

City of Piedmont COUNCIL AGENDA REPORT

DATE: August 4, 2025

TO: Mayor and Council

FROM: Rosanna Bayon Moore, City Administrator

SUBJECT: Consideration of a Consulting Services Agreement with WRT Design (WRT) in an Amount Not to Exceed \$100,000 for Services Related to the Preparation of a Sustainable Park Management Plan (CEQA Review: This action is not a “project” per CEQA Guidelines Section 15378)

RECOMMENDATION

Approve a consulting services agreement (Exhibit A) in an amount not to exceed \$100,000 between the City of Piedmont (City) and WRT for services related to the preparation of a Sustainable Park Management Plan.

BACKGROUND

Piedmont parks are public assets that serve a wide range of active and passive uses. As stewards of public resources, the City looks to approach how park properties are maintained and managed in a responsible and sustainable manner for the public’s long term public enjoyment. In FY 2024-25, budget resources were allocated for a study to be undertaken. However, due to competing projects and limited staffing, launch of the work has been delayed.

The Park Commission began discussing sustainable practices in Piedmont parks at a public meeting on March 3, 2024. Public Works staff provided a potential framework for guiding sustainability and stewardship practices, including eight principles of ReScape (formerly Bay Friendly Landscape), specifically developed for California landscapes. Subsequent discussions occurred at the August 4, 2024 Park Commission meeting. The eight principles for ReScape landscapes are:

- Act Local
- Reduce Waste
- Nurture Soil
- Sequester Carbon
- Save Water
- Conserve Energy
- Protect Water and Air
- Create Habitat

In addition to the sustainability report's scope to review and make recommendations for sustainable maintenance practices, the City Council, at their April 6, 2025, meeting emphasized and clarified the need to include the impact of recreational uses on park resources. Consequently, the sustainability plan will address both current and proposed maintenance practices, as well as provide guidelines for park uses to encourage best management practices and limit unsustainable impacts on park resources.

DISCUSSION

On May 22, 2025, City staff issued a scope of services for professional consulting for the preparation of a Sustainable Park Management Plan. The scope for consulting services included the following tasks:

- Develop guiding principles that will enhance and preserve natural ecosystems, minimize environmental impacts, efficiently use resources and comply with local, state and federal environmental regulations.
- Review and summarize existing City documents including the General Plan and City ordinances, Climate Action Plan, Landscape Maintenance Contract, Local Hazard Mitigation Plan, Integrated Pest Management Plan, Tree Inventory, Rescape Guiding Principles, and best management practices for park uses.
- Engage stakeholders.
- Assess current maintenance and park practices.
- Identify key challenges and future considerations based on results from community outreach efforts.
- Develop a Final Plan that provides guidelines to ensure vibrant and well-maintained parks both now and in the future.

To solicit proposals, Staff reached out to five firms and hosted a virtual pre-proposal meeting for interested parties on May 30, 2025. The City was fortunate to receive proposals from three very well-qualified professional landscape and environmental planning consulting teams:

- Kimley Horn with Barry Dunn Consulting
- Groundworks
- WRT with HortScience/Bartlett Consulting

Public Works, Communications and Sustainability staff, along with retired landscape architect and Park Commissioner, David Johnson, reviewed proposals that were submitted on June 16, 2025 and unanimously selected WRT as the firm that best met the City's needs as outlined in the scope of services.

The proposal by WRT, with headquarters in San Francisco, CA and Philadelphia, PA, and its collaborating firm, HortScience/Bartlett Consulting, stood out for several reasons. Their proposal was thorough and understood the balance between preservation of natural resources and the recreational demands for City parks. The proposal demonstrated a clear understanding of the City of Piedmont and a park system that must evolve to address changing maintenance needs, rising climate pressures and the demand for high quality public spaces. WRT's Principal-in-Charge and Project Manager is John Gibbs who is a landscape architect and urban designer with extensive

experience in preparing designs and master plans, including, for local governments in California, such as Tiburon, San Leandro, Moraga and Oakland.

The cost for the WRT team's professional services to prepare the Sustainable Park Management Plan is a not-to-exceed amount of \$100,000. The approximate timeline for the project is nine months.

ENVIRONMENTAL REVIEW

Approval of this Consulting Services Agreement is not a "project" under CEQA Guidelines Section 15378, as it does not have the potential for resulting in either a direct physical change in the environment or a reasonably foreseeable indirect change and is not an activity that will be undertaken. Approval of the agreement authorizes WRT to prepare the Sustainable Park Management Plan and, therefore, is not a project under CEQA in and of itself. Further, even if approval of the agreement was a project, it would be exempt under the "common sense exemption" in CEQA Guidelines section 15061(b)(3) as it can be seen with certainty that there is no possibility that approval of the agreement would have a significant effect on the environment.

FISCAL IMPACT

Funding for work covered under this agreement has been included in the Approved Budget for FY2025-26 in the Facilities Capital Fund.

CITY ATTORNEY REVIEW

The attached Agreement for Consultant Services was reviewed and approved as to form by the City Attorney.

CONCLUSION AND NEXT STEPS

Staff recommends that the City Council approve the Agreement for Consultant Services with WRT. Should the City Council approve the agreement, staff will schedule a project kick-off meeting with the WRT team forthwith.

Prepared by: Daniel Gonzales, Director of Public Works
Nancy Kent, Parks and Project Manager

ATTACHMENTS:

Attachment A: Contract

Attachment A

CONTRACT

This Contract made August 4, 2025 ("Effective Date"), between the City of Piedmont, California, a municipal corporation, 120 Vista Avenue, Piedmont, California 94611, ("City") and WRT Design, (WRT) an LLC ("Independent Contractor").

1. City is a municipal corporation which needs certain services and software as more specifically set forth hereafter.
2. Independent Contractor agrees to provide these services and software to the City under the terms and conditions set forth in this Contract ("Contract").

3. Services

Independent Contractor shall provide the services as set forth in Exhibit A attached hereto and incorporated herein. It is agreed that Independent Contractor shall perform the services in a manner consistent with that level of skill and care ordinarily exercised by members of the same profession, acting at the same point in time, under similar circumstances and in the same geographic region (the "Standard of Care").

4. Compensation

- a. City will pay the Independent Contractor the sum of: \$100,000 dollars for the services described in Section 3 above. City shall issue payment within 30 days of the satisfactory completion of the services described in Section 3 above.

5. Term

This contract shall begin on the Effective Date. Unless otherwise terminated as provided in this Contract, this Contract shall terminate 1 year from the Effective Date.

6. Contractual Relationship

The parties intend that an independent contractor-employer relationship will be created by this Contract. City is interested only in the results to be achieved, and the conduct and control of the work will lie solely with Independent Contractor. Independent Contractor is not to be considered an agent or employee of City for any purpose, and neither Independent Contractor nor any employees of Independent Contractor are entitled to any of the benefits that City provides for City's employees. It is understood that City does not agree to use Independent Contractor exclusively. It is further understood that Independent Contractor is free to contract for similar services to be performed for other cities, persons or entities during the term of the Contract. Independent Contractor shall be fully responsible for all income, social security or other taxes or deductions, including

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but not limited to worker's compensation and unemployment deductions, relating to the services it performs for City.

7. Indemnity and Hold Harmless

To the fullest extent permitted by law, Independent Contractor shall defend (with legal counsel reasonably acceptable to City), indemnify and hold harmless City and its officers, elected officials, employees, agents, and volunteers (collectively "Indemnitees") from and against any and all liability, claims, loss, cost, damage, injury (including, without limitation, injury to or death of an employee of Independent Contractor or its subconsultants), expense and liability of every kind, nature and description (including, without limitation, fines, penalties, incidental and consequential damages, reasonable court costs and attorneys fees, litigation expenses and fees of expert consultants or expert witnesses incurred in connection therewith, and costs of investigation) ("Liability"), where the same arise out of, are a consequence of, or are in any way attributable to, in whole or in part, the performance of this Contract by Independent Contractor or by any individual or entity for whom Independent Contractor is legally liable, including but not limited to, officers, agents, employees, subcontractors or consultants of Independent Contractor.

For design professionals (as that term is defined by Civil Code § 2782.8) acting within the scope of their professional capacity, to the fullest extent permitted by law, Consultant shall, at its own expense, indemnify, protect, defend (by counsel reasonably satisfactory to the City) and hold harmless any Indemnitees from and against any and all Liability, whether actual, alleged or threatened, which arise out of, pertain to, or relate to the negligence, recklessness, or willful misconduct of the Consultant, or as may be provided by statute in Civil Code § 2782.8, as may be amended from time to time.

Neither termination of this Contract nor completion of the services shall release Independent Contractor from its obligations under this Section 7, as long as the event giving rise to the claim, loss, cost, damage, injury, expense or liability occurred prior to the effective date of any such termination or completion, and this section shall survive the termination of the Contract.

8. Insurance

The following minimum levels of insurance coverage shall be provided during the term of this Contract. Prior to the execution of the Contract, Independent Contractor shall provide proof of insurance required. Insurance is to be placed with insurers authorized to conduct business in the state with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the City.

Independent Contractor shall furnish the City with original certificates and amendatory endorsements or copies of the applicable policy language effecting coverage required by this clause. All certificates and endorsements are to be received and approved by the City before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive Independent Contractor's obligation to provide them. The

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City reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time.

Coverage shall be at least as broad as:

1. Commercial General Liability (CGL): Insurance Services Office Form CG 00 01 covering CGL on an “occurrence” basis, including products and completed operations, property damage, bodily injury and personal & advertising injury with limits no less than \$2,000,000 per occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location (ISO CG 25 03 05 09 or 25 04 05 09) or the general aggregate limit shall be twice the required occurrence limit.
2. Automobile Liability: ISO Form Number CA 00 01 covering any auto (Code 1), or if Contractor has no owned autos, covering hired, (Code 8) and non-owned autos (Code 9), with limit no less than \$2,000,000 per accident for bodily injury and property damage.
3. Workers’ Compensation: as required by the State of California, with Statutory Limits.
4. Professional Liability (Errors & Omissions): As appropriate to Independent Contractor’s services, and not less than \$2,000,000 per occurrence.

The insurance policies are to contain, or be endorsed to contain, the following provisions:

The City of Piedmont, its Council Members, directors, officers, agents and employees shall be named as additional insureds on the CGL policy with respect to liability arising out of work or operations performed by or on behalf of Independent Contractor including materials, parts or equipment furnished in connection with such work or operations. General liability coverage can be provided in the form of an endorsement to the Independent Contractor’s insurance (at least as broad as ISO Form CG 20 10 11 85 or both CG 20 10, CG 20 26, CG 20 33, or CG 20 38; and CG 20 37 forms if later revisions used).

