

# **CURT A. BABCOCK**

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## **PROFILE**

- Values teamwork, environmental ethic, work ethic, professional conduct, initiative.
- Consensus builder – interest-based solution finder.
- Listens, communicates, resolves conflicts, critical thinker, analyses problem for win-win solutions, leads by example, public speaker, dependable.

## **EXPERIENCE**

### **2010 - Present: Environmental Program Manager, Habitat Conservation Program, California Department of Fish and Wildlife, Redding.**

- Supervise seven Senior Environmental Scientist Supervisors and a Senior Engineering Geologist; manage the Habitat Conservation Program consisting of up to 55 staff and a six million dollar budget; Program subject areas include Lake and Streambed Alteration, Federal Energy Regulatory Commission, water rights, water quality, California Environmental Quality Act, California Endangered Species Act, Watershed Enforcement Team, Cannabis Program, landscape conservation planning, sensitive species and habitat strategic planning, geographic information systems analysis, restoration project permitting.
- Manage multiple high priority projects including Klamath Dam Removal Project state CEQA Lead and the Shasta-Scott Watershed Wide Permitting Program.
- Principle or key role developing budget change proposals to create and fund the Timberland Conservation Program, Watershed Enforcement Team, and Cannabis Program.

### **2007-2009: Senior Environmental Scientist Supervisor, California Department of Fish and Game, Interior Timberland Planning Program, Redding.**

- Supervise Interior Timberland Planning program – five Environmental Scientists and one Staff Environmental Scientist; apply Department policies, procedures, environmental laws and ecological principles; set program goals and objectives, direct impact assessment and mitigation development for all private timber harvest related activities and planning; complete performance appraisals and development plans; maintain cohesive functioning team.
- Lead Fruit Growers Supply Company Habitat Conservation Plan review and Master Streambed Alteration Agreement development
- Lead development and implementation of DFG Timber Harvest Workshops
- Comment and interact with the California Board of Forestry on proposed rule packages; DFG representative on the Road Rules Task Force, California Resource Conservation District Fuels and Fire Committee and Forest Legacy Program's Forest Stewardship Committee
- Member on Board of Forestry Threatened and Impaired Watershed Technical Advisory Committee for review of California Forest Practice Rules for salmonids – basis for development of the Threatened and Impaired Watershed Rules.

1999-2006: **Staff Environmental Scientist/Environmental Scientist**, California Department of Fish and Game, Interior Timberland Planning Program, Redding.

- Lead program review of timber harvest plans for potential impacts to natural resources and compliance with the California Environmental Quality Act, California Forest Practice Rules and Fish and Game Code; develop and coordinate project review comments and mitigation measures; conduct California Endangered Species Act consultations for spring-run chinook and coho salmon, Modoc sucker and bald eagle; make restorable fish habitat determinations; evaluate fish passage barriers; coordinate with landowners, foresters, other DFG programs and other agencies; supervise scientific aides.
- Comment on proposed rule language for California Forest Practice Rules.
- Provide comments and help shape a 9,000-acre McCloud forest conservation easement.
- Administer and prepare CEQA documents including Mitigated Negative Declaration, categorical exemptions, Notice of Preparation and Findings.
- Develop and negotiate Master Streambed Alteration Agreements for two large timber companies.
- Prepare Streambed Alteration Agreements (1600).
- Develop pilot program for implementation of Fish and Game Code 1606 related to streambed alteration notification within timber harvesting plans.
- Lead and co-author for DFG statewide timber program operations manual.

1993-1999: **Environmental Specialist**, California Department of Water Resources, Water Quality and Biology Section, Northern District, Red Bluff.

- Lead for the Clear Creek Watershed, CalFed Off-stream Storage Reservoirs, Rice Field Drainage Study, Klamath River water quality studies, and the Ground Water Quality Program; design and implement studies, analyze data and write reports, ensure quality control.
- Grant writing – Funded from Bureau of Reclamation, Central Valley Project Improvement Act for Clear Creek Watershed Water Quality Study and from National Fish and Wildlife Foundation for Butte Creek temperature monitoring study. Administer grant contracts.
- Coordinate with private landowners and other agencies; supervise and coordinate Environmental Specialists and student assistants in field; develop continuous temperature monitoring program; boat operation; nestbox surveys; sediment sampling; flow measurement; collection and ID of benthic macroinvertebrates; EPA Method 1669 low-level minor element sampling; bed sediment collection.

1991-1993: **Scientific Aide**, California Department of Fish and Game, Wild Trout Program/Reservoir Research Project, Redding.

- Habitat type wild trout streams; conduct wild trout population surveys using visual observation and depletion and mark-recapture electroshocking methods; boat electroshocking; fish tagging, creel survey; operate Smith-Root electroshock and creel boats.

1989-1990: **Fisheries Biologist/Observer**, Alaskan Observers and Frank Orth and Assoc. for the National Marine Fisheries Service, Seattle, Washington.

- Sample Korean bottom trawl and domestic long-line commercial fisheries in the Bering Sea, Alaska; identify fish and marine mammal species; sample species composition; collect stomach and otolith samples; monitor regulation compliance.

