

JOB APPROVAL AUTHORITY POLICY FOR WETLAND TECHNICAL DECISIONS



I. Background

To meet the requirements of agency regulations at 7CFR12.30, the National Food Security Act Manual (NFSAM) provides specific NRCS responsibilities in Part 510.20(C). These require NRCS employees to perform certified wetland determinations and associated activities necessary to make compliance determinations for purposes of the Wetland Conservation (WC) provisions of the Food Security Act of 1985. These responsibilities cannot be delegated to persons outside NRCS.

NRCS employees who conduct wetland determinations and associated activities must have adequate training and experience as determined by the State Conservationist. The NFSAM Part 514.1 provides general requirements that must be met in terms of training, job approval authority (JAA), and demonstrated proficiency. JAA is delegated to employees by the State Resource Conservationist (SRC), State Soil Scientist (SSS), or State Conservation Engineer (SCE) upon successful completion of required training including “update” courses and demonstrated proficiency in specific tasks or jobs.

States are to maintain in Section III of the Field Office Technical Guide a list of employees who have been certified with the JAA to conduct the various tasks involved with making wetland technical decisions in that State. The list for Florida NRCS is maintained in the Appendix of this policy.

II. Job Approval Authority Categories and Proficiency Levels

Florida NRCS Wetland JAAs are divided into six certification categories and three proficiency levels. Each of the certification categories contains specific acquisition and maintenance requirements as described in Table 1 and Table 2. Certification categories A, B, and C are collectively referred to as Wetland Delineation JAAs. Wetland delineations must be conducted by one or more employees who individually or collectively have these three JAAs.

- A. Determining the extent of hydric soils according to Food Security Act procedures.
- B. Determining the extent of hydrophytic vegetation according to Food Security Act procedures.
- C. Determining the extent of wetland hydrology according to Food Security Act procedures.
- D. Assessing the scope and effect of drainage systems (NFSAM Part 516 (B))
- E. Conducting wetland functional assessments (NFSAM Part 516 (A)). As of August 29, 2005, Florida NRCS utilizes the Uniform Mitigation Assessment Method (UMAM) developed by the State of Florida and adapted for NRCS use as a wetland rapid assessment in lieu of a functional assessment method. The UMAM may be used in determining mitigation requirements and eligibility of converted wetlands for the Minimal Effect Exemption (NFSAM Part 515 (A)).
- F. Developing Mitigation Agreements, including the development or approval of wetland mitigation plans (NFSAM Part 515 (B)). Mitigation plans involving wetlands other than the converted acreage will require an easement and a Warranty Easement Deed. Authority to accept easements on behalf of USDA is reserved for the State Conservationist or designee.

The proficiency levels for each Wetland JAA are designated as Level 1 (entry level), Level 2 (intermediate level), and Level 3 (advanced level) as follows:

Level 1 — This entry/apprentice level is assigned to employees who have the required training and knowledge to perform an activity but lack experience to conduct the task independently.

Level 2 — This intermediate level is assigned to employees who have completed the required training and can apply the principles with increasingly limited oversight, including on disturbed or naturally problematic sites. Oversight includes review of onsite/offsite field methods and/or documentation. Once proficiency is demonstrated on site conditions common in their geographic area of responsibility, oversight is not mandatory for activities conducted under these conditions.

Level 3 — This advanced level is assigned to employees who have completed the required training and consistently demonstrated proficiency in applying the principles on all sites. Level 3 employees must be able to document information sufficient for use in a reconsideration or formal appeal.

III. Workload Responsibilities

Individuals with delegated Wetland Delineation JAAs (i.e., Categories A, B, and C) are generally assigned to Area Wetland Teams and have the following ongoing or regularly scheduled responsibilities:

- Processing certified wetland determinations using either AD-1026 or FSA-569 form procedures, and issuing accurate determinations to clients within policy timeframes. Individuals with Level 2 or Level 3 in any Wetland Delineation JAA category may carry out this responsibility.
- Accurate application of both onsite and offsite determination procedures for wetland determinations/delineations. NOTE: Except in the case of determining uplands (NW label) that are “obvious” as described in Florida NRCS Wetland Offsite Determination procedures, the employee must first acquire proficiency in onsite procedures and application of wetland labels before conducting offsite determinations.
- Accurate application of NRCS wetland labels (NFSAM Part 514) to certified wetland determinations. Application of exemption labels requires Level 3 JAA signature or other written concurrence on exemption documents to ensure that criteria for the exemption are met. Individuals with Level 2 or Level 3 in any Wetland Delineation JAA category may carry out this responsibility.
- Assessment and recording of the wetland compliance status of annual assigned FSA Compliance Review tracts according to procedures in the NFSAM Part 518 and state guidance. Individuals with Level 2 or Level 3 in any Wetland Delineation JAA category may carry out this responsibility.