For any claims related to this contract, Independent Contractor’s insurance coverage shall be primary insurance coverage (at least as broad as ISO CG 20 01 04 13) with respect to the City, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the City, its officers, officials, employees, or volunteers shall be excess of the Independent Contractor’s insurance and shall not contribute with it.

Independent Contractor hereby grants to City a waiver of any right to subrogation which any insurer of said Independent Contractor may acquire against the City by virtue of the payment of any loss under such insurance. Independent Contractor agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the City has received a waiver of subrogation endorsement from the insurer.

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Independent Contractor shall require the insurer to provide City with 30-day prior notice of termination or material change in coverage and ten (10) days prior notice of cancellation for non-payment.

9. Assignability

Independent Contractor shall not assign, delegate, or transfer any interest in this agreement nor the performance of any Independent Contractor's obligations hereunder, without the prior written consent of the City.

10. Miscellaneous

As used in this Contract, the masculine, feminine or neuter gender, and the singular or plural number, shall each be deemed to include the others whenever the context so indicates.

11. Notices

Any notices to be sent pursuant to this Contract shall be given in writing, via facsimile and concurrently by prepaid U.S. certified or registered postage addressed to City at 120 Vista Avenue, Piedmont, California 94611, and to Independent Contractor at 120 2nd Street 3rd floor San Francisco, CA 94105, or at such other address as each party shall give the other in writing from time to time, and notices shall be deemed received at the time of personal delivery or three (3) working days after being placed in the United States Mail, postage prepaid, certified mail, return receipt requested.

12. Governing Law

This Contract shall be governed by the laws of the State of California. Jurisdiction and venue of litigation arising from this Agreement shall be in the County of Alameda, State of California.

13. Modification

Any modification of this Contract will be effective only if it is in writing signed by all parties to this Contract.

14. Time is of the Essence

Time is of the essence in the performance of this Contract. However, Independent Contractor shall not be responsible for any delays in the project resulting in circumstances beyond the Independent Contractor's reasonable control nor shall Consultant be deemed to be in default of this Agreement for same.

15. Termination

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The following provisions shall govern termination under this Contract:

- a. Either party may terminate this Contract for cause as follows:
 - (1) The party electing to terminate shall give the other party written notice of termination at least five (5) days prior to the termination date, setting forth very specifically the grounds for termination, the specific provisions of the Contract that has been violated, and a full statement of the facts surrounding the violations(s).
 - (2) If the terminated party so elects, the parties shall meet promptly and make good faith efforts to resolve the violation(s) in a mutually agreeable way.
 - (3) If any such violation cannot be resolved by the parties at such meeting, or at any mutually agreed extension(s) of such meeting, the termination shall proceed.
 - (4) If the violation(s) have not been resolved, the terminating party may proceed with termination, and with retaining other person(s) or entities to provide services, if the terminating party is the City.
- b. Either party may terminate the Contract at any time without cause upon at least sixty (60) days prior written notice to the other party. In the event of any such termination by City, Independent Contractor shall be paid for services actually performed through the date of termination, and Independent Contractor's work shall be immediately discontinued as of that date, except that City may elect, at City's option, to have Independent Contractor complete one or more projects or specific activities which are then in progress, in which case Independent Contractor shall be paid for such services until completion. If terminated by Independent Contractor, any assignment accepted by Independent Contractor prior to the notice of termination shall be completed if desired by City.

16. Equal Opportunity

Independent Contractor shall insure that its policies and practices provide equal opportunity to all applicants and employees without regard to race, color, creed, gender, age, religion, national origin, sexual preference, gender identity, marital status, disability, Acquired Immune Deficiency Syndrome (AIDS), AIDS-Related Complex (ARC) and in addition, Independent Contractor must comply with the Americans with Disabilities Act.

17. Compliance with Laws

Independent Contractor shall use the Standard of Care in its profession to comply with all applicable federal, state, and local laws, codes, ordinances, and regulations. Independent Contractor represents and warrants to City that it has and shall, at its sole cost and expense, keep in effect or obtain at all times during the term of this Contract any licenses, permits, insurance and approvals which are legally required for Independent Contractor

Attachment A

to practice its profession.

18. Entire Agreement

This Contract constitutes the entire agreement of the parties with respect to the matters set forth herein. Any amendments, modifications, or changes to this Agreement shall be in writing and signed by both parties. In the event of a conflict between the terms set forth in this Contract and the terms set forth in any exhibit to this Contract, the terms of this Contract shall govern over the terms of any exhibit.

19. Ownership of Documents

All plans, studies, documents and other writings, including working notes and internal documents, prepared by and for Independent Contractor, its officers, employees and agents and subcontractors in the course of implementing this Agreement, shall become the property of City upon payment to Independent Contractor for such work, and City shall have the sole right to use such materials in its discretion without further compensation to Independent Contractor or to any other party. Independent Contractor shall, at Independent Contractor's expense, provide such reports, plans, studies, documents and other writings to City upon written request. All documents prepared by Independent Contractor are confidential and shall be maintained to preserve their confidential nature. Release of any such documents to third parties shall only be made upon written consent of City.

20. Licenses

Independent Contractor represents and warrants that it has all licenses, permits, qualifications, insurance and approvals of whatsoever nature which are legally required of Independent Contractor to practice its profession. Independent Contractor represents and warrants to City that Independent Contractor shall, at its sole cost and expense, keep in effect or obtain at all times during the term of this Agreement, any licenses, permits, insurance and approvals which are legally required of Independent Contractor to practice its profession.

21. Waiver

Waiver of a breach or default under this Agreement shall not constitute a continuing waiver of a subsequent breach of the same or any other provision under this Agreement.

Attachment A

IN WITNESS WHEREOF, the parties have executed this Contract at Piedmont, California, the day and year first above written.

CITY OF PIEDMONT: _____:

By: _____
City Administrator

By: _____
Title:

Attest:

Anna Brown, City Clerk

Approved as to form and legality:

Michelle Marchetta Kenyon, City Attorney
Deepa Sharma, Assistant City Attorney



PROPOSAL FOR CONSULTING SERVICES FOR

SUSTAINABLE PARK MANAGEMENT PLAN



SUBMITTED TO: **City of Piedmont, Department of Public Works**

SUBMITTED BY: **WRT** with HortScience | Bartlett Consulting

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COVER LETTER

MARIPOSA PARK | WRT
SAN FRANCISCO, CA



June 16, 2025

Nancy Kent
Parks and Project Manager
City of Piedmont
nkent@piedmont.ca.gov

RE: City of Piedmont RFP for Sustainable Park Management Plan

Dear Nancy and the City of Piedmont Team,

The City of Piedmont has long demonstrated its commitment to quality of life through investment in parks, recreation, and public spaces. We applaud your initiative to develop a Sustainable Park Management Plan that will guide your efforts to meet evolving resident needs, while aligning with broader goals for increased sustainability, preservation, and efficient resource management.

WRT is excited to support this important work. As a team of planners and designers dedicated to parks, open space, and trails at every scale, we bring a strong foundation of experience on park system plans for park agencies and municipalities small and large, across the country and throughout California including places like Moraga, Tiburon, Berkeley, and Oakland. Our approach integrates thoughtful public engagement, data-driven analysis, and actionable recommendations to ensure results that are both visionary and implementable. We bring a passion for the bigger picture of community resilience and design with nature, and careful attention to the conditions of each place and its people. With a majority of our work serving public agencies, we are experienced in crafting and executing outreach strategies that effectively communicate project goals and provide meaningful opportunity for input.

For this project, WRT is proud to partner with HortScience | Bartlett Consulting, a frequent and trusted partner in our parks and open space work that knows Piedmont well.

Together, our team will work closely with City staff, the Park Commission, Council, and community members to deliver a clear and comprehensive plan. We understand the importance of coordination with existing planning efforts and the need to center equity, inclusion, and long-term stewardship in the work ahead.

Thank you for the opportunity to submit our proposal. We look forward to the possibility of working together to shape the next generation of parks and recreation in Piedmont.

Sincerely,

John R. Gibbs, ASLA, LEED AP

Principal | Landscape Architect + Urban Designer
Principal-In-Charge



CASTRO VALLEY BOULEVARD COMPLETE STREETS + MAINTENANCE PLAN | WRT
CASTRO VALLEY, CA

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ABOUT US

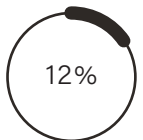




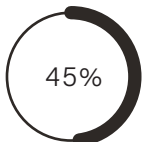
LANDSCAPE
ARCHITECTS



PLANNERS



URBAN
DESIGNERS



ARCHITECTS

FOUNDED IN

1963

WRT HAS WON

400+

PLANNING AND
DESIGN AWARDS

WRT FIRM OVERVIEW

WRT is a team of landscape architects, planners, urban designers, and architects. We value the impact of our collective approach to create solutions for complex problems across scales. We serve our communities by designing places that enhance the natural and social environment.

WRT works across scales and professional disciplines to create forward-thinking, actionable solutions that meet the unique needs of the communities we serve. We promote the cross-pollination of ideas, perspectives, and techniques by emphasizing critical thinking and creative problem solving among our staff, as well as with our clients and partners. We believe that although each professional discipline has a focal area of expertise and concern, each overlaps the others in a continuum: from the wider ecological, environmental, social, economic, and urban planning factors through landscape and architectural form.

WRT's success is based on our tradition of excellence, innovation, and leadership, and our commitment to the firm's guiding principles of designing with nature and reinforcing urbanism. We work with communities to address and integrate complex issues related to quality of life and physical character, growth management, economic and fiscal health, infrastructure capacity, and resource preservation and activation. We build on the strengths of those who have come before us, but welcome change as an opportunity to create impact.

Our practice is guided by the following themes:

Placemaking at all Scales

Placemaking is the process of activating the public realm through design. It is our conviction that placemaking is integral to improving quality of life, supporting inclusive growth, and integrating the shared values of communities.

Achieving Equity

We believe in equitable communities that level playing fields for their most vulnerable citizens. While talent is universal, opportunity is not.

Embracing Community Values

The threads of a community create a sense of belonging, strength, comfort, and resiliency. An understanding of these threads—shared stories, common values, a similar culture—forms a foundation from which communities can build capacity, regenerate, and blossom.

Planning For Resiliency

Our practice is guided by an ecological and systems-based approach with resiliency at its core. This approach is essential in addressing today's complex challenges dealing with environmental, social, economic, and technological changes.

