

**California Fish and Wildlife Strategic Vision Project  
BRCC-SAG Compliance Discussion Worksheet**

*January 9, 2012*

KEY: ■ DFG Recommendation (Jan. 5, 2012)

■ Potential Action from BRCC/SAG Survey (Dec. 2011); high/low priority responses in parentheses

TOPIC	POTENTIAL RECOMMENDATION(S) TO ACHIEVE GOAL(S)	GOAL AND OBJECTIVE
<p><b>Improve permitting process</b></p>	<p><span style="color: red;">( No. 5 – bullet 4)</span> <b>Seek authority to sponsor or support legislation for a statutory CEQA exemption for small scale restoration projects and for DFG / WCB actions to “pass through” bond or federal funding for such projects.</b></p> <p><span style="color: red;">( No. 5 – bullet 5)</span> <b>Seek authority to sponsor legislation that would allow incidental take under certain circumstances of “fully protected” species related to management activities (e.g. fold into the California Endangered Species Act (CESA) or mirror CESA take authority.)</b></p> <p><span style="color: red;">(No. 8B – bullet 1)</span> <b>Provide permit issuance training for DFG headquarters and regional staff.</b></p> <p><span style="color: red;">(No. 8B – bullet 2)</span> <b>Provide positions that focus only n compliance monitoring once permits are issued.</b></p> <p>8H:3 Have a point of contact in each regional office who can respond to inquiries about rules and regulations (6-1)</p> <p>8H:5 Increase capacity of permit staff to work with permittees to ensure understanding of the permit standards (which improves compliance) (6 - 1)</p> <p>8H:8 Increase permitting coordination with U.S. Fish and Wildlife Service and other state and federal agencies (to provide more consistency to permit applicants and improve ease of compliance) (5 – 1)</p> <p>8H:4 Provide automated information on regulations, permits, etc. online and by phone (4 – 0)</p> <p>8H:16 Develop a system that allows internal DFG information systems to “talk” to one another (4 – 0)</p> <p>8H:9 Offer an online permit tracking system so that an applicant can follow an application from beginning to end (3 – 0)</p> <p>8H:6 Dedicate staff time to working with project applicants on pre-project planning (i.e., workshops to help prepare permit applications) (4 – 2)</p> <p>8H:10 Allow for arbitration or mediation over permit standards (draft permit stage – before final) (1 – 1)</p> <p>8A:8 Implement an online permit tracking system so that an applicant can follow an application from beginning to</p>	<p><b>Goal 4:</b> <b>An Efficient Organization</b></p> <p><b>Objective 2:</b> <b>Develop simple, clear and consistent permitting practices and processes.</b></p>

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	<p>end (10 – 0)</p> <p>8A:9 Offer more workshops to help in preparing permit applications (2 – 2)</p> <p>8B:24 Simplify the permitting system for habitat restoration projects to expand partnership with private landowners (9 – 0)</p> <p>8B:23 Adjust the 1600 program fee schedule to make 1600 agreements affordable for restoration and enhancement projects (3 – 1)</p> <p>8B:22 Fund restoration and/or enhancement coordinators at resource conservation districts (similar to watershed coordinators) to help identify potential restoration/ enhancement projects and help applicants obtain permits (3 – 7)</p>	
Partnerships	<p><b>(No. 11 – Bullet 1) Develop a more robust and interactive web presence that describes the extensive partnerships already underway and identifies areas where more effective partnership opportunities may exist.</b></p> <p><b>(No. 11 – Bullet 1) Continue the conservation assessment partnership between Caltrans and DFG.</b></p> <p>8H:1 Participate in local and regional natural resource planning venues to increase education and collaboration on compliance (1 – 1)</p> <p>8B:15 Pursue formal and informal partnership/collaboration opportunities with all levels of government agencies (federal, tribal, state, local), stakeholder groups, private landowners, etc. (10 – 0)</p> <p>8B:7 Enhance and re-establish partnerships with organizations that have scientific capacity (such as academic institutions, other credible scientific organizations and stakeholders, in order to expand ability to make decisions based on best readily available science) (6 – 0)</p> <p>8B:25 Use more collaborative processes that combine regulatory agencies with landowners and conservation organizations (e.g., Lower Butte Creek Project, Partners in Restoration Program, U.S. Fish and Wildlife Service’s Partners for Fish and Wildlife Program) on restoration/ enhancement projects (6 – 2)</p> <p>8B:3 Develop and improve formal and informal relationships with partners (2 – 0)</p> <p>8B:9 Encourage and facilitate partnerships with stakeholders (e.g., consumptive and non-consumptive resource</p>	<p><b>Goal :1:</b> <b>Strong Relationships</b></p> <p><b>Objective 2:</b> <b>Proactively engage other agencies, organizations and stakeholders as partners and collaborators</b></p>

