

Charles Edmonson

Tumwater, WA 98512

August 5th, 2025

Debbie Sullivan
Mayor, City of Tumwater
555 Israel Rd. SW
Tumwater, WA 98501

Mayor Sullivan,

My name is Charles Edmonson, and I am a resident of the city of Tumwater interested in serving on the Tree Board for the same. I have a professional background in ecological conservation and vegetation management, focusing on noxious weed and invasive plant sciences. My work history includes positions with the National Park Service, Forest Service, and Bureau of Land Management, where I worked in related fields such as rangeland management and ecological restoration. In my current role, I serve as the Program Coordinator for the Noxious Weed Control Board of Lewis County, though I have lived in Thurston County for the past four years.

The Tumwater Tree Board has piqued my curiosity as a means by which I might serve local concerns through volunteer work and better integrate myself into the community. Urban forestry is an area of particular interest to me, and I am aware that trees play a particularly important role in the landscape of the Pacific Northwest for a wide variety of reasons, not the least of which is their impact on the residents of our municipality. The natural beauty of Tumwater is an essential part of why many people love to call it their home, and preserving our tree canopy is integral to preserving that cultural value, as well as our water and air quality. I believe that with my credentials I should be a useful contributor to future tree-related planning for the city that I now call my home.

Your attention to my application, and consideration for appointment, to the Tumwater Tree Board is sincerely appreciated. If you are interested in reaching out to further discuss the available vacancies on the board, please do not hesitate to contact me at either (254) 220-1775 or charles.ed@gmail.com. I am excited by the opportunity to be of service to my community and look forward to hearing more about the details of this potential appointment.

Sincerely,



Charles Edmonson

Tumwater Resident & Conservation Professional

Application

Complete the application, attach a letter of interest, a resume, or any other documents showing your current qualifications and interests.

Name: **Charles J. Edmonson**

Address: **Tumwater, WA 98512**

Telephone: (Home)

(Mobile)

(Work)

Date: **8/5/2025**

Email:

Review the Advisory Board, Commission, and Committee descriptions and rank your preferred assignments with #1 indicating first choice, #2 second choice, etc.

Board, Committee, or Commission	Preference Number
<u>Barnes Lake Management District Steering Committee</u> Eleven members; Mayoral appointment; two-year terms; active	
<u>Board of Parks and Recreation Commissioners</u> Seven members; Mayoral appointment with Council confirmation; three-year terms; active	#3
<u>Civil Service Commission</u> Three members; Mayoral appointment; six-year terms; active	
<u>Historic Preservation Commission</u> Seven members; Mayoral appointment with Council confirmation; three-year terms; active	
<u>Lodging Tax Advisory Committee</u> Five to seven members; Mayoral appointment with Council confirmation; annual term; active	#2
<u>Planning Commission</u> Nine members; Mayoral appointment with Council confirmation; four-year terms; active	
<u>Tree Board</u> Five to seven members; Mayoral appointment with Council confirmation; three-year terms; active	#1

Charles Edmonson

Education

University of Texas at Austin

Bachelor of Arts in *Religious Studies*, Minor in *Anthropology*

Graduated Spring 2016

Work Experience

Lewis County - Noxious Weed Control Board

April 2021 — Present

Program Coordinator

40 hours per week

- Planned and implemented noxious weed outreach programs, activities, and staff for the Lewis County Weed Control Board.
- Managed on-the-ground control and eradication efforts for designated noxious weeds; planned and implemented prevention and field-survey programs; ensured compliance with both State law and County policies. Partnered with State and Federal agencies to achieve weed management compliance on public lands.
- Supervised the performance of Program Specialists and seasonal weed technicians. Planned and directed the application of pesticides; prioritized projects and supervised work to ensure the proper application of materials and the observance of all safety procedures.
- Provided technical assistance to residents, landowners, and businesses on weed management programs.
- Collected and managed field survey data as necessary.
- Managed and coordinated statutory noxious weed compliance and enforcement actions.
- Planned and managed the activities of staff; planned, prioritized, and assigned tasks and projects; trained and coached staff; monitored work, developed staff skills, and evaluated performance; reviewed work assigned to staff to ensure work quality and timely completion of assigned duties.
- Managed budget preparation and administration; monitored and approved expenditures; collected operational and administrative information and compiled data for reports; analyzed and reported usage statistics; evaluated and applied for project grants and other resources for the Weed Board.
- Served as subject matter expert on the weed management program; prepared special and recurring reports and proposals for special projects and programs.
- Monitored and evaluated weed reduction program compliance with laws, rules, regulations, and standards; monitored and evaluated program performance; recommended and implemented modifications to policies and procedures.