ABOUT OUR PARTNER



HortScience | Bartlett Consulting (H|BC) provides consulting services in horticulture, arboriculture and urban forestry. HortScience, Inc. was founded in 1983. In 2018, H|BC was acquired by the F.A. Bartlett Tree Expert Co. Over the years, we have helped public agencies and private owners throughout California and beyond design, plant, and manage landscapes in a scientifically sound, environmentally responsible, and socially responsive manner.

HortScience | Bartlett Consulting’s expertise ranges from single trees to urban forests, from an individual property to the broader community. We specialize in tree assessment, preservation and management, tree preservation during development, tree risk assessment and management, soil analysis, landscape plant selection, and problem diagnosis. We help our clients preserve desirable trees and reduce the risk associated with tree failure, provide written and electronic documentation of findings, and participate in the public meeting process.

OUR TEAM





Tiburon Parks, Recreation, and Open Space Master Plan | Tiburon, CA

WIDE-RANGING PARK EXPERIENCE

The WRT Team brings decades of experience in parks and recreation planning, with a strong focus on implementation, equity, and long-term stewardship in both urban and rural communities. Backed by expert partners in operations, facility design, and community research, WRT delivers strategic, community-driven master plans tailored to the unique needs of each community.

WRT has a strong track record of developing parks and recreation master plans for communities with unique geographies, seasonal economies, and diverse recreational demands. We bring a systems-based approach to open space planning that is grounded in implementation, equity, and long-term stewardship. Our portfolio spans both urban and rural contexts and covers park system planning, climate adaptation and resilience, and designed and implemented park systems.

WRT plans and designs parks and open spaces that improve quality of life, foster economic development, and protect the environment. With a 60-year legacy of designing with nature,

we understand park networks and open spaces as ecosystems, comprised of people, natural processes, institutions, and built infrastructure.

When these systems are in balance, they can both thrive in the present and adapt to changing conditions. By designing for resilience, we create public spaces that prepare us for climate threats while providing vibrant, healthy, sustainable places for our communities to live, work, and play—now and into the future.

Our work is imbued with public purpose, creating healthier, more vibrant environments that can improve quality of life for generations to come.

WRT has led park system plans all across the country, with a concentration of similar work in Northern California. In **Tiburon, CA**, we led the Town's first Parks, Recreation, and Open Space Master Plan, a project that addresses waterfront access, trail connectivity, and the integration of open space with regional identity. Tiburon's scenic setting demands a nuanced approach to balancing access, preservation, and community use. We have also recently begun a similar project in **Moraga, CA**, a charming, semi-rural town known for its rolling hills, scenic open spaces, and a community that values a close connection to nature. WRT is crafting a master plan that seeks to protect Moraga's unique character and pristine open spaces, while addressing the evolving needs of its diverse and engaged population.

WRT also brings significant experience and expertise in climate adaptation. Our team has worked on many planning and design projects that address issues of resiliency to climate change, sustainability, equity and accessibility, and placemaking. We understand the critical importance of designing landscapes that can stand the test of time and adapt with the changing climate. At **University of California, Berkeley**, WRT is on a team of consultants leading the Clean Energy Campus Master Plan to restore the campus public realm after major construction across the campus associated with new central plant and distribution piping. WRT is integrating the campus master plan vision and solving for strict cost controls to determine appropriate

landscape responses. Similarly, at **San Jose State University**, WRT led the Campus Landscape Master Plan and Campus Master Plan, which demonstrated WRT's ability to plan and design adaptable landscapes. WRT has since implemented multiple courtyard renovation projects, including the Interdisciplinary Science Building Quad, which features a planting palette that emphasizes the botanical diversity and drought tolerance of the campus landscape.

WRT also brings a great portfolio of successfully built parks and open spaces. Recently, WRT celebrated the successful construction and opening of **Ashland Zocalo**, a new green, central gathering place designed and developed through a partnership with the community and extensive multilingual engagement and artistic collaboration. Previously WRT designed and implemented **Mariposa Park**, a 2.5 acre urban park located in the Mission Bay neighborhood of San Francisco. Developed in conjunction with the UCSF Russell Benioff Children's Hospital, the park provides a multi-functional outdoor space for patients, hospital staff, and the surrounding neighborhood to picnic, play, and relax in a rich and ecologically vibrant landscape. WRT also led the award-winning master plan and several subsequent implementation projects, including the renovation of the historic Municipal Boathouse and ground for **Lake Merritt Park** in Oakland, CA.



Mariposa Park | San Francisco, CA



LAKE MERRITT PARK MASTER PLAN + IMPLEMENTATION | WRT
OAKLAND, CA

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OUR APPROACH



UNDERSTANDING + APPROACH

APPROACH

Our approach combines a professional rigor to understanding Piedmont parks' unique character, users, and opportunities with a commitment to robust community engagement and a focus on delivering sustainable, actionable recommendations.

Local Knowledge Meets Leading Practice

Our team brings both professional expertise and personal familiarity with Piedmont's unique park system. We live near and frequently visit these parks, giving us a first hand appreciation of their ecological, recreational, and cultural value. John Gibbs is former longtime resident and Gabrielle lives and is raising her daughter in the community. This connection fuels our passion and informs a thoughtful, site-specific approach grounded in environmental planning, sustainable landscape management, and inclusive community engagement.

We understand that Piedmont's park system must evolve to address changing maintenance needs, rising climate pressures, and changing demand for high-quality public spaces. Our approach focuses on the core principles outlined in the RFP: resource stewardship, regulatory compliance, and long-term sustainability—balanced with community engagement.

Left and Right: Piedmont Park WRT Team Site Visit



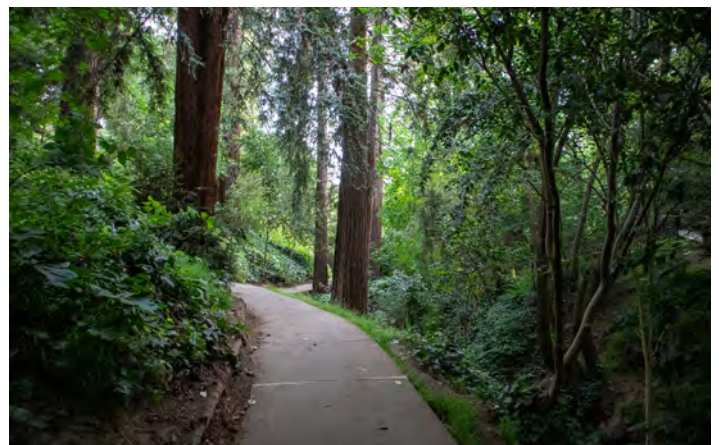
Balancing Preservation and Recreation

As we evaluate existing maintenance practices and park use patterns, we will draw on our experience with leading frameworks such as ReScape, Bay-Friendly Landscaping, and StopWaste principles. These tools will guide us in identifying sustainable practices that reduce resource consumption while supporting healthy, high-quality landscapes. Through conserving water, nurturing the soils, reducing air pollutants, and supporting healthy, regenerative plant habitats, the parks can contribute to climate-positive design and improved user experiences.

At the same time, we recognize the importance of balancing sustainability goals with the community's recreational needs and aspirations. Our engagement strategy will ensure that recommendations are not only environmentally responsible but also grounded in the values, habits, and cultural traditions of Piedmont residents. With decades of experience in park planning and community engagement, we will collaborate with staff to design an approach that maximizes limited resources while capturing a broad range of perspectives. This input, combined with data-driven analysis, will help us define clear priorities and shape recommendations that reflect the community's shared vision.

Designing a Roadmap for the Future

Ultimately, our goal is to produce a Plan that is clear, inspiring, and ready to implement. We will provide a phased action plan with realistic cost estimates, funding strategies, and timelines. The final Plan will serve as both a technical manual and a policy guide—ensuring Piedmont's parks remain resilient, loved, and well-used for generations.



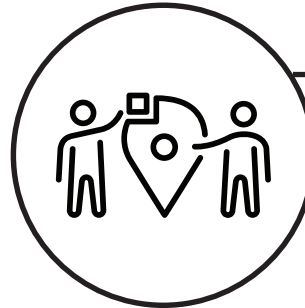
At-Home,
Low-Tech, and Digital



ENGAGEMENT TOOLKIT



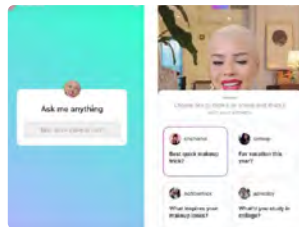
**PROJECT WEBSITE
& INTERACTIVE
TOOLS**



In-Person



**SOCIAL MEDIA
& MOBILE
OUTREACH**



**MEETINGS
IN A BOX & FOCUS
GROUP MEETINGS**



**WEBCAST /
STREAMING
MEETINGS**



**MAIL & PAPER
OUTREACH
METHODS**



**RADIO/
BROADCAST**



**POP-UPS/
EVENTS**



SCOPE OF WORK

Task 1: Kickoff and Project Administration

- Kickoff Meeting
- Regular Progress Meetings (up to 18, virtual)
- Ongoing Project Management

We will begin the project with a kickoff session and site tour to align with staff on goals, expectations, and priorities. Regular biweekly meetings over the nine-month project timeline will ensure clear communication and allow for more frequent coordination during key phases of the work.

Task 2: Review & Research

- Document Review
- State and Federal Legislation Review
- Best Practices Review

We will review all relevant guiding documents including the General Plan, Landscape Maintenance Contract, IPM Policy, LHMP, Tree Inventory, and existing park uses. This review will ensure our recommendations are consistent with existing policies and plans. We will also review relevant legislation and best practices—such as those from StopWaste, ReScape, and NRPA—to align the Plan with industry standards and regulatory requirements.

Task 3: Stakeholder Engagement

- Community Engagement Strategy Memo
- Pop-up Engagement (2, with extra materials for use by Staff)
- Online Survey
- Presentations to Council & Parks & Rec Commission (3)
- Additional Stakeholder Meetings (up to 2 meetings, virtual)

Recognizing that strong community engagement is key to successful implementation, we will work closely with staff to define a clear engagement strategy—outlining goals, methods, tools, and the respective roles of City staff and the consultant team. This will be documented in a text narrative with summary table. In alignment with the RFP, our scope includes two pop-up events (the Harvest Festival and a second event to be determined) and three presentations to the City Council and Parks & Recreation Commission. To expand outreach, we also propose a simple online survey with QR code that can be promoted at events and through the City's website and social media channels. We welcome collaboration with staff to refine this strategy and ensure it aligns with the City's expectations. Our goal is to build trust, support informed decision-making, and foster the community buy-in necessary to advance plan implementation.