Service Center staff participation at all JAA categories and proficiency levels must adhere to the separation of duties policy as stated in the Florida Highly Erodible Land Conservation & Wetland Conservation Compliance Action Plan.

IV. Acquisition and Maintenance of JAA

Acquisition and maintenance of JAA will follow the requirements set forth in Table 1. Course certificates or other proof of successful completion are required to document successful completion of training courses. The SRC, SSS, or SCE may modify or waive a requirement based on equivalent training or demonstrated competency. Proficiency requirements apply to Level 2 and Level 3 JAAs.

Periodically, specific “update” training may be required when agency wetland determination policies or procedures change. Update training will be required for those employees with the relevant JAA(s). All appropriate certified agency employees will receive notification of required update training.

It is the responsibility of the employee to ensure that he/she obtains the field level job experience described in the Maintenance requirement column of Table 1 to maintain his/her JAA(s). Jobs do not have to be conducted for Food Security Act wetland compliance purposes to meet the Maintenance requirement. For instance, a UMAM rapid assessment conducted for a conservation planning need may be counted toward maintenance of the UMAM Rapid Assessment JAA, or a wetland restoration plan written for an Agricultural Conservation Easement Program (ACEP) project may count toward the Mitigation Agreements and Plans JAA.

NRCS or other staff who have not taken the Level 1 courses *Wetland Identification for Food Security Act Purposes: Phase I and II* may assist certified staff solely with identification of hydric soils or hydrophytic plants as long as they have the demonstrated proficiency as described in Table 1 to do so on wetland ecological types and impacts common to that geographic area of the state. These agency staff are identified in the Appendix with the position classification of “Plant ID Assistance Only” or “Soils Assistance Only,” and are not considered to have Wetland Delineation JAA. A Level 2 or Level 3 Area Wetland Team member shall retain responsibility for oversight and application of the data acquired. The State Wetland Specialist should be notified by the Area Wetland Team when a person not on the Appendix list is needed to assist with a field determination, to ensure that the person has adequate proficiency and can be added to the list of certified staff if appropriate.

In Florida, NRCS employees assigned responsibility for making wetland technical decisions have other unrelated core job duties. Because of this and the ongoing and intensive nature of the state’s wetland determination responsibilities, employees holding Wetland Delineation JAAs (Categories A, B, and C) must complete a minimum of 8 hours of continuing education per fiscal year beginning no later than the fiscal year after a JAA is delegated. A minimum of 4 hours of this learning shall be technical in nature, i.e., related to the scientific basis of the wetland determination/delineation process. The purpose of continuing education is to reinforce, refresh, or expand the employee’s knowledge base or improve his/her expertise in one or more JAA categories. Table 2 contains continuing education requirements.

Employees who have one or more Wetland Delineation JAAs will attend at least one Florida NRCS Wetland Determination Workshop per fiscal year as part of the continuing education requirement. Florida NRCS Wetland Determination Workshops are held on an annual or semiannual basis. In any fiscal year that only one NRCS Wetland Determination Workshop is held, it will contain a minimum of 4 hours of training that is technical in nature.

Course options for the remaining hours of continuing education are provided in Table 2. Note that “update” courses or courses that are required for acquisition of any new JAA can also be counted toward the continuing education requirement for the existing JAA(s).

Employees should document proposed and completed training on their Individual Development Plans (IDPs). A course certificate or other proof of successful completion of training is required for formal classroom training, and when available, for less formal settings such as webinars. Proof of successful completion of training should be submitted to the State Wetland Specialist by October 31st for training completed in the previous fiscal year.

The Appendix will be updated on an annual basis. Since staff and certifications are dynamic, the State Wetland Specialist should be consulted regarding the most current updates on certification matters.

TABLE 1 – WETLAND JOB APPROVAL AUTHORITY REQUIREMENTS

(Names in italics denote course titles. See Table 2 for training course information.)