Bureau of Land Management — Colorado River Valley Field Office

March 2020 — March 2021

Range Technician — Invasive Species Crew Lead

GS 07 — 40 hours per week

- Identified invasive plant species using a dichotomous key, and taught salient criteria for field identification to other office personnel as appropriate.
- Utilized herbicides, mixing various formulated products from concentrates and following guidelines and ratios as listed on labels, into a 160-gallon spray tank mounted on a flatbed truck, along with an engine and pump to pressurize hand guns, as well as a 50-gallon tank mounted to the back of a UTV. Applied herbicide treatments to noxious weeds, utilizing high-pressure spray guns, while climbing ridges or other rough terrain, etc., and monitoring for safety.
- Recorded all herbicide applications with Pesticide Application Record (PAR) form, ensuring paper records were stored and maintained appropriately, that all required fields were completed, and reviewing records intermittently to assess progress towards our seasonal funding goals, etc. Calculated annual Pesticide Use Report (PUR), for both my own office and the weed spraying contractors for our oil and gas partners. Verified data from their annually submitted Pesticide Application Records.
- Maintained register and appropriate documentation for Pesticide Use Proposals (PUPs) for both the BLM CRVFO as well as for the weed spraying contractors of our oil and gas partners, verifying that their proposed chemicals and use rates were both accurate and within legal and BLM approved limits. Took corrective action when necessary to notify them of any discrepancies and suggested new use rates as appropriate, before submitting proposals to state and national coordinators for final approval.
- Evaluated the effectiveness of weed treatments throughout the season, retreating areas when necessary, and took notes to more effectively treat particular species in the future.
- Purchased chemicals, reconciled invoices to the budget, stored containers in appropriate chemical and fire cabinets for optimal capacity and safety, etc. Inventoried chemicals associated with herbicide treatments, updating published lists of those above on a monthly basis, and ensured the Safety Officer had access to them.

Grand Canyon National Park

April 2019 — October 2019

Restoration Crew Lead — North Rim

GS 06 — 40 hours per week

- Supervised Vegetation Program Restoration crew in an isolated park area, with minimal supervision. Managed seasonal staff members and interns, as well as large volunteer groups. Directed and reviewed work assignments, providing daily on-site decisions concerning workflow, pace, assignment, and distribution of work, as well as monitoring scheduling needs and prioritizing work as projects developed.
- Planned and implemented the North Rim Lodge Restoration Project, independently overseeing planting, installing more than 1,500 new plants, and keeping detailed records of all planting locations by species, method, number of people, and work hours, etc.
- Identified dozens of listed invasive plant species at the Grand Canyon, the greater Colorado Plateau, and generally in the Western US, at various stages of growth and seasonal development, from memory and independently using a dichotomous key. Monitored invasive plant species, utilizing legacy data to check on and continue to treat historic populations whenever possible, especially those determined to be high and medium priority by the Exotic Plant Management Plan for Grand Canyon National Park.

- Acted as a liaison between the Vegetation Crew on the North Rim and other offices and personnel, such as the National Park Service Maintenance and Interpretation Divisions, as well as the concessionaire company, and advocated for the proper treatment methods of invasive plants in affected areas.
- Assisted Invasive Plant Specialist with invasive plant surveys at “borrow pits,” outside the park, to prevent invasive plant species from entering the park as seeds within gravel mixes used for construction projects, road maintenance, etc.

Tonto National Forest — Tonto Basin and Globe Districts

December 2018 — March 2019

Range Technician

GS 05 — 40 hours per week

- Assessed range allotments to determine appropriate grazing schedules and ensure compliance with management plans, including the number of livestock, herding procedures, salting, maintenance, etc., as well as the need for additional range improvements, such as fences or water development. Estimated production and potential production of a site based on various sampling techniques. Using accepted indicator plants, determined range readiness dates, and advised the supervisor of recommendations.
- Identified various native, invasive, endemic, and rare plants using a dichotomous key in both field and office settings, spearheading the efforts of our crew to locate and identify historical populations of rare and endemic plant species, especially when threatened by grazing practices.
- Executed a variety of computations and assessments of standard rangeland management data to prepare it for inclusion in reports. Prepared charts, graphs, and/or reports using established procedures and wrote notes on observed field conditions, such as range utilization, grazing impact, soil erosion, violations, or needed maintenance. Created inspection-based range improvement database, allowing higher-level Range Specialists to quickly and efficiently import all inspected range improvements into appropriate GIS layers, with all relevant inspection data attached, including items of noncompliance.
- Cultivated relationships with permittees, informing them of inspection dates, communicating expectations and requirements stipulated in agreements, and generally facilitating productive and amiable working relationships with the public.

Charles Edmonson

Education

University of Texas at Austin

Bachelor of Arts in *Religious Studies*, Minor in *Anthropology*

Graduated Spring 2016

Work Experience

Bureau of Land Management — Colorado River Valley Field Office

March 2020 — Present

Range Technician — Noxious Weeds Program Coordinator

GS 07 — 40 hours per week

- Identified invasive plant species, listed by the Colorado State Noxious Weed Advisory Committee for eradication or control, using a dichotomous key.
- Utilized herbicides, mixing various formulated products from concentrates and following guidelines and ratios as listed on labels, into a 160-gallon tank spray unit mounted on a flatbed truck, as well as a 50-gallon tank mounted to the back of a UTV.
- Utilized all appropriate Personal Protective Equipment and safety practices when mixing and applying herbicides, such as chemical gloves and eye protection, maintained awareness of wind direction and intensity, and the proximity and direction of any other staff members, to minimize the potential of drift or accidental exposure, etc.
- Applied herbicide treatments to noxious weeds, utilizing high-pressure spray guns, while climbing ridges or other rough terrain, etc., and monitoring wind conditions to ensure the safety of myself, others, and non-target vegetation, including special status plants in the area of the treatments, after consultation with an Ecologist.
- Navigated over rough terrain, often in largely unfamiliar areas of the field office, driving a large 4WD truck and a 160-gallon spray unit, often in extreme conditions.
- Monitored and maintained personal wellbeing and that of my coworkers in extreme heat conditions, assessing for signs of heat exhaustion, etc., and adjusting work schedule and intensity accordingly.
- Recorded all herbicide applications with Pesticide Application Record (PAR) form, ensuring paper records were stored and maintained appropriately for ten years, and that all required fields were completed.
- Entered treatment data accurately and promptly into the National VMAP database through a mobile tablet, utilizing S1 Mobile Mapper.
- Calculated annual Pesticide Use Report (PUR), for the Colorado River Valley Field Office, as well as for all of the weed spraying contractors for our Oil and Gas partners, verifying data from each of their annually submitted Pesticide Application Records.
- Maintained register and appropriate documentation for Pesticide Use Proposals (PUPs) for both the BLM CRVFO as well as the weed spraying contractors of our oil and gas partners, verifying that their proposed chemicals and use rates were accurate and within both legal and BLM