WRT will create a PowerPoint presentation to communicate progress at two milestones. The final presentation will rely mostly on the actual document for the presentation.



WRT Principal-in-Charge John R. Gibbs participating in a public community engagement event in Tiburon, CA for the WRT-led Tiburon Parks Master Plan.

Task 4: Assessment of Current Maintenance Practices & Park Uses

- Inventory & Assessment of Maintenance Practices
- Evaluation of Park Use Patterns and Conflicts

Based on our review of existing plans, legislation, and best practices research, we will evaluate current landscape maintenance techniques with a focus on sustainability, climate resilience, and resource conservation. To consider the health and sustainability of Piedmont's trees and vegetation, we have engaged arborists and horticulturalists from Bartlett Consulting to provide expert technical guidance on vegetation management best practices and climate responsive tree species. In parallel, WRT will assess how Piedmont's parks are currently used—identifying opportunities to resolve conflicts, enhance programming, and support a mix of passive and active uses aligned with community needs. We will prepare a simple one page diagram with brief narrative for each park and open space.

Task 5: Guidelines & Strategies for Improved Sustainability & Use

- Draft Sustainable Use Guidelines & Best Management Practices
- Draft Implementation Plan

Building on our assessments and community input, we will develop a set of best management practices and guidelines that support sustainable maintenance while enhancing the community's experience. These recommendations will balance ecological preservation with the community's recreational needs—ensuring the parks remain vibrant and responsive for decades to come. They will include best management practices for sustainable maintenance, guidance for improving and adapting park uses, and a framework for future improvements aimed at reducing environmental impacts. The final product, will be incorporated into the document described in Task 6, will also include a phased implementation plan, serving as a practical roadmap for turning recommendations into action.

WRT excels at creating highly visual and well-designed final plan documents, like this one for the City of Tracy's Citywide Parks, Recreation & Trails Master Plan Update. We understand the importance of a strong planning document to support efforts to move project to implementation.

Task 6: Development of Final Document

- Admin Draft Plan
- Public Review Draft
- Final Plan

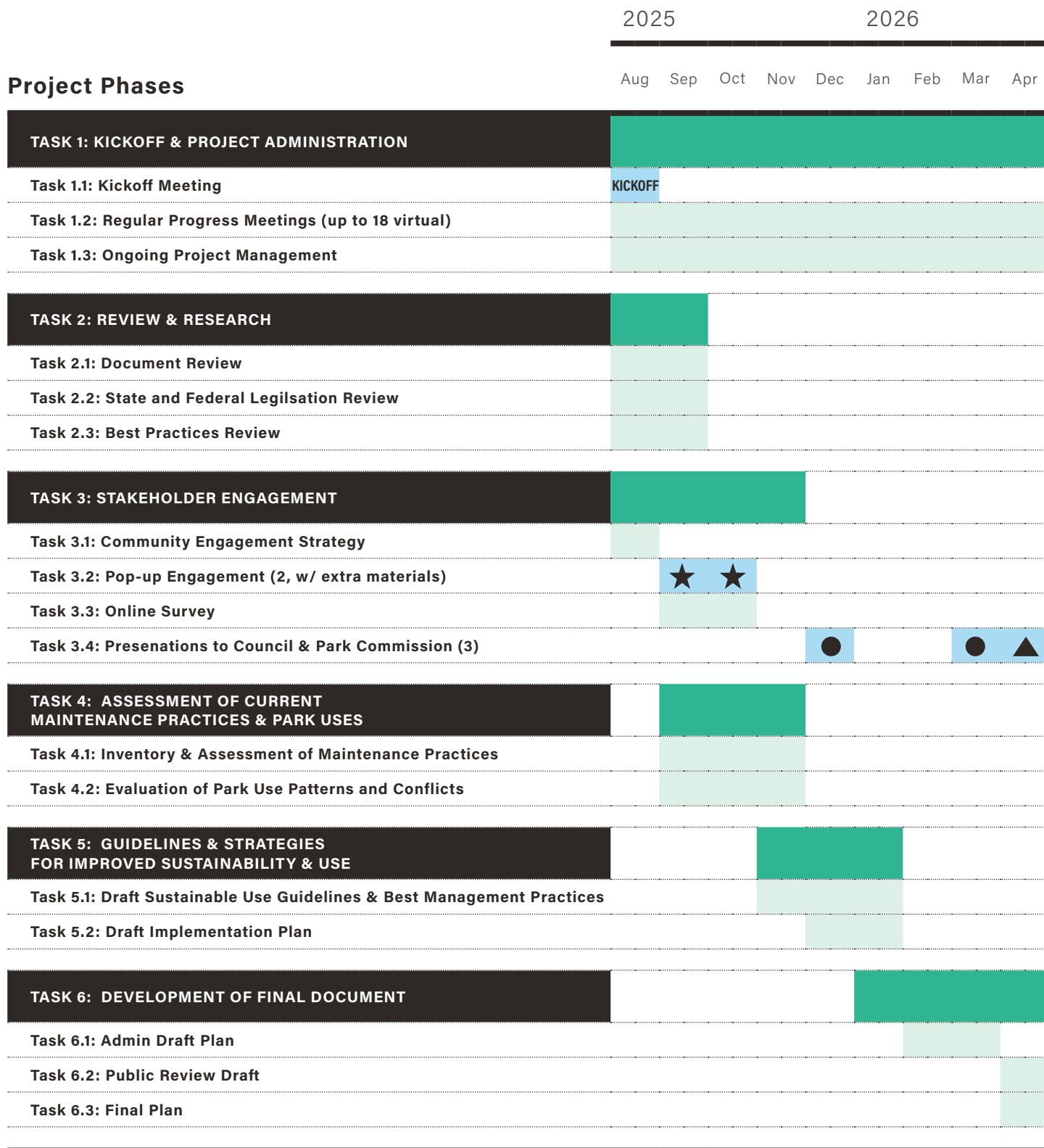
The final Sustainable Parks Management Plan will synthesize technical analysis, community feedback, and policy review into a concise, actionable, and professionally presented document. We will prepare an Administrative Draft, envisioned as a 30-50 page document, for staff review, followed by a Public Review Draft to support final presentations. Based on feedback, we will revise the plan to create a final version ready for adoption and implementation.

We envision the plan will include an executive summary; introduction of use, sustainable principles, climate change impacts, and community engagement summary; a description of the parks today with recommendations; evaluation of maintenance practices for sustainable parks; and appendices as needed.

WRT will prepare a document outline or review followed by written text in word. The draft and final document will be created using the Adobe software suite (INDD). City review will be conducted in a PDF version. WRT will provide the native INDD files and PDFs at various resolutions for screen viewing and for printing.



PROJECT SCHEDULE



KEY ★ = Pop-Up ● = Park Commission ▲ = Council

FEE PROPOSAL

		WRT						Bartlett Consulting				Task Totals
		Prime Consultant; Landscape Planning						Horticulture				
		John Gibbs Principal	Madison Merrill Project Manager	Megan Dale Landscape Architect	Gabrielle Castriotta Landscape Designer	Hours by Task	Cost by Task	Darya Barar Arborist	Nelda Matheny Horticulturalist	Hours by Task	Cost by Task	
Hourly Rate		\$ 275.00	\$ 195.00	\$ 220.00	\$ 130.00							
Task 1	Kickoff and Project Administration											
Task 1.1	Kickoff Meeting and Tour	4	6	4	6	20	\$ 3,930.00			0	\$ -	
Task 1.2	Regular Progress Meetings (up to 18 virtual)	8	20	10	10	48	\$ 9,600.00			0	\$ -	
Task 1.3	Ongoing Project Management		15		8	23	\$ 3,965.00			0	\$ -	
Sub-Total -		12	41	14	24	91	\$ 17,495.00	0	0	0	\$ -	
Task 2	Review & Research											
Task 2.1	Document Review	1	2	1	4	8	\$ 1,405.00			0	\$ -	
Task 2.2	State and Federal Legislation Review	1	1	2	4	8	\$ 1,430.00			0	\$ -	
Task 2.3	Best Practices Review	1	2	4	8	15	\$ 2,585.00			0	\$ -	
Sub-Total -		1	2	1	4	31	\$ 5,420.00	0	0	0	\$ -	
Task 3	Stakeholder Engagement											
Task 3.1	Community Engagement Strategy	1	4			5	\$ 1,055.00			0	\$ -	
Task 3.2	Pop-up Engagement (2, w/ extra materials)	2	10		24	36	\$ 5,620.00			0	\$ -	
Task 3.3	Online Survey	1	4	1	8	14	\$ 2,315.00			0	\$ -	
Task 3.4	Presentations to Council & Parks & Rec Commission (3)	3	12	1	12	28	\$ 4,945.00			0	\$ -	
Sub-Total -		7	30	2	44	83	\$ 13,935.00	0	0	0	\$ -	
Task 4	Assessment of Current Maintenance Practices & Park Uses											
Task 4.1	Inventory & Assessment of Maintenance Practices	2	2	10	20	34	\$ 5,740.00			0	\$ -	
Task 4.2	Evaluation of Park Use Patterns and Conflicts	2	10	2	35	49	\$ 7,490.00			0	\$ -	
Sub-Total -		4	12	12	55	83	\$ 13,230.00	0	0	0	\$ -	
Task 5	Guidelines & Strategies for Improved Sustainability & Use											
Task 5.1	Draft Sustainable Use Guidelines & Best Management Practices	4	14	8	24	50	\$ 8,710.00			0	\$ -	
Task 5.2	Draft Implementation Plan	2	8	2	18	30	\$ 4,890.00			0	\$ -	
Sub-Total -		6	22	10	42	80	\$ 13,600.00	0	0	0	\$ -	
Task 6	Development of Final Document											
Task 6.1	Admin Draft Plan	4	20	8	60	92	\$ 14,560.00			0	\$ -	
Task 6.2	Public Review Draft	2	6	4	10	22	\$ 3,900.00			0	\$ -	
Task 6.3	Final Plan	1	4	2	5	12	\$ 2,145.00			0	\$ -	
Sub-Total -		7	30	14	75	126	\$ 20,605.00	0	0	0	\$ -	
Sub-Total -												
Sub-Total - Labor							\$ 84,285.00	Sub-Total - Labor			\$ 15,000.00	
Reimbursables (Travel / Printing)							\$ 800.00				\$ 800.00	
Total							\$85,085	Total			\$15,000	
											\$100,085	



MICROSOFT SILICON VALLEY CAMPUS LANDSCAPE DESIGN | WRT
MOUNTAIN VIEW, CA

4

OUR EXPERIENCE



**CLIENT REFERENCE**

David Eshoo
Public Works Engineering Manager
Town of Tiburon
(T) 415.435.7388
(E) deshoo@townoftiburon.org

