

GLORIA MICHELLE EBY

SKILLS & ABILITIES

Mosquito Control Program:

- Responsible for all operational activities and administrative functions.
- Ensure compliance with state and federal rules and laws including NPDES permitting.
- Control materials selected by effectiveness, environmental safety, and cost.
- Coordinate and host Mosquito Control Advisory Board Meetings with seven cities and state.
- Coordinate surveillance data utilizing various mechanics including sentinel chickens, mosquito traps, citizen complaints, landing rates, dip inspections.
- Developed outreach program generated to educate citizens on source reduction which included video PSAs, educational brochures and flyers, website redevelopment, and design for vehicle wraps.
- Maintain chemical supply and inventory for program.
- Execute all state documents and contracts required by Florida Department of Agriculture and Consumer Services (FDACS); financial, material, operational, and equipment inventory.
- Coordinate with Florida Department of Health and seven cities on disease vector cases to ensure public safety and health which includes immediate assessment and response to control arthropods.
- Executed effective Zika Mitigation efforts within Seminole County.
- Administered grants in excess of \$2.2 million dollars for Zika Mitigation Efforts.
- Hurricane response- conduct aerial adulticiding missions post storm.
- Supervisory of 10 FTEs/ 2 Part-time.

Lake Management Program:

- Responsible for all operational activities and administrative functions.
- Conduct in-depth lake bioassessments and generate reports, both technical and citizen friendly.
- Manage lake restoration projects (design, implementation, and long-term maintenance).
- Develop and implement a Lake Management Plan for 24 MSBU lakes within Seminole County (various lakes including the East Crystal Chain of Lakes). These plans include annual action items pertinent to the lake community, identifying restoration activities and needs, conducting routine and technical herbicide treatments, providing water quality and vegetation quality trend analysis, and providing budgetary development and fiscal management.
- Provide MSBU Program with budgetary development, citizen communication, and conduct annual meeting for each MSBU waterbody.
- Coordinate Lake Association (HOA or Board) meetings and provide technical presentation/recommendations to Seminole County Residents and various agencies (Cities, FDEP, FWC, SJRWMD) for over 70 lakes within Seminole County.

- Maintain FWC Aquatic Plant Management and Grass Carp Permits for Seminole County and provide fish stocking rate evaluation for future stockings.
- 17 years experience in extensive hydrilla management (and other SAVs); successful multi-tiered approach utilizing physical-mechanical-biological controls. Experience with utilizing specialized equipment for various restoration needs.
- Manage various grant funds and projects for Lake Jesup Restoration efforts- over 800 acres /70,000 linear feet of shoreline restored.
- Conduct stream restorations. Currently in design phase for Little Wekiva River Restoration efforts with legislative appropriations.
- Project manager for over 20 different nutrient and hydrologic studies focused on watershed assessment and nutrient inputs to lakes in Seminole County.
- LAKEWATCH Program- Coordinate with meetings and volunteers.
- Seminole Education, Restoration, and Volunteer (SERV) Program- Coordinate with program to conduct volunteer events which include planting schematics, location/event coordination, budget, and other SERV related activities.
- UF/IFAS Florida Friendly Landscaping Agent- Coordinate with agent to implement principals into HOAs and lake communities to further reduce nutrients entering county waterways such as fertilizer campaigns, newsletters, and FFL landscaping practices.
- Authored Seminole County's Shoreline Protection Ordinance enacted in April 2021.
- Hurricane response- data assessment team leader.
- Supervisory of 3 FTE/ 2 Part-time.

Water Quality Program:

- Implement/Coordinate/Manage the Water Quality Monitoring Program to fulfill regulatory compliance as well as meeting quarterly and annual sampling/monitoring goals. Responsible for all operational activities and administrative functions.
- Provide personnel training in FDEP SOP's for surface water sampling.
- Manage the Water Quality Monitoring Program analytical laboratory contract.
- Maintain Water Quality Lab results (updating field books, EXCEL spreadsheets formats, check lab accuracy, etc.).
- Develop 650-MDS data download of all water quality sampling locations to be uploaded onto the Watershed Atlas.
- Send USF QA/QC'd data files to be uploaded onto the Watershed Atlas and reviewing uploaded data for accuracy.
- Manage maintenance of all water quality water vessels and related equipment (PM, wash, purchase, and repair).
- Manage 6 YSI stations and manage contract/reports for 6 ISCO auto-sampling units.
- Train other personnel in calibration, repair and maintenance of the YSI sampling units.

TMDL Biomonitoring:

- Used as an "expert" scorer by FDEP for rapid bioassessment agency audits.
- Ensure compliance with NPDES Permit for additional biological assessment components.
- Develop target monitor program based on the 303(d) Verified list for Seminole County.
- Coordinate/Schedule/Manage the Biomonitoring program to fulfill regulatory compliance as well as meeting quarterly and annual sampling/monitoring goals.
- Provide personnel training in FDEP SOP's for TMDLs.