approved limits, taking corrective action when necessary to notify them of any discrepancies and request or suggest suggested use rates, etc., before submitting proposals to state and national coordinators for final approval.

- Coordinated with ecologist to ensure that all Threatened and Endangered, or other special status plants in areas where spraying was proposed would be taken into account, and that appropriate corrective measures were taken to guarantee their well-being and minimize off-target contamination.
- Performed inspections of various recreation sites, treating twice a year for unwanted vegetation occurring in gravel areas, as well as inventorying, recording, and treating any higher priority invasive plant populations.
- Tracked weed treatments concerning specific funding sources, such as fire, sage grouse, and range, etc., ensuring that total acreage accomplished met and exceeded annual goals.
- Evaluated the effectiveness of weed treatments throughout the season, retreating areas when necessary, and taking notes to more effectively treat certain plant species in specific areas at particular times of year, etc., in future years.
- Purchased large amounts of chemicals, reconciling invoices to the budget, arranging containers in chemical and fire cabinets for optimal capacity and safety, and checking invoices against orders, etc.
- Inventoried and managed storage of various chemicals associated with herbicide treatments, updating published lists of those above on a monthly basis, ensuring the safety officer had access to it in cases of potential emergency.
- Maintained property lists, including vehicles, tablets, GPS units, computers, and other tools to ensure equipment was maintained with appropriate care, etc.
- Performed monthly vehicle safety inspections and submitted monthly fleet card documentation, informing office personnel of any needed repairs and arranging for them at local auto shops, and reconciling expenses to receipts, mileage, etc.
- Coordinated the schedule of the weed spraying crew, balancing priorities between various funding sources, and

Roaring Fork Valley Transportation Authority

November 2019 — February 2020

CDL Bus Operator — Based in Aspen, CO

Pay exceeded GS 08 — 40 to 50 hours per week

- Comported self in an appropriate manner, as a representative of RFTA, worked effectively in a diverse work environment, used prudent judgment at all times, performed duties safely and professionally, and assured quality of services to all customers.
- Operated transit bus in service to the general community while in strict compliance with RFTA policies, directives, and procedures, as well as all federal and state traffic laws and regulations.
- Maintained working knowledge of streets, current bus routes and stops within RFTA's service area, as well as RFTA's current fare structure and bus pass programs and all RFTA operating policies, directives, and procedures.
- Maintained current knowledge of and compliance with Federal and Colorado traffic laws and regulations, as well as the Department of Transportation (DOT) rules and regulations.
- Performed RFTA pre-trip inspection of transit bus for mechanical problems before the scheduled run. Included conducting an external/internal visual inspection of the transit bus and pre-testing

all necessary equipment, operating/safety devices, and transit bus control for use while in service.

Grand Canyon National Park

April 2019 — October 2019

Restoration Crew Lead — North Rim

GS 06 — 40 hours per week

- Supervised Vegetation Program Restoration crew in an isolated park area and with a minimum of supervisorial input, coordinating crew and project schedules and priorities, including 3 restoration projects, primarily focusing the Grand Canyon Lodge Restoration project, as well as invasive plant surveys and treatments, endemic and endangered plant monitoring, volunteer groups, bison impact vegetation surveys, and native plant seed collections.
- Managed seasonal staff members and interns, as well as large volunteer groups. Directed and reviewed work assignments, providing daily on-site decisions concerning workflow, pace, assignments, and distribution of work, as well as monitoring scheduling needs and prioritizing work as projects developed.
- Facilitated day-to-day life and access to community resources outside of worktime for crew members or volunteers new to life in isolated areas or living on their own, or simply new to the area, in case of volunteer groups.
- Planned and implemented the final season of the North Rim Lodge Restoration Project, independently overseeing planting, installing more than 1,500 new plants, and keeping detailed records of all planting locations by species, method, number of personnel, and work hours involved, etc., for data and planning purposes.
- Maintained a makeshift nursery of up to 3,000 plants at a time, keeping the plants inventoried, and managing their watering and other needs regularly, as well as implementing data entry and quality control procedures for the Grand Canyon Vegetation Database as necessary.
- Watered all new and previous years' plantings, monitoring their condition on a three-year decreasing maintenance schedule and adjusting as necessary, removed and documented exotic species, and mulched and repaired planting basins with a strong emphasis on controlling sheet washing and the incumbent erosion to preserve historic cabins.
- Implemented surveys of the North Rim populations of Grand Canyon National Park's only listed endangered plant, *Astragalus cremnophylax* var. *cremnophylax*, assessing population health, site conditions, and mineralogical context, etc.
- Attended construction meetings for the water distribution pipeline system replacement, acting as a representative of the Vegetation Program and offering guidance on vegetation-related issues, even rerouting the pipeline to avoid unnecessarily damaging vegetative resources.
- Assessed the status of the project in order to salvage plants before construction disturbed specific areas more effectively, treated invasive species along the length of the pipeline scar, and collected seed to fully revegetate the affected regions, documenting all efforts in the database according to established protocols.
- Attended weekly North Rim Managers' Meetings as Vegetation Program representative.
- Collected native plant seed in the field, as ready and available throughout the spring and summer, around the North Rim Developed Area and surrounding park areas, as well as within the corridor trails in the Inner Canyon.

