

ATTACHMENT E
California State University Monterey Bay
Best Management Practices Required for Fuel Reduction and Defensible Space Activities
(California Public Resources Code Chapter 3. Section 4291)

SPECIAL-STATUS SPECIES AVOIDANCE AND MINIMIZATION MEASURES REQUIRED WITHIN ZONES 0, 1, AND 2			
The following recommendations have been developed to avoid and minimize potential impacts to the special-status species and sensitive habitats within and adjacent to the fuel reduction site to a less-than-significant level in accordance with the California Environmental Quality Act (CEQA). Special-status species are those plants and animals that have been formally listed or proposed for listing as endangered or threatened, or are candidates for such listing under the federal Endangered Species Act (ESA) or the California Endangered Species Act (CESA).			
Species	General Habitat/Description	Best Management Practices (BMPs)	Recommended Work Windows for Conducting Fuel Reduction and Defensible Space Activities ¹ (Also Refer to Attachment D)
WORKER REQUIREMENTS			
ALL	ALL	Worker qualifications and roles: To ensure compliance with the Fuel Management Plan (FMP) and these Best Management Practices ² Required for Fuel Reduction and Defensible Space Activities (BMP), work will be: - At all times overseen and supervised by a professional biologist - Figures 2a, 2a-1, and 2b will be consulted as a basis for avoiding special-status species - Tree work will be directed by a certified arborist under the direction of the biologist - Tree work will be performed in accordance with American National Safety Institute (ANSI) A300 Pruning Standards - Tree work will be performed by tree care workers that comply with California Public Resources Code Chapter 3. Mountainous, Forest-, Brush-, and Grass-Covered Lands, Section 4291.³ - All workers will complete the munitions training in advance of performing work found at https://www.fortordsafety.com/	Year-round
ALL	ALL	Employee Education Program: A qualified biologist shall conduct an Employee Education Program for the workers prior to the implementation of any fuel management activities. The qualified biologist shall meet with the fuel management workers (crews) at the onset of work at the project site to educate them on the following: 1) the appropriate access route(s) in and out of the construction area and review project boundaries; 2) how a biological monitor will examine the area and agree upon a method which will ensure the safety of the monitor during such activities, 3) the identification of special-status species that may be present; 4) the specific mitigation measures that will be incorporated into the work effort; 5) the general provisions and protections afforded; and 6) the proper procedures if a special-status species is encountered within the project site to avoid impacts.	Year-round
PLANTS			
Monterey gilia (<i>Gilia tenuiflora</i> ssp. <i>arenaria</i>)	Openings in maritime chaparral, cismontane woodland, coastal dunes, and coastal scrub on sandy soils at elevations of 0-45 meters. Annual herb in the Polemoniaceae family; typically blooms April-June.	- Activities shall only occur in areas known to support Monterey gilia from approximately June 1 to September 30 (see Figures 2a, 2a-1, and 2b). - Vehicle traffic in areas known to support Monterey gilia is strictly prohibited at any time. - Piling of any cut vegetation or other debris within areas known to support Monterey gilia is strictly prohibited at any time. - Areas known to support Monterey gilia shall be avoided from October 1 to May 31. Boundaries of Monterey gilia populations shall be staked and flagged prior to implementing any activities to avoid impacts to the populations. The flagged areas shall be avoided from October 1 to May 31.	June 1 – September 30
Seaside bird's-beak (<i>Cordylanthus rigidus</i> ssp. <i>littoralis</i>)	Closed-cone coniferous forests, maritime chaparral, cismontane woodlands, coastal dunes, and coastal scrub on sandy soils, often on disturbed sites, at elevations of 0-425 meters. Annual hemi-parasitic herb in the Orobanchaceae family; typically blooms April-October.	- Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for seaside bird's-beak during the appropriate blooming period of this species. - Activities shall only occur in areas known to support seaside bird’s-beak from approximately October 1 to January 31. - Vehicle traffic in areas known to support seaside bird’s-beak is strictly prohibited at any time. - Piling of any cut vegetation or other debris within areas known to support seaside bird’s-beak is strictly prohibited at any time. - Areas known to support seaside bird’s-beak shall be avoided from February 1 to September 30. Boundaries seaside bird’s-beak shall be staked and flagged prior to implementing any activities to avoid impacts to the populations. The flagged areas shall be avoided from February 1 to May 31.	October 1 – January 31

¹ Please note that these recommended work windows (Attachment D) are generated from species characteristics and life histories and may vary seasonally and annually. Therefore, work may be conducted outside these recommended work windows with implementation of specific avoidance measures. Avoidance is required for species that would be detrimentally affected by activities without the implementation of specific measures identified herein and are protected by federal and/or law, but only with written authorization from a qualified biologist.

