

Hey and Associates, Inc

Engineering, Ecology and Landscape Architecture

NATURAL AREAS MANAGEMENT 24-020-FM

DUPAGE COUNTY FACILITIES MANAGEMENT

FIRM CONTACT INFORMATION

Hey and Associates, Inc.
26575 W Commerce Dr., Suite 601
Volo, IL 60073
Phone: (847) 740-0888

Hey and Associates, Inc. (Hey) is a professional engineering, ecological consulting, and landscape architecture firm founded in 1976 to deliver comprehensive solutions to complex water resources and natural resources challenges. Over the last 40 years, the firm has grown to offer a full range of professional services.

PROJECT CONTACTS

Project Principal:
Vincent Mosca
VP, Sr. Principal Ecologist
vmosca@heyassoc.com

Hey's multi-disciplinary staff of engineers, scientists, landscape architects and support staff collaborate to identify opportunities, design creative solutions, and implement projects that are grounded in the fundamental principles of water resources, environmental science, and sustainability. Regulatory requirements, constructability, cost effectiveness, and long-term management requirements are thoughtfully considered for all projects to ensure we meet our clients' expectations.

Project Manager:

Matt Bucher
Environmental Scientist
mbucher@heyassoc.com

Hey provides a full range of professional services, including:

- ◆ Civil Engineering Design
- ◆ Stormwater & Floodplain Management
- ◆ Soil Erosion & Sediment Control
- ◆ Sustainability Planning & Design
- ◆ Landscape Architecture
- ◆ Land Survey
- ◆ Ecological Restoration & Management
- ◆ Water Quality Planning
- ◆ Lake Management
- ◆ Wetland Delineation & Permitting
- ◆ Wetland Mitigation Design & Implementation
- ◆ Drain Tile Investigations
- ◆ Tree Surveys

SUBCONTRACTOR

McGinty Bros, Inc.
3744 Cuba Road
Long Grove, IL 60047
(847) 526-9322



Natural Area Restoration and
Erosion Control Services
Over 30 Years of Environmental Service

3744 Cuba Road
Long Grove, IL 60047
Ph: 847.526.9322
Fx: 847.526.7240
www.mcgintybros.com

McGinty Bros., Inc. Controlled Burning and Native Planting Care

McGinty Bros., Inc. has been performing natural areas installation and management activities for over 30 years. We provide native habitat restoration and management services to private landowners, corporate properties, county forest preserves, conservation districts, park districts, governmental agencies and many designers and consultants. We provide cost-effective solutions to exotic and invasive plant control needs. Our professionals offer the expertise to assess project needs and design effective treatment plans. With a staff of 40 employees devoted to natural areas projects, McGinty Bros., Inc. is well-suited to handle restoration projects of a variety of sizes and scopes.

McGinty Bros., Inc. provides a variety of services for natural areas restoration and creation including: pre-installation herbicide applications, soil preparation, seeding using a variety of methods (hydroseeding, drill seeding, and broadcast seeding), herbaceous plug planting, shrub and tree planting, selective herbicide applications (wick and backpack applications), hand weeding of residential native garden areas around Lake Michigan, and prescribed burning. McGinty Bros., Inc. manages approximately 150 natural areas projects in a given year including burning over 250 acres annually. Our staff is trained and certified through the National Wildfire Coordinating Group, Illinois Certified Prescribed Burn Manager Program, and Chicago Wilderness Burn Crew Member Training.

INTEREST IN PROJECT

Hey understands that DuPage County Facilities Management has requested native vegetation management services at the DuPage County Government Complex. The work requires expertise in native plant identification, invasive species management, prescribed burn techniques, and native garden management. Our project team will work closely with DuPage County staff to create a plan for implementation of vegetation management protocols tailored over time to meet the needs of the project areas. The primary goal is to maintain the level of quality achieved over previous years of management and enhance where possible.

Our firm has successfully delivered similar services at DuPage County's campus and other properties from 2014 to 2020, establishing a strong working relationship with County staff. We take pride in our past achievements at the DuPage County Government Complex and similar projects in Chicagoland.

SUMMARY OF THE PROJECT APPROACH

Critical to successful implementation of any natural areas management program is to have a plan that is rooted in experience and knowledge of ecological principles specific to the Chicago Region. A general plan is prepared but it is adaptive by design and guided by achievable goals and on-site observations. The goal is to maintain the integrity of the natural areas and the native gardens established over years of management by eradicating invasive species where possible, preventing the expansion of invasive populations, and reducing these populations with a careful and varied approaches. By working towards this goal, we can provide opportunities for existing native vegetation to thrive.

Our proposed approach will be to maintain the areas with the least intrusive and most effective techniques possible. Herbicide application is anticipated to be the primary method of control within the natural areas. Herbicide can be destructive, but it is Hey's philosophy to time treatments and select our herbicides to prevent collateral damage to native species. For example, we expect to apply herbicide to invasive woody species within the West Woods. However, we will avoid potential damage to spring ephemerals from overspray or trampling by choosing to treat these before ephemerals have emerged or after their life cycles have senesced.

When feasible, we will use selective herbicides to reduce potential damage to non-target species, especially in areas where weedy species are mixed in with native vegetation. This most commonly occurs when treating woody species among sedges or when a species such as Reed Canary Grass (*Phalaris arundinaceae*) is mixed in with native sedges (*Carex spp.*). Annual and biennial plants may be controlled with selective mowing timed to prevent seed production. Mowing is primarily effective against annual species but can be employed for perennials should weather conditions hamper the timing of herbicide application. Mowing serves to temporarily halt seed production until herbiciding can be carried out. In any case, care will be stressed with any form of management, not only for the sake of the native plants present, but also due to the confirmed presence of the Rusty Patch Bumble Bee (*Bombus affinis*), that has been found within the project area by Hey staff during the summer of 2023.

We plan to conduct prescribed burning in Fall 2024, and the selection of areas for burning depends on various factors. While fire is beneficial for natural areas without specific practical uses, we will prioritize areas where fire can enhance management efficiency. For instance, if staff identifies areas with numerous woody seedlings, instead of using herbicide, we may opt for burning to reduce herbicide usage and save time in their treatment. Additionally, areas that could benefit from supplemental seeding during Winter 2024-2025 may also be considered for prescribed burns.

The native gardens are expected to be visited monthly beginning in March or April and ending in September. During these visits, our subcontractor, McGinty Bros., Inc. will hand-weed and leave material in yard waste bags to be disposed of by the County ground crew.

GROUND CREW ASSISTANCE

Hey staff is capable and familiar with working side-by-side with clients on-site, specifically through our work with Waukegan Park District. It is anticipated that the County grounds crew will most commonly be utilized for disposing of plant material pulled from native gardens or brush cut from natural areas. The ground crew may be utilized to cut, stump treat, and chip woody brush for disposal at the guidance of the Hey Project Manager. Hey will provide, at minimum, a general map of the project area and may be on-site to assist or to simply mark individuals to be protected. By utilizing the crew in this fashion, costs can be reduced to allow for additional work in other areas.