- Maintained records of specific locations, assessing seed readiness and identifying desirable plant species present, as well as exact phenological states at all dates visited to ascertain optimal sites and times to collect seed in the future. Also kept detailed notes on seed readiness in various areas in the Inner Canyon, especially concerning time of year, aspect, and elevation, and used all applicable information to conjecture on likely readiness in adjacent areas for future trips. Utilized records from previous years for the same purpose.
- Documented all seed collection according to established protocols, entering it into the database while maintaining quality control and the integrity of the data.
- Cleaned seed in the field to the extent possible,
- Monitored invasive plant species, utilizing legacy data to check on and continue to treat historic populations whenever possible, especially those determined to be high and medium priority by the Exotic Plant Management Plan for Grand Canyon National Park. Kept detailed records of methods, location, time of year, and stage of growth, etc.
- Acted as a liaison between the Vegetation Crew on the North Rim and other offices and personnel, such as the National Park Service Maintenance and Interpretation Divisions, as well as the concessionaire company that operated the Grand Canyon Lodge during completion of various projects. Advocated for the proper treatment methods of invasive plants in affected areas, coordinated blue-stake and watering efforts, etc.
- Identified dozens of listed invasive plant species at the Grand Canyon, the greater Colorado Plateau, and generally in the Western US, at various stages of growth and seasonal development, from memory and independently using a dichotomous key.
- Mitigated damage in and restored visitor-impacted sites, returning areas selected for their proximity to high-use visitor areas and historic view sheds to their pristine and pre-European contact conditions of plant-life, whenever possible.
- Practiced creative landscaping techniques to control access to sensitive or rehabilitated areas by tourists and concessionaire staff, without sacrificing aesthetic and historic site values, such as by implementing methods of vertical mulching, installing large rock formations, planting, etc.
- Assisted with Bison Impact Vegetation Surveys, coordinating between the Grand Canyon Field Institute, the NPS Wildlife Program, volunteers, and other Vegetation crews to implement a new protocol in its pilot year and establish baseline data with which to measure the impact of large, non-native ungulates on the North Rim montane meadows and upland subalpine grasslands.
- Assisted Invasive Plant Specialist with invasive plant surveys at "borrow pits," outside the park, to prevent invasive plant species from entering the park as seeds within gravel mixes used for construction projects, road maintenance, etc.
- Experienced in backcountry travel across rough terrain, hiking up to 10 miles a day in extreme conditions, and while carrying packs up to 60 lbs.
- Conducted safety "tailgate sessions" whenever necessary, but especially when initiating a new task or operating specialized equipment, and instructed others on the proper use of various types of personal protective equipment (PPE), both in training and daily on-site.

Tonto National Forest — Tonto Basin and Globe Districts

December 2018 — March 2019

Range Technician

GS 05 — 40 hours per week

- Assessed range allotments to determine appropriate grazing schedules and ensure compliance with management plans and operating instructions, including the number of livestock, herding procedures, salting, maintenance, and other compliance, as well as the need for additional range improvements, such as fences or water development.
- Estimated production and potential production of a site based on various sampling techniques, as well as the utilization of available forage by all grazing animals, and determined as closely as possible the percentage of use by each class of animal. Using accepted indicator plants, determined range readiness dates, and advised the supervisor.
- Identified plant species in the field, often collecting and preparing specimens for later analysis. Identified various native, invasive, endemic, and rare plants by using a dichotomous key in both field and office settings, spearheading the efforts of our crew to locate and identify historical populations of rare and endemic plant species, especially when threatened by grazing practices.
- Researched rare plants endemic to the Tonto Basin, and
- Inspected allotments before and after grazing for trespass stock and, if found, gathered necessary brands, numbers, dates, and locations, and reported all pertinent information to supervisors.
- Examined structural range improvements and notified the supervisor of needed maintenance. Recommended the construction, repair, or abandonment of range improvements such as fences, water developments, etc.
- Executed a variety of computations and assessments of standard rangeland management data to prepare it for interpretative use or inclusion in reports. Prepared charts, graphs, and/or reports using established procedures and wrote notes on observed field conditions, such as range utilization, grazing impact, soil erosion, violations, or needed maintenance.
- Composed utilization reports and maintained the associated records and filing system, detailing conditions of pastures and referring collected data and other information to higher-level rangeland specialists for official recommendations.
- Corroborated and clarified records of improvements, such as historic maps or other documents, for gates, fences, water features, cattle guards, windmills, corrals, etc., when not precisely accounted for in existing maps and other records, or when legacy data was in question, by surveying areas on foot.
- Reproduced photo points using historical field data and a handheld GPS device. Performed "Parker 3-step" monitoring protocol at established locations throughout the Tonto National Forest.
- Performed "Reading the Range" monitoring protocol, including taking ground cover points, fetch, frequency, canopy cover, and dry weight rank, in an orchestrated effort to understand changes in vegetation trend.
- Assisted University of Arizona Gila and Pima County Cooperative Extension staff with the establishment of new plots for the "Reading the Range" monitoring program, often independently assessing historical monitoring sites for the feasibility of conversion to contemporary monitoring protocols.
- Orchestrated the overhaul of the long term monitoring sites in 4 of the 22 grazing allotments within Tonto Basin Ranger District, updating plan6 monitoring plots and parker 3 step cluster transects to Reading the Range, ensuring that all digital files and hardcopies were as up to date as possible, and filed appropriately, regularly going into the field to take updated monitoring data on vegetation trends for most of the sites involved, as well as recommending a merged and streamlined protocol for all future photo points.