² This Best Management Practices document (Attachment E) provides special-status species and sensitive habitat avoidance and minimization measures, as well as specific tree pruning requirements.

³ https://leginfo.legislature.ca.gov/faces/codes_displaySection.xhtml?sectionNum=4291.&lawCode=PRC

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Northern curly-leaved monardella (<i>Monardella sinuata</i> ssp. <i>nigrescens</i>)	Chaparral, coastal dunes, coastal scrub, and lower montane coniferous forest (ponderosa pine sandhills) on sandy soils at elevations of 0-300 meters. Annual herb in the Lamiaceae family; typically blooms April-September.	• Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for northern curly-leaved monardella during the appropriate blooming period of this species. • Activities shall only occur in areas known to support northern curly-leaved monardella from approximately September 1 to January 31. • Vehicle traffic in areas known to support northern curly-leaved monardella is strictly prohibited at any time. • Piling of any cut vegetation or other debris within areas known to support northern curly-leaved monardella is strictly prohibited at any time. • Areas known to support northern curly-leaved monardella shall be avoided from February 1 to August 31. Boundaries of northern curly-leaved monardella shall be staked and flagged prior to implementing any activities to avoid impacts to the populations. The flagged areas shall be avoided from February 1 to August 31.	September 1 – January 31
Yadon's piperia (<i>Piperia yadonii</i>)	Sandy soils in coastal bluff scrub, closed-cone coniferous forest, and maritime chaparral at elevations of 10-510 meters. Annual herb in the Orchidaceae family; blooms February-August.	• Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for Yadon's piperia during the appropriate blooming period of this species. • Fuel reduction and defensible space activities (collectively referred to herein as “activities”) shall only occur in areas known to support Yadon's piperia, as determined by the field survey, from approximately September 1 to January 31. • Vehicle traffic in areas known to support Yadon's piperia is strictly prohibited at any time. • Piling of any cut vegetation or other debris within areas known to support Yadon's piperia is strictly prohibited at any time. • Areas known to support Yadon's piperia populations shall be avoided from February 1 to August 31. Boundaries of Yadon's piperia populations shall be staked and flagged prior to implementing any activities to avoid impacts to the populations. The flagged areas shall be avoided from February 1 to August 31.	September 1 – January 31
Monterey spineflower (<i>Chorizanthe pungens</i> var. <i>pungens</i>)	Maritime chaparral, cismontane woodland, coastal dunes, coastal scrub, and valley and foothill grassland on sandy soils at elevations of 3-450 meters. Annual herb in the Polygonaceae family; typically blooms April-July.	• Fuel reduction and defensible space activities (collectively referred to herein as “activities”) shall only occur in areas known to support Monterey spineflower from approximately June 1 to January 31 (see Figures 2a and 2b). • Vehicle traffic in areas known to support Monterey spineflower is strictly prohibited at any time. • Piling of any cut vegetation or other debris within areas known to support Monterey spineflower is strictly prohibited at any time. • Areas known to support Monterey spineflower populations shall be avoided from February 1 to May 31. Boundaries of Monterey spineflower populations shall be staked and flagged prior to implementing any activities to avoid impacts to the populations. The flagged areas shall be avoided from February 1 to May 31.	June 1 – January 31
Fort Ord spineflower (<i>Chorizanthe minutiflora</i>)	Sandy openings of maritime chaparral and coastal scrub at elevations of 55-150 meters. Only known occurrences on Fort Ord National Monument. Annual herb in the Polygonaceae family; blooms April-July.	• Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for Fort Ord spineflower during the appropriate blooming period of this species. • Fuel reduction and defensible space activities (collectively referred to herein as “activities”) shall only occur in areas known to support Fort Ord spineflower, as determined by the field survey, from approximately June 1 to January 31. • Vehicle traffic in areas known to support Fort Ord spineflower is strictly prohibited at any time. • Piling of any cut vegetation or other debris within areas known to support Fort Ord spineflower is strictly prohibited at any time.	June 1 – January 31