JAA CATEGORY A: HYDRIC SOILS DETERMINATION			
	ACQUISITION	MAINTENANCE	PROFICIENCY
LEVEL 1	<ul style="list-style-type: none"> • <i>Wetland Identification for Food Security Act Purposes - Phase I*</i> • <i>Wetland Identification for Food Security Act Purposes - Phase II*</i> • Basic understanding of the WC Provisions in the NFSAM Parts 510 and 514* 	Beginning FY 2017, assistance with hydric soils determination on at least <u>2</u> onsite wetland determinations per fiscal year (does not include determinations in training courses or workshops)	N/A
LEVEL 2	<ul style="list-style-type: none"> • Level 1 requirements and basic skills in applying the WC Provisions in the NFSAM Parts 510 and 514* • <i>Hydric Soils for Wetland Delineation</i> or <i>UF Hydric Soils summer course</i>, or equivalent course (see Table 2) 	Beginning FY 2017, a minimum of <u>2</u> Hydric Soils Determinations must be completed each fiscal year unless waived by the SSS	With increasingly limited oversight, individual must be able to apply knowledge of hydric soil indicators to identify hydric soils on undisturbed, disturbed and naturally problematic sites common to their geographic area of responsibility including identification based on the oxidation-reduction reactions in manganese, iron, and sulfate, and utilizing indicators of organic matter accumulation and precipitation of calcium carbonate by periphyton. <u>Generally at least 5 hydric soils determinations must be reviewed to determine proficiency.</u>
LEVEL 3	<ul style="list-style-type: none"> • Level 2 requirements and thorough knowledge and skills applying the WC Provisions in the NFSAM Parts 510, 514 and 518* • <i>Advanced Hydric Soils for Soil Scientists</i> • Level 3 Proficiency as described 	Same as Level 2	Ability to apply knowledge of hydric soil indicators to identify all hydric soils situations within the geographic area of responsibility.
JAA CATEGORY B: HYDROPHYTIC PLANT DETERMINATION			
	ACQUISITION	MAINTENANCE	PROFICIENCY
LEVEL 1	<ul style="list-style-type: none"> • <i>Wetland Identification for Food Security Act Purposes - Phase I*</i> • <i>Wetland Identification for Food Security Act Purposes - Phase II*</i> • Basic understanding of the WC Provisions in the NFSAM Parts 510 and 514* • Plant identification course covering native wetland plants common in the geographic area of responsibility 	Beginning FY 2017, assistance with hydrophytic plant determination on at least <u>2</u> onsite wetland determinations per fiscal year (does not include determinations in training courses or workshops)	N/A

TABLE 1 – WETLAND JOB APPROVAL AUTHORITY REQUIREMENTS

(Names in italics denote course titles. See Table 2 for training course information.)

LEVEL 2	<ul style="list-style-type: none"> Level 1 requirements and basic skills in applying the WC Provisions in the NFSAM Parts 510 and 514* Additional focused plant ID course as needed (e.g., grasses and sedges) 	Beginning FY 2017, a minimum of <u>2</u> Hydrophytic Plant Determinations must be completed each fiscal year unless waived by the SRC	With increasingly limited oversight, individual must be able to correctly identify all dominant plant species using the 50/20 Rule on undisturbed, disturbed and naturally problematic sites common to their geographic area of responsibility. <u>Generally at least 5 hydrophytic plant determinations must be reviewed to determine proficiency.</u>
LEVEL 3	<ul style="list-style-type: none"> Level 2 requirements and thorough knowledge and skills applying the WC Provisions in the NFSAM Parts 510, 514 and 518* Level 3 Proficiency as described 	Same as Level 2	Correct application of the Prevalence Index on all sites within the geographic area of responsibility.
JAA CATEGORY C: WETLAND HYDROLOGY DETERMINATION			
	ACQUISITION	MAINTENANCE	PROFICIENCY
LEVEL 1	<ul style="list-style-type: none"> <i>Wetland Identification for Food Security Act Purposes - Phase I</i> <i>Wetland Identification for Food Security Act Purposes - Phase II</i> Basic understanding of the WC Provisions in the NFSAM Parts 510 and 514 Basic understanding of concepts in Title 210-NEH, Part 650-Engineering Field Handbook, Chapter 19 Hydrology Tools for Wetland Determination and Analysis (subsections 650.1900-1904 and 650.1911) 	Beginning FY 2017, assistance with wetland hydrology determination on at least <u>2</u> onsite wetland determinations per fiscal year (does not include determinations in training courses or workshops)	N/A
LEVEL 2	<ul style="list-style-type: none"> Level 1 requirements and basic skills in applying the WC Provisions in the NFSAM Parts 510 and 514 <i>Introduction to Image Interpretation</i> or equivalent course (see Table 2) 	Beginning FY 2017, a minimum of <u>2</u> Wetland Hydrology Determinations must be completed each fiscal year unless waived by the SRC	With increasingly limited oversight, individual must be able to correctly use WETS tables, soil survey data, and aerial imagery to determine NEC, flooding or ponding characteristics and hydrologic impacts, and correctly identify hydrology indicators on undisturbed, disturbed and naturally problematic sites common to their geographic area of responsibility and on aerial photography. <u>Generally at least 5 wetland hydrology determinations must be reviewed to determine proficiency.</u>
LEVEL 3	<ul style="list-style-type: none"> Level 2 requirements and thorough knowledge and skills applying the WC Provisions in the NFSAM Parts 510, 514 and 518 <i>Hydrology Tools for Wetland Restoration and Determination</i> Level 3 Proficiency as described 	Same as Level 2	Ability to apply climatic and hydrologic data to determine hydrology. Ability to identify all hydrology indicators on all sites and aerial photos within the NRCS Administrative Area.