- Created inspection-based range improvement database, allowing higher level Range Specialists to quickly and efficiently import all inspected range improvements into appropriate GIS layers, with all relevant inspection data attached, including items of noncompliance, for features such as fences, pipelines, troughs, stock tanks, storage tanks, temporary storage tanks, windmills, pump houses, corrals, solar pumps, and other rangeland related structures found in the field.
- Operated UTVs and large Four-wheel drive trucks, while towing 15' flatbed trailers for extended periods, over extremely rough terrain and in remote areas.
- Navigated to remote areas often using inaccurate maps and other resources that may or may not have reflected the roads and other landmarks found in the field.
- Hiked cross country in extreme conditions while carrying a heavy pack and equipment.
- Cultivated relationships with permittees, informing them of inspection dates, communicating expectations and requirements stipulated in agreements, and generally facilitating productive and amiable working relationships with the public.
- Shared responsibilities for planning and scheduling work priorities with primary co-worker and multiple supervisors, while facilitating crew dynamics and creating a productive and pleasant work environment in the office and in the field.

Zion National Park

April 2018 — October 2018

Biological Science Technician — Native Plant Nursery and Revegetation

GS 05 — 50 hours per week (Overtime available through the Maintenance Division)

- Identified native & non-native plants of the South West and Southern Utah to genus and species, independently and collaboratively using taxonomic guides and dichotomous keys.
- Watered thousands of plants daily, monitoring for signs of over- or under-watering, excess or dearth of nitrogen or other minerals or nutrients, as well as any signs of infestations or infections from various pathogens and pests. Performed treatments as necessary, keeping records for future reference.
- Lead staff, interns & volunteers in manually and chemically controlling invasive plant species.
- Handled an assortment of minor pesticides for plant care, utilizing appropriate PPE and familiarizing myself with the SDS of each chemical.
- Collected seed and other plant materials from around the park, but especially in the "Increase Field" maintained near the nursery, as well as monitoring seed readiness at various sites around the park and reporting observations to supervisors.
- Irrigated field sites and maintained watering log, coordinating responsibility for various sites between myself and other coworkers and interns, ensuring log was regularly completed and that sites were being watered by responsible parties, in addition to monitoring rainfall to ensure sites were not being watered unnecessarily.
- Monitored and maintained the condition of plants within restoration sites, recommending specific solutions to observed problems to higher-level specialists and implementing them as advised.
- Operated large 4WD trucks, up to one or two tons, sometimes through muddy, steep, or otherwise inaccessible backcountry terrain, often loading and unloading tools and other heavy equipment from truck beds.

- Operated and maintained chainsaws in crowded worksites while monitoring the safety of other crew members and generally ensuring adherence to strict safety standards.
- Used computer software & database applications, especially related to GIS applications (e.g., ArcGIS) for storing & transferring geospatial data to & from handheld GPS units; & developing GIS layers from existing data &/or data collected in the field.
- Used databases (e.g. MS Access) for data entry, managing & manipulating digital images, conducting surveys, collecting field data, & assisting other employees & volunteers in how to perform these tasks efficiently.
- Oversaw large volunteer groups of a dozen or more at a time, weekly, almost without exception, often taking over direction of activities from higher-level staff members.
- Managed Intergovernmental Internship Cooperative (ICC) Interns three days a week, directing their activities and mentoring them in various tasks related to the care and propagation of native plants in a nursery setting.
- Created a seed collection date database for each collected species of native plant, detailing the dates and areas it is mature and ready to be collected at within the confines of the park, allowing the Nursery Manager to generate a seed collection schedule in future years that reflects the reality of Zion National Park rather than what botanical texts say it should be.
- Characterized the differences between difficult-to-distinguish native and exotic grass species for the benefit of other employees and volunteers, creating simple guides to illustrate the differences between commonly confused species.
- Developed a summer educational program for Kindergarten to 4th graders about pollination and pollinators in conjunction with the Education program's Nature Center staff, the Canyon Community Center in Springdale, UT, and Youth Activities of Zion (YAZ).
- Facilitated cross-training opportunities for Zion National Park staff members who wanted to work with plants in the Native Plant Nursery, acting as the point of contact for coordinating schedules and assigning appropriate tasks.
- Conducted a safety audit of the Nursery, focusing on herbicide storage and the cleanup of rodent infestation sites, to mitigate any possible hantavirus exposures. Assisted in reviewing and rewriting applicable SOPs.
- Contributed to the Southern Paiute Kwiamuntsi Youth Camp, alongside the Superintendents of both Zion and Bryce Canyon National Parks, as well as the Concrete to Canyons program and various other inter-organizational development opportunities that allowed me to enrich the public's understanding and appreciation of native plants in the National Park system.
- Trained in Fire-Effects Monitoring, gathering data and information needed for fire management planning and activities, including operating a hypsometer, monitoring overhead and pole trees within an FMH plot, and other tasks as assigned.
- Collected water samples under the supervision of professional Hydrologists, as well as independently, from areas of the Virgin River not found to comply with E. coli levels for state and federal regulations. Processed and read samples, recorded data, and reported results to appropriate agencies.
- Participated in Search and Rescue operations, hiking long distances in steep and rugged terrain, while carrying a heavy pack with medical supplies and extra food and water, etc., to assist with the care and safe extrication of injured visitors.
- Cross-trained with Wilderness program, issuing permits and patrolling trails in the front and backcountry, explaining and enforcing park policies and permit parameters, such as Leave No