While it is explicitly stated that the grounds crew is not experienced in native plant identification that would enable extensive backpack spraying, Hey welcomes the opportunity to provide instruction to enhance the skillset of DuPage County's grounds crew if so desired.

COMMUNICATION

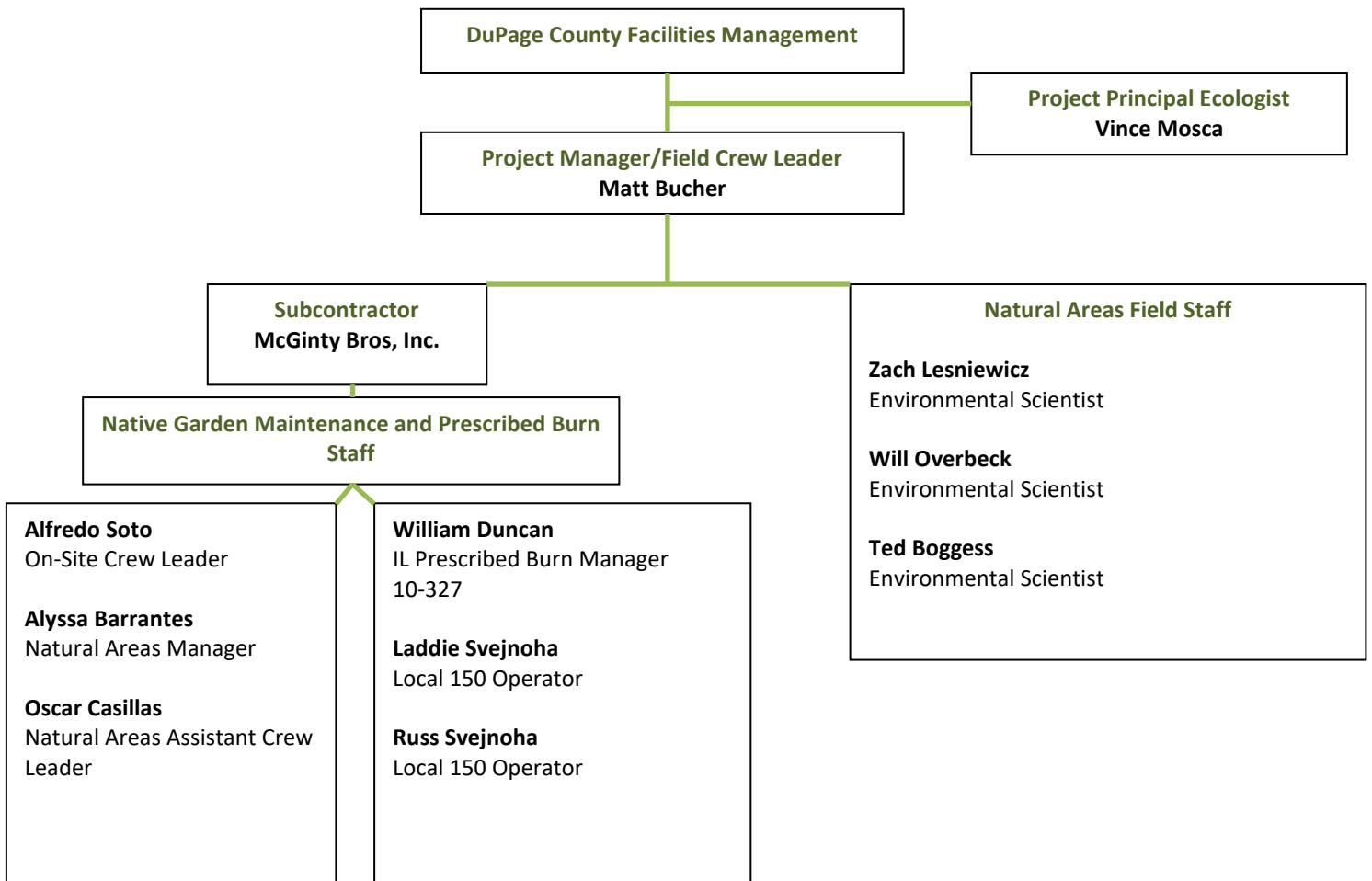
Hey understands that the prime contractor, subcontractor, client, and grounds crew are meant to function as a collaborative team. While Hey has provided a general management plan, specifics will be sorted out with on-site observations during the growing season. Deviations from the plan as well as implementation will be shared openly among the team and agreed upon prior to implementation.

Once hired, Hey will provide timely notice, as deemed appropriate by Facilities Management, prior to working on-site and will proceed with permission. Should there be a need for assistance from the ground crew, Hey will communicate the request and allow for flexibility in order to ensure management tasks are completed to everyone’s satisfaction.

RECENT RELEVANT PROJECT EXPERIENCE

| Representative Project Experience | Completion Date | Client | Relevant Project Tasks | | |
|---|-----------------|--------------------------------|--------------------------------|---------------------------------------|-------------------------------|
| | | | Vegetation Management Planning | Native Vegetation Management Services | Vegetation Monitoring Reports |
| On-Call Native Vegetation Management | 2020 | DuPage County | • | • | |
| Naturalized Open Space Management | On-Going | Del Webb Community Association | • | • | |
| Roosevelt Park and Sports Park | On-Going | Waukegan Park District | • | • | |
| Clifford-Owasso Park | On-Going | City of Elgin | • | • | • |
| Mill Creek Mitigation Bank | On-Going | Land and Water Resources | • | • | • |
| North Aurora Towne Center | On-Going | Village of North Aurora | • | • | |
| Highland Woods Natural Areas Management | On-Going | Highland Woods Subdivision | • | • | |