TABLE 1 – WETLAND JOB APPROVAL AUTHORITY REQUIREMENTS

(Names in italics denote course titles. See Table 2 for training course information.)

JAA CATEGORY D: SCOPE & EFFECT DETERMINATION			
	ACQUISITION	MAINTENANCE	PROFICIENCY
LEVEL 1	<ul style="list-style-type: none"> Basic understanding of hydrology, hydraulics, and drainage systems in the geographic area of responsibility Basic understanding of the NFSAM Part 516(B) Basic understanding of concepts in Title 210-NEH, Part 650-Engineering Field Handbook, Chapter 19 Hydrology Tools for Wetland Determination and Analysis (subsections 650.1900-1909). 	None unless required on a case by case basis by the SCE	N/A
LEVEL 2	<ul style="list-style-type: none"> Level 1 requirements and basic skills in application of concepts in the NFSAM Part 516(B) <i>Hydrology Tools for Wetland Restoration and Determination</i> 	No minimum number of Scope & Effect determinations required for maintenance of JAA.	With increasingly limited oversight, individual must be able to correctly apply the Scope & Effect equations for drainage lateral effects described in Title 210-NEH, Part 650-Engineering Field Handbook, Chapter 19 that are relevant to Florida. <u>Proficiency is determined on an individual basis by the State Conservation Engineer.</u>
LEVEL 3	<ul style="list-style-type: none"> Level 2 requirements and thorough knowledge and skills applying the concepts in the NFSAM Part 516(B) Level 3 Proficiency as described 	No minimum number of Scope & Effect determinations required for maintenance of JAA.	Proficiency in application of all hydrology tools described in Title 210-NEH, Part 650-Engineering Field Handbook, Chapter 19 that are applicable to wetland determination in Florida as determined by the SCE.
JAA CATEGORY E: UMAM RAPID ASSESSMENT			
	ACQUISITION	MAINTENANCE	PROFICIENCY
LEVEL 1	<ul style="list-style-type: none"> Basic understanding of the WC Provisions in the NFSAM Parts 510 and 514 Basic understanding of wetland functional assessment and Minimal Effect concepts in the NFSAM Parts 515(A) and 516(A) UMAM Assessment training course 	Beginning FY 2017, assistance with at least <u>1</u> UMAM assessment per fiscal year (may include assessments in training courses or workshops)	N/A
LEVEL 2	<ul style="list-style-type: none"> Level 1 requirements, and basic skills in application of the UMAM Basic understanding of the application of functional assessment concepts to mitigation planning as described in the NFSAM Part 515.12(D). 	Beginning FY 2017, at least <u>3</u> UMAM Assessments must be completed every 3 years to retain this JAA unless waived by the SRC.	With increasingly limited oversight, individual must be able to correctly apply UMAM on Minimal Effect Exemption evaluations. <u>Generally at least 3 Assessments must be reviewed to determine proficiency.</u>

TABLE 1 – WETLAND JOB APPROVAL AUTHORITY REQUIREMENTS

(Names in italics denote course titles. See Table 2 for training course information.)