Trace principles, the use of WAG (Waste Alleviation and Gelling) bags, cleaning up human waste and trash at popular viewpoints in the backcountry, checking for permits in wilderness areas, etc.

- Volunteered with the Visitor Use Management and Maintenance divisions on weekends, counting people entering and leaving the narrows by the hour and recording the data on provided documents, and helped out cleaning bathrooms, respectively. At the same time, they were understaffed, for approximately 10 hours of overtime per week.

Tonto National Forest — Tonto Basin District

February 2018 — April 2018

Range Technician

GS 05 — 40 hours per week

- Same duties as reflected for the Range Technician position with the Tonto National Forest above, please see the more recent entry.
- Left before completion of 1039 to start at Zion National Park, resumed the same 1039 the following winter (known as a “split season”).

Rain on 4th

November 2017 — January 2018

Security and Door Staff Lead

30 hours per week (Drove for Uber and Lyft on off time)

- Screened up to 1,000 people for entrance each night, managing crowds of up to 400 people at a time, while monitoring for excessive inebriation and inappropriate behavior.
- Selectively restricted access to the bar by screening potential customers for signs of intoxication, verifying their age with a valid government-issued ID, and assessing the legal liability of allowing entrance to each individual.
- Maintained professional composure and demeanor, as well as strict safety standards, while facilitating a fun-loving party atmosphere.
- Monitored for patrons who were misbehaving, such as by harassing other customers, and resolved problematic situations through emotionally intelligent communication techniques before they became safety concerns.
- Addressed problematic situations with customers politely but assertively, physically removing the customer from the premises when necessary.
- Remained calm even when under verbal assault or during physical altercations and coordinated efforts with a team of other staff members.

Yosemite National Park

May 2017 — October 2017

Restoration Worker

WG 05 — 40 hours per week

- Implemented detailed planting and watering regimens in rehabilitation areas within the Mariposa Grove, previously covered by pavement, road base, buildings, or otherwise disturbed by human

activities, as well as in wetlands and other ecologically sensitive areas surrounding Giant Sequoias (*Sequoiadendron giganteum*).

- Operated skid steer, dump truck, and other heavy equipment, as well as a noninvasive digging tool called an air spade.
- Monitored construction and road crews working in the vicinity of the Giant Sequoias (*Sequoiadendron giganteum*), ensuring the safety of the trees and their roots, mainly when heavy equipment was being used to dig within 30 feet of established trees, calling a halt when there was any possibility of activities harming the trees mentioned above, and seeking input from higher ups on solutions or alterations allowing work to continue.
- Oversaw volunteer groups performing manual labor or other work in the Mariposa Grove, with an eye on the safety of elderly individuals or those otherwise unaccustomed to hard labor, while encouraging productivity and fostering pleasant experiences.
- Treated and monitored invasive plants within the Mariposa Grove, selectively targeting high-priority invasive species at critical growth stages, and recommending specific areas for follow-up treatments by crews utilizing herbicide.
- Maintained stringent safety standards, utilizing extensive Personal Protective Equipment (PPE) around heavy construction equipment on a jam-packed work site, while working with the Air-Spade and other specialized equipment, and in different day-to-day activities.
- Collected seeds and maintained strict documentation of location and other aspects of native plants within the grove and surrounding areas, as well as identifying promising candidates, monitoring for ideal times to harvest, maintaining strict ratios of the amount of seed harvested to overall population, and reporting observations to the supervisor.
- Identified plants within the grove down to species with a dichotomous key.
- Inventoried and maintained the crew's tool cache.
- Narrowed dirt roads into trails, following established protocols from technical advisors, restoring natural slope and aesthetic qualities of areas that were previously disturbed.
- Collected monitoring data on native plant cover in restoration areas, identifying them to the species level, including ground and canopy cover, and compared and contrasted restoration areas with undisturbed control sites to assess the effectiveness of techniques.
- Instructed and managed others in the collection of field data, and utilized handheld Trimble devices for recording the above.
- Hiked off-trail with a heavy pack in extremely hot weather and over rough terrain, often exceeding 8,000 feet above sea level.
- Interacted with the public to enforce the Superintendent's order that no park visitors be allowed access to the Mariposa Grove for the duration of the project, politely correcting misconceptions through nonverbal communication among tourists who did not speak English as a first language, and contacted Law Enforcement when presented with repeated and intentional resistance.
- Oversaw the dispersal of native seed mixes throughout the Mariposa Grove and related sites, ensuring consistent ground cover and that the seed was spread in the most appropriate areas and by approved techniques. Documented specific species and weights per area used.

