

**Massachusetts Agency Expert Matrix of Wetland Job Approval Authority
National Food Security Act Manual 180 Part 514.1 (B)**

NAME	CONDUCT WETLAND DETERMINATIONS / DELINEATIONS			ASSIGNMENT OF WC LABELS	CONDUCT SCOPE AND EFFECT EVALUATIONS	CONDUCT WETLAND FUNCTIONAL ASSESSMENTS	DEVELOP WETLAND MITIGATION - RESTORATION PLANS
	SOILS	VEGETATION	HYDROLOGY				
Averill, Al	3	1	3	1	-	-	-
Parsons, Kate	1	3	3	3	1	2	1
Payne, Maggie	3	2	3	3	1	2	2
Petruski, Lisa	1	3	3	1	1	1	1
Agency experts from neighboring states	3	3	3	3	3	3	3

Dan Wright
State Conservationist

Date

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Education/Training Completed

	Wetland Identification for Food Security Act Purposes - Phase I	Wetland Identification for Food Security Act Purposes - Phase II	Wetland Determination for FSA Purposes - an Advanced Course for Experienced Staff	ACOE - Reg IV	ACOE Regional Supplement Training	CNTSC Hydrophytic Plant Determination and Identification	Hydric Soils for Wetland Determinations	Advanced Hydric Soils	Introduction to Aerial Photo Interpretation or equivalent	Hydrology Tools for Wetland Restoration and Determination	Wetland Restoration and Enhancement	Other
Averill, Al	x	Aug-12	Sep-12	Sep-19	Sep-19	Jul-14						
LeGouis, Louise										Sep-13		
Parsons, Kate	x	Aug-12	Jun-13	Sep-03	Sep-03	Jul-14						Hydrophytic vegetation training- Lee Davis - 7/2014; Grass ID- 2017- NEWFS; WD Advanced Course 6/21/2019; USFWS grass, sedge, rush, asters id - 7/29/2019
Payne, Maggie	Aug-12	Apr-15	Jun-19	Sep-10	Sep-10	Jun-18		Jul-15			May-18	Advanced Plant ID (USFWS): 8/2013; Field Botany (URI): 2009; CNTSC Hydrophytic Vegetation Identification for Wetland Compliance Provisions of the FSA of 1985; NRCS-RI-000001 (June2018)
Petruski, Lisa	x	Aug-12	Jun-13	Jun-16	Jun-16	Jul-14						

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Has successfully completed required training but lacks experience to conduct the task independently.			
Level 1	Requirements	Soils Determination	<i>Wetland Identification for Food Security Act Purposes - Phase I and II</i> + familiarity with NFSAM Parts 510 and 514, and with the Regional Supplement to the Corps of Engineers Wetland Delineation Manual: Northcentral and Northeast Region
		Vegetation Determination	<i>Wetland Identification for Food Security Act Purposes - Phase I and II</i> + familiarity with NFSAM Parts 510 and 514
		Hydrology Determination	
		WC Labels	
		Scope & Effect	<i>Wetland Identification for Food Security Act Purposes - Phase I</i> + basic understanding of hydrology, hydraulics, and drainage systems, + familiarity with NFSAM Part 516(B), and Engineering Field Handbook, Part 650 – Hydrology Tools for Wetland Determination
		Functional Assessment	<i>Wetland Identification for Food Security Act Purposes - Phase I and II</i> , + familiarity with NFSAM Parts 510, 514, 515 and 516(A).
		Mitigation Plan	<i>Wetland Identification for Food Security Act Purposes - Phase I and II</i> , + familiarity with NFSAM Parts 510, 514, and 515 (B).
Has successfully completed all required training and can apply the principles with limited oversight.			
Level 2	Requirements	Soils Determination	Level I requirements + <i>Wetland Identification for Food Security Act Purposes - Phase II</i> + <i>Hydric Soils for Wetland Determinations</i> OR <i>Advanced Hydric Soils for Soil Scientists</i> (or comparable training or applied experience, and proficiency in describing and interpreting soil morphology per state soil scientist) + ability to apply COE Wetlands Delineation Manual procedures and variances thereof as described and defined in the NFSAM 180 - CPA, Circular No. 6, part 527, Appendix + ability to apply hydric soil indicators and concepts associated with problematic hydric soils as described and defined in the Regional Supplement to the COE Wetland Delineation Manual: Northcentral and Northeast Region.
		Vegetation Determination	Level I requirements + ACOE Reg IV (or experience with applicable Corps Regional Supplement) + additional vegetation course(s) needed to identify species typically found in the geographic area of responsibility .
		Hydrology Determination	Level I requirements + <i>Introduction to Digital Remote Sensing</i> or <i>Introduction to Remote Sensing and Mapping</i> or equivalent experience with aerial photo interpretation + ACOE Reg IV (or experience with applicable Corps Regional Supplement) .
		WC Labels	Level I requirements + correct application of the following wetland labels: W, NW, CW+yr, FWP, PC,WX.
		Scope & Effect	Level I requirements and <i>Hydrology Tools for Wetland Restoration and Determination</i> .
		Functional Assessment	Level I requirements + familiarity with USACE New England District Highway Methodology Workbook Supplement.
		Mitigation Plan	Level I requirements + <i>Wetland Restoration and Enhancement</i> or approved equivalent.
Has successfully completed all required training and has demonstrated proficiency in applying the principles.			
Level 3	Requirements	Soils Determination	Level II requirements + consistently demonstrated proficiency in applying the principles.
		Vegetation Determination	
		Hydrology Determination	
		WC Labels	
		Scope & Effect	Level II requirements + training course in use of SPAW and DRAINMOD computer programs, + demonstrated ability to use the hydrology tools.
		Functional Assessment	Level II requirements + consistently demonstrated proficiency in applying the principles.
		Mitigation Plan	