LEVEL 3	<ul style="list-style-type: none"> Level 2 requirements and thorough knowledge and skills applying the UMAM and concepts in the NFSAM Part 516(A) Level 3 Proficiency as described 	Same as Level 2	Proficiency in applying UMAM to Minimal Effect and Mitigation Exemption evaluations.
<p>NOTE: Non-NRCS staff who are experienced in application of UMAM may assist NRCS in conducting UMAM assessments. Florida NRCS Area Wetland Team member with Level 2 or Level 3 JAA in this category must participate in the UMAM Assessment, and retains responsibility for oversight and application of the data acquired.</p>			
JAA CATEGORY F: MITIGATION AGREEMENTS AND PLANS			
	ACQUISITION	MAINTENANCE	PROFICIENCY
LEVEL 1	<ul style="list-style-type: none"> <i>Wetland Restoration and Enhancement</i> or approved equivalent (see Table 2) Basic understanding of the WC Provisions in the NFSAM Parts 510 and 514 Basic understanding of wetland mitigation concepts in the NFSAM Part 515(B). 	Beginning FY 2017, assistance on at least <u>1</u> Mitigation Agreement or Plan within two years of JAA acquisition. If none are available during this time, this requirement is deferred until the first availability.	N/A
LEVEL 2	<ul style="list-style-type: none"> Level 1 requirements and basic skills in application of concepts in the NFSAM Part 515(B) sufficient to develop a mitigation agreement to restore a CW+yr. Optional additional course, workshop, webinar, etc. as needed to enhance knowledge of restoration techniques for Florida wetland types 	Beginning FY 2017, at least <u>1</u> Mitigation Agreement must be completed every two years to retain this JAA unless waived by the SRC.	With increasingly limited oversight, individual must be able to develop Mitigation Agreements including mitigation plans to meet FL CPS Codes 657 and/or 659 criteria and agency policy on mitigation compliance. <u>Generally at least 3 Agreements must be reviewed to determine proficiency.</u>
LEVEL 3	<ul style="list-style-type: none"> Level 2 requirements and thorough knowledge and skills applying the concepts in the NFSAM Part 516(B) sufficient to develop mitigation agreements involving more complex elements such as wetland creation, easement deeds, and extensive success/performance criteria. Level 3 Proficiency as described 	Beginning FY 2017, at least <u>1</u> Mitigation Agreement must be completed every three years to retain this JAA unless waived by the SRC.	Proficiency in development of Mitigation Agreements including mitigation plans to meet FL CPS Codes 657, 658, and/or 659 criteria and agency policy on mitigation compliance and mitigation easements.
<p>NOTE: Engineering Job Approval Authority is required for any engineering practices required in restoration or mitigation plans. Approval authority to accept mitigation easements on behalf of USDA is reserved for the State Conservationist or designee.</p>			

** Not required for soil scientists or staff with local plant ID expertise who are called upon to assist solely with hydric soils or plant identification, respectively. However, these staff must meet the proficiency requirements of Level 2 or Level 3 for the determination they provide assistance on.*

TABLE 2 – TRAINING COURSE INFORMATION FOR WETLAND JOB APPROVAL AUTHORITIES

(Names in italics denote course titles. Courses hyperlinked to additional information where available.)