1988-1989: **Fisheries Technician/Boat Operator**, Part and full time; Robert Schlotterbeck Inc., Environmental Lab, Diablo Canyon Nuclear Power Plant, Avila Beach, California.

- Collect and identify juvenile rockfish species on artificial and natural reef transects; operate dive boats and Aquamarine kelp harvester.

1987-1988: **Scientific Aide**, California Department of Fish and Game/Cal Poly State University, Cachuma Lake Expansion Project, San Luis Obispo.

- Santa Ynez River and estuary - monitor water quality; sample and identify estuarine fish species using seines, gillnets and backpack electroshocker.

## EDUCATION

**Bachelor of Science, Biology**, Fisheries Concentration, California Polytechnic State University, San Luis Obispo, June 1989.

## PRESENTATIONS-OUTREACH

**Beaver Dam Analogs** – Regulatory Streamlining, Salmonid Restoration Federation Conference, 2017

**CDFW Role in Forest Management** – Forestry Institute for Teachers, Shasta County, 2009-2013

**Fish and Game Update** – California Forestry Association, Annual Conference, Sacramento, 2010

**Coho Salmon 2112 Regulations** – DFG THP Workshop, Redding, 2008

**Restorable Watersheds** – DFG THP Workshop, Redding, 2008

**What's Working Well in THP Review** – California Licensed Foresters Assoc. Annual Conference, Sacramento, 2008

**Fisheries and Hydrology** – Forestry Institute for Teachers, Shasta County, 2007-2008

**Biological Considerations at Crossings** – CDF Interagency Watercourse Crossings Workshop, Redding, 2007

**Water Drafting Guidelines for Salmon Protection** – Trinity County Road Department, Weaverville, 2004

**CDFG 1603 Agreements** – Watercourse Crossing Workshop, California Licensed Foresters Association, Sacramento and Redding, 2003

**LaTour State Forest - Aquatic Resources and Road/Crossing Evaluation** – Field tour for Board of Forestry, Shasta County, 2002

**Clear Creek Water Quality** – Clear Creek Watershed Group, Redding, 1998

**Water Quality Monitoring Program in the Klamath Basin** – Klamath River Symposium, Klamath Falls, OR, 1997

## AFFILIATIONS

American Fisheries Society, California-Nevada Chapter

## REFERENCES

Available on request

## **PROFESSIONAL DEVELOPMENT-CONTINUING EDUCATION**

**CEQA Update**, Association of Environmental Professionals, yearly through 2017  
**First Aid/CPR**, California Department of Fish and Game, bi-yearly through 2016  
**Wetlands Regulation and Mitigation**, UC Davis Extension, 2016  
**CEQA Thresholds of Significance**, UC Davis Extension, 2015  
**California Land Use and Planning Law**, UC Davis Extension, 2014  
**Conservation and Mitigation Banking**, UC Davis Extension, 2014  
**Geomorphic Principles and the LSA Program**, California Department of Fish and Wildlife, 2014  
**Overview of California Water Law and Policy**, UC Davis Extension, 2012  
**Hazardous Waste Operations and Emergency Response (Hazwoper)**, State of California, 2009  
**Coaching for Managers and Supervisors**, Fred Pryor, 2008  
**Supervision**, California Department of Fish & Game, 2007  
**Environmental Impact Assessment and CEQA**, Northwest Environmental Training Center, 2006  
**Fluvial Geomorphology: Principles of Stream Restoration**, UC Riverside Extension, 2005  
**Leadperson Training**, California Department of Fish & Game, 2005  
**Aspen and Meadow Restoration**, the Wildlife Society, 2005  
**ArcGIS**, California Department of Fish & Game, 2005  
**Conservation Easement Training**, California Department of Fish & Game, 2004  
**Fish Passage, Design and Implementation**, For the Sake of the Salmon, 2003  
**Applied Fluvial Geomorphology**, Wildland Hydrology, 2003  
**Wilderness First Aid**, California Department of Fish and Game, 2002  
**Statistics for Biologists**, American Fisheries Society, 2002  
**California Wildlife Habitat Relationships Program**, California Department of Fish and Game, 2002  
**Collaborative Stewardship**, Integrations, 2001  
**Interest Based Negotiation**, California Department of Fish and Game, 2001  
**Fish Passage Workshop**, For the Sake of the Salmon, 2001  
**Biology and Management of Amphibians of Northern California**, The Wildlife Society, 2000  
**Forest Road Stewardship Workshop**, California Licensed Foresters Association, 2000  
**Watershed Academy**, California Department of Fish and Game, 1999  
**Fairy Shrimp Identification**, California Inland Invertebrate Working Group, 1997  
**Introduction to ArcView**, California CAD Solutions, 1997  
**National Water Quality Assessment Protocol**, U.S. Geological Survey, 1995  
**Groundwater Data: Collection, Analysis, and Presentation**, Groundwater Resources Association, 1994  
**Preparing Quality Assurance Project Plans**, California Department of Water Resources, 1994  
**Groundwater Pollution and Hydrology**; Princeton Groundwater, 1993  
**NAUI Openwater Scuba Diver**, 1983