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		• Areas known to support Fort Ord spineflower populations shall be avoided from February 1 to May 31. Boundaries of Fort Ord spineflower populations shall be staked and flagged prior to implementing any activities to avoid impacts to the populations. The flagged areas shall be avoided from February 1 to May 31.	
Coast wallflower (<i>Erysimum ammophilum</i>)	Openings in maritime chaparral, coastal dunes, and coastal scrub on sandy soils at elevations of 0-60 meters. Perennial herb in the Brassicaceae family; typically blooms February-June.	• Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for coast wallflower during the appropriate blooming period of this species. • Activities shall only occur in areas known to support coast wallflower from approximately June 1 to January 31. • Vehicle traffic in areas known to support coast wallflower is strictly prohibited at any time. • Piling of any cut vegetation or other debris within areas known to support coast wallflower is strictly prohibited at any time. • Areas known to support coast wallflower shall be avoided from February 1 to May 31. Boundaries of coast wallflower populations shall be staked and flagged prior to implementing any activities to avoid impacts to the populations. The flagged areas shall be avoided from February 1 to May 31.	June 1 – January 31
Marsh microseris (<i>Microseris paludosa</i>)	Closed-cone coniferous forest, cismontane woodland, coastal scrub, and valley and foothill grassland at elevations of 5-300 meters. Perennial herb in the Asteraceae family; blooms April-July.	• Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for marsh microseris during the appropriate blooming period of this species. • Fuel reduction and defensible space activities (collectively referred to herein as “activities”) shall only occur in areas known to support marsh microseris, as determined by the field survey, from approximately June 1 to January 31. • Vehicle traffic in areas known to support marsh microseris is strictly prohibited at any time. • Piling of any cut vegetation or other debris within areas known to support marsh microseris is strictly prohibited at any time. • Areas known to support Marsh microseris populations shall be avoided from February 1 to May 31. Boundaries of marsh microseris populations shall be staked and flagged prior to implementing any activities to avoid impacts to the populations. The flagged areas shall be avoided from February 1 to May 31.	June 1 – January 31
Kellogg’s horkelia (<i>Horkelia cuneate</i> var. <i>sericea</i>)	Openings of closed-cone coniferous forests, maritime chaparral, coastal dunes, and coastal scrub on sandy or gravelly soils at elevations of 10-200 meters. Perennial herb in the Rosaceae family; typically blooms April-September.	• Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for Kellogg's horkelia during the appropriate blooming period of this species. • Activities shall only occur in areas known to support Kellogg’s horkelia from approximately June 1 to January 31 (see Figures 2a and 2b). • Vehicle traffic in areas known to support Kellogg’s horkelia is strictly prohibited at any time. • Piling of any cut vegetation or other debris within areas known to support Kellogg’s horkelia is strictly prohibited at any time. • Areas known to support Kellogg’s horkelia shall be avoided from February 1 to May 31. Boundaries of Kellogg’s horkelia populations shall be staked and flagged prior to implementing any activities to avoid impacts to the populations. The flagged areas shall be avoided from February 1 to May 31.	June 1 – January 31