Course Name*:	Provider:	Hours	Typical Accepted Equivalent	Provider:	Required for JAA in:
JAA Acquisition – Training Requirements					
<i>Wetland Identification for Food Security Act Purposes – Phase I</i>	NEDC (online)	20-30	none		<ul style="list-style-type: none"> ➤ Soils ➤ Vegetation ➤ Hydrology
<i>Wetland Identification for Food Security Act Purposes – Phase II</i>	NEDC (classroom/field)	32	<i>Regulatory IV - Wetland Delineation</i>	US Army Corps of Engineers or approved vendor	<ul style="list-style-type: none"> ➤ Soils ➤ Vegetation ➤ Hydrology
Florida wetland plant identification course covering species in Administrative Area	Government, private or nonprofit vendor** (classroom/field)	≥ 8 total			<ul style="list-style-type: none"> ➤ Vegetation
UMAM Assessment training	FDEP, SFWMD, UF Center for Wetlands, or other government, private or nonprofit vendor** (classroom/field)	16-24			<ul style="list-style-type: none"> ➤ UMAM
<i>Wetland Restoration & Enhancement</i>	NEDC (classroom/field)	24	Florida-specific wetland restoration course	Government, private or nonprofit vendor** (classroom/field)	<ul style="list-style-type: none"> ➤ Mitigation Agreements and Plans
<i>Hydric Soils for Wetland Delineation</i> or <i>UF Hydric Soils summer course (UF SWS 4932)</i>	NEDC or University of Florida (classroom/field)	32	<i>Advanced Hydric Soils for Soil Scientists</i>	NEDC (classroom/field)	<ul style="list-style-type: none"> ➤ Soils
Florida wetland plant ID course covering plant communities or relevant species not covered in previous training	Government, private or nonprofit vendor** (classroom/field)		Participation in wetland Ecological Site Description fieldwork	NRCS (advance approval by SRC required)	<ul style="list-style-type: none"> ➤ Vegetation (if needed)
<i>Introduction to Image Interpretation</i>	Online: register by entering course name in AgLearn search and adding the course to your AgLearn plan.	self-paced	<i>Introduction to Digital Remote Sensing</i> or other wetland photo-interpretation course	NEDC (classroom)/other	<ul style="list-style-type: none"> ➤ Hydrology
<i>Hydrology Tools for Wetland Restoration and Determination</i>	NEDC (classroom/field)	24			<ul style="list-style-type: none"> ➤ Scope & Effect ➤ Hydrology
<i>Advanced Hydric Soils for Soil Scientists</i>	NEDC (classroom/field)	32			<ul style="list-style-type: none"> ➤ Soils

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TABLE 2 – TRAINING COURSE INFORMATION FOR WETLAND JOB APPROVAL AUTHORITIES

(Names in italics denote course titles. Courses hyperlinked to additional information where available.)

Course Name*:	Provider:	Hours	Remarks:
JAA Maintenance – Continuing Education Requirements for Wetland Delineation JAAs (8 hours per fiscal year required)			
Any required course above that individual has met the prerequisite for	As stated above for the respective course	As stated above	Counts toward maintenance of all JAAs
Advanced Wetland Compliance training (wetland labels and wetland appeals)	CNTSC Specialist (course is held upon State request)	12-16	Counts toward maintenance of all Level 2 or Level 3 JAAs
Annual or semiannual FL Wetland Determination Workshops (classroom and/or field)***	SO Specialists	≥ 4	Participation in one Workshop per fiscal year is required unless waived by the SRC or SSS. A minimum of 4 hours will be technical in nature. Additional hours may be technical, policy related, or administrative in nature.
Other policy, procedure or technical training, including teleconferences or webinars held by NRCS, other agencies, or NGOs	SO, Regional, or National Specialists, other agency specialists, Non-Governmental Organizations (NGO)	varies	May be considered an “update” course if new agency policies or procedures are presented and in such case is required for all relevant JAA categories .
FAESS annual Hydric Soil Workshop	FL Association of Environmental Soil Scientists	8	Counts toward maintenance of all JAAs
UF Soil and Water Science Short Courses on wetland topics (advance approval by SRC or SSS required), or similar from other Florida institutions	UF Soil and Water Science Department, other Florida institutions	varies	Counts toward maintenance of all Level 2 or Level 3 JAAs
Other Meetings, Conferences, Courses or Workshops as approved by SRC or SSS.	various	varies	Counts toward maintenance of all JAAs

* The NRCS State Resource Conservationist, State Conservation Engineer or State Soil Scientist may add or delete training course requirements as courses become available or obsolete, or may waive a training requirement based on equivalent training or demonstrated competency. This list will be updated periodically; however, it is advisable to verify the most current requirements with the State Wetland Specialist before scheduling training. Requests to utilize other courses to meet training requirements must include course agenda or detailed description and be made in writing to the SRC preferably > 60 days prior to training or completion of the individual's IDP.

** Government, private, or non-profit vendor must be approved by the SRC in consultation with the Training Officer and SSS or SCE as appropriate. The State Wetland Specialist shall be copied on vendor approval requests.

*** The State Wetland Specialist will record participation in FL Wetland Determination Workshops

NOTE: “UPDATE” COURSES ARE REQUIRED FOR MAINTENANCE OF ANY WETLAND JAA CATEGORY TO WHICH THEY APPLY.

