

California Least Tern Colony Monitoring and Associated Studies As-Needed Interview
November 5, 2021

1. What is your expected work plan specifically when the nesting season is in full swing? Who is the project lead and secondary contact? What redundancies are in place to ensure coverage and consistency? 5 points
2. As wildlife monitoring can be unpredictable, how does your team anticipate handling the unexpected? For example, sometimes the site can get sudden influxes of other migratory birds or predators, or other unpredictable disturbances. Please describe the adaptive management strategies that you have used/will use on the site to overcome the unexpected. 10 points
3. When unexpected disturbances occur, how will your team compensate/adapt to the shifting scheduling and how will you manage the budget? Given that conditions on site can change quickly, how will your firm manage communication among field monitors? 10 points
4. Often monitors have intuition about the site based on experience with observing colony behavior. What types of information are critical to share expeditiously and what methods are in place to do so? What technologies does your firm use to record and share information? 10 points
5. Some management and adaptive management strategies require out of the box thinking and new methodologies and technology. What strategies and technologies are there to manage and monitor the colony? 10 points
6. The Scope of Work for this contract includes miscellaneous monitoring services. Sometimes birds may be discovered on a worksite, CEQA mitigation monitoring needs can require quick response times, or a consultation may be requested for a project. What is your experience consulting on potential impacts for CEQA documents, dredge permits, Application for Port Projects, or construction activities? How will you manage the timing of these often short-notice, quick turn-around requests? 10 points
7. Colony success fluctuates wildly and a lot of analysis goes into explaining the outcomes in a given year. How do you manage the science vs. the assumptions? How may you respond in a situation where agencies or the public asks questions where there may not be sufficient data for a definitive answer? 10 points
8. Tell us how your firm tracks and stays informed about local, state and global environmental trends and how those may impact the state and local least tern breeding outcomes. 10 points
9. Assuming you have familiarity with our previous annual reports, do you have any suggestions or ideas to improve the methodologies used in the past? Please include specifically any monitoring techniques, statewide standards, or report formatting. 10 points

10. Predator management of mammals and birds is a significant component of colony success. Corvids are always finding ways to evade traditional methods of predator management. What experience and new strategies does your firm have for predator management? 10 points

11. Is there anything you would like to add that we haven't covered? 5 points