Tiburon Parks, Recreation, and Open Space Master Plan

Tiburon, CA

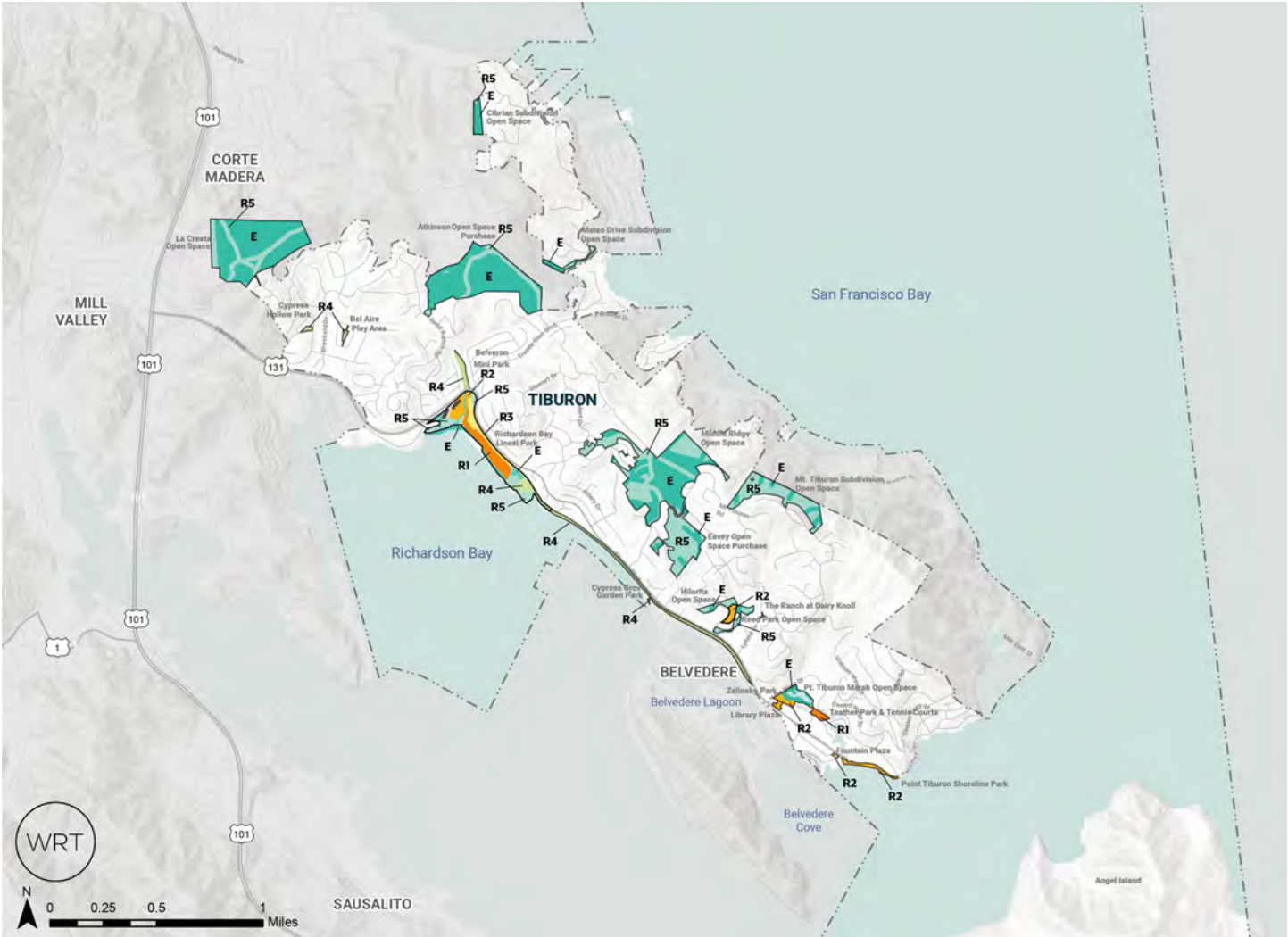
Tiburon is set on a rugged peninsula extending into San Francisco Bay. The everyday experience of that setting is a big part of what defines the Tiburon lifestyle for residents. Parks and open spaces are vital to that experience.

The WRT Team worked with the Town on its first parks and open space system plan: an opportunity for the Town to look at the big picture of what can be achieved, especially along the extraordinary waterfront. Meanwhile, recreation programming is provided by a separate jurisdiction, and the master plan is providing a platform for a new level of coordination with the Town.

We have conducted detailed analysis and engaged with the public at community events, virtual and in-person workshops and a walking tour. Tiburon's open spaces are highly valued, but the lack of signage and clear identity limits public awareness of what's available and hinders full enjoyment of the interconnected network. Our analysis has included detailed mapping, and recommendations for trail gap closures, trailhead hierarchy and improvements, and system signage and branding.

Scan or click here to
review the full plan:







Moraga Parks, Recreation, and Open Space Master Plan

Moraga, CA

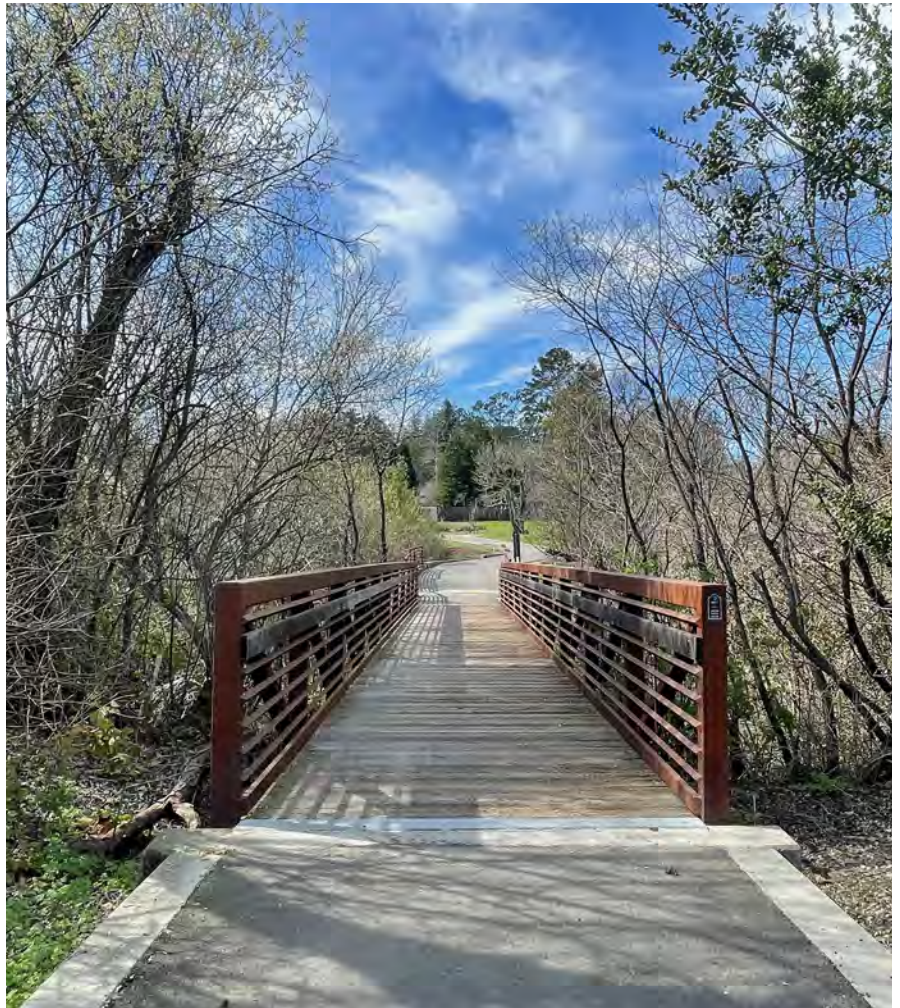
WRT is partnering with the Town of Moraga in developing a Parks, Recreation, and Open Space Master Plan that reflects the town's strong connection to nature, its evolving community needs, and the critical importance of climate resilience. This forward-looking initiative will provide a holistic vision to protect and enhance Moraga's extensive open spaces, parks, and treasured community assets, to plan the Town for a more sustainable and inclusive future.

Moraga's unique blend of scenic hillsides, passive open spaces, and vibrant community gathering spots—such as the Moraga Commons and Hacienda de las Flores—form the foundation of its park system. This plan will guide enhancements to these signature sites and explore a long-standing community need in a potential multi-generational recreation center. The plan will balance preservation with innovation, using data-driven analysis and robust public engagement to shape a system that serves all residents.



Special emphasis will be placed on managing and expanding the town's trail and open space network with a focus on habitat stewardship, wildfire risk reduction, and water conservation. Collaboration with local partners like Saint Mary's College, the school district, and East Bay Regional Parks will be essential to aligning resources and broadening recreational opportunities.

Rooted in inclusive community outreach and expert ecological insight, WRT's approach will deliver a phased, implementable roadmap to guide investment, improve accessibility, and ensure that Moraga's parks and open spaces continue to thrive for generations to come.