ORGANIZATIONAL CHART



SITE MANAGEMENT PLAN

Site Name: DuPage County Wheaton Campus

| MANAGEMENT UNIT | MANAGEMENT OBJECTIVE | MANAGEMENT ACTIVITY | SCHEDULE season, Year |
|---|---|---|---|
| <p>Wetlands</p> <p>Specific Areas: West Campus along Winfield Creek, Maki Creek Ditch, Annex Pond Edge, East Campus Basin</p> | <p>Prevent Reed Canary Grass (<i>Phalaris arundinaceae</i>) from gaining foothold from seed influx from monoculture south of Winfield Creek. Reduce populations elsewhere.</p> <p>Reduce invasive species coverage or attempt to eradicate common wetland invasives including Common Reed (<i>Phragmites australis</i>) Cattail (<i>Typha spp.</i>) and Purple Loosestrife (<i>Lythrum salicaria</i>)</p> | <p>Backpack herbicide application with glyphosate or grass-specific herbicide depending on surrounding vegetation.</p> <p>Backpack spray dense patches or backpack-wick mixed populations prior to seed set.</p> | <p>Spring, Fall 2024</p> <p>Summer 2024</p> |
| <p>Prairie</p> <p>Specific Areas: East Campus Berm, Mt K north and south, County Farm Road East and West, Annex Pond</p> | <p>Control invasive species including, but not limited to, Teasel (<i>Dipsacus spp.</i>), exotic thistles (<i>Cirsium spp.</i>) and woody species.</p> <p>Control of annual weeds</p> <p>Promote native graminoid expansion and establishment by reducing competition from weedy, aggressive native species.</p> <p>Limit expansion of Sumac further south along County Farm Road</p> | <p>Backpack herbicide application with selective herbicides when possible. Cut, stump treat, and have brush chipped.</p> <p>Brush blade or pull-behind mower (complete before seed set).</p> <p>Thin aggressive stemmy species such as Tall Goldenrod (<i>Solidago altissima</i>) in areas of diminished graminoid activity, namely west side of Annex Pond. Treat before flowering to prevent unsightly results.</p> <p>Foliar spray small individuals, cut and treat larger individuals that are actively spreading from the main population.</p> | <p>Spring, Summer, and Fall 2024</p> <p>Summer 2024</p> <p>Summer 2024</p> <p>Summer 2024</p> |
| <p>Woodlands</p> <p>Specific Areas: West Woods</p> | <p>Prevent expansion of current populations of invasive species and eradicate where possible.</p> <p>Prevent damage to native species, particularly woodland graminoids and spring ephemerals.</p> | <p>Herbicide application to expected woodland targets including but not limited to: Multiflora Rose (<i>Rosa multiflora</i>), Buckthorn (<i>Rhamnus cathartica</i>), Honeysuckle (<i>Lonicera maackii</i>). Garlic Mustard (<i>Allaria petiolata</i>) may be hand pulled and disposed of by ground crew if population size determines method to be feasible.</p> <p>Do not treat woody species until after spring ephemerals have completed their life cycle. Treat individuals that are small enough for careful spray, consider basal barking or cut, stump treatment, and chipping of larger individuals to limit herbicide overspray. Focus on Garlic Mustard as it is earliest to flower and seed.</p> | <p>Spring 2024 – Garlic Mustard</p> <p>Summer, and Fall 2024 All other invasives</p> |
| <p>All Ecosystems</p> | <p>Decrease cover of thatch layer, promote native vegetation germination and expansion, reduce cover of treated, dead invasive species, suppress fire-sensitive species, promote oak regeneration, return nutrients to soil.</p> <p>Reduce competition with thatch for early flowering wildflowers to increase food supply for pollinators.</p> | <p>Prescribed fire. Exact location to be determined based on growing season observations and specific unit needs.</p> | <p>Fall 2024 Spring 2025 Weather dependent</p> |



Matt Bucher

Environmental Scientist

Mr. Bucher has nearly ten years of experience conducting ecological restoration. Through work experience, mentorship, volunteering, and self-study, he developed a well-rounded knowledge base of Midwestern, specifically Chicago region ecology. From 2017 to 2021, he worked extensively within many Cook County Forest Preserves, primarily as a field crew leader. In this role, he ensured tasks were accomplished with staff safety and product quality in mind. With much of this work taking place in high quality remnant ecosystems and restorations, he stressed careful, deliberate methods in herbicide application as well as instructing crews in identifying invasive target species as well as their native lookalikes. This work encompassed many aspects of restoration including mechanical and chemical invasive control to prescribed burning. As a Prescribed Burn Manager, Mr. Bucher assisted in the production of burn plans for ComEd rights-of-way and followed through with these plans on site. During his time as Park Forester for Downers Grove Park District, Mr. Bucher obtained his ISA Arborist certification which he utilizes by conducting tree surveys and assessments. For all projects, it is important for Mr. Bucher to not only complete tasks successfully, but to work closely with staff to ensure an understanding of the ecological principles guiding the manual labor.

Education & Previous Employment

Environmental Sciences, St. Louis
University, 2014

Park Forester, Downers Grove Park
District, 2021-2023

Restoration Ecologist, Stantec, 2017-2021

Restoration Crew Leader, ENCAP, Inc.,
2015-2017

Field Technician, Audubon California,
2015

Natural Areas Intern, Forest Park Forever,
2014

Registrations & Certifications

ISA Certified Arborist, 324799

IL Prescribed Burn Manager, 18-705

Professional Memberships & Services

Illinois Arborist Association, 2023

Professional Advancement

Natural Areas of Southern Lake Michigan
Region, 2019

Certified Arborist Services

US Capital Development—Tree Survey, Carpentersville, Kane County, IL. Identified, assessed, and catalogued trees that may be impacted.

CDM Smith—Metra UP-North, Chicago, Cook County, IL. Identified and assessed trees that may be impacted due to Metra line work.

DuPage County Stormwater Commission—County Complex Tree Survey, Winfield, DuPage County, Illinois. Identified and assessed trees for removal as part of a stream restoration project.

Ecological Inventories/Surveys

ComEd—Prairie Program, Various Locations in multiple counties, IL. Conducted site assessments to determine efficacy of Stantec's management efforts on sites ranging in quality from wet prairie to old field.

Ecological Restoration & Management

Sun City Community Association of Huntley—Naturalized Open Space Management, Huntley, Kane County, IL. Managed large acreage of natural areas utilizing herbicide, brush clearing, and native seed to improve land quality.

Forest Preserves of Cook County—Habitat Enhancement, various preserves, Cook County, IL. Conducted herbicide application, prescribed burns, canopy thinning, and brush removal throughout the county.

Prestonfield Subdivision—Natural Areas Management, West Chicago, DuPage County, IL. Maintained natural areas through chemical and mechanical invasive species control.

The Enclave Neighborhood Association—Vegetation Management, Bartlett, DuPage County, IL. Maintained naturalized stormwater management facilities through chemical and mechanical invasive species control.

Openlands—Openlands Lakeshore Preserve, Highland Park, Lake County, IL. Assisted in planting within sensitive ravines while clearing invasive species.

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Openlands—Deer Grove East Forest Preserve, Palatine, Cook County IL. Assisted in management of restoration-in-progress for a woodland, prairie, wetland complex.

ComEd—Prairie Program, multiple counties in Northern Illinois. Led crews in various restoration activities including herbicide application and prescribed burning on sites ranging in quality from old field to remnant prairie.

Highland Woods Subdivision—Vegetation Management, Elgin, Kane County, IL. Maintained naturalized detention basins utilizing chemical and mechanical invasive species control and coordinated prescribed burning for the client.

Library Hill Condominium Association—Vegetation Management, Wauconda, Lake County, IL. Seeded and plugged native species to convert a turf-lined detention basin to native prairie for improved water quality and habitat for wildlife.

