

**MATRIX OF JOB APPROVAL AUTHORITY FOR
WETLAND COMPLIANCE**

NAME	OFFSITE - DETERM/DELIN & WC LABELS	SOILS - DETERM/DELIN	VEG - DETERM/DELIN	HYDRO - DETERM/DELIN	MINIMAL EFFECT/ SCOPE & EFFECT	MITIGATION EASEMENT	FUNCTIONAL ASSESSMENTS	POSITION	AREA
Key, Nate	③	③	③	③	1	2	c, b2	BIO	1
Elke, Josh	2	2	2	2	2		a2	SC	1
Geldine, Clint	1	2	1					BIO	1
Graves, Melinda	1	1	1	1				SC	1
Hands, Bo				2	2			ENG	1
Komar, James	③	③	2	③	1		b2	SS	1
Lundquist, Erica	③	③	1	2				SC	1
Nicoletti, Mindy	③	2	2	2				SC	1
West, Allison	③	1	③	2	1	2		BIO	1
Oster, Kenneth	③	③	③	③	1		b2	SS	2
Reck, Nan	③	③	③	③				BIO	2
Kraft, Karl	2	2	③	1		1		BIO	2
Bahm, Jesse	③	2	③	③		2	b2	BIO	3
Palmer, Elizabeth	③	2	③	③		1	b2	BIO	3
Rivas, Richard	③	③	③	③	1	1	b2	BIO	3
Smith, Phil		2						SS	3
Fahnestock, Peter	③	③	2	③	1	1	b2	SS	4
O Keefe, Shea	③	2	③	③	1		b2	BIO	4
Riddle, Randy		2						SS	4
Cavanaugh, Jennifer	③	③	③	③	③	③	a3, b3	BIO	SO
Rolfes, Tony		③		③				SS	SO
Davis, Sid	③	③	③	③	2	1	b3	SS	SO
Greg Norris	2	2	1	③	③		c	ENG	SO

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RATING DEFINITIONS	
Job Class 1	Has successfully completed all required training, including updated courses. Knowledge of the wetland compliance program including all pertinent policies and procedures found in the NFSAM and USACOE Wetland Delineation Manuals.
Job Class 2	Meets requirements listed in Job Class 1 and can apply the principles with limited oversight to make wetland determinations using all required tools. Determinations require review by staff with Job Class 3.
Job Class ③	Has successfully completed all required training, including updated courses. Has demonstrated proficiency in applying the principles and issuing determinations consistent with technical and administrative requirements. No review is needed.
a	3=Attended formal training and demonstrated ability to use HGM models; 2= can review assessments
b	3=Attended formal training and demonstrated ability to use CRAM and similar rapid assessment models; 2= can review assessments
c	Attended formal training and demonstrated ability to use other wetland assessments approved for use by NRCS in California
I certify that those staff members provided the highest job approval authority (Level 3) have <u>successfully completed all appropriate training, including updated courses</u> , related to the skills needed to accomplish the specific task listed and have repeatedly <u>demonstrated the proficiency</u> needed to make an adverse technical decision as defined in the NRCS Appeals Procedures (7 CFR 614).	
State Conservationist <u> /S/ Jennifer Cavanaugh, for Carlos Suarez </u>	Date <u> 03/07/2016 </u>