Pacific Southwest Region (Region 8) Minimum Qualifications for Obtaining a Section 10(a)(1)(A) Recovery Permit for Conducting Surveys for Three Distinct Populations Segments (DPS) of the California Tiger Salamander

Sonoma County DPS, Santa Barbara County DPS, and Central California DPS

Effective Date: April 13, 2017

Section 9 of the ESA prohibits "take" of federally listed species. For this reason, a Section 10(a)(1)(A) Recovery Permit (permit) is required to conduct surveys for the federally listed California tiger salamander (hereafter, CTS) because survey activities may result in the purposeful "take" (*e.g.*, capture, handling, and release) of these species. Unless otherwise specified by the appropriate U.S. Fish and Wildlife Service Office (Service), surveys will be conducted using the most recent Service approved Terms and Conditions specified in the issued recovery permit for conducting these activities.

The Service may authorize aquatic surveys (i.e., dip netting and/or seining) and terrestrial surveys (i.e., drift fence and/or pit fall trapping) within the entire geographic range, or a portion of the range, for one DPS, or any combination of DPS's, where the species may occur. An applicant may be permitted for conducting only aquatic surveys, only terrestrial surveys, or both, for CTS.

MINIMUM QUALIFICATIONS:

In order for an individual to be authorized to independently conduct aquatic and/or terrestrial surveys for CTS, they must provide verifiable documentation accompanying their recovery permit application that identifies that they have completed the following requirements:

1. **For Aquatic Surveys:**

    a. A minimum of 20 hours of field experience conducting aquatic surveys under the direct supervision of a permitted CTS biologist.
    b. The survey experience must be acquired through a minimum of three (3) independent survey events in which the larval stage of the CTS is encountered.
    c. The survey experience should be acquired at a minimum of two (2) separate geographic locations (e.g., two different ponds).
    d. No more than 4 hours of negative surveys may be counted toward meeting the minimum 20 hours of field experience required.
    e. Each survey method (i.e, use of seines or dipnets) for which an applicant desires to be permitted must be carried out in the field with positive detection of the species.
    f. If an applicant attends a training workshop with a field component, only the field component hours may count toward the minimum qualifications, and only if they also meet requirements 1(a-e) above. This training may count a maximum of 4 hours survey experience. This training must be conducted by a person permitted to instruct such activities.

Verifiable Documentation:

The applicant must document their aquatic field experience acquired under supervision and submit the following information with their recovery permit application:

a. The name(s) of the supervising permitted individual(s) and their associated permit number(s);
b. Dates and hours of field experience and the type of activity conducted (protocol surveys, seining, dip netting, handling, *etc.*);
c. The number and age class of all CTS detected, observed, and handled in the wild;
d. The specific locations of the observations (including the County); and
e. A letter of recommendation from at least one supervising individual (preferably someone other than the applicant's co-worker or current employer) describing the applicant's ability to independently conduct survey activities and identify CTS habitat.
f. We recommend that an experience table be submitted with your application following the sample template below.

Survey Experience with the California tiger salamander. (Your name here)

Date	Location (include county)	Permitted Individual (supervising) and permit #	Hours of Survey	Type of Survey/activity	Species name, life stage and # handled or observed	Other notes
March 22, 2012	Vernal Pool Preserve, Santa Rosa, Sonoma County	John Smith (TE-000000)	8	Dip-net	Handled 5 *A. californiense* larvae; observed 2 *A. californiense adults*	Measured length and released. Surveyed 16 ponds.

2. For Terrestrial Surveys:

a. A minimum of 20 hours of field experience conducting terrestrial surveys under the direct supervision of a permitted CTS biologist.
b. The survey experience must be acquired through a minimum of three (3) independent survey events in which the adult stage of the CTS is encountered.
c. No more than 4 hours of negative surveys may be counted toward meeting the minimum 20 hours of field experience required.
d. Each survey method (i.e, use of drift fences and pitfall traps) for which an applicant desires to be permitted must be carried out in the field with positive detection of the species.
e. If an applicant attends a training workshop with a field component, only the field component hours may count toward the minimum qualifications, and only if they also meet requirements 1(a-e) above. This training may count a maximum of 4

hours survey experience. This training must be conducted by a person permitted to instruct such activities.

Verifiable Documentation:

The applicant must document their terrestrial field experience acquired under supervision and submit the following information with the permit application:

a. The name(s) of the supervising permitted individual(s) and their associated permit number(s);
b. Dates and hours of field experience and the type of activity conducted (use and setting of drift fences and pitfall traps, handling, *etc.*);
c. The number and age class of all CTS detected, observed, and handled in the wild;
d. The specific locations of the observations (including the County); and
e. A letter of recommendation from one supervising individual (preferably someone other than the applicant's co-worker or current employer) describing the applicant's ability to independently conduct survey activities and identify CTS habitat.
f. We recommend that an experience table be submitted with your application following the sample template above.

In summary, to become permitted to independently conduct aquatic or/and terrestrial CTS surveys, a person must demonstrate 20 hours of supervised experience conducting aquatic surveys, 20 hours of supervised experience conducting terrestrial surveys, or both. Failure to meet the minimum qualifications listed above and/or failure to provide a complete permit application, including the verifiable documentation described above, may result in delays in processing the permit or rejection of the permit application.

Specialized Permit Activities:

Specialized permit activities will not be authorized without demonstrated proficiency in conducting the requested activities under the supervision of a permitted biologist. For more information on how to qualify for specialized activities, contact the Recovery Permit Coordinator at the applicable Fish and Wildlife Office that is nearest you (see below).

Specialized activities may include, but are not limited to:

1. Marking of tiger salamanders.

2. Performing egg grid surveys.

3. Using fiber optic devices.

4. Collection of voucher specimens.

5. Collection of genetic material or tissue samples.

6. Conducting workshops involving field training.

7. Use of minnow traps.

8. Conducting radio-telemetry.

Recovery Permit Coordinators:

For additional recovery permitting information contact the Recovery Permit Coordinator of the applicable Fish and Wildlife Service Office that is subject to your inquiry. Contact information:

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