City of Waukegan—Seahorse Drive Bioswale Management, Waukegan, Lake County, IL. Provided supplemental seeding and plugging to move along the development of vegetation within a bioswale to better filter and absorb waters from the nearby parking lot.

Waukegan Park District—Roosevelt Park Vegetation Management, Waukegan, Lake County, IL. Trained and worked alongside Waukegan Park District Staff to manage a restored wetland.

Waukegan Park District—Sports Park Vegetation Management, Waukegan, Lake County IL. Maintained natural areas through chemical and mechanical invasive species control.

Shaw Property— Dundee Township, Kane County, IL. Provided herbicide, prescribed burning, and clearing services for a private property's forested seep and fen ecosystems.

Naperville Park District—Invasive Species Control, Wolf's Crossing and Commissioners Park, Naperville, Will, IL. Applied herbicide to Common Reed, Cattail, and invasive woody species at Wolf's Crossing and Commissioners Park.

Remington/Sutton Townhome Association— Natural Areas Management, Streamwood, Cook County, IL. Maintained natural areas through chemical and mechanical invasive species control.

Saddle Ridge Subdivision— Natural Areas Maintenance, St. Charles Township, Kane County, IL. Maintained natural areas through chemical and mechanical invasive species control.

Village of North Aurora—North Aurora Town Center Open Space Management, North Aurora, Kane County, IL. Maintained natural areas through chemical and mechanical invasive species control.

Woodland Hills Subdivision—Vegetation Management, Bartlett, DuPage County IL. Maintained natural areas through chemical and mechanical invasive species control.

Publications

Bucher, Matthew. "Preview: Wild Things Community Seeks Expansion, Beginning with You." *Third Coast Review*, 5 Feb. 2019, thirdcoastreview.com/2019/02/05/preview-wild-things-community-seeks-expansion.

Bucher, Matthew. "From the Ashes: How Burning Our Natural Areas Bolsters Them." *Third Coast Review*, 30 Nov. 2018, thirdcoastreview.com/2018/11/30/from-the-ashes-how-burning-our-natural-areas-bolsters-them-up.

Bucher, Matthew, and Nicholas Blashill. "Alter Brewing Keeps Flavor Local with Lyman Woods Honey Wheat Ale." *Third Coast Review*, 19 Sept. 2018, thirdcoastreview.com/2018/09/19/alter-brewing-keeps-flavor-local-with-lyman-woods-honey-wheat-ale.

Bucher, Matthew. "Park Profiles: Deer Grove Forest Preserve, East." *Third Coast Review*, 2 Aug. 2018, thirdcoastreview.com/2018/08/02/park-profiles-deer-grove-forest-preserve-east.



Vincent J. Mosca

Vice President, Senior Principal Ecologist

Vince has been involved with thousands of wetland and ecological assessment projects over the past 33 years in northeastern Illinois and Wisconsin. Vince also regularly leads regulatory permitting (local, state, and federal) efforts for both public and private sector projects. He has experience dealing with state and federal endangered species issues, and with all aspects of ecological restoration, particularly wetlands and streams. Many of his recent projects relate to green infrastructure planning and design for stormwater quality and quantity management. He has given multiple presentations concerning modern approaches to water quality improvements for point and non-point sources, including discussions about costs related to design, operations and maintenance. Vince graduated from Northland College with a Bachelor of Science in Biophysical Environmental Studies, Minor in Chemistry, as well as MS in Ecosystem Studies from the University of Wisconsin-Green Bay.

Wetland Delineation & Permitting

Chicago Transit Authority/CDM Smith – Provided wetland delineation and agency coordination support for the Red Line Extension Project and NEPA/draft EIS analysis in Cook County. Conducted field work and prepared a wetland delineation report with backup documentation. Coordinated with U.S. Army Corps of Engineers for a jurisdictional determination and boundary concurrence.

Village of Wheeling—Incidental Take Authorization for Massasauga Rattlesnake, Wheeling, Illinois. Project ecologist

Loon Lakes Management Association—Conservation Plan and Incidental Take Authorization for Listed Fish Species to Support the Control of Aquatic Plants, East and West Loon Lakes, Antioch, Illinois. Project ecologist.

Wheaton Sanitary District Interceptor Project—Major sewer replacement and upgrade project through sensitive wetland complexes—Wheaton, Illinois. Project principal

Willard Wetland Mitigation Bank—West Central Wisconsin. Headwaters wetland mitigation bank and restoration project. Project Principal

Ecological Restoration & Management

Abbott Laboratories—Land management strategy for Eastern Prairie Fringed Orchid, Lake County, Illinois. Ecologist.

Sterne's Fen and Woods Nature Preserve—Channel and vegetation restoration plan, Crystal Lake, Illinois. Project principal.

Ecological Inventories/Surveys

Northern Illinois University—Stormwater Pond and Stream Assessment; Restoration Plan, Dekalb, Illinois. Project Ecologist

Lake County Forest Preserve District—Fort Sheridan Ravine Stabilization, Lake Forest, Illinois. Responsible for natural resources protection plan for unique and ecologically sensitive ravine tributary to Lake Michigan. Project ecologist.

Village of Richmond—Non-degradation study for potential stream impacts by new sewage treatment plant along Nippersink Creek, Richmond, Illinois. Senior ecologist.

Goose Island. Riverbank and riparian enhancements, North Shore Canal, Chicago River. Project Principal

Education

M.S., Ecosystem Studies, University of Wisconsin-Green Bay, 2018

B.S., Biophysical Environmental Studies (major), Chemistry (minor), Northland College, 1985

Previous Employment

Chemistry Teaching Assistant, University of Wisconsin-Green Bay, 1989

Limnology Research Assistant, University of Wisconsin-Green Bay, 1987

Naturalist, Carnegie Museum of Natural History, Pittsburgh, Pennsylvania, 1986-87

Registration & Certification

Certified Associate Ecologist, Ecological Society of America, 1993

Certified Wetland Specialist C-023, Lake County, Illinois

Qualified Wetland Review Specialist, No. W-001, Kane County, Illinois

Certified Wetland Specialist, McHenry County, Illinois

Recent Presentations

Climate Change Impacts to Wetlands—Lake County WetPro 2.2

Groundlayer Vegetation Considerations for Solar Farms— McHenry County

Monarchs and Margaritas /Hackmatack

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Expert Testimony Projects

Enbridge Line 5 Review Comments—Midwest Environmental Advocates
Meteor Timber Wetland Permit Contested Case Hearing – Division of Hearings and Appeals - Wisconsin
Nemadji Power Center, Superior, Wisconsin-WI Public Service Commission
Badger Coulee Transmission Line, WI Public Service Commission

