiding wildfire risk reduction across nearly 2,000 acres of City-owned open space and more than 300 miles of roadside corridors within a Very High Fire Hazard Severity Zone. He modeled wildfire behavior, defined vegetation management standards and treatment strategies, and developed a prioritization framework based on fuel conditions, parcel characteristics, and spatial risk patterns.

Lead Wildfire Planner and Project Manager, City of Santa Barbara – Community Wildfire Protection Plan, Santa Barbara, California

Scott led preparation of the City of Santa Barbara Community Wildfire Protection Plan, a comprehensive update to the City's 2004 Wildland Fire Plan. He conducted a wildfire hazard assessment using field evaluations, research, spatial analysis, and FlamMap fire behavior modeling to identify and prioritize mitigation projects. Scott also supported community outreach, contributed to the Program Environmental Impact Report, and helped the City refine recommended actions adopted with the CWPP.

Lead Forester and Project Manager, Santa Clara County Parks Department – Mt. Madonna County Park Forest Health Plan, Santa Clara County, California

Scott led development of the Mt. Madonna County Park Forest Health Plan for the 4,600-acre park. The plan established a proactive strategy for managing forest threats, including pests, disease, and wildfire, while preserving recreational value across rugged terrain, redwood forests, oak woodlands, campsites, trails, and picnic areas in the southern Santa Cruz Mountains.

Education

EdD, Change Management, University of Southern California

MA, Applied Anthropology, San Diego State University

BA, Art History, Minor in Chemistry, California State University, Bakersfield

Certifications/ Registrations

AICP (American Institute of Certified Planners) Certification No. 33473.

Years of Experience

13

Kassandra Gale, EdD, AICP

Director, Engagement

Kassandra brings 13 years of public- and private-sector experience in land use planning, environmental resource management, project management, and community engagement. She specializes in designing inclusive engagement strategies that connect technical planning, agency coordination, Tribal consultation, and community priorities. Her experience leading outreach for watershed resilience, coastal adaptation, infrastructure, long-range planning, and cultural resource coordination efforts allows her to translate complex regulatory and technical issues into clear, accessible decision points for agencies, partners, and interested parties.

Relevant Project Experience

Engagement Facilitator, Pajaro Valley Water Agency – Pajaro River Watershed Resilience Program, Pajaro Watershed

As part of the communication and engagement team, Kassandra supports a collaborative and equitable engagement process for the Pajaro River Watershed Resilience Program. Her work includes advisory group support, network development, outreach strategy, survey and interview support, and documentation of input from a broad watershed network. The program connects technical watershed planning, partner coordination, and inclusive engagement to develop decision-ready resilience strategies and implementation priorities.

Engagement Facilitator, Ventura County Resource Conservation District – Ventura River Watershed Resilience Program, Ventura

Kassandra supports public and interested party workshops for the Ventura River Watershed Resilience Program, a collaborative effort to build long-term climate resilience across the Ventura River Watershed. Her facilitation helps create productive spaces for residents, environmental advocates, agency staff, community-based organizations, and other interested parties to share perspectives and shape watershed priorities. Her work helps technical teams gather, synthesize, and document input that can inform screening criteria, implementation priorities, and future funding or project development steps.

Engagement Lead, City of Ventura – Local Coastal Program Update, Ventura

As Engagement Lead, Kassandra is guiding the communication and engagement strategy for the City of Ventura's Local Coastal Program Update, which integrates technical coastal resilience planning, sea level rise adaptation, and inclusive outreach. Her work includes engagement with frontline and historically underrepresented communities, coordination with Tribal representatives and community-based organizations, facilitation of focus groups and workshops, and synthesis of input to inform long-term adaptation strategies.

The project demonstrates her ability to support complex environmental planning efforts where technical analysis, policy pathways, and community priorities must be communicated clearly and incorporated into decision-making.

Tribal Liaison, Advance and Current Planning, County of San Diego – Planning & Development Services, San Diego County

Under a previous employer, Kassandra served as the Tribal liaison for all Planning & Development Services projects at the County of San Diego. She was responsible for consultation with 18 Tribal governments, including monthly consultation meetings and as-needed consultation outreach for development and long-range planning projects. Kassandra excelled at facilitating culturally relevant conversations, building lasting relationships between government agencies, and supporting practical approaches for managing sensitive cultural resources.

Principal Planner, City of Bakersfield – RISE Equity Task Force and Community Outreach Program, Bakersfield

Under a previous employer, Kassandra established an advisory group for the Bakersfield General Plan Update and related efforts to prioritize equity during the plan-making process. She led community engagement for the 2045 General Plan Update, Housing Element Update, Climate Action Plan, and Municipal Services Review, including a community relationship-building program, pop-up events, a digital engagement hub, and a paid community-based organization partnership program. This work demonstrates her ability to build participation frameworks that are transparent, adaptive, and useful to technical planning teams.