Foster City Parks Master Plan & Open Space Element

Foster City, CA

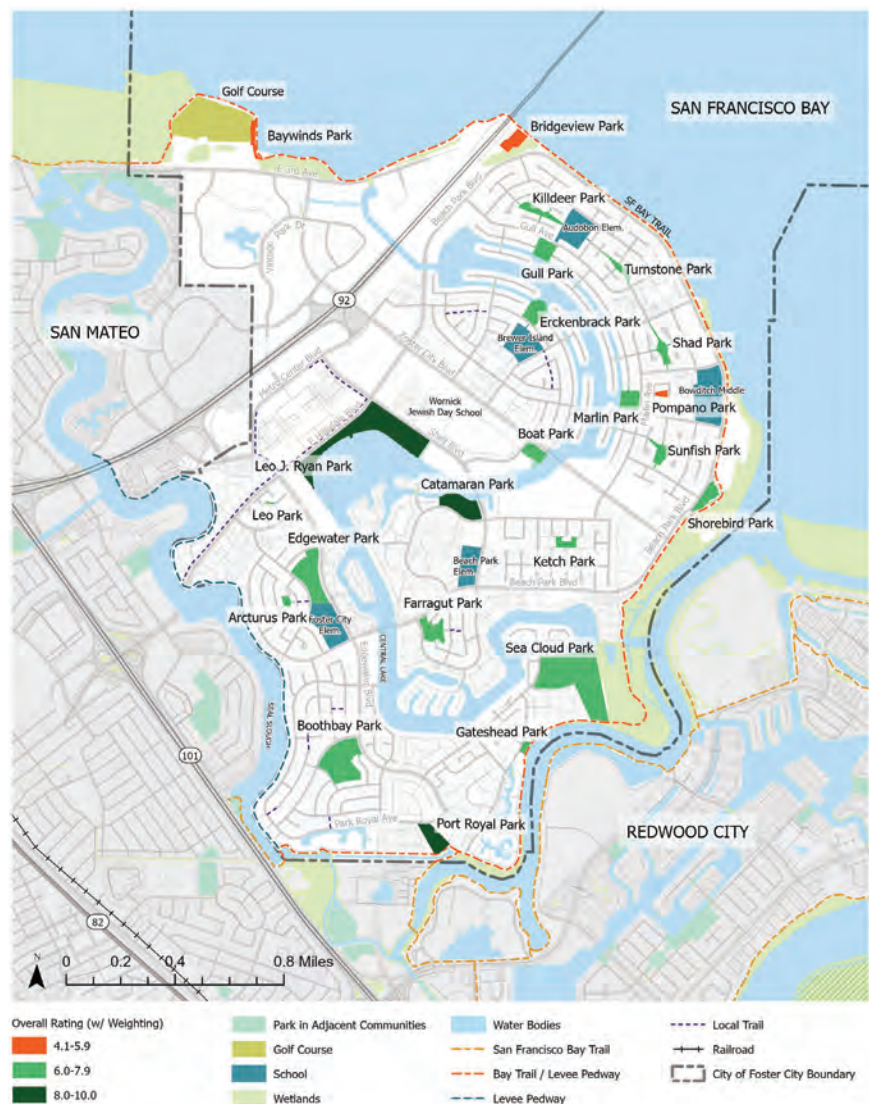
Foster City is a unique suburban community where residents take great pride in their amenities, including a long segment of the San Francisco Bay Trail, and a lagoon that winds through the city, a memorable community park, and high-quality sports fields. As a 1970s master-planned community, Foster City has a well-distributed parks and recreation system, though many of its parks are now over 50 years old. WRT is working with the City in developing a Parks Master Plan to strategically enhance its parks and recreation facilities and establish a clear vision for the future. The process includes assessing park sites for access, safety, functionality, and condition, alongside extensive public outreach through events, interviews, meetings, and surveys. The Parks Master Plan will explore revitalizing aging parks, enhancing connections to the City's network of paths and waterways, and creating a sustainable strategy for funding and operations over the next 20 years.

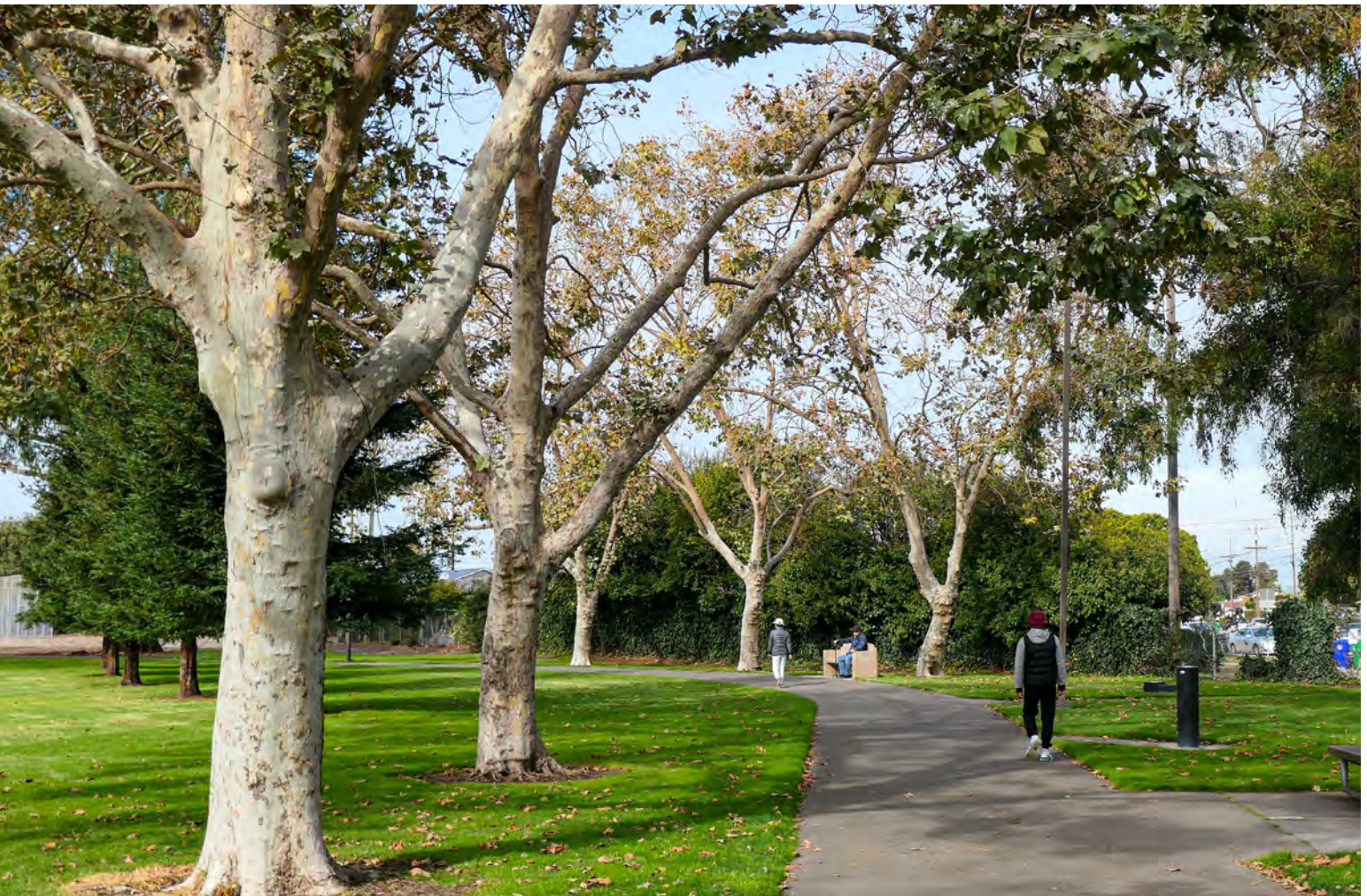


Left: A second phase of Sea Cloud Park is envisioned to include natural restoration paired with new paths, viewing and seating areas. The developed portion of the park would be redesigned to include a community gathering area and connection to the lagoon.

At the same time, Foster City is updating its Open Space and Conservation Elements, recognizing the opportunity to align with the Parks Master Plan effort while also addressing new State requirements. Open space elements must address equity, climate resilience, and rewilding opportunities, and conservation elements are required to consider wildlife movement and habitat connectivity. As part of a team led by Rincon Consultants, WRT is folding in the needs assessment findings from the Parks Master Plan to inform relevant policies for park enhancement and trail system development, while giving additional attention to opportunities for parks to provide multiple benefits for habitat and stormwater management, a critical factor for this low-lying city.

Right: WRT conducted site assessments for all Foster City parks, evaluating their functionality, condition, accessibility, and overall user comfort.





San Leandro Comprehensive Parks Master Plan

San Leandro, CA

The City of San Leandro, in partnership with the San Leandro Unified and San Lorenzo Unified School Districts, is developing a forward-thinking Comprehensive Parks Master Plan. This plan uniquely addresses the integration of city and school district recreational assets, aiming to create a cohesive system that balances park access, resource conservation, and equitable community benefits. With a strong focus on inclusivity, the plan leverages input from the city's diverse population to craft strategies that reflect the evolving recreational needs of the community.

WRT, supported by PROS Consulting, ETC Institute, and CSW | ST2, brings a multidisciplinary approach to this project. Beyond traditional park planning, this initiative incorporates innovative community engagement methods, such as the San Leandro Parks Ambassadors program, which empowers local youth to participate in shaping their parks. Additionally, the plan emphasizes creative use of joint-use agreements, climate resilience, and the potential for unconventional new park sites. A site-specific master plan for Washington Manor Park serves as a pilot for these strategies, blending robust community input with forward-looking design to create a dynamic and sustainable parks system for the future.





San José State University Campus Landscape Master Plan

San José, CA

The oldest public institution of higher education on the West Coast, San José State University has grown significantly since its founding in 1857. Occupying an 88.5-acre site near the center of downtown San José, the urban core of Silicon Valley, the university benefits from the revitalization of the historic downtown. At the same time, the limited campus open space increasingly is looked to as a relief from urban pressures.

WRT prepared both a campus master plan and landscape master plan for the university. The master plan addressed issues of constrained housing supply, identifying areas for academic growth while maintaining campus structure and scale and addressing edge relationships with the surrounding community.



The historic Tower Lawn, with informal tree plantings and ivy-clad mission style buildings, is the symbolic and literal core of the campus, walled off from the city by a series of later building additions. The landscape master plan concept extends the park-like character from the Tower Lawn to the campus edges, beckoning visitors and knitting together the campus with a consistent landscape image.

The planting concept emphasizes the botanical diversity and drought tolerance of the campus landscape. WRT recently completed updating the original landscape master plan and has implemented multiple courtyard renovation projects, including our current work on the Interdisciplinary Science Building Quad.





Ashland Zocalo

Ashland, CA

WRT, along with HARD and TPL lead a community design master plan process through construction documents for a new, amenity-rich park in the unincorporated community of Ashland in the East Bay. These concepts were heavily guided by input from the people of Ashland from several well-attended community meetings, including a community book-making workshop and a park design workshop, in which attendees were able to provide input. Meetings were led in Spanish by WRT Staff with English translation provided to those requesting it. We added an additional meeting to allow more attention to how an existing futsal use would be relocated to another park location. The alternatives and preferred conceptual design was generated based on direct feedback from the community. All community feedback was documented in multi-lingual formats as record and to show transparency.

A specific component of the project involves public art being featured in the park. In collaboration with HARD and artist Debbie Koppmann, WRT helped facilitate an art-making workshop where community members' feedback helped shape the public artwork strategy for Ashland Common. WRT is now working with Trust for Public Land (TPL) and HARD to bid the project. The design balances much-needed green space with hardscape areas that can accommodate a market plaza and community events.

