

Wetland Compliance Job Approval Authority for Washington NRCS

November 2012

This guidance, which identifies the states wetland specialists, is to be used in conjunction with the [Wetland Conservation Compliance Provision Action Plan](#) (May 2012) when planners are required to complete wetland determinations and delineations.

The Washington Wetland Conservation Compliance (WCC) Provision Action Plan encompasses four distinct functions:

1. Conducting Certified Wetland Determinations and related technical decisions,
2. Addressing appeals of technical determinations and decisions,
3. Conducting Conservation Compliance Status Reviews, and
4. Assisting USDA participants in regaining eligibility for program benefits following a determination of non-compliance.

Skill Sets of Wetland Specialists

NAME	OFFSITE- DETERMINATION & DELINEATION	SOILS- DETERMINATION & DELINEATION	VEGETATION- DETERMINATION & DELINEATION	HYDROLOGY- DETERMINATION & DELINEATION	WETLAND LABELS	SCOPE & EFFECT	MINIMAL EFFECT
Chuck Natsuhara	3	3	3	3	3	3	3
Tim Dring	3	3	3	3	3	3	3
Keith Harrington	2	3	2	2	2	2	2
Scott Bare	2	2	2	2	2	2	-
Dan Ufnar	3	3	3	3	2	2	2
Brad Duncan	3	3	2	3	3	2	2
Jenifer Coleson	1	1	2	2	1	-	-

Description of Job Approval Levels

Level 1	Has attended appropriate training, but lacks the experience to conduct the task independently. Products require review by a Level 3 wetland specialist.
Level 2	Has successfully completed all required training, including updated courses. Can apply the principles with limited oversight. Products require review by a Level 3 wetland specialist.
Level 3	Has successfully completed all required training, including updated courses. Has demonstrated proficiency in applying the principles. No review is needed.

NRCS Employee	Title	NRCS Office	email address	Phone Number
Chuck Natsuhara	Area Resource Soil Scientist	Puyallup - Area RSS	chuck.natsuhara@wa.usda.gov	253-845-9272 x108
Tim Dring	State Biologist	Spokane SO	tim.dring@wa.usda.gov	509-323-2972
Keith Harrington	Soil Scientist	MLRA Pasco	keith.harrington@wa.usda.gov	509-545-8546 x113
Scott Bare	MLRA Soil Survey Leader	MLRA Spokane	scott.bare@wa.usda.gov	509-924-7350 x131
Dan Ufnar	Soil Scientist	MLRA Olympia	daniel.ufnar@wa.usda.gov	360-704-7755
Brad Duncan	Assistant State Soil Scientist	Spokane SO	brad.duncan@wa.usda.gov	509-323-2982
Jenifer Coleson	Environmental Specialist	Spokane SO	jenifer.coleson@wa.usda.gov	509-323-2964

Required and Recommended Training for Conducting Wetland Delineations & Determinations

JAA Level 1 – Appropriate Training Courses and Basic Knowledge

Minimum training required to attain Level 1 JAA for the following categories: offsite determination/delineation; soils, vegetation, and hydrology determination/delineation and WC Labels:

- 1) Wetland Identification for Food Security Act Purposes – Phase 1: Basic Concepts (NEDC-000268) (online)
- 2) Wetland Delineation: National Food Security Act Purposes – Phase 2: Application (NEDC-000254) (5-day field/classroom), or equivalent course offered in-State
- 3) OJT or formal in-State training on NFSAM wetland conservation labels

Additional training required to attain Level 1 JAA for minimal effect and scope and effect determinations:

- 1) Receive OJT and/or classroom training from employees with Level 3 Job Approval Authority. *

* Send a brief report to the head of Wetland Compliance at the State Office including:

- A) The participants name, title and duty station
- B) Who provided the training
- C) Where the training occurred
- D) Date the training occurred
- E) Hours of training received
- F) A brief description of what topics were addressed by the training.

JAA Level 2 – Make Technical Determinations with Supervision/Review

- 1) Hydric Soils for Wetland Delineation (NEDC-000022)
- 2) Wetland Plant ID (NEDC- 000035) or equivalent.
- 3) Demonstration in the field of wetland delineation procedures including documenting hydric soil field indicators, hydrology field indicators, and vegetation inventory.
- 4) Determinations will be reviewed by staff with JAA Level 3 before being issued. Data sheets need only be reviewed for those categories in which the individual has not obtained JAA Level 3.
- 5) Additional requirement in the minimal effect and scope and effect category: demonstrated ability to use appropriate minimal effects assessments and related tools.

Maintaining JAA Level 2 will require attendance at any training by the State that provides updates to wetland policy, procedures, or technical resources. Quality Assurance Reviews must show adherence to policy and procedure.

JAA Level 3 – Make Technical Determinations Independently

- 1) Advanced Hydric Soils for Soil Scientists (NEDC-000024).
- 2) Hydrology Tools for Wetland Restoration & Wetland Determination (NEDC - 000025).
- 3) Demonstrated proficiency in applying the principles of wetland delineation and issuing wetland determinations consistent with technical and administrative requirements. Initial assessment will include verification of proficiency by staff with JAA Level 3 on a sample of recent technical decisions.
- 4) No review of work is needed in categories where JAA Level 3 is attained.
- 5) Can serve as Agency representative on appeals of wetland decisions if requested by the State Office.

Wetland Compliance lead at State Office is Tim Dring, State Biologist