APPENDIX

LIST OF CERTIFIED PERSONNEL WITH WETLAND JOB APPROVAL AUTHORITIES

FLORIDA NRCS WETLAND JOB APPROVAL AUTHORITIES
LIST OF CERTIFIED PERSONNEL

<p><i>NOTE: All FO staff participation must adhere to the separation of duties policy as stated in the Florida Highly Erodible Land Conservation & Wetland Conservation Compliance Action Plan.</i></p>		<p>1= Has completed the training and knowledge requirements but lacks experience to conduct the task independently 2= Has completed Level 1 requirements and can apply principles with oversight, including on disturbed or naturally problematic sites. 3= Has completed Level 2 requirements and consistently demonstrated proficiency in applying the principles on all sites.</p>					
		HYDRIC SOILS DETERMINATION ^a	HYDROPHYTIC PLANT DETERMINATION ^b	WETLAND HYDROLOGY DETERMINATION ^b	SCOPE & EFFECT OF DRAINAGE SYSTEMS ^c	UMAM RAPID ASSESSMENT ^b	MITIGATION AGREEMENTS AND PLANS ^b
NAME	POSITION CLASSIFICATION*						
AREA 1							
[vacant]	Area Wetl Team Coord						
Jesse Goyer	Area Wetland Team	1	2	1			
[vacant]	Area Wetland Team						
Bruce Turnbull		1	1	1			
Jason Hayford						1	
Trent Mathews						1	
Stephen Tullar	<i>Plant ID assistance only</i>		2				
AREA 2							
Paula Allen	Area Wetl Team Coord	1	1	2		2	
Amy Moore	Area Wetland Team	1	1	2			
[vacant]	Area Wetland Team						
Curtis Mixon					2		1
George Johnson						1	
AREA 3							
[vacant]	Area Wetl Team Coord						
Daniel Somodi	Area Wetland Team	1	3	2		2	1
Chelsie Miller	Area Wetland Team	1	1	1			
Dino Ricciardi					2		
Ken Lackmann						1	1
Dave Millard						1	
Chuck O'Rourke						1	
Ed Sheehan						1	
Dan Schabillion	<i>Plant ID assistance only</i>		2				
AREA 4							
Maelo Reyes	Area Wetl Team Coord	2	3	2		2	
Christine Coffin	Area Wetland Team	2	2	2		2	
[vacant]	Area Wetland Team						
Deni Hazell					2		

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NAME	WJAA POSITION CLASSIFICATION*	HYDRIC SOILS DETERMINATION ^a	HYDROPHYTIC PLANT DETERMINATION ^b	WETLAND HYDROLOGY DETERMINATION ^b	SCOPE & EFFECT OF DRAINAGE SYSTEMS ^c	UMAM RAPID ASSESSMENT ^b	MITIGATION AGREEMENTS AND PLANS ^b
OTHER							
Leroy Crockett	MLRA Staff	2	2	2			
Martin Figueroa	MLRA Staff - <i>Soils assistance only</i>	1					
Craig Prink	MLRA Staff - <i>Soils assistance only</i>	2					
Scott Turgeon	WRE Team Staff - <i>Plant ID assistance only</i>		2			1	1
Darrell Leach	State Soil Specialist	3		2			
Rick Robbins	State Soil Specialist	3					
Rosalind Moore	State Wetland Specialist	1	2	3		3	3
Tom Weber	State Soil Scientist	3		2			
Jason Streth	State Conservation Engr				3		
<p>^a Job Approval Authority determined by State Soil Scientist</p> <p>^b Job Approval Authority determined by State Resource Conservationist</p> <p>^c Job Approval Authority determined by State Conservation Engineer</p> <p>* The Area Wetland Team designation denotes FL NRCS staff assigned to issue certified wetland determinations as part of their official duties. The designations <i>Plant ID Assistance Only</i> or <i>Soils Assistance Only</i> are for staff with demonstrated proficiencies in plant and soil determination but without Wetland Delineation JAA.</p>							
<p>I certify that those staff members provided the highest job approval authority (Level 3) have <u>successfully completed all appropriate training, including "update" courses</u> related to the skills needed to accomplish the specific task listed and have <u>repeatedly demonstrated the proficiency</u> needed to make an adverse technical decision as defined in the NRCS Appeals Procedures (7 CFR 614).</p> <p>State Conservationist: _____</p>							
<p>List Updated on: September 9, 2016</p>							