- Maintain biological laboratory results (updating field books, EXCEL spreadsheets formats, check lab accuracy, etc.).
- Training for proficiency in macroinvertebrate taxonomic identification.
- Training and testing for FDEP SOP's habitat assessment certification.
- Development of biological log book, taxonomic verifications, taxonomic re-verifications, reference collection library and verification list as required by FDEP SOP's.
- Manage maintenance of all biological sampling and laboratory equipment. (purchase and repair).
- Conduct various presentations (Scientific Meetings, Homeowners Associations, Schools, Boards, etc.).

EXPERIENCE

PRINCIPAL SCIENTIST- MOSQUITO CONTROL PROGRAM DIRECTOR, SEMINOLE COUNTY

May 2014 - Present

Mosquito Control Program Director. Responsibilities include coordination, surveillance, and execution of arthropod control activities including staff supervision, administrative and budgetary preparation, and execution.

PRINCIPAL SCIENTIST- LAKE MANAGEMENT PROGRAM MANAGER, SEMINOLE COUNTY

February 2007 - Present

Lake Management Program Manager. Responsibilities include coordination, surveillance, and execution of aquatic plant management activities including staff supervision, administrative and budgetary preparation, and execution.

SENIOR ENVIRONMENTAL SCIENTIST, SEMINOLE COUNTY

June 2004 - February 2007

Water Quality Program Manager. Responsibilities include the coordination and execution of water quality and biological monitoring programs including laboratory and data management.

WATER QUALITY INTERN, SEMINOLE COUNTY

January 2000- July 2004

Water Quality/Stormwater Intern. Assisted scientists and engineers on daily duties related to the program's mission.

EDUCATION

UNIVERSITY OF CENTRAL FLORIDA- MASTER DEGREE IN BIOLOGY 2008

Coursework in statistics, bio-conservation and ecology, genetics, advanced limnology, entomology, macroinvertebrate community research.

- Thesis: **TMDL Bioassessment Sampling of Benthic Macroinvertebrates for Lake Jesup and Lake Seminary**

UNIVERSITY OF CENTRAL FLORIDA- BACHELOR DEGREE IN BIOLOGY 2001

Course work in entomology, biology, botany, ecology, genetics, mathematics, conservation, limnology, Florida landscapes and aquatic systems.

UNIVERSITY OF CENTRAL FLORIDA- MINOR IN ENVIRONMENTAL SCIENCES 2001

Course work in environmental policy, philosophy, politics, and planning including permitting and knowledge of governmental agencies.

SEMINOLE COMMUNITY COLLEGE – ASSOCIATE IN SCIENCE DEGREE 1996

Course work in humanities, social science, mathematics, and science.

CERTIFICATION

- FDAC Aquatic Applicators License
- FDAC Public Health Pesticide License & Directors License
- Plant Proficiency Testing/Certification administered by FDEP
 - Certification must be maintained in order to conduct Lake Vegetation Indices (LVI) biological assessments, which are crucial biological confirmation protocol within the FDEP TMDL process. One of ~50 biologists statewide to hold this certification; only staff member certified within Seminole County Government.
- Boater Safety Training Certification
- Airboat Training and Certification
- FDEP Stream Habitat Assessment Certification
- FDEP Stream Condition Index (SCI)/Biorecon Sample Training Certification
- FDEP Lake Habitat Assessment Certification
- FDEP Lake Condition Index (LCI) Audit
- Taxonomic Certification for the identification of several aquatic macroinvertebrate groups
- CPR
- SCUBA

PROFESSIONAL AFFILIATIONS

- Florida Lake Management Society (Current President)
- Florida Mosquito Control Association
- First female president for the Florida Association of Benthologists
- Florida Aquatic Plant Management Society
- Florida Department of Environmental Protection Biocriteria Meetings

REFERENCES

KIM ORNBERG, P.E.

Watershed Management Division Manager, Seminole County
407-665-2419

MARK HOYER

Director Florida LAKEWATCH
Fisheries and Aquatic Sciences UF/IFAS
352-273-3611

ED HARRIS

Biological Administrator, Invasive Plant Management Section
Florida Fish and Wildlife Conservation Commission
407-858-6170

MARIANNE PLUCHINO

Senior Environmental Scientist, Seminole County
Aquatic Biologist
407-719-6069

DEAN G BARBER

Dean Enterprises Consulting (owner), Seminole County
Prior Biological Administrator, Invasive Plant Management Section
Florida Fish and Wildlife Conservation Commission
407-721-8071