Grand Canyon National Park

June 2016 — May 2017

Exotic Plant Management Intern

GS 05 Equivalent — 40 hours per week

- Identified over 200 listed invasive plant species at the Grand Canyon, the greater Colorado Plateau, and generally in the Western US, at various stages of growth and seasonal development, from memory and independently using a dichotomous key.
- Defined and recognized exotic plants as high, medium, and low priority utilizing criteria established by the Exotic Plant Management Plan for Grand Canyon National Park.
- Surveyed park areas for invasive plant species, as well as their impact on native species and the local ecology, making field observations of natural resource conditions and forming preliminary evaluations and recommendations on the cause of problems and possible solutions. Reported results to higher-level specialists for analysis.
- Researched and developed Integrated Pest Management strategies for control of common exotic plant pests, applying the components of Integrated Pest Management to achieve program goals.
- Performed exotic plant treatments by chemical, manual, and mechanical methods.
- Deployed various herbicides, using hand and back sprayers, assessing associated risks and benefits, researching the different species to determine optimum application timing, and maintaining related equipment.
- Maintained inventories on types, amounts, and associated documentation of herbicides, as well as the related equipment, detailing labels and safety data sheets, on all the herbicides related to the Exotics crew and the entire Science and Resource Management Division.
- Stored, mixed, and disposed of all herbicides and other hazardous chemicals utilized by the Vegetation Program by Program and State-established guidelines.
- Coordinated, monitored, and supervised volunteer crews, including the Youth Conservation Corps and Sierra Club, in plant identification, manual treatment methods, and tool safety, while monitoring risk and safety in relatively extreme conditions.
- Recorded data in the field and maintained quality control on reports issued by the entire Exotics Crew on the official park areas, UTM coordinates, vegetative state, number and type of invasive plants treated, etc., to ensure adequate future treatment, track year by year progress, the effectiveness of various methods and timing of treatments, etc.
- Entered data through a Structured Query Language (SQL) database, maintaining the integrity of the data and the relationship between the database and records on ArcMap.
- Experienced with ArcGIS 10.4 navigation, data entry, and retrieval, with both desktop and handheld devices, such as Trimble GIS units.
- Mapped plant populations in the field using manual and GPS techniques.
- Collected, prepared, and documented botanical specimens for the GRCA Herbarium.
- Assisted with plant propagation and care in conjunction with the Horticulture crew, including mixing soil, sowing seeds, collecting native seeds and cuttings in the field, salvaging native plants from scheduled construction or disturbance sites, and working with the endemic and endangered species, *Astragalus cremnophylax* var. *cremnophylax*.
- Mitigated damage in and restored impacted sites, returning areas selected for their proximity to high visitor use areas to their pristine and pre-European contact conditions of plant-life, and practiced creative landscaping techniques to control access by tourists and staff without sacrificing aesthetic site values, by implementing methods of vertical mulching, soil moisture monitoring, out-planting, exotic removal, etc.
- Experienced in backcountry travel across rough terrain, hiking up to 8 miles a day in extreme conditions while carrying packs up to 60 lbs., requiring the exercise of independent decision making and monitoring risks to the safety of the crew.

- Conducted safety "tailgate sessions" whenever necessary, but especially when initiating a new task or operating specialized equipment, and instructed others on the proper use of various types of personal protective equipment (PPE), in training and daily on-site.
- Assisted with the coordination of field logistics and remote work projects that involved being in the field for 4-9 days.

Rain on 4th

April 2014 — May 2016

Security, Bar Back, and Lead of Door Team

30 hours per week (Also Attended College Full Time)

- Same duties as reflected for Rain on 4th above, please see previous entry.

Texas Conservation Corps

Nov 2012 — Nov 2013

Service Learning Academy Crew Lead

GS 06 Equivalent — 40 hours per week

- Supervised and trained crews, ranging in size up to 20+, exclusively composed of At-Risk High School students between the ages of 16 and 21.
- Supervised and trained crew members in all elements of trail construction and maintenance, chainsaw and hand tool use, herbicide application, and manual removal of invasive species.
- Trained crew members in dry and wet stone masonry, including construction methods for single and multi-tier rock walls, bridge abutments, causeways, water bars and check dams, etc., as well as quarrying, cutting, shaping, and finishing stone with both hand and power tools for use in those mentioned above, as well as other functional and aesthetically pleasing trail features.
- Used a variety of tools associated with the mason trade: single and double jacks, rock bars, tape measures, air-driven and gas-powered drills with related attachments, chisels, cutoff saws, etc.
- Utilized a variety of hand tools, such as shovels, rock bars, sledgehammers, pulaskis, pick mattocks, lopping shears, pruning saws, and McLeods, among others.
- Performed carpentry work in the maintenance and construction of boardwalks and the conversion of old railway bridges into modern bicycle trails.
- Used, maintained, and repaired chainsaws, gas-powered drills, timber tongs, wood chisels, and other tools associated with log work.
- Inspected and analyzed trails for signs of drainage patterns and recommended specific erosion control measures.
- Operated Bobcat, trailers, and other large vehicles, and transported crews, equipment, tools, gasoline, and hazardous chemicals in or on 15 passenger vehicles and associated trailers on a day-to-day basis, as well as trips traversing the state of TX while driving up to 10 hours a day.
- Directed and reviewed the work of crew members, providing daily on-site decisions concerning workflow, pace, assignment, and distribution of work.
- Instructed others on the proper use of various types of personal protective equipment (PPE).
- Facilitated day-to-day details of crew life, on site and in the classroom, including extended field expeditions, as well as managing the purchase of food and other supplies, while mediating interpersonal conflicts between the students and managing crew dynamics and morale, maintaining discipline and professional conduct, etc.