The result was a distinct design created directly from community feedback, including ample open green space with flexible use, shade provided by a robust tree canopy and shade structure, a playground with natural elements, a water feature to cool down on hot days, a market plaza to encourage local commerce, and intensive programming that serve the diverse needs of the community. The initial concepts were developed as part of a grant application effort, through which \$7 million has been awarded to implement this project. Remaining part of the entire design process, the team diligently returned to the community feedback to ensure the communities desires were achieved in all details of the project. The rich character of the neighborhood will be celebrated with color, materials, and events programming and incorporated into the design of park features. Once complete, the park will be an important community hub in which all Ashland residents can take pride.





Castro Valley Boulevard Maintenance Plan

Castro Valley, CA

WRT prepared a maintenance plan to assist Alameda County in the management of the recently designed public landscape. Castro Valley Boulevard was positioned to be a new main street in the community and complete street. WRT implemented a highly sustainable landscape design that introduced native planting, large scale street trees, underground soil chambers for capturing stormwater and maximizing tree root zones, and rain gardens to treat stormwater runoff. The County leveraged the plan to establish criteria for hiring contract workers and planning for lifecycle replacement of streetscape elements. The maintenance plan described the landscape management goals and performance standards, as well as provided sample maintenance specifications. Maintenance actions were described in a matrix showing frequency and season. The plan promoted Bay Friendly guidelines to ensure sustainable practices were followed.





5

OUR PEOPLE





JOHN R. GIBBS



ASLA, LEED AP
PRINCIPAL | LANDSCAPE ARCHITECT + URBAN DESIGNER

PROJECT ROLE: PRINCIPAL-IN-CHARGE

PROJECT EXPERIENCE

+ Project Award

Tiburon Parks, Recreation, and
Open Space Master Plan
Tiburon, CA

San Leandro Parks Master Plan
San Leandro, CA

Ashland Zocalo
Ashland, CA

San José State University Campus Landscape
Master Plan
San José, CA

Castro Valley Boulevard Maintenance Plan
Castro Valley, CA

Tracy Parks, Recreation, and Trails
Master Plan + Nature Park
Tracy, CA

Fresno Parks Master Plan + Measure P
Implementation Projects
Fresno, CA

East Palo Alto Parks Master Plan
East Palo Alto, CA

Benicia Parks & Recreation Master Plan
Benicia, CA

Our Parks, Our Future 2020-2030:
Austin Parks Long-Range Plan +
Austin, TX

Estuary Park
Oakland, CA

Piedmont Beach Elementary Green Schoolyard
Piedmont, CA

San Lorenzo Creekway Master Plan
Alameda County, CA

Mariposa Park @ UCSF Mission Bay
San Francisco, CA +

Glen Canyon Park Improvement Plan
San Francisco, CA +

Lake Merritt Park Master Plan &
Implementation Projects +
Oakland, CA

John shares WRT's deep commitment to environmentally rooted planning and design excellence. His work reflects his belief that open space infrastructure—whether at the scale of regional park systems, riverfronts, city parks, livable streets, or active plazas—is a crucial, integral part of creating quality urban environments. He is a practice leader in WRT's Parks & Open Space and Community Design practices, where he advances community and ecological resiliency in all WRT projects. Community engagement is fundamental to all facets of his work and his outreach skills are valued by clients who seek positive outcomes rooted in productive public dialogue. John has planned and designed a number of parks, including Santa Monica Beach and Palisades Park Improvements in Santa Monica; Eastshore State Park and Lake Merritt Park in Oakland; Balboa Park Rose Garden in San Diego; Glen Canyon Park, Mariposa and Mission Creek Parks in San Francisco; Nevin Park in Richmond; and the Mariposa Creek Parkway in the Sierra Foothills of California.

EDUCATION

University of California, Berkeley, *Master of Landscape Architecture*

University of California, Davis, *Bachelor of Landscape Architecture*

AFFILIATIONS + AWARDS

CA Landscape Architect #4417

American Society of Landscape Architects (ASLA)

San Francisco Bay Trail Risk Assessment and Adaptation Prioritization Plan

(RAAPP), Award of Excellence - Innovation in Green Community Planning, Northern California Section CA APA, 2022 // Merit Award - Planning, California Trails & Greenways Foundation, 2021

Our Parks, Our Future 2020-2030: Austin Parks Long-Range Plan, 2020

Glen Canyon Park Improvement Plan, Merit Award, ASLA Northern CA Chapter, 2019

Mariposa Creek Parkway Master Plan, California Trails & Greenways Foundation, 2020

Lake Merritt Park Master Plan, APA-CC, Great Places Award, 2019

Mariposa Park, ASLA-NCC Merit Award, 2018

ENGAGEMENT

PUSD Modernization Committee (2014-2022)

City Parks Alliance Park Study Tour, Austin, TX (Nov 2020)

Greenbelt Alliance Board Member

Resilient by Design, Research Advisor (2018)



MADISON
MERRILL



PLA, AICP
PLANNER

PROJECT ROLE: PROJECT MANAGER / PARK SYSTEM PLANNING

PROJECT EXPERIENCE

- + Project Award
- Moraga Parks, Recreation, and Open Space Master Plan
Moraga, CA
- Foster City Parks Master Plan
Foster City, CA
- Santa Clara Parks and Recreation Master Plan
Santa Clara, CA
- Bay Trail Needs, Operations +Maintenance Assessment
San Francisco Bay Area, CA
- CCLR Park Funding Framework
San Francisco, CA
- San Leandro Comprehensive Park Master Plan
San Leandro, CA
- Spanish Valley Community Structure Plan
Moab/Spanish Valley, Utah*
- Morgan City & County General Plan - Parks + Recreation Element*
- San Juan County Wayfinding Master Plan
San Juan County, Utah*
- Farmington Parks, Recreation, Art + Trails Master Plan
Farmington, Utah*
- Mapleton Parks + Recreation Master Plan
Mapleton, Utah*
- Salt Lake County Parks + Recreation Facilities Master Plan
Salt Lake County, Utah*
- South Ogden General Plan
South Ogden, Utah*

Madison Merrill is a skilled planner and project manager with a strong focus on parks and resiliency. With a robust background in parks and recreation planning, community design, and landscape architecture, Madison has successfully led and contributed to a diverse array of projects. At WRT, Madison is currently managing projects such as the Foster City Parks Master Plan and Bay Trail Needs, Operations, and Maintenance Assessment, showcasing her ability to balance complex project demands. Before joining WRT, Madison worked extensively on parks and recreation projects in Utah.

Madison holds a Bachelor of Landscape Architecture from Utah State University and a Master of City and Metropolitan Planning from the University of Utah. Certified as a Landscape Architect (PLA) in Utah and a member of the American Institute of Certified Planners (AICP), Madison is dedicated to creating thriving public spaces that bring people together, promote equity, and protect the natural environment.

Raised in the shadow of the Wasatch Mountains, Madison finds joy in the outdoors through biking, backpacking, and community gardening.

EDUCATION

- Utah State University, *Bachelor of Landscape Architecture*
- University of Utah, *Master of City and Metropolitan Planning*

AFFILIATIONS + AWARDS

- Professionally Licensed Landscape Architect (PLA), Utah
- Certified Planner, American Institute of Certified Planners (AICP)

ENGAGEMENT

- Wasatch Community Gardens, Community Gardner & Service Coordinator
Mar. 2023 - Dec. 2023
- Capitol Hill Neighborhood Council Board of Directors, Officer & Committee Member
Dec. 2020 - Dec. 2021

**Work in italics completed prior to Madison joining WRT*



MEGAN DALE



PLA
SENIOR ASSOCIATE | LANDSCAPE ARCHITECT

PROJECT ROLE: TECHNICAL LANDSCAPE MANAGEMENT

PROJECT EXPERIENCE

Marin County Fire Station HQ Engagement
Marin County, CA

UC Berkeley Clean Energy
Campus Master Plan
Berkeley, CA

Newark Old Town Streetscape Improvements
Newark, CA

Mariposa Creek Parkway Phase 3:
Hillside Trails
Mariposa, CA

Yosemite West Housing
Mariposa, CA

Turlock North Valley Laboratory Replacement
Turlock, CA

McInnis Park Master Plan
Marin County, CA

Metcalf Motorcycle Park Master Plan
Santa Clara County, CA

Patterson Urban Bicycle Trail at Salado Creek
Patterson, CA

Stafford Lake Bike Park Pump Track
Novato, CA

Napa River Ecology Center
American Canyon, CA

*Lakeport USD Master Plan, Food Court,
Learning Center & Swim Fitness Center*
Lakeport, CA

*MidPen La Honda Creek Parking and Trailhead
Feasibility Study*
La Honda, CA

*San Mateo Wastewater Treatment Facility
Master Plan, Trails & Interpretive Signage*
San Mateo, CA

UC Berkeley Goldman School of Public Policy
Berkeley, CA

Berkeley Tuolumne Camp
Groveland, CA

**Work in italics completed prior to Megan
joining WRT*

Megan is a licensed landscape architect with over twenty years of international and domestic experience. She has managed a range of projects in the fields of urban planning, public parks, waterfront design, high-density housing, urban forestry, trails, cemeteries, public utilities, and community development. She brings awareness and spirited creativity to projects striving to deliver positive results. Her design approach is to listen to the land and people, then incorporate the unique aspects of each site. Megan enjoys teaching people to care for the places they cherish for outdoor recreation and to protect the natural environment.

With her Muscogee heritage, Megan has felt drawn to nature from a young age. She has a passion for long-distance backpacking, mountain biking, and nature observation.

EDUCATION

University of Arkansas, Bachelor of Landscape Architecture, summa cum laude

REGISTRATION + AFFILIATIONS

Licensed Landscape Architect, California (#5846)

Certificate in Permaculture Design

Member, American Society of Landscape Architects (ASLA)

ASLA Student President, 2003

ENGAGEMENT

California Preservation Foundation Conference 2023 – Designing Historic Properties for Fire Protection

AIA San Francisco NEXT Conference 2018 – New Directions in Urban Demographics and Infrastructure

NRPA Arkansas Chapter Conference 2013 – Urban Forestry and Tree Protection Strategies



GABRIELLE
CASTRIOTTA



LANDSCAPE DESIGNER
PROJECT ROLE: LANDSCAPE DESIGNER

PROJECT EXPERIENCE

- Project Award +
- UC Berkeley Clean Energy Campus Master Plan
Berkeley, CA
- North Basin Strip Park Improvement Project
Berkeley, CA
- Davis Wetlands Restoration
Davis, CA
- Sausalito Bridgeway Promenade
Sausalito, CA
- Hetch Hetchy Railroad Trail
Groveland, CA
- Missouri Gulch
Mariposa County, CA
- Norton Simon Museum
Pasadena, CA*
- Signal Hill Median Landscapes and Street Tree Master Plan
Signal Hill, CA*
- San Pedro Waterfront Connectivity Plan
San Pedro, CA*
- Ballona Creek Bike Path Update
Culver City, CA*

**Projects in italics were performed prior to joining WRT*

Gabrielle Castriotta is a landscape designer based in WRT’s San Francisco office with a dynamic background in the arts and a deep commitment to improving the urban environment by integrating ecology, planning, and design. After more than a decade as a professional oboist performing with orchestras across California and Arizona, Gabrielle transitioned to landscape architecture, earning her Master of Landscape Architecture and Urbanism from the University of Southern California. She has since contributed to a range of projects at WRT that reflect her passion for work that advances climate resilience and integrates ecological design, including the UC Berkeley Clean Energy Campus, Sausalito Bridgeway Promenade, Davis Wetlands Restoration, and the Groveland Hetch Hetchy Railroad Trail. Prior to joining WRT in 2025, she worked with SWA Group in Los Angeles. Based in Piedmont with her young child, Gabrielle is also intimately familiar with Piedmont’s parks and open spaces and the important role they play in the community.

