

10(a)(1)(A) Recovery Permit Minimum Qualifications California Red-Legged Frog (*Rana draytonii*)

A. Introduction

This document identifies the U.S. Fish and Wildlife Service's (Service) recommended minimum qualifications for conducting intensive surveys that include capture by hand, dip net, or seine for the California red-legged frog (hereafter, red-legged frog). The minimum qualifications are intended to ensure the permittee has a broad range of experience, acquired under the direct supervision of a permitted biologist, that includes:

- 1) Conducting intensive surveys for red-legged frogs in accordance with an acceptable survey protocol, such as "U.S. Fish and Wildlife Service. 2005. [Revised Guidance on Site Assessments and Field Surveys for the California Red-Legged Frog](#). 26 pp." (Service 2005);
- 2) Knowledge of red-legged frog biology and habitat;
- 3) Field identification of each life stage of red-legged frogs and co-occurring species; and,
- 4) Safe capture and handling of red-legged frogs.

Non-protocol surveys and other specialized permit activities (e.g., handling eggs, collecting biological samples, conducting radio telemetry, and instructing workshops) require a proposal and demonstrated proficiency in conducting the requested activities under supervision of a permitted biologist. Contact the applicable [Fish and Wildlife Office](#) for more information on how to qualify for non-protocol surveys and specialized activities. Performing visual encounter surveys, as described in Service (2005), does not require a 10(a)(1)(A) permit as they do not rise to the level of take as defined by the Endangered Species Act.

B. Minimum Qualifications

Prospective applicants must have, at minimum:

1. Training in disinfecting equipment and clothing before and after entering aquatic habitat;
2. Familiarity with suitable habitats for and co-occurring species with the red-legged frog;
3. Ability to identify red-legged frogs by calls of adult males;
4. 30 hours of experience conducting three protocol intensive surveys including capture by hand, dip net, or seine for red-legged frogs. At least one red-legged frog must be detected for a survey to contribute positive hours.
 - a. Survey experience must be acquired in at least two different aquatic features.
 - b. A Service-approved red-legged frog workshop may count towards the 30-hour requirement.
 - i. Introductory workshops: up to four hours of field experience may count.
 - ii. Advanced workshops, as approved by the Service: all hours of field experience may count. Please verify this information with your advanced workshop instructors.
 - c. Up to four hours of negative protocol surveys for the red-legged frog may count towards the 30-hour requirement; and,

5. Captured, handled, positively identified, and measured at least two adult or juvenile red-legged frogs and five larval red-legged frogs. Have observed at least one red-legged frog egg mass.

Please note: while other experience such as incidental observations, construction monitoring, and other types of surveys may be good experience and worthwhile to document for our review, it is considered additional experience and does not count towards the number of hours required for a recovery permit.

C. Verifiable Documentation

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

1. Species experience addressing **B.4-5** above, which we recommend be submitted in the template format at this [link](#) and must include:
 - a. The names of the supervising permitted individuals and their associated permit numbers;
 - b. Dates and hours of field experience and the type of activity conducted (e.g., protocol surveys via hand capture, dip net, or seine; insertion of passive integrated transponder [PIT] tags; etc.);
 - c. The number and age class of all captured and/or handled red-legged frogs; and,
 - d. The specific location and county where the activity was conducted.
2. Letter of recommendation from at least one supervising and permitted individual describing the applicant's ability to independently conduct protocol intensive surveys for the red-legged frog, verifying the field experience, and confirming that the applicant can distinguish physical characteristics of all life stages of red-legged frogs and co-occurring anurans. The letter(s) of recommendation must also specifically address the applicant's ability to independently conduct non-protocol surveys and other specialized permit activities, if requested.
3. If using hours acquired during a Service-approved training workshop to fulfill all or a portion of the minimum qualifications, a signed certificate or letter of recommendation from an instructor must be included in the application.