

STATE OF CALIFORNIA  
CALIFORNIA REGIONAL WATER QUALITY CONTROL BOARD  
SAN FRANCISCO BAY REGION

STAFF SUMMARY REPORT (Keith Lichten)  
MEETING DATE: November 14, 2018

**ITEM:** 3

**SUBJECT:** **Recognition of John Bourgeois, Outgoing Executive Project Manager of the South Bay Salt Pond Restoration Project, for Outstanding Public Service – Adoption of Resolution**

**CHRONOLOGY:** The Board has not considered this item before.

**DISCUSSION:** The Tentative Resolution would recognize John Bourgeois for his significant contributions to the people and environment of the San Francisco Bay Area through his 9-year leadership of the South Bay Salt Pond Restoration Project (Project).

The Project is the largest tidal wetland restoration project on the West Coast. Its goal is to restore 15,100 acres of diked salt ponds to a mosaic of tidal wetlands, managed ponds, and other habitats, providing wildlife-oriented public access and recreation and South Bay flood management. Its tidal marshes are a key tool to help address anticipated sea level rise.

Mr. Bourgeois took the Project's helm at a key moment—the commencement of significant project construction. Salt pond acquisition by the federal government in 2003 was followed by a 4-year public planning process led by the State Coastal Conservancy, the California Department of Fish and Wildlife, and the U.S. Fish and Wildlife Service. The Project's Initial Stewardship Phase started in 2004 with limited pond breaches, followed by construction of the Project's Phase 1 beginning in 2008. Planning for the Project's Phase 2 is under way, and construction of the South Bay Shoreline Project, one of the initial pieces of Phase 2, has just begun. The Board approved Waste Discharge Requirements and Water Quality Certification for the Initial Stewardship Phase in March 2004, Phase 1 in August 2008, the South Bay Shoreline Project in December 2017, and Phase 2 in May 2018.

Throughout project construction and planning, Mr. Bourgeois' leadership has been characterized by collaboration, dedication, and transparency. He has coordinated consideration of challenging technical issues, such as the potential for adverse effects from legacy mercury-laden sediment in diked ponds and the need to balance public access with support for special status species like the Salt Marsh Harvest Mouse and Ridgway's Rail. His unflagging grace, technical skill, and good humor have helped achieve significant restoration progress and have set the stage for further implementation. The Tentative Resolution would recognize Mr. Bourgeois for the remarkable progress his work and approach have helped achieve.

**RECOMMEN-  
DATION:** Adoption of Tentative Resolution

**APPENDIX A:** Tentative Resolution

**Item 3. Recognition of John Bourgeois, Outgoing Executive Project Manager of the South Bay Salt Pond Restoration Project, for Outstanding Public Service – Adoption of Resolution**

# **Appendix A**

## **Tentative Resolution**

**Item 3. Recognition of John Bourgeois, Outgoing Executive Project Manager of the South Bay Salt Pond Restoration Project, for Outstanding Public Service – Adoption of Resolution**

**CALIFORNIA REGIONAL WATER QUALITY CONTROL BOARD  
SAN FRANCISCO BAY REGION**

**Tentative Resolution**

**Expressing Appreciation to**

***John Bourgeois***

**Whereas**, the San Francisco Bay Regional Water Quality Control Board wishes to commend John Bourgeois, outgoing director of the South Bay Salt Pond Restoration Project, for contributions made to the State of California; and

Whereas, John has served the South Bay Salt Pond Restoration Project as its Executive Project Manager for nine years; and

Whereas, the Restoration Project represents a public investment of hundreds of millions of dollars and an incalculable ecological, cultural, and economic value to the San Francisco Bay Area and the State of California; and

Whereas, the Restoration Project presented and will continue to present challenging water quality issues such as the potential for mercury methylation, discharges of nutrient-rich water low in dissolved oxygen, and the need to balance habitat for a range of species; and

Whereas, the Restoration Project is a key tool to help address the anticipated impacts of sea level rise in a way that balances the need for flood protection with the need to support the Bay's beneficial uses; and

Whereas, Restoration Project planning and implementation involves a broad coalition of stakeholders, including scientists, engineers, government agencies and municipalities, funders, elected officials, Bay-adjacent landowners, environmental stewardship groups, and the general public; and

Whereas, the successful implementation of Restoration Project Phase 1 and development and start of implementation of Phase 2 has provided a foundation for public support, helping to lead the passage of Measure AA in 2016 and its \$500 million of public funding for Bay-margin wetland restoration over the next 20 years; and

Whereas, during his stewardship, John bore the responsibility of his charge thoughtfully, transparently, and by acting in a collaborative manner; and

Whereas, John's approach to leadership helped allow collaborative work to develop the best possible project outcomes among a range of interests; and

Whereas, over the past nine years, John has demonstrated unflinching patience, good humor, and support for technical excellence and has provided an example of the leadership needed to advance multi-objective environmental restoration,

Tentative Resolution

**Therefore, be it resolved**, that the San Francisco Bay Regional Water Quality Control Board, on behalf of itself and the people of California, thanks John for his outstanding public service; and

Be it further resolved, that the Water Board recognizes John for the significant benefits to the Bay Region his work has helped create; and

Be it further resolved, that the Water Board extends best wishes to John for continued success in his future endeavors.

I, Bruce H. Wolfe, Executive Officer, do hereby certify that the foregoing is a full, complete, and correct copy of a Resolution adopted by the California Regional Water Quality Control Board, San Francisco Bay Region, on November 14, 2018.

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Bruce H. Wolfe  
Executive Officer