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Point Reyes horkelia (<i>Horkelia marinensis</i>)	Coastal dunes, coastal prairie, and coastal scrub on sandy soils at elevations of 5-350 meters. Perennial herb in the Rosaceae family; blooms May-September.	• Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for Point Reyes horkelia during the appropriate blooming period of this species. • Activities shall only occur in areas known to support Point Reyes horkelia from approximately June 1 to January 31 (see Figures 2a and 2b). • Vehicle traffic in areas known to support Point Reyes horkelia is strictly prohibited at any time. • Piling of any cut vegetation or other debris within areas known to support Point Reyes horkelia is strictly prohibited at any time. • Areas known to support Point Reyes horkelia shall be avoided from February 1 to May 31. Boundaries of Point Reyes horkelia populations shall be staked and flagged prior to implementing any activities to avoid impacts to the populations. The flagged areas shall be avoided from February 1 to May 31.	June 1 – January 31
Hooker's manzanita (<i>Arctostaphylos hookeri</i> ssp. <i>hookeri</i>)	Closed-cone coniferous forest, chaparral, cismontane woodland, and coastal scrub on sandy soils at elevations of 85-536 meters. Evergreen shrub in the Ericaceae family; blooms January-June.	• Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for Hooker's. • Hooker's manzanita shall be avoided year-round to the greatest extent feasible during activities due to its slow growth pattern. • Vehicle traffic in areas known to support Hooker's manzanita is strictly prohibited at any time. • Piling of any cut vegetation or other debris within areas known to support Hooker's manzanita is strictly prohibited at any time.	Year-round
Pajaro manzanita (<i>Arctostaphylos pajaroensis</i>)	Chaparral on sandy soils at elevations of 30-760 meters. Evergreen shrub in the Ericaceae family; blooms December-March.	• Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for Pajaro manzanita. • Pajaro manzanita individuals shall be retained at approximately 50-foot intervals. Hand crews shall receive additional training from the Project Biologist in Pajaro manzanita identification. • Vehicle traffic in areas known to support Pajaro manzanita is strictly prohibited at any time. • Piling of any cut vegetation or other debris within areas known to support Pajaro manzanita is strictly prohibited at any time.	Year-round
Sandmat manzanita (<i>Arctostaphylos pumila</i>)	Openings of closed-cone coniferous forests, maritime chaparral, cismontane woodland, coastal dunes, and coastal scrub on sandy soils at elevations of 3-205 meters. Evergreen shrub in the Ericaceae family; typically blooms February-May.	• Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for sandmat manzanita. • Sandmat manzanita shall be avoided year-round to the greatest extent feasible during activities due to its slow growth pattern. • Vehicle traffic in areas known to support sandmat manzanita is strictly prohibited at any time. • Piling of any cut vegetation or other debris within areas known to support sandmat manzanita is strictly prohibited at any time. • Figures 2a and 2b shall be referenced to recognize boundaries of sandmat manzanita for avoidance.	Year-round
Toro manzanita (<i>Arctostaphylos montereyensis</i>)	Maritime chaparral, cismontane woodland, and coastal scrub on sandy soils at elevations of 30-730 meters. Evergreen shrub in the Ericaceae family; typically blooms February-March.	• Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for Toro manzanita. • Toro manzanita individuals shall be retained at approximately 50-foot intervals. Hand crews shall receive additional training from the Project Biologist in Toro manzanita identification. • Vehicle traffic in areas known to support Toro manzanita is strictly prohibited at any time.	Year-round

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		Piling of any cut vegetation or other debris within areas known to support Toro manzanita is strictly prohibited at any time.	
Eastwood’s goldenbush (<i>Ericameria fasciculata</i>)	Openings in closed-cone coniferous forest, maritime chaparral, coastal dunes, and coastal scrub on sandy soils at elevations of 30-275 meters. Evergreen shrub in the Asteraceae family; typically blooms July-October.	- Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for Eastwood's goldenbush. - Eastwood’s goldenbush shall be avoided to the greatest extent feasible during activities due to its slow growth pattern. - Vehicle traffic in areas known to support Eastwood’s goldenbush is strictly prohibited at any time. - Piling of any cut vegetation or other debris within areas known to support Eastwood’s goldenbush is strictly prohibited at any time.	Year-round
Monterey ceanothus (<i>Ceanothus rigidus</i>)	Closed cone coniferous forest, chaparral, and coastal scrub on sandy soils at elevations of 3-550 meters. Evergreen shrub in the Rhamnaceae family, blooms February-June.	- Prior to initiating fuel reduction and defensible space activities, a qualified biologist shall survey the work area for Monterey ceanothus. - Monterey ceanothus shall be avoided year-round to the greatest extent feasible during activities due to its slow growth pattern. - Vehicle traffic in areas known to support Monterey ceanothus is strictly prohibited at any time. - Piling of any cut vegetation or other debris within areas known to support Monterey ceanothus is strictly prohibited at any time.	Year-round
Trees, including but not limited to: coast live oak, Monterey pine, and Monterey cypress	The CSUMB Tree Restoration Program was established to mitigation for impacts to coast live oak trees and other trees resulting from projects that occur on campus. This program replants two coast live oak trees for every tree greater than 4” diameter breast height (DBH) removed within an identified restoration area on campus. CSUMB Master Plan Project Design Feature (PDF) OS-4 provides for continuation and expansion of the CSUMB tree restoration program and management project to maximize the health and stability of existing and replacement trees. This includes, but is not limited to, Campus Planning approving and directing major trimming (over 30 percent) and replacement of all removed trees over 4 inches DBH at a minimum 2:1 ratio.	- Removal of trees greater than 4” in diameter shall be avoided to the greatest extent feasible unless they are determined a safety and/or fire hazard. - Branches larger than 4” shall not be cut from existing trees to the greatest extent feasible unless they are determined to be a safety and/or fire hazard. - The Project Biologist shall inventory and track removal of trees greater than 4” DBH that are determined a safety and/or fire hazard and must be removed or pruning of more than 30% of any tree. CSUMB shall review documents and coordinate this effort with its Tree Restoration Program and replace removed trees as determined feasible. - Pruning shall be conducted to avoid unnecessary injuries to trees. General principles of pruning (ANSI A300 Pruning Standards) include placing cuts immediately beyond the branch collar, making clean cuts by scoring the underside of the branch first, and, for coast live oak, pruning is recommended from May 1 to January 31.	May 1 – January 31
Invasive plant species (i.e., <i>Genista</i> sp., <i>Acacia</i> sp., iceplant, etc.)	Per CSUMB Master Plan, PDF-OS-3: Remove invasive species using best management practices during construction, demolition, and landscape projects.	- Equipment shall be pressure washed prior to entering the project site, cleaned of mud or other debris that may contain invasive plants and/or seeds, and inspected to reduce the potential of spreading noxious weeds. Equipment shall also be pressure washed and cleared of debris prior to exiting the project site to limit the spread of noxious weeds. - If found, invasive species shall be removed and placed in a trash (not green yard waste intended for reuse) dumpster and taken to the landfill.	Year-round

