

# LAURA MORRIS, PWS

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## SUPERINTENDENT OF PERMITTING & RECLAMATION COMPLIANCE

**Permit Compliance Superintendent with a senior level ecologist background of 25+ years in a professional capacity. High proficiency in a well-rounded skill set including: budget development, tracking, and oversight, staff management, created wetland design and troubleshooting, permit review and tracking, environmental/ecological assessments, agency coordination, mitigation and environmental monitoring, wetland delineations, endangered species surveys and relocations, NPDES permit and construction oversight, GPS mapping and processing, photo-interpretation, water quality monitoring, federal and state environmental permitting, report preparation, and development and management of project databases.**

### *Recent Professional Accomplishments*

- **Master of Science (MS) in Restoration Ecology** – University of Florida (05/2020).
- **2015 BASIS 6 Conference** – Co-presenter of “Mining Restoration Activities – New Science” (09/2015).
- **2013 Phosphate Mine Conference** – Co-presenter of “Exotic Vegetation – What is The Real Impact (10/2013).

### *Demonstrates broad strengths in:*

Quality Control & Report Review  
Permit Tracking & Reporting  
Budget Development & Oversight  
Staff Training & Talent Development  
Wetland Design, Delineation & Monitoring  
Construction Oversight  
Vegetation Identification  
Wildlife Monitoring & Surveys

## CAREER HIGHLIGHTS

- **Superintendent of Permitting & Reclamation Compliance** of a mine wide reclamation program covering over 250,000 acres of active reclamation with permits spanning 25 plus years. Actively promotes collaborative solutions for mitigation and restoration areas utilizing new science and coordination with numerous jurisdictional layers from the federal, state and county levels.
- **Project Manager** of phosphate mine reclamation monitoring program, with annual revenue of over \$275K representing 25-50% of entire office revenue. Spearheaded the development of monitoring methodologies and protocols, staff training programs, budget development and oversight, data analysis tools, and reporting procedures to satisfy the needs of both clients and agency staff.
- **Office Manager**, directing staff and developing new clients. Developed an experienced and hard-working team of environmental professionals, while balancing the demands of a high-stress and physically demanding work environment through superior organizational, interpersonal, and motivational skills.

## EDUCATION

**UNIVERSITY OF FLORIDA**, Gainesville, FL

Master of Science in Restoration Ecology

**UNIVERSITY OF CENTRAL FLORIDA**, Orlando, FL

Bachelor of Science (B.S.) in Biology

## PROFESSIONAL EXPERIENCE

### **MOSAIC, Lithia, FL**

**2012 - present**

*Advanced in this organization from Specialist, to Supervisor and then to Superintendent of Permitting & Reclamation Compliance.*

**Superintendent of Permitting & Reclamation Compliance** - responsible for engaging regulatory agencies in mine permitting modification and reclamation design, while leading a team of permitting specialists and ecologists. Responsible for all idle and active mine/reclamation related permits in the Mosaic holdings.

**Supervisor Permitting & Reclamation Compliance** - responsible for leading a team of permitting specialists and ecologist to ensure compliance of reclamation related mining permits for all idle and active mines in the Mosaic holdings.

**Reclamation Compliance Specialist** - Responsible for permit tracking and compliance, assist with permit modification and mitigation acreage balancing, coordination with regulatory agencies and development of adaptive management strategies.

- Integrated wetland mitigation data into a newly developed tracking system, while identifying improvements and additional uses for agency coordination. Assisted Reclamation with a variety of initiatives including focused nuisance and exotic species maintenance list, incorporated biological control, and monitoring protocol and consistency measures for contractors.

### **QUEST ECOLOGY INC., Wimauma, FL**

**2003 - 2012**

*Continued to develop as a Senior Ecologist within this organization and increased overall skills in the wildlife field and National Environmental Protection Agency (NEPA) process.*

**Senior Ecologist & Project Manager** - Provides consulting for ecological studies, wetland and upland reclamation needs, wildlife surveys and relocations, wetland delineations, environmental permitting, NEPA documentation, NPDES permit and construction oversight, land management, report preparation, budgeting and project approach development for Requests for Qualifications (RFQs), and other services.

- Managed staff and budgets for a variety of projects including work in wetlands, wildlife studies, environmental permitting, endangered species surveys and relocations, biological assessments, and NPDES permit and construction oversight. *Continued*

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**PROFESSIONAL EXPERIENCE CONTINUED**


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- Responsible for training and mentoring all new staff on wetland monitoring methodologies, plant identification, data analysis, wetland delineation methods, and wildlife surveys and capture methods
- Managed wetland monitoring program for over 30 wetland projects comprising over 1,000 acres of reclaimed and enhanced wetland areas evaluating herbaceous, shrub, and forested species to assess successful wetland creation and restoration activities.
- Pursued and developed new markets to expand client base and provide a competitive edge in the slow economic climate.