- Tutored the crew members in each of their classes and assignments, in the classroom and in the field, covering all high school subjects and ability levels, including ESL and special education.
- Maintained the privacy of students with sensitive backgrounds, conforming to FERPA standards established by federal training and certification.
- Developed and presented educational materials and lesson plans in horticulture, forestry, rangeland ecology and management, landscape design, and turf grass management, fulfilling state-established criteria.
- Instructed crew members on minimum impact, or “leave no trace,” techniques on the worksite.
- Monitored safety in extreme conditions while overseeing dangerous tasks, such as operating chainsaws in large groups spread out over rough terrain.
- Coordinated management efforts with a Co-Lead, sharing responsibilities for planning and scheduling, supervising work, tutoring, training, delegating tasks, and completing paperwork.
- Acted as liaison between the TXCC administrative staff, the SLA Field Coordinator, and various clients or project partners, including federal, state, and local land management agencies, allowing for the completion of projects to specified details, facilitating the flow of communication, and adapting to changing circumstances.
- Wrote letters, reports, program/presentation outlines, and other documents to inform my supervisor of details on site, document accidents, and develop educational materials.

American Conservation Experience

Sep 2011 — Sep 2012

AmeriCorps Professional Development Member

GS 04 Equivalent — 40 hours per week

- Trained in and instructed others in outdoor skills including crosscut saws, “Leave No Trace,” native plant identification, trail construction and maintenance, and wilderness first aid.
- Constructed and maintained trails, utilizing ecologically informed methods to facilitate trail design and conforming to Wilderness Act standards, such as by salvaging native rock and other materials for all trail structures, while considering site-specific visitor uses.
- Restored wildlife habitats and native landscapes, conducting native plant revegetation and removing invasive plant species.
- Surveyed, mapped, and monitored using Trimble GIS.
- Environmental restoration and landscape engineering with the dry stone construction of multi-tier rock walls, check-steps, water bars, etc.
- Mitigated damage in and restored impacted sites, including backcountry campsites, visitor-created social trails, and unauthorized OHV roads.
- Camped and cooked outdoors, living and working exclusively in the back country for extended periods, as well as in high alpine environments often over 12,000 ft. above sea level, living out of a tent more than 2/3’s of the year.
- Hiked up to 12 miles a day in extreme conditions while carrying a backpack of up to 50 lbs.
- Lifted and carried objects, such as rocks or logs, weighing up to 100 lbs. regularly.
- Performed rigging operations including planning, selecting, assembling, and installing weight handling gear such as wire ropes, cables, slings, and chains used to lift, move, and position a variety of large and heavy equipment, large rocks, logs, and other materials.
- Maintained and repaired hand tools, power tools, and other equipment as necessary.

- Worked effectively as part of a close-knit team and maintained appropriate, healthy, and vibrant relationships with co-workers while under stress during extended periods of isolation.
- Assisted the crew supervisor in logistical details such as gathering and keeping track of tools, training other team members in field work techniques, caring for equipment, field communication, and facilitating the communication of the details of project completion.
- Completed project paperwork where necessary, including AmeriCorps member time-sheets, weekly reports, safety sheets, accident reports, end-of-week check lists, and feedback forms.
- Co-facilitated volunteer events, recruiting over 40 volunteers to participate in my ACE community service volunteer event, working with a team of other AmeriCorps members to oversee logistics.
- Conducted safety "tailgate sessions" as necessary, but especially when initiating a new task, working in an unusually hazardous environment, or operating specialized equipment.
- Instructed others on the proper use of various types of personal protective equipment (PPE).

Certifications

- NOLS Wilderness First Aid: Valid through June 2020
- NOLS Adult/Child CPR, AED & Airway Management: Valid through June 2020
- NOLS Epinephrine Auto-injector: Valid through June 2020
- Arizona Agricultural Commercial Pesticide Applicator - Forest Pest: Valid through December 2019
- American Traffic Safety Services – Registered Flagger (Utah): Valid through June 2021
- Search and Rescue Arduous Duty Pack Test – May 2018
- Recreational Off-Highway Vehicle Association: UTV – Valid through February 2021
- U.S. Government Motor Vehicle Operator's ID: OF 346, Card N – Valid through February 2021
- Incident Qualification "Red" Card: Firefighter Type 2 (Arduous Duty)
 - S-212 Wildland Fire Chainsaw
 - READ / REAF

Trainings

- Basics of NEPA and Section 106 Planning and Compliance, Multi-day Workshop – August 2019
- Cybersecurity, FISMA, Section 508, Records Management, Privacy, CUI – June 2019
- Wilderness Resource Advisor (READ) – May 2019
- Budding Botanist: 2-day botany intensive workshop – May 2019
- Director's Order 16E and accompanying Reference Manual – May 2019
- NSC Defensive Driving Course 9th Edition – May 2018
- Wilderness Act Policy and Implementation Workshop – January 2017

References

- Brian Hopkins
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