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WILDLIFE			
Monterey dusky-footed woodrat <i>(Neotoma macrotis luciana)</i>	Forest and oak woodland habitats of moderate canopy with moderate to dense understory. Also occurs in chaparral habitats.	To avoid and reduce impacts to the Monterey dusky-footed woodrat, a qualified biologist shall conduct surveys for woodrat nests in suitable habitat proposed for fuel reduction, ground disturbance, or staging activities within three days prior to the implementation of activities within the project area and within a buffer zone of 100 feet from the limit of disturbance. All woodrat nests shall be flagged for avoidance from impacts that may result from activities and for protection during activities, where feasible. Nests that cannot be avoided shall be manually deconstructed prior to implementing activities to allow animals to escape harm. If a litter of young is found or suspected, nest material shall be replaced, and the nest left alone for 2-3 weeks before a re-check to verify that young are capable of independent survival before proceeding with nest dismantling.	Year-round
California tiger salamander <i>(Ambystoma californiense)</i>	Annual grassland and grassy understory of valley-foothill hardwood habitats in central and northern California. Need underground refuges and vernal pools or other seasonal water sources.	- A qualified biologist will survey the proposed project area and immediately adjacent areas 48 hours before and the morning of the onset of work activities for the presence of CTS. If any life stage of CTS is observed, project activities will not commence until the Service and CDFW are consulted and appropriate actions are taken to allow project activities to begin. - A qualified biologist shall survey appropriate areas of the site daily before the onset of work activities for the presence of CTS. The qualified biologist shall remain on site until all ground disturbing activities are completed. If any life stage of CTS is found and these individuals are likely to be killed or injured by work activities, work shall stop and the Service and CDFW shall be contacted. Activities will not resume until the Service and CDFW are consulted and appropriate actions are taken to allow project activities to continue. - The qualified biologist shall complete a daily log summarizing activities and environmental compliance throughout the duration of the proposed project. - Only tightly woven fiber netting or similar material may be used for erosion control at the project site. Coconut coir matting is an acceptable erosion control material. No plastic mono-filament matting will be used for erosion control, as this material may ensnare wildlife, including CTS. - Because dusk and dawn are often the times when CTS are most actively foraging and dispersing, all project activities should cease one half hour before sunset and should not begin prior to one half hour after sunrise. - All trash that may attract predators shall be properly contained, removed from the work site, and disposed of regularly. Following completion of work activities, all trash and construction debris shall be removed from work areas.	April 15 – October 15
Smith's blue butterfly <i>(Euphilotes enoptes smithi)</i>	Most commonly associated with coastal dunes and coastal sage scrub plant communities in Monterey and Santa Cruz Counties. Plant hosts are <i>Eriogonum latifolium</i> and <i>E. parvifolium</i> .	- Prior to project activities, CSUMB shall retain a qualified biologist to conduct a survey for SBB habitat (i.e., its host plants, <i>E. latifolium</i> and <i>E. parvifolium</i>) within the project site. If found, SBB habitat shall be avoided. - Areas known to support SBB habitat shall be flagged, and activities within those areas shall only occur from approximately June 1 to January 31, or at the discretion of the qualified biologist. - Vehicle traffic in areas known to support SBB habitat shall be strictly prohibited at all times. - Piling of any cut vegetation or other debris within areas known to support SBB habitat shall be strictly prohibited at all times.	September 1 – January 31
Nesting Avian Species and other protected Avian Species, including but not limited to burrowing owl (<i>Athene cunicularia</i>) and white-tailed kite (<i>Elanus leucurus</i>)	Stands of live oak, riparian deciduous, or other forest habitats, as well as open grasslands, are used most frequently for nesting.	- In compliance with CDFW Code and standard professional practice, activities that may directly (e.g., vegetation removal) or indirectly (e.g., noise/ground disturbance) affect protected nesting avian species shall be timed to avoid the breeding and nesting season (January 15 – September 15). Specifically, vegetation and/or tree removal should be scheduled between September 16 and January 14. - Alternatively, if activities during the breeding and nesting season cannot be avoided, a qualified biologist shall conduct pre-activity surveys for nesting raptors and other protected avian species within the site and within a suitable buffer area (recommended buffer distances are 500 feet for birds of prey and 250 feet for other passerine species) if activities commences between January 15 and September 15. Pre-activity surveys shall	September 16 – January 14