Engagement Project Manager, City of Berkeley – Berkeley Water Transportation Pier Ferry Project, Alameda County

Kassandra managed a community-focused engagement strategy for the Berkeley Water Transportation Pier Ferry project, emphasizing capacity building with City staff, environmental justice-focused events, demographic tracking, and facilitation methods that help technical teams communicate project alternatives and constraints. Her work supported staff-led engagement and helped create a repeatable approach for community input, documentation, and adaptive outreach.

Engagement Project Manager, City of Morro Bay – General Plan and Local Coastal Program Update, Morro Bay

Kassandra supported public outreach, workshop facilitation, and engagement documentation for a comprehensive planning effort integrating land use, coastal resources, climate adaptation, environmental constraints, and community priorities. Her work helped translate technical planning issues into accessible materials and created opportunities for community input to inform long-range policy direction.

Engagement Lead, City of San Diego – Clairemont Community Plan Update, San Diego

Kassandra led community engagement activities for a complex community plan update involving public workshops, advisory committee coordination, stakeholder interviews, and synthesis of community input. The effort required clear communication of technical planning concepts, documentation of diverse perspectives, and coordination with City staff to support transparent decision-making.

Engagement Specialist, County of San Diego – Climate Action Plan Update, San Diego County

Kassandra supported engagement strategy, public meetings, and coordination for a countywide climate planning effort focused on greenhouse gas reduction, adaptation considerations, equity, and implementation pathways. Her role included helping communicate complex environmental planning topics to varied audiences and documenting feedback for use by technical and policy teams.

Education

MESM, Environmental Science and Management, Specializing in Conservation Planning & Data Science, University of California – Santa Barbara

BS, Plant Biology, Specializing in Environmental Sciences, Michigan State University

Years of Experience

7 years

Nikole Vannest, MESM

Data Solutions & GIS Analyst II

Nikole Vannest is a data solutions and GIS analyst who helps multidisciplinary environmental teams convert complex spatial, monitoring, and field-collected information into defensible, decision-ready products. Her experience is especially relevant to planning-level feasibility studies that require efficient data compilation, transparent screening methods, GIS-based evaluation, QA/QC, and clear visualization of constraints, opportunities, and implementation pathways. Nikole brings practical expertise developing automated data pipelines, spatial analyses, report-ready tables, dashboards, and maps that support prioritization, technical documentation, regulatory strategy, and client decision-making. She is well suited to support projects that need a cost-conscious, scalable data framework; targeted field verification support; and clear communication of technical findings for agencies, partners, funders, and future project teams.

Select Project Experience

GIS and Data Analyst, County of Sonoma - Sonoma County Carbon Inventory and Sequestration Study, Sonoma County

Nikole supported a countywide carbon inventory and sequestration study by comparing land cover and carbon inventory conditions across time. She created data pipelines, performed spatial analyses, cleaned and documented data, and prepared graphics and report content. Drawing on her forest ecology background, she helped translate complex landscape-scale datasets into findings that supported understanding of land cover change, carbon dynamics, and natural resource management considerations.

Data and GIS Support, South Coast Water District – Aliso Creek Revitalization Monitoring, Laguna Beach

Nikole supports a watershed monitoring and diversion compliance program involving flow, water quality, habitat, vegetation, and biological monitoring data. Her role focuses on organizing and visualizing monitoring information so the project team can efficiently evaluate baseline conditions, document regulatory compliance, and support adaptive management decisions related to surface water diversion, urban runoff reduction, habitat conditions, and recycled water supply benefits. This work illustrates her ability to support complex monitoring programs that blend regulatory requirements, field data, GIS, and implementation planning

Data and GIS Support, Coachella Valley Water District – Climate Resilience Strategy, Riverside County

Nikole supports climate resilience planning through spatial data organization, analysis, and visualization for water resource vulnerability and adaptation planning. Her role includes helping translate climate, groundwater, water supply, and community datasets into clear maps, metrics, and decision-support products that can inform prioritization of

practical, fundable resilience actions. This experience demonstrates her ability to support regional planning efforts that require integrated datasets, transparent assumptions, and communication products that connect technical findings to implementation needs.

Data and GIS Support, Montecito Groundwater Sustainability Agency – Groundwater Monitoring Well Program, Santa Barbara County

Nikole supports groundwater sustainability implementation by helping organize and visualize monitoring network information, well location data, and related groundwater datasets. Her work contributes to data structures and mapping products that help the technical team communicate monitoring objectives, address data gaps, and support long-term groundwater management decisions. This experience is relevant to projects that require careful integration of hydrogeologic data, field information, regulatory objectives, and clear documentation for agency decision-making.