**LPG ENVIRONMENTAL & PERMITTING SERVICES INC. (KLEINFELDER), Mt. Dora & Mulberry, FL 1995 - 2003**

*Advanced in this organization from staff Ecologist to Senior Ecologist and then to Office Manager in Mulberry, FL.*

**Office Manager & Senior Ecologist** - Directed ecological and administrative staff with a primary focus of supporting phosphate industry work in the region. Additional project work for the office included sand, limestone, and rock mining and housing development projects in Polk County, FL. In addition to responsibilities as Office Manager all project work as a Senior Ecologist was maintained and included a variety of work in wetlands, upland reclamation, protected species surveys and relocations, permitting, report preparation, and other services.

- Managed staff and budgets for a variety of projects including wetlands, wildlife, permitting, and construction oversight.
- Responsible for training and mentoring new staff on wetland monitoring methodologies, plant identification, data analysis, wetland delineation methods, and wildlife survey and capture methods.
- Managed wetland monitoring program for over 30 wetland projects comprising over 500 acres of reclaimed and created wetland project areas evaluating herbaceous, shrub, and forested strata.
- Worked in a variety of surface mining processes including heavy minerals, sand, rock, limestone, and phosphate within diverse upland and wetland habitats present in North Florida through South Florida.
- Conducted state and federal wetland delineations on a heavy mineral(s) 10,000+ acres mine project, including agency review and approval of wetland lines. Land use mapping, protected surveys/relocations, and reclamation plan were also conducted.

**CITY OF COCOA, Dyal Water Treatment Plant (WTP), Cocoa, FL 1994 - 1995**

*Began as an intern working under CH2M HILL staff and advanced to Biologist, responsible for coordinating environmental management plan (EMP) activities in support of the City's drinking water department.*

**Biologist** - Supported the installation of and maintained an extensive vegetation monitoring network and water level recording equipment. Evaluated and maintained all environmental aspects of the City's Consumptive Use Permit (CUP) to ensure that special and specific conditions were being met.

- Coordinated and conducted wetland monitoring for the City's wellfield and reservoir EMP to ensure no withdrawal impacts occurred to the wetland environment. Monitoring included herbaceous, shrub, and forested components, monitoring of the endangered species hand fern (*Ophioglossum palmatum*), habitat mapping using stereoscopic aerial interpretation, all data analysis, and report preparation.
- Communication with Tosohatchee State Reserve (SR) biologist and park manager to support companion studies on the hand fern and to maintain positive relations between the City and Tosohatchee SR.
- Collected, compiled and analyzed water level data from piezometers, stream stage data from recorders, and stream flow data.
- Compilation of all vegetative and water level data into annual reports for the St. John's River Water Management District.
- During monitoring period off-season assisted with water quality sampling and analysis of drinking water samples, collected giardia and cryptosporidium samples, filter redevelopment, and conducted bathymetric profile of potential reservoir intake locations.

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**TRAINING, CERTIFICATIONS & MEMBERSHIPS**


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SOUTH FLORIDA WATER MANAGEMENT DISTRICT (SFWMD), Orlando & Ft. Myers, FL  
Uniform Mitigation Assessment Method (UMAM) Training, 2005 & 2010

FLORIDA DEPARTMENT OF ENVIRONMENTAL PROTECTION (FDEP), Tampa, FL  
Florida Stormwater, Erosion, and Sedimentation Control Inspector Training & Certification No. 4422, 2003

SOCIETY OF WETLAND SCIENTISTS (SWS), Madison, WI  
Professional Wetland Scientist (PWS), No. 0001238, 1999

ENVIRONMENTAL TECHNOLOGY CENTER, Tampa, FL  
FDEP Wetland Delineation Methodology (Ch. 62-340), Certificate of Training, 1996

ENVIRONMENTAL TECHNOLOGY CENTER, Tampa, FL  
U.S. Army Corps of Engineers Wetland Certification Training Program, USACE Certified Wetland Delineator, 1995

NATIONAL ASSOCIATION OF UNDERWATER INSTRUCTORS (NAUI)  
Dive Instructor, 2021 (#58438)

Member of the following organizations:

FLORIDA NATIVE PLANT SOCIETY (FNPS), FLORIDA ASSOCIATION OF ENVIRONMENTAL PROFESSIONALS (FAEP),  
SWS, MINING INDUSTRY PROFESSIONALS, SOCIETY OF ECOLOGICAL RESTORATION (SER), NAUI