Wetland Permitting Review Services

Currently (2023) provides Certified Wetland Specialist Review Services for:
Metropolitan Water Reclamation District of Greater Chicago
City of Niles
City of Elgin
County of Kane
Village of Green Oaks
Village of Hampshire
Village of Hainesville
Village of Highland Park
Village of South Barrington
Village of Volo
Village of Wonder Lake
Village of Wauconda

Presentations

Rapanos Guidance for Wetland Jurisdiction – Environmental Law Conference, Illinois State Bar Association
The SWANCC Decision—Illinois Association of Environmental Professionals
Vegetation Considerations for Stormwater Infiltration Systems – UW-Milwaukee
Wetland Permitting and the McHenry Stormwater Management Ordinance – McHenry County Bar Association

Professional Memberships & Service

Illinois Association of Environmental Professionals
Lake County Stormwater Management Commission Technical Advisory Committee
McHenry County Stormwater Management Commission Technical Advisory Committee
Wisconsin Wetlands Association
Society of Wetland Scientists
Association of State Wetland Managers
Chicago Wilderness
Friends of Hackmatack National Wildlife Refuge Board

Professional Advancement

S-130 Firefighter Training, 1992
S-190 Introduction to Fire Behavior, 1992
PMS 416 Standards for Survival, 1992
Habitat Evaluation Procedures (HEP), 1992
Wetland Delineation Training, 1990
Wisconsin Wildland Fire Training, 1989



Will Overbeck

Environmental Scientist

Experience in restoration ecology, plant taxonomy, invasive species management, as well as data collection, analysis, and reporting positions Mr. Overbeck to develop and execute a variety of natural areas assessment and restoration projects. Also focusing on comprehensive ecological planning and management studies, including wetland delineation, Mr. Overbeck targets best management practices and habitat improvement projects to restore and protect regional natural resources and improve ecosystem function. Mr. Overbeck received a Master of Science degree in Botany from the Eastern Kentucky University and is Certified Wetland Specialist in McHenry County.

Education & Previous Employment

Environmental Scientist

Hey and Associates, 2022-present

Consulting Ecologist

Applied Ecological Services, 2016-2021

Stewardship Program Coordinator

The Morton Arboretum, 2015-2016

M.S., Plant Taxonomy,

Eastern Kentucky University, 2014

Registrations & Certifications

IDNR Certified Burn Manager, 2016

Illinois Pesticide Applicator

McHenry Co. Certified Wetland Specialist

Professional Memberships & Services

Society for Ecological Restoration

Field Museum of Natural History

Illinois Native Plant Society

Friends of Hackmatack NWR

Natural Land Institute

Wetland Delineation & Permitting

Crown Community Development – Prairie Ridge, Hampshire, IL. Assisted Floristic Quality Assessment component of the onsite Wetland Delineation.

Hitchcock Design Group – Ackerman Park, Glen Ellyn, IL. Site investigation to document plant species of wetland and upland units for planned site improvements.

Metropolitan Water Reclamation District – Permit inspections and review, Matteson, IL. Compared existing conditions to regulatory permit reports.

Ecological Restoration & Management

Land and Water – Mill Creek Mitigation Bank, Gurnee, IL. Invasive species management following site restoration plans.

City of Elgin – Clifford/Owasco Park, Elgin, IL. Invasive species management and ecological restoration in emergent wetland, tallgrass prairie, and woodland habitats.

Lake County Stormwater Management Commission – Jaime Mitigation Bank, North Chicago, IL. Invasive species management in wet prairie and sedge meadow habitats.

Wetland Mitigation Design

Land and Water – Willard Road Mitigation Bank, Hendren, WI

Compose native species planting lists, performance standard, and monitoring protocols for Mitigation Banking Instrument and Compensatory Site Plan.

Ecological Inventories/Surveys

Lake County Forest Preserves – Grainger Woods Hydrologic Restoration, Mettawa, IL. Completed Floristic Quality Assessment for onsite wetland investigations.

Green Infrastructure

Village of Glenview – A Plan for Nature Update, Glenview, IL. Authored comprehensive plan report and site assessments for green infrastructure visioning.

Natural Areas

Illinois Department of Natural Resources – Kickapoo T&E Survey, Danville, IL. Threatened and Endangered Species surveys for planned site improvements.

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Presentations

- Thomforde, S.L., F. Vera, and **W. Overbeck**. Restoration of Keystone Processes and Human Communities in Grassland Ecosystems: Recoupling the Second Trophic Level. Society for Ecological Restoration, 9th World Conference. Virtual Meeting. June 21-24, 2021.
- Polacek, Todd, J. LaPointe, S. Apfelbaum, and **W. Overbeck**. Bridging the gap between technology and restoration using adaptive management in the fight against invasive Phragmites. Society for Ecological Restoration, Midwest-Great Lakes Chapter 10th Annual Meeting. Holiday Inn Stevens Point-Convention Center, Stevens Point, Wisconsin. April 20-22, 2018.
- Overbeck, Will**, Kurt Dreisilker, Megan Dunning, Annalisa Burke, and Carissa Dougherty. Online learning for volunteer stewards: strengthening resources for ecological restoration. Society for Ecological Restoration, Midwest-Great Lakes Chapter 9th Annual Meeting. Grand Valley State University, Grand Rapids, Michigan. March 24 -26, 2017.
- Overbeck, Will W.**, B. Semel and J.C. Nelson. Hydrologic restoration and plant community response at a rare graminoid fen in northeastern Illinois. Society for Ecological Restoration, Midwest Great Lakes Chapter 7th Annual Meeting. Chicago Botanic Garden, Glencoe, Illinois. March 27-29, 2015.
- Overbeck, Will W. and Ron L. Jones**. Plant Communities of the Bluegrass Region using indicator for conservation priorities in Garrard County, Kentucky. Kentucky Academy of Sciences 100th Annual Meeting, Lexington, Kentucky. November 14-16, 2014.

Research Publications

- Overbeck, W.W. and D. T. Ziomber**. 2024. Physiography and plant community composition along the Des Plaines Valley in Illinois, Grant Research, Illinois Native Plant Society.
- Overbeck, Will W.**, 2014. Vascular Flora of Garrard County, Kentucky, Thesis Publication, Eastern Kentucky University.

Research Projects

Seed Ecology

- University of Kentucky, Biology Department, Lab of Dr. Scott Gleeson (2010): Seed mix proportion predicts species establishment.
- University of Kentucky, Biology Department, Lab of Dr. Scott Gleeson (2009): Shade tolerance of Inner Bluegrass Region Genotype Lamiaceae: *Agastache nepetoides* and *Monarda fistulosa*.
- University of Kentucky, Biology Department, Lab of Dr. Jerry Baskin (2009): Lamiaceae seed germination, dormancy, and phenology: *Blephilia ciliata* and *Agastache nepetoides*.
- McHenry County College, Horticulture Department, Lab of Bruce Spangenburg (2008): Germination protocols of prairie legumes: *Lespedeza capitata*, *Amorpha canescens*, and *Petalostemum purpureum* (3 replications of 150 seeds, cold moist stratification, with or without *Rhizobium* inoculant).

