

»»» THE PEREGRINE «««

ENDEMIC ENVIRONMENTAL SERVICES



Jesse Allen at StormCon - Photo By/Credit: Jesse Allen

STAFF SPOTLIGHT: JESSE ALLEN AND STORMCON

»»» **STORMCON - DON'T LET STORMWATER BE STALE**

Endemic water quality specialist Jesse Allen recently attended StormCon, hosted in Dallas, TX! StormCon is a stormwater and surface water quality conference that brings professionals from around the country together to network and learn about advancements in our field. Jesse shared his experience of attending the conference, where he had the opportunity to interact with various vendors who showcased their new products related to stormwater pollution prevention and other surface water technologies. Endemic

Jesse said about the conference, "I had the opportunity to talk to many different vendors on their new stormwater pollution prevention products and other surface water technologies. I really enjoyed the conference and meeting lots of enthusiastic professionals. Not all sessions directly discussed construction stormwater, but there were correlating topics and discussion points that could transfer to what we do here at Endemic. I definitely plan to utilize BMPs that I learned about at the conference as new tools for stormwater management. My favorite session was titled "Don't Let Stormwater Be Stale"! Even though the presentation was directed towards MS4s, the breakdown can still be applied to our Water Resource Department! This is how I "Won't Let Stormwater Be Stale."

LEARN MORE ABOUT HOW ENDEMIC "WONT LET STORMWATER BE STALE"!



STORMCON - DON'T LET STORMWATER BE STALE

>>> HOW ENDEMIC WILL "NOT BE STALE" Jesse Allen, Endemic Water Quality Specialist

"1. Inspire+ Entertain

Our staff is already composed of highly motivated individuals who wish to preserve natural resources. There is no better way to support their drive than by pointing out their impacts on preserving natural resources. Our presence and guidance for stormwater/ surface water compliance significantly affect the local/ regional environment. I plan to discuss the impacts of our BMPs and BMP successes in group settings this upcoming rainy season. By doing so, I will encourage our staff to relay the successes to the crews on site that they train weekly. Corrective actions do not always have to be perceived as a negative thing. For example, silt fences with sediment accumulating halfway up its height are considered a corrective action that needs to be fixed, but I will point out that it is also a demonstration of successful site management. Rather than sediment washing way offsite into surrounding surface waters, we successfully prevented erosion. Pointing out BMPs' benefits with infield examples should inspire onsite crews and clients!

2. Leverage Technology

We have already utilized technology to improve our stormwater program and are continuing to look for new opportunities. A prime example is having Cloudcompli as our primary report-writing platform. We used to enter data into PDF reports manually, but we have mostly switched to Cloudcompli to streamline the process. Some new developments are implementing field maps to help inspectors on site and utilizing GIS for Mapping. In addition, we are in the process of having Monday.com as a platform for many of our operations.

3. Channel Your communication

Communication is critical to running a successful program. Utilizing Monday.com as a central point for staff will significantly improve and channel communication. Having automated messages/text alerts go out when schedule changes are made will make us more efficient at responding to rain events.

4. Evaluate + Update

We are constantly looking for opportunities to improve. I plan on utilizing field maps to help show trends in sample data. This will help evaluate the effectiveness of BMPs and target areas that need updates to stormwater management strategies.

5. Focus on the Future

In our future, there will be growth. We can only continue to grow as a department by empowering and building a strong team. When opportunities arise, I will continue to give staff the chance to grow professionally with new certifications and training opportunities."

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WESTERN SECTION OF THE WILDLIFE SOCIETY RETREAT

WOMEN+ IN WILDLIFE

This past September, a few of our staff members had the opportunity to participate in the second annual resource retreat for Women+ in Wildlife, which the Western Section of The Wildlife Society organized. This retreat was designed to cater to women and female-identifying biologists who are focused on wildlife studies and conservation. The retreat spanned the entire weekend, starting with team exercises, nature excursions, self-defense refreshers, and a confrontational awareness seminar at the McLaughlin Reserve in Lake County! Attendees came from different parts of the country and were able to share their experiences, challenges, and opportunities in a safe space. The Women+ retreat provided a comfortable environment for the attendees to reflect on their careers and receive guidance, reassurance, and practical steps to move forward. Some of our attendees included Vanessa Lozano, Megan Metcalf, Kira Becker, Trinity Pineda, and Alex Lyon. One of our staff members, Thea Wang, was part of the Women+ retreat planning team and recently attended the Western Section's board retreat as the Diversity Committee Chair in Cambria. During the board retreat, Thea Wang organized diversity training for the attendees, which was invaluable in promoting diversity, equity, and inclusion in the field of wildlife studies and conservation. We appreciate the Endemic team's efforts to be leaders in this part of our field. Thank you!

"To sum up my experience, the retreat was super fun! We hiked, danced, and sang karaoke all night and had a couple of good cries. It was a place where female biologists could come together and share their experiences, talk about the challenges, and celebrate the triumphs they've experienced in this field. Everyone was extremely compassionate and empathetic, which allowed us to be vulnerable when telling our personal stories, such as when we experienced harassment by contractors or even employers. We also shared ideas and got some great advice and insight from the more senior biologists who attended. We had a good endemic outcome, too, which was cool! (5/15 were our girls) So I hope more will attend with me next year!"

Vanessa Lozano, Endemic Biologist





THE PRESIDENTS CORNER

A word from CEO of Endemic Environmental, Barry Nerhus

REGARDING RECENT USFWS NEWS

The U.S. Fish and Wildlife Service has proposed that both species of the western pond turtle, the northwestern pond turtle and southwestern pond turtle, be listed as **threatened** under the Endangered Species Act. Both species of western pond turtles are native to the west of the United States, ranging from Washington state to Baja California, Mexico. Threats to these species include increasing drought conditions, habitat loss and fragmentation, and predation by invasive species. Endemic Environmental Services has been at the forefront of protecting the western pond turtle through applied research and conservation efforts.

The USFWS conducted a Species Status Assessment, revealing that while these turtles may sustain their wild populations in the near term, they face an increasing risk of extinction due to population declines, genetic diversity loss, and challenges adapting to changing environments. To support conservation efforts, USFWS is proposing a 4(d) rule that allows activities expected to have beneficial or negligible impacts on the western turtles, such as wildfire suppression, livestock pond maintenance, habitat restoration, and non-native species removal without violating the Endangered Species Act.

At Endemic Environmental Services, we have seen how drought conditions have exacerbated the decline in the population of the southwestern pond turtle. We're monitoring and surveying two populations in Southern California, Santa Rosa Plateau and Aliso Creek, and providing knowledge on their local southwestern pond turtle population status. Endemic Environmental Services is publishing a manuscript from our Aliso Creek surveying, including that the species is locally recovering from a scientific perspective through yearly population increases. We intend to create professional SWPT workshops this spring to help educate and train interested biologists throughout California. We are hopeful that with the proper management, we can restore suitable western pond turtle habitats and build up populations to sustainable levels. It will be a team effort to bring these turtles back to healthy levels!

Thank you for reading and supporting Endemic in its mission to navigate today's environmental challenges with innovative solutions.