Data Management Support, City of Malibu – Civic Center Water Quality Monitoring, Malibu

Nikole supports long-term groundwater and surface water monitoring by helping manage, quality check, and organize monitoring data for regulatory reporting. The program includes groundwater levels, groundwater quality, surface water quality, laboratory coordination, and compliance reporting related to recycled water operations and protection of groundwater and receiving waters. Her role demonstrates experience supporting defensible monitoring programs that depend on consistent data standards, quality assurance, and clear reporting workflows.

Data and GIS Support, Santa Ana Watershed Project Authority – Climate Resilience Strategy, Riverside

Nikole supports watershed-scale climate resilience work through spatial data compilation, analysis, and visualization that helps evaluate climate risks, water resource vulnerabilities, and adaptation opportunities. Her role helps convert large, multi-source datasets into usable planning information for regional partners. This experience is relevant to projects that require integrating climate, watershed, infrastructure, community, and natural resource information into a practical framework for prioritizing actions and communicating resilience needs.

Data Analyst, Ventura River Algae TMDL Monitoring and Reporting Program, Ventura County

Nikole supports long-term TMDL monitoring and reporting by organizing water quality, algae, flow, and continuous sensor datasets into usable formats for analysis, reporting, and visualization. She developed R scripting workflows that automate data processing, trend analysis, and production of consistent graphics and tables, streamlining recurring analyses and reducing manual effort. The program evaluates nutrients, dissolved oxygen, pH, algal biomass, algal percent cover, canopy cover, flow, and field observations across riverine and estuary monitoring sites. Her work improves QA/QC, supports clearer communication of watershed conditions, and aids regulatory streamlining and coordination among TMDL stakeholders by providing repeatable, transparent, and readily updated data products.

Data and GIS Support, Upper Ventura River Groundwater Agency – Groundwater Sustainability Plan Implementation and Monitoring, Ventura County

Nikole supports GSP implementation and monitoring efforts that integrate groundwater levels, surface water flow, wet/dry stream conditions, groundwater-dependent ecosystem information, drone imagery, and field observations. Her role includes supporting data organization and mapping products that help the technical team evaluate monitoring results, address data gaps, and communicate groundwater-surface water relationships. This experience is directly relevant to projects requiring defensible field-data workflows, spatial screening, monitoring network support, and clear visualization of watershed conditions for agency and stakeholder decision-making.

Attachment 2

Fee Schedule

RINCON

Rincon Consultants, Inc.

Standard Fee Schedule for Environmental Sciences and Planning Services

	Hourly Rate for January 1 – December 31		
Professional, Technical and Support Personnel*	**2026**	**2027**	**2028**
Senior Principal	$342	$354	$366
Principal	$329	$341	$353
Director	$329	$341	$353
Senior Supervisor II	$313	$324	$335
Supervisor I	$292	$302	$313
Senior Professional II	$273	$283	$293
Senior Professional I	$255	$264	$273
Professional IV	$226	$234	$242
Professional III	$210	$217	$225
Professional II	$186	$193	$200
Professional I	$166	$172	$178
Associate III	$140	$145	$150
Associate II	$125	$129	$134
Associate I	$117	$121	$125
Field Technician	$100	$104	$108
Technical Editor	$157	$162	$168
Project Accountant	$134	$139	$144
Billing Specialist	$115	$119	$123
Publishing Specialist	$128	$132	$137
Clerical	$115	$119	$123

* Professional classifications include environmental scientists, urban planners, biologists, geologists, marine scientists, GHG verifiers, sustainability, cultural resources, GIS, data technology, and other professionals. Expert witness services consisting of depositions or in-court testimony are charged at the hourly rate of $400.

Reimbursable Expenses

Equipment	Rate
Equipment Package (covers field equipment)	$150/day
UAS Drone	$300/day
Boat (20-foot Boston Whaler or Similar)	$800/day
Light-Duty and Passenger Vehicles*	$90/day
4WD and Off-Road Vehicles*	$150/day

* Current IRS mileage rate for mileage over 50 and for all miles incurred in employee-owned vehicles.

Direct Costs. Other direct costs associated with the execution of a project, that are not included in the hourly rates above, are billed at cost plus 16%. These may include, but are not limited to, printing and production, laboratory and drilling services, subcontractors, vendors, authorized travel expenses, permit charges and filing fees, mailings and postage, performance bonds, sample handling and shipment, rental equipment, and vehicles other than covered by the above charges.

Budget Reallocation. Rincon reserves the right to reallocate the budget between tasks and staff classifications, while remaining within the approved contract amount.

Annual Escalation. Standard rates subject to 3.5% annual escalation on January 1.

Payment Terms. All fees will be billed to Client monthly and shall be due and payable upon receipt or as indicated in the contract provisions for the assignment. Invoices are delinquent if not paid within 10 days from receipt or per the contractually required payment terms.