Quantitative Ecology

- Illinois Native Plant Society (2023), Will Overbeck, Des Plaines Valley Floristic Inventories, Lake and Cook County.
- Eastern Kentucky University (2012), Dr. David Brown, *Trifolium stoloniferum* Demographic Study and Monitoring, Bluegrass Army Depot.
- Eastern Kentucky University (2012), Dr. David Brown, Wetland Rapid Assessment Methods Development, Cumberland Plateau.
- Eastern Kentucky University (2011), Dr. Neil Pederson, Point-centered Quarter Method Transects: Tom Dorman Nature Preserve.
- Witness Tree Native Landscapes, Mary Zaander (2006), Deer Browse Transect Study, Lake County Forest Preserve District.

Volunteer Membership & Service

- The Land Conservancy of McHenry County, Steward of Waichunas Conservation Area, 2023-2024.
- Friends of Wolf Run Watershed, Steward of Pine Meadow Park, Lexington, KY, 2014-2024.
- Gladstone Fen Nature Preserve, Volunteer, 2021-2023.
- Eastern Kentucky University, Taylor Fork Ecological Area, Bluegrass Mesophytic Cane Forest Restoration 2011-2021.
- Friends of Illinois Nature Preserves, Volunteer, 2020-2022
- McHenry County Conservation District, Steward of Cotton Creek Marsh, 2004-2021.
- Chicago Botanic Garden, Plants of Concern Program, Volunteer Monitor, 2006-2019.
- Floracliff Nature Sanctuary, Volunteer Assistant, Clay's Ferry, KY, 2010-2011.



Zachary M. Lesniewicz

Environmental Scientist II

Mr. Lesniewicz is entering his 4th year as an environmental scientist , with this being his second year that he will be a project manager. His experience includes many aspects of ecological restoration; plant installation via seeding and plugs, vegetation management and monitoring, assisting in bathymetric and topographic survey, and assisting in wetland delineations. Mr.

Lesniewicz also has experience using ArcGIS Pro and Civil 3D where he assists senior ecologist and engineers , creating a wide range deliverables for both staff and clients in the form of exhibits. Mr. Lesniewicz received a Bachelor in Environmental Science & Biological Conservation from Drake University in 2021.

Ecological Restoration & Management

Sun City Community Association of Huntley, Inc. – Del Webb Sun City including Del Webb Sedge Meadow and Grove Nature Preserve, Huntley, Illinois - Implement ecological restoration practices within the Sun City Development and an associated Illinois Nature Preserve which was dedicated following completion of mitigation requirements.

Village of North Aurora - North Aurora Towne Center Mitigation Project, North Aurora, Illinois – manage and implement wetland enhancement activities within a nearly 150 acre wetland and buffer complex.

Land and Water Resources, Inc. — Mill Creek Wetland Mitigation Bank, Lake County, Illinois. Apply various natural resource management practices to meet Lake County Stormwater Management Commission and U.S. Army Corps of Engineers permit requirements for 130 + acres of native plant communities.

City of Elgin — Clifford-Owasco Park, Kane County, Illinois. Provide native restoration and management services to a natural area alongside banks of the Fox River

Village of Volo — Village of Volo Natural Areas Management, Lake County, Illinois. Provide enhancement to the Village of Volo through the establishment, restoration, and maintenance of native open spaces and naturalized wetlands

CCDOTH — Various sections of Lake Cook Road. Provide native restoration and management services to multiple sections of road side to ensure visibility and overall appearance are maintained to the expected levels defined by CCDOTH.

Waukegan Park District — Waukegan SportsPark Natural Areas Management, Waukegan, Illinois. Mr. Lesniewicz assisted project managers in providing ecological consulting services and the implementation of native vegetation management services within naturalized plant communities .

Community Unit School District 300 — Dundee, IL. Mr. Lesniewicz project managed four differing sites located across the D300 school district., focusing on the management and restoration of their native areas.

Private Land Owner — Private wetland and woodland management, Lake Bluff, Illinois. Worked with land owner on two separate properties along Lake Michigan to provide management practices that best suited the restoration of said properties while also providing work that maintained certain aspects of the landscape that the landowner insisted on maintaining.

Education

B.A., Environmental Science & Biological Conservation, Drake University, 2021

Registrations & Certifications

IL Commercial Pesticide Applicator-
Categories: General Standards
Rights-of-Way

Professional Advancement

NWCG S-130/190 Basic Wildland
Firefighter Training, 2022

AutoCAD: Essentials, IMAGINIT
Technologies, 2022

Topcon Solutions Online Courses

Courses: Microsoft Excel 2019 Basics,
2023

Microsoft Excel 2019 Power Users, 2024

Hey and Associates, Inc.

GIS/CAD Services

APTIM Bathymetric Survey — Zion Landfill, IL. Conducted in field bathymetric survey and then processed the data and created figures to display pond bathymetry and sedimentation levels

Village of Glenview: A Plan for Nature Update — Village of Glenview, IL. Sole producer of all figures created for the report, using ArcGIS Pro. Figures included maps of sections across the entire planning area showing areas of interest, and will be used by Village Officials to determine what areas are of highest importance for future work.

Lake County Department of Transportation — Lake County, Illinois Design exhibits for bid specifications regarding the recommendation of management activities for roadside natural areas

Watershed Assessment & Management

Upper Salt Creek River Watershed Workgroup — Upper Salt Creek River Watershed, Cook County, Illinois. Assessed, analyzed, and compiled data into a comprehensive report to help identify areas in need of resource allocation for the Upper Salt Creek Watershed Workgroup

Manitou Creek/Fish Lake Drain Watershed Plan 2024 — Lake County, Illinois. Worked alongside engineers to develop a comprehensive planning document to assess current conditions and identify implementation practices and projects to improve water quality.

Lake Assessment & Management

Dunkirk Dam Lake District — Dunkirk Dam Aquatic Vegetation and Bathymetric Survey, Dane County, Wisconsin. Implemented the recommended baseline monitoring strategy for aquatic plants from the Wisconsin Department of Natural Resources.

Ecological Inventories/Surveys

Biological surveys — various counties, Illinois. Assisted in tree surveys, mussel surveys and fish surveys in numerous sites throughout Northeast Illinois.