EDUCATION

- University of Southern California, School of Architecture, *Master of Landscape Architecture + Urbanism (2022)*
- University of Southern California, Thornton School of Music, *Master of Music in Oboe Performance (2008)*
- Northwestern University, *Bachelor of Music in Oboe Performance and Bachelor of Arts in Comparative Literary Studies (2006)*

AFFILIATIONS + AWARDS

- Tau Sigma Delta Honor Society for Architecture and the Allied Arts, Member
- Forests Without Trees: Restoring Southern California’s Kelp Forests, Green New Deal Superstudio Project (2021)
- ASLA Student Chapter, Senator (2020-2022)



Darya Barar

Managing Consulting Urban Forester & Arborist



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925.750.4109 cell
2550 Ninth Street, Suite 112
Berkeley, CA 94710-2552

Summary

Darya Barar leads the HortScience | Bartlett Consulting (H|BC) office, overseeing a team of nine professionals, including eight Certified Arborists and three Registered Consulting Arborists. With 14 years in municipal urban forestry and a decade as a consultant, she specializes in urban forestry management, balancing policy development, tree risk assessment, and long-term planning.

During her tenure with H|BC, Darya collaborated with the City of Menlo Park on a Heritage Tree Ordinance update, the City of Vallejo on a street tree ordinance revision, and serves as an on-call Arborist for the Cities of Berkeley and Piedmont. Her expertise spans urban forestry management, from tree preservation in development and construction to crafting ordinances, management plans, and risk assessments.

Darya excels in engaging with diverse stakeholders, including community groups, state and local agencies, large landowners, and developers. She is skilled in planning, implementing, and managing forestry programs—ranging from individual tree assessments to large-scale urban forestry initiatives—ensuring sustainability and strategic prioritization.

Selected Project Experience

City of Menlo Park, CA

Darya worked with City of Menlo Park staff and the Heritage Tree Task Force on benchmarking and developing a policy analysis report for revisions to the Heritage Tree Ordinance. Darya developed a preferred options package based on direction from the Heritage Tree Task Force. The package included five main subject areas with 16 preferred options and over 50 options considered.

City of Vallejo, CA

Darya worked with the City of Vallejo to revise the street tree ordinance. During her there, she also help the City of Vallejo to successfully obtain funding for a street tree inventory project.

City of Berkeley, CA

Darya provides on-going consulting services. Evaluating street tree removal requests, reviewing development plans for compliance with tree conditions, and reviewing sidewalk renovations where public trees maybe impacted.

City of Mountain View, CA

Darya developed a street tree palette for the North Bayshore area of Mountain View. We assembled a list of candidate tree species that provided the desired functions, assessed the site suitability of each based on several factors including salt tolerance, drought tolerance, longevity and performance in paved areas. We then recommended species for street tree replacement based on the five street typologies presented in the North Bayshore Precise Plan. Finally, Darya developed a plan to phase existing street trees replacement with the newly designated street tree species.

Palo Alto Unified School District, CA

Darya provides on-going consulting services to the School District to evaluate tree health and structural condition, diagnose problems and recommend tree care management treatments to promote health and stability. Darya also provides Arborist Reports for planned renovation or development on PAUSD property.

Education

California State Polytechnic University, Pomona. Bachelor of Arts, Liberal Studies; Minor: Horticulture

Certifications

Registered Consulting Arborist #693

ISA Certified Arborist (WE-6757A)

Tree Risk Assessment Qualification

Tree & Plan Appraisal Qualification

Societies and Memberships

International Society of Arboriculture

Western Chapter International Society of Arboriculture

American Society of Consulting Arborists

Previous Work Experience

The City of Pasadena

Pasadena, CA. Coordinated management and development of a 61,000-tree urban forest. Secured more than \$500,000 in State funding each year for forestry management activities, through preparation and submission of grants. Monitored grant funding, program implementation and prepare all reports related to grants.

The Huntington Library, Art Collection, and Botanical Gardens, Department of Education

San Marino CA. Designed and taught curricula for the Botanical Gardens school field trip programs and the



Nelda Matheny

Horticultural Consultant



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Summary

Nelda Matheny is senior consultant at HortScience | Bartlett Consulting, divisions of the F.A. Bartlett Tree Expert Company. She specializes in tree evaluation and management, problem diagnosis and landscape plant selection and suitability assessment. She has particular experience in managing sites irrigated with recycled and low quality water, landscape soil assessment and management, and plant evaluation and management.

For over 40 years, Nelda has been providing consultation for landscape architects, contractors, owners, developers and public agencies to create enduring landscapes. She is committed to providing advice and services to promote healthy, sustainable and attractive landscapes. She helps clients select plants that are well suited to the site and manage them to enhance and protect environmental quality and conserve natural resources.

Selected Project Experience

Microsoft, Mountain View, CA

Working with the landscape architect for the project, Nelda provided advice to support the design of an extensive roof-top garden, including plant selection, soil medium composition, and irrigation management.

Stanford at Redwood City

Nelda participated in the landscape design and development of Stanford's first expansion outside its original campus. She identified plant species suitable for the 35-acre site that would be irrigated with recycled water. She developed guidelines and specifications for soil harvesting, stockpiling, and preparation to support an attractive, drought-tolerant landscape.

University of California Berkeley, Student Community Center

Working with the landscape architect, Nelda reviewed and commented on the plant palette for the landscape, most of which would be planted in raised beds over structure. She researched, designed and tested soil mixes for the planting areas that would provide adequate aeration and water holding capacity within the engineered specified weight limits.

Windemere, San Ramon, CA.

Working with the developer, landscape architect, and landscape contractor, Nelda evaluated site conditions and advised on plant selection over a 10-year period. This master planned community included 50 villages, 18 parks, 4 schools and many miles of streets. She collected soil samples, evaluated the site conditions, prepared pre-planting soil amendment specifications, and reviewed proposed plant palettes for suitability to the site as each phase was designed.

Feasibility Study for use of Recycled Water at Stanford Research Park, Palo Alto, CA

Managers of the 700-acre Stanford Research Park were concerned about the effects irrigation with recycled water would have on their landscapes. Nelda evaluated site conditions and prepared recommendations for appropriate water quality to maintain landscape function and appearance.

Landscape Design Guidelines and Submittal Checklists, Pleasanton, CA

Nelda contributed to development of the City Pleasanton's Landscape Design Guidelines. She participated in task force meetings, prepared drafts, and responded to comments regarding tree preservation, water conservation, and irrigating with recycled water.

Education

M.S. Environmental Horticulture.
Univ. of California Davis 1980
B.S. Plant Science. U. C. Davis 1978

Certifications

Registered Consulting Arborist
(#243)

Recent Awards

Excellence in Urban Forest Leadership Arbor Day Award. Arbor Day Foundation 2016

International Society of Arboriculture Board Commendation 2013

President's Award, ISA 2012

Durrell Maughn Founders Award
California Urban Forests Council
2010

Alex Shigo Award for Arboricultural Education, ISA 2007

Selected Publications

Matheny, N., L. R. Costello, C. Randisi, and R. Gilpin. 2021. *Irrigating San Francisco Bay Area Landscapes with Recycled Water*. WaterReuse California.
<https://watereuse.org/wp-content/uploads/2021/07/Bay-Area-RW-Guide-June-2021.pdf>.

Matheny, N., E. T. Smiley, R. Gilpin and H. Hauer. 2023. *Best Management Practices: Managing Trees During Site Development and Construction*, 3rd Ed. International Society of Arboriculture. Atlanta, GA.
Costello, L.C., E. Perry, N. Matheny, J.M. Henry and P. Geisel. 2003. *Abiotic disorders of landscape plants: A diagnostic guide*. Pub. 3420. University of California Ag and Natural Resources, Oakland CA.



Jane Whitcomb

Consulting Field Arborist



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2550 Ninth Street,
Suite 112
Berkeley, CA 94710

Education

Santa Barbara City College
Cuesta College, San Luis Obispo

Certifications

ISA Certified Arborist (WE-3864A)
Tree Risk Assessment Qualification

Summary

Jane Whitcomb joined HortScience | Bartlett Consulting in 1995. She specializes tree assessment as well as mapping systems. Jane is familiar and experienced in a variety of landscapes in the Bay Area from oak woodlands to planted landscapes.

Selected Project Experience

San Francisco Recreation & Parks Department

Jane assessed in the assessment and mapped of over 10,000 trees located on more than 50 park properties for the **San Francisco Recreation & Parks Department**.

The Presidio Trust

Having worked on the 2004, 2008, 2012, 2016 assessment, Jane just assisted in the completion of the 4th iteration of the risk assessment of ~ 8,000 trees at the Presidio. The goal was to assess tree health and identify high risk trees in a very urban setting. The project included data collection, management and analysis (Excel and GIS), working directly with the tree crew to address high risk trees, report preparation and meeting client expectations and schedules. As the only staff member involved in all four assessments, Jane has been central to this effort. She has coordinated mapping with Presidio Trust staff.

Caltrain Peninsula Corridor Electrification Project

Since 2013 Jane has worked with Caltrain on tree issues related to electrifying 51 miles of track from San Francisco to San Jose, through three phases. Inventorying and assessing over 5,000 trees potentially impacted by the project.

Jane has worked with HortScience | Bartlett Consulting staff to assess and map trees on development sites throughout the San Francisco Bay Area.

Jane has transitioned tree location mapping at HortScience | Bartlett Consulting from ink-on-vellum and press-on type to CAD and GIS programs.

DRACENA PARK | WRT SITE VISIT
PIEDMONT, CA



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