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		be conducted no more than 14 days prior to the start of fuel reduction activities during the early part of the breeding season (January through April) and no more than 30 days prior to the initiation of these activities during the late part of the breeding season (May through September). Because some bird species nest early in spring and others nest later in summer, surveys for nesting birds may be required to continue during fuel reduction activities to address new arrivals, and because some species breed multiple times in a season. The necessity and timing of these continued surveys shall be determined by the qualified biologist based on review of fuel reduction schedule and buffer distances.	
Special-Status Bat Species, including but not limited to Townsend’s big-eared bat (<i>Corynorhinus townsendii</i>)	Found in rural and urban settings from inland deserts to coastal redwoods, oak woodland, grassland and low to mid-elevation mixed coniferous-deciduous forests. Typically roost during the day in tree cavities, tree foliage, bark crevices, limestone caves, lava tubes, and mines, but can roost in buildings that offer suitable conditions. Night roosts are in more open settings and include bridges, rock crevices, and trees.	• To avoid and reduce impacts to special-status bat species, a qualified bat specialist or wildlife biologist shall conduct surveys during the reproductive season (March 1 through September 15) to characterize bat utilization of the project site and potential species present (techniques utilized to be determined by the biologist) prior to any tree or vegetation removal (or any other suitable roosting habitat). Surveys should also be conducted outside of the reproductive season, generally September 16-February 28 (or 29), as bats could be present and active any time of the year. • Surveys may include visual inspection during the day and emergence surveys aided by acoustics at sunset, and shall be conducted no more than 14 days prior to any tree or vegetation removal (or any other suitable roosting habitat) within 100 feet of vegetation removal limits. If, according to the bat specialist, no bats or bat signs are observed in the course of the surveys, tree and building removal may proceed. If bats and/or bat signs are observed during the surveys, the biologist shall determine if disturbance would jeopardize a maternity roost or another type of roost (i.e., foraging, day, or night). If avoidance is not possible then vegetation removal must be postponed until the end of the reproductive season. According to CDFW, maternity roosts cannot be moved or deliberately disturbed for any species of bat.	September 16 – February 28 (or February 29)
Other special-status wildlife species with potential to occur, including but not limited to Monterey ornate shrew (<i>Sorex ornatus salarius</i>), American badger (<i>Taxidea taxus</i>), Northern California legless lizard (<i>Anniella pulchra</i>), and Coast horned lizard (<i>Phrynosoma blainvillii</i>)	Various; please refer to Appendix C (Special-Status Species Table) of the project's Biological Resources Report.	• A qualified biologist shall conduct an Employee Education Program for the workers prior to the implementation of any fuel management activities. The qualified biologist shall meet with the fuel management workers (crews) at the onset of work at the project site to educate them on the following: 1) the appropriate access route(s) in and out of the construction area and review project boundaries; 2) how a biological monitor will examine the area and agree upon a method which will ensure the safety of the monitor during such activities, 3) the identification of special-status species that may be present; 4) the specific mitigation measures that will be incorporated into the work effort; 5) the general provisions and protections afforded; and 6) the proper procedures if a special-status species is encountered within the project site to avoid impacts.	Year-round