



Board Appointment Form

City Clerk's Office

Appointing Office	Josh Acevedo, District 2
Agenda Placement	Consent
Date of Council Meeting	08/05/25
Name of Board	Open Space Advisory Board
Agenda Posting Language	
Appointment of Michael Gaglio to the Open Space Advisory Board by Representative Josh Acevedo, District 2.	
Appointment Type	Regular
Member Qualifications	
See resume.	
Nominee Name	Michael Gaglio
Nominee Email Address	
Nominee Residential Address	
Nominee Primary Phone Number	
Residing District	District 1
City Employed Relatives	N/A
Board Membership	
N/A	
Real estate owned in El Paso County	
Previous Appointee	Mark Wanchó
Reason for Vacancy	Term Expired
Date of Appointment	08/05/25
Term Begins On	07/01/25
Term Expires On	06/30/29
Term	First Term

Michael D. Gaglio

Résumé
January 2025

Professional Summary

Michael Gaglio is a biologist with over 20 years experience providing ecological restoration with a focus on regenerative design and conservation-oriented techniques. Drawing on exposure to a wide breadth of multidisciplinary experience from around the world, manages teams that design and build site-specific restoration projects suited to the client's needs. Specializes in desert ecosystems, rainwater harvesting, green infrastructure, earthwork, re-vegetation, wetland design and construction, ecology, plant nursery, regulatory documentation as well as management, client relations, and business development. Owner and technical lead of High Desert Native Plants LLC, based in El Paso, Texas and past President of the Board of Directors of The Frontera Land Alliance. He is a 5th generation native El Pasoan, has B.S. and M.S. degrees in biology from UTEP, is an outdoor enthusiast, and a strong advocate for land and water conservation.

Licenses, Certifications & Awards

Conservation Award Audubon Society, El Paso Trans-Pecos Chapter. February 2016

Certified Water Harvester Practitioner by Watershed Management Group. May 2016

MSHA Part 48 Training & Annual Refresher for Surface, Metal and Aggregate Mines by HP Training Services. June 2015 and June 2016.

Specialized Training Mr. Gaglio has attended as well as taught numerous workshops related to water harvesting, green infrastructure, tree care, conservation, earthwork to manage drainage on unimproved roads, and ecological restoration.

Employment History

High Desert Native Plants LLC. Owner. September 2007 to Present. In charge of all aspects of the company including technical operations, management, sales, and administration.

AMEC Earth & Environmental, Inc. Environmental Scientist and Project Manager. January 1999 to August 2007. Managed the Phase I Environmental Site Assessment (ESA) and NEPA department for the El Paso office of a global engineering firm. Trained junior environmental employees and managed two full-time personnel. Performed threatened and endangered species surveys, biological studies, and environmental monitoring.

Laboratory for Environmental Biology, Univ. of Texas at El Paso. Undergraduate Research Assistant, 1995 to 1998. Graduate Research Associate 1999 to 2000. Assisted and directed ecology research efforts on several projects in the deserts of the western U.S.

Education

B.S. Biological Sciences, University of Texas at El Paso, 1998

M.S. Biological Sciences, University of Texas at El Paso, 2000. Thesis Title: Preventing Excavation by the Harvester Ant *Pogonomyrmex salinus* (Hymenoptera: FORMICIDIAE).

Languages

English – Native, Technically proficient

Spanish – Conversational

Presentations & Publications

Rainwater Harvesting with Keyline plowing, Imprinting & Seeding; Dust Mitigation on the Lordsburg Playa. Presentation to Dona Ana Soil & Water Conservation District. Watershed Conservation Presentation Series. May 27 2025

Mitigating dust storms by increasing vegetation on grazing allotments in the Lordsburg Playa in Southwest New Mexico using the K.I.S. method. Mena, Josh, M. Gaglio, L. Barnes, A. Perez. Poster presented at UTEP COURI Symposium. Aug 1, 2025.

When it Rains in El Paso; Exploring what does happen and what could happen. Presentation at El Paso Community Foundation Cultivate Forum, Jan 29, 2025.

Connecting Water to Ecology - The Native Plant Nexus; Samples of Ecological Restoration Projects and Techniques and Lessons Learned. Foro de Infraestructura Verde, Día Mundial de Arbol. Ciudad Juarez, Chihuahua, Mexico. 12 Julio 2018

Planting the Water - Water Harvesting to Improve the World Around You. Presentation to El Paso Trans-Pecos Audubon Society, April 18, 2016 and EPCF Cultivate Forum Thursday, April 21, 2016.

Making Beautiful Places Beautiful Again - A Small Sample of Restoration Projects and Techniques. Presented to New Mexico Native Plant Society, Annual Meeting, August 1, 2014

Barr-Ardovino, J., M.D. Gaglio, D. Christiani. LEEDing with the Landscape. Presentation to Chihuahuan Desert Chapter of the US Green Building Council. June 2010

Supplemental Training and Seminar Courses Attended

Ranch Road Repair and Water Harvesting Workshop by Steve Carson, hosted by the Fort Union Ranch and sponsored by the High Plains Grassland Alliance, Las Vegas, NM. June 2016

Water Harvesting Certification Course, Watershed Management Group, Tucson, AZ. March 2016

Stream Stabilization and Restoration Workshop, NMED and NRCS Seminar, Silver City, NM, May 2011

Southwestern Willow Flycatcher Training Workshop, USFWS, Albuquerque, NM, May 2009

Multiple land conservation workshops and seminars, Land Trust Alliance Rally, Denver, CO,

October 2007

Volunteer/Community Service

El Paso Community Foundation Environmental Committee - Member. 2023 to Present.

Develop, evaluate, and participate in activities related to environmental stewardship in the Greater El Paso region.

Keystone Heritage Park - Habitat Advisor. 2012 to Present.

Assist Keystone Board of Directors by hosting events and facilitating volunteer work days to plant trees, manage vegetation, build trails, build rainwater harvesting features and guide educational tours.

The Frontera Land Alliance. Board Member 2007 to 2017, President of the Board of Directors from 2009 to 2014. Mr. Gaglio's work as board member and president of El Paso's only 501(c)(3) Non-Profit Land Trust organization involves forging and maintaining partnerships with multiple stakeholders, private land-owners, and land management agencies with an end goal of land conservation. Under Mr. Gaglio's direction as president, Frontera increased its revenue by more than 400%, hired its first executive director and received a \$300,000 grant from the Department of Defense. Mr. Gaglio's leadership was instrumental in building the foundation on which Frontera has continued to successfully operate, expanding its operations and budget each year and is now recognized as the region's foremost conservation planning entity. Frontera received accreditation by the Land Trust Alliance in 2016.

Texas Parks and Wildlife Department – Volunteer for Franklin Mountains Deer Surveys. 2009 to present. Assist TPWD Urban Wildlife Biologist in conducting deer surveys in the Franklin Mountains State Park in El Paso. Mr. Gaglio participates in night-time spotting surveys and also collects deer observation data during recreational hikes and other field work.

Texas Parks and Wildlife Department – Volunteer for Dove Surveys. 2009 to present. Assist TPWD Urban Wildlife Biologists tracking population trends of Mourning Doves and White Winged Doves in El Paso by setting up capture stations and banding doves with USFWS approved bands.

References

[Redacted references]