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Ted Boggess

Environmental Scientist

Ted Boggess has multiple years of professional experience in ecological restoration. He has worked in a wide variety of prairie, forest, and wetland biomes in the greater Chicago and Milwaukee areas, and has experience with native plant, tree, and seed installation, prescribed burns, invasive species removal, and ecological monitoring/species inventories. He has experience removing undesired species via foliar herbicide application, brush-blade clearing with stump treatment, basal barking, and hand removal. As an employee of ecological restoration-focused firms, Mr. Boggess has worked in high-quality ecological environments in state natural areas and parks in Illinois and Wisconsin, as well as many county, municipal, and private-owned locations. As an environmental scientist at Hey & Associates, his other responsibilities include environmental permitting, mapping, reporting, and data analysis. Mr. Boggess graduated from Kenyon College in Gambier, Ohio in 2019 with a bachelor's degree in environmental studies with a focus in biology.

Ecological Restoration & Management

Waukegan Parks District, Waukegan, Illinois. Ecological management including brush removal, cut-stump treatment, and backpack spraying in Waukegan SportsPark.

Mundelein Park & Restoration District. Various Parks, Mundelein, Illinois. Ecological management including planting of native plugs, herbicide application, and brush cutting in Bob Lewandowski, Kracklauer, and Wortham Parks.

Naperville Park District, Various Parks. Ecological management including herbicide application and brush cutting in Commissioners and Wolf's Crossing Parks.

Sun City Community Association of Huntley, Huntley, Illinois. Ecological management including herbicide application via backpack and ATV, brush cutting, and planting of native plugs throughout Del Webb's Sun City community, including Del Webb Sedge Meadow & Grove Nature Preserve.

Prestonfield Subdivision, West Chicago, Illinois. Ecological management including backpack spraying and brush cutting in natural areas around detention ponds and forested areas throughout Prestonfield.

Village of North Aurora, North Aurora Towne Center, North Aurora, Illinois. Ecological management in the town of North Aurora's mitigation buffer, including ATV and backpack spraying of invasive vegetation.

City of Elgin, Clifford-Owasco Park, Elgin, Illinois. Ecological management in the natural areas surrounding a pond and wetlands, including backpack spraying invasive plants and native seeding.

Cook County Department of Transportation and Highways, roadside of Lake Cook Road and McHenry/Weiland Road intersection, Buffalo Grove, Illinois. Ecological management in natural areas alongside roadways including vegetation mowing,

Education & Previous Employment

B.A., Environmental Studies, (Minor: Biology), Kenyon College, 2019

Natural Areas Restoration Technician, Native Restoration Services, Lake Bluff, Illinois, 2022—2023

Volunteer, Friends of Illinois Nature Preserves, 2023—2024

Registrations & Certifications

IL Commercial Pesticide Operator - Categories: General Standards

Hey and Associates, Inc.

backpack spraying of herbicide, and native seeding.

Ecological Inventories/Surveys

Lake County Stormwater Management Commission. Vegetation monitoring at location on Marguerite Lane in Beach Park, Illinois, in addition to ecological management and restoration (herbicide application).

McHenry County Division of Transportation. Vegetation monitoring at location at Windham Cove in Crystal Lake, Illinois, in addition to ecological management and restoration (herbicide application and seeding).

Ahmadiyya Movement in Islam, Inc. Vegetation monitoring at location at Ahmadiyya Mosque in Zion, Illinois, in addition to ecological management and restoration (herbicide application and seeding).

Various Clients, Tree Inventories. Experience assisting in tree surveys for several organizations in the northeastern Illinois area, including McHenry County Division of Transportation, Bloom Street Partners, Manhard Consulting, and Clark Dietz, Inc.

Wetland Delineation and Surveying

Village of Wauconda, Bangs Lake Drain Rehabilitation, Wauconda, Illinois. Assisted in delineation wetlands for the rehabilitation of Bangs Lake Drain using soils, plant identification, and other environmental indicators. Used mapping tools to survey waterline and wetland boundaries.

Various Clients, Surveying. Utilized surveying equipment including the R1 and Geode for topographical surveying as part of projects for several organizations, including the Village of Mettawa, Itasca Parks District, and Grant Township.

Environmental and Wetland Permitting

Various Clients. Prepared, coordinated, and submitted several types of permits required for projects potentially impacting wetlands, such as the USACE's Joint Application, Jurisdictional Determination, and Letter of No Objection forms and Lake County Stormwater Management Commission's Letter of No Impact, Preliminary Wetland Jurisdictional Determination, and General Permit forms.

Utilized tools such as the IDNR's Environmental Compliance Assessment Tool (EcoCAT) and Historic & Architectural Resources Geographic Information System (HARGIS), the USACE's Antecedent Precipitation Tool (APT), and the US Fish and Wildlife Service's IPaC Official Species List and Northern Long-eared Bat Rangelwide Determination Key.

Clients have included Lake Forest Open Lands Association, the Village of Wauconda, and the Oakbrook Terrace Park District.

Wetland Reporting

Various Clients. Prepared and edited Wetland Narrative Reports, utilized GIS mapping and Floristic Quality Assessments (FQAs) to depict and analyze project data. Clients include Buffalo Grove Park District, Crystal Lake Park District, and Aetna Development.

Hydrologic Restoration

Illinois Department of Natural Resources, Funks Grove Nature Preserve, Funks Grove, Illinois. Assisted in the transportation and construction of engineered wood and stone barriers to contain a hydrological seep in a protected forested area.



Natural Area Restoration and
Erosion Control Services

Over 30 Years of Environmental Service

3744 Cuba Road
Long Grove, IL 60047
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Fx: 847.526.7240
www.mcgintybros.com

Alyssa Barrantes: Natural Areas Manager

- Education:
 - o BA, Biology, Augustana College. May 2019
- Training and Certification:
 - o Illinois Department of Agriculture Commercial Pesticide Applicator: General Standards and Right-of-Way
 - o S-110 Basic Wildland Fire Orientation, S-130 Basic Wildland Fire Fighter, S-190 Introduction to Wildland Fire Behavior
- Related Project Experience:
 - o (2018) The Morton Arboretum – Dr. Andrew Hipp’s Prairie Experiment: Led interns and volunteers throughout the summer in the care of over 400 experimental plots. Plots contained either monocultures of prairie species, or a mixture of 16 native species and all non-planted species were to be removed.
 - o (2020) Pizzo & Associates Ltd. - DuPage County Native Areas Stewardship: Cared for newly installed plantings by signs and buildings. Hand weeded all non-planted species from mulched bed areas.
 - o (2020-2022) Pizzo & Associates Ltd.: Participated in burns on public and private lands in Illinois and Michigan, including the Forest Preserves of Cook County. (2021-2022) CPBM Apprentice: Lead burn crews for HOA/residential burns.
 - o (2023) McGinty Bros., Inc.: Participated in burns on public and privately owned lands.

Oscar Casillas: Natural Areas Assistant Crew Leader

- Training and Certification:
 - o Illinois Department of Agriculture Commercial Pesticide Operator
 - o S-130 Basic Wildland Fire Fighter, S-190 Introduction to Wildland Fire Behavior
- Related Project Experience:
 - o (2023) McGinty Bros., Inc.: Participated in burns on public and privately owned lands.
 - o (2023-2024) McGinty Bros., Inc.: Vital crew member who manages native plantings on resident’s Lakeshore properties and teaches new employees about BMPs. With an acute attention to detail, Oscar leaves all his sites looking pristine and orderly.



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William Duncan: Field Restoration Manager/Burn Boss

- Education:
 - o BS, Zoology, Eastern Illinois University. May 2000
 - o MS, Ecosystems Biology, Eastern Michigan University. April 2003
- Training and Certification:
 - o Illinois Department of Agriculture Commercial Pesticide Applicator: General Standards and Right-of-Way
 - o S-130 Basic Wildland Fire Fighter, S-190 Introduction to Wildland Fire Behavior, S-290 Intermediate Wildland Fire Behavior, and L-180 Human Factors on the Fireline
 - o IDNR Certified Prescribed Burn Manager
- Related Project Experience
 - o (2008-2023) McGinty Bros., Inc.: Lead burns on public and privately owned lands.
 - o (2008-2024) McGinty Bros., Inc.: Leads a crew of 2-6 to implement tasks associated with the installation, establishment, and maintenance of prairie, woodland, streambank, wetland environments, as well as planted native gardens. His duties also include the monitoring of sites, including floristic quality and erosion control assessments. He led crews on the management of Lake Zurich's new Paulus Park's native plantings in 2023.

Alfredo Soto: Natural Areas Crew Leader

- Education
 - o BS, Zoology, Northern Michigan University. November 2019
 - o MS, Environmental Studies: Land Management and Planning, University of Springfield-Illinois. May 2023
- Training and Certification:
 - o Illinois Department of Agriculture Commercial Pesticide Operator
 - o S-130 Basic Wildland Fire Fighter, S-190 Introduction to Wildland Fire Behavior
- Related Project Experience
 - o (2021-2023) McGinty Bros., Inc.: Participated in burns on public and privately owned lands.
 - o (2022-2024) McGinty Bros., Inc. as Natural Areas Crew Leader: Leads a crew of 2-4 people on the care of native plantings on resident's Lakeshore properties. Also conducts stewardship activities on approximately 45 native area sites, ranging from 0.5 acres to 6 acres.



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Laddie Svejnoha: Local 150 Operator

- Training and Certification:
 - o Illinois State Pesticide Operator License
 - o S-130 Basic Wildland Fire Fighter, S-190 Introduction to Wildland Fire Behavior, S-290 Intermediate Wildland Fire Behavior, and L-180 Human Factors on the Fireline
- Related Project Experience
 - o Assists with any initial tree or brush clearing work that may be necessary to get a site ready for native plant seeding or plug installation. Laddie is also one of our top employees when it comes to the actual installation of seed or plugs. He can successfully operate our slit seeders and hydroseeders along with any augers that may be necessary to install any requested trees, shrubs, or plugs. He is also one of our most experienced burn leaders and has led successful burns of Wasco Sanitary District (93 acres total).

Russ Svejnoha: Local 150 Operator

- Training and Certification:
 - o Illinois State Pesticide Operator License
 - o S-130 Basic Wildland Fire Fighter, S-190 Introduction to Wildland Fire Behavior, S-290 Intermediate Wildland Fire Behavior, and L-180 Human Factors on the Fireline
- Related Project Experience
 - o Russ has been with McGinty for the past 10 years as well. Since Russ joined the McGinty team, he has been a very successful and efficient leader and worker out in the field. Russ is an operator that is typically involved with initial clearing working along with the installation of seed and plugs. Russ has been involved with multiple rain garden construction and installation projects, so he is very capable of troubleshooting and solving any issues that may arise during the construction period. After completing his training with McGinty, he is an experienced leader that continues to hone his skills of conducting prescribed burns in native areas (wetlands, woodlands, prairies).

SECTION 8 - PROPOSAL FORM
NATURAL AREAS MANAGEMENT 24-020-FM
(PLEASE TYPE OR PRINT THE FOLLOWING INFORMATION)

| | |
|-------------------------|--------------------------|
| Full Name of Offeror | Hey and Associates, Inc. |
| Main Business Address | 26575 W. Commerce Drive |
| | Suite 601 |
| City, State, Zip Code | Volo, IL 60073 |
| Telephone Number | 847-740-0888 |
| Fax Number | 847-740-2888 |
| Proposal Contact Person | Matt Bucher |
| Email Address | volo@heyassoc.com |

The undersigned certifies that he is:

- the Owner/Sole Proprietor
 a Member of the Partnership
 an Officer of the Corporation
 a Member of the Joint Venture

herein after called the Offeror and that the members of the Partnership or Officers of the Corporation are as follows:

| | |
|--|--|
| <u>Jeffrey A. Wickenkamp</u> (President or Partner) | <u>Vincent J. Mosca</u> (Vice-President or Partner) |
| <u>Vincent J. Mosca</u> (Secretary or Partner) | <u>Jeffrey A. Wickenkamp</u> (Treasurer or Partner) |

Further, the undersigned declares that the only person or parties interested in this Proposal as principals are those named herein; that this Proposal is made without collusion with any other person, firm or corporation; that he has fully examined the proposed forms of agreement and the contract specifications for the above designated purchase, all of which are on file in the office of the Procurement Manager, DuPage Center, 421 North County Farm Road, Wheaton, Illinois 60187, and all other documents referred to or mentioned in the contract documents, specifications and attached exhibits, including Addenda No. 1, _____, and _____ issued thereto;

Further, the undersigned proposes and agrees, if this Proposal is accepted, to provide all necessary machinery, tools, apparatus and other means of construction, including transportation services necessary to furnish all the materials and equipment specified or referred to in the contract documents in the manner and time therein prescribed. Further, the undersigned certifies and warrants that he is duly authorized to execute this certification/affidavit on behalf of the Offeror and in accordance with the Partnership Agreement or by-laws of the Corporation, and the laws of the State of Illinois and that this Certification is binding upon the Offeror and is true and accurate.

Further, the undersigned certifies that the Offeror is not barred from proposing on this contract as a result of a violation of either 720 Illinois Compiled Statutes 5/33 E-3 or 5/33E-4, proposal rigging or proposal-rotating or as a result of a violation of 820 ILCS 130/1 et seq., the Illinois Prevailing Wage Act.

The undersigned certifies that he has examined and carefully prepared this proposal and has checked the same in detail before submitting this proposal, and that the statements contained herein are true and correct.

If a Corporation, the undersigned further certifies that the recitals and resolutions attached hereto and made a part hereof were properly adopted by the Board of Directors of the Corporation at a meeting of said Board of Directors duly called and held and have not been repealed, nor modified and that the same remain in full force and effect. (Offeror may be requested to provide a copy of the corporate resolution granting the individual executing the contract documents authority to do so.)