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	<p>users) to participate in data collection (2 – 0)</p> <p>8B:27 Work with land owners, both private and those who may operate on leased state-owned ground, to build positive, trusting relationships which are mutually beneficial (1 – 0)</p> <p>8B:31 Encourage a broad-based coalition effort of environmental and conservation organizations to tap into their memberships to work with each other to focus on five significant topics: • combat poaching • combat pollution • combat the illegal sales of wildlife parts • promote habitat restoration • promote increased enforcement presence (via game wardens) to protect fish and wildlife resources (4 – 4)</p> <p>8B:12 Consider public perception before utilizing potential partners to promote DFG and F&amp;GC missions (1 – 1)</p> <p>8B:26 Work with organizations that outreach to landowners to help create stronger relationships with private landowners (i.e., California Farm Bureau, California Cattlemen’s Association, resource conservation districts) (1 – 1)</p> <p>8B:29 For data/ information gaps, and filling monitoring needs, establish partnerships and determine who will gather scientific information (avoid duplication of efforts) (1 – 1)</p> <p>8B:4 Identify needed capacity of partners (e.g., waterfowl endowment at UCD) (1 – 3)</p> <p>8B:11 Utilize efforts by partners to promote the DFG/F&amp;GC mission (i.e. The Humane Society enforcement efforts, resource conservation district land owner outreach) with firewalls and consideration of public perception of partners (1 – 3)</p> <p>8B:2 Develop a potential partners list (0 – 2)</p> <p>8B:21 Ensure internal capacity to manage cooperative agreements and contracts (positive example is the Condor Program) (0 – 0)</p> <p>8B:28 Streamline the process to establish memoranda of agreement/understanding (0 – 1)</p>	
<p><b>Engage in Integrated Resource Management</b></p>	<p><b>( No. 8A – bullet 2) Continue involvement in leadership role on the Steering Committee for the National Fish, Wildlife and Plants Climate Adaption Plan.</b></p> <p><b>( No. 8A – bullet 3) Continue involvement in leadership role as the chair for the WAFWA Climate Change Committee.</b></p>	<p><b>Goal 3: An Effective Organization</b></p>

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	<p>8E:2 Review the California Fish and Game Code and Title 14 Code of Regulations, and coordinate them with the mandates of other fish and game resource management entities (8 – 0)</p> <p>8E:18 Work jointly with the U.S. Fish and Wildlife Service and the National Marine Fisheries Service to improve the processes for issuing permits under the federal Endangered Species Act and the California Endangered Species Act (8 – 1)</p> <p>8E:4 Support and participate in multi-agency collaboratives (Strategic Growth Council, California Biodiversity Council, California Ocean Protection Council, California Landscape Conservation Cooperative, Delta Stewardship Council, Water Plan State Agency Steering Committee, various conservancies, resource conservation districts, integrated regional watershed management groups, and regional blueprint planning groups) (7 – 0)</p> <p>8E:3 Develop and improve information-sharing with federal, state, tribal and local government agencies (6 – 0)</p> <p>8E:6 Better integrate policies and objectives across resource management agencies (6 – 0)</p> <p>8E:19 Work jointly with the U.S. Fish and Wildlife Service and National Marine Fisheries Service to coordinate and partner on enhancement/recovery activities for listed species (6 – 0)</p> <p>8E:16 Increase the use of natural resources agreements (e.g., Klamath Basin Restoration Agreement) (3 – 0)</p> <p>8E:9 Utilize and support integrated resource management plans and documents from all levels of government agencies (2 – 0)</p> <p>8E:21 Coordinate scientific determinations with other state and federal scientific bodies (i.e. PFMC Science and Statistical Committee) (2 – 0)</p> <p>8E:1 Identify the potential to coordinate with other agencies by developing a matrix that describes the interactive hierarchical structure of California agencies and extant offices within DFG that use guidance from science in conserving and managing California’s natural resources (3 – 2)</p> <p>8E:10 Support and expand “advanced mitigation” programs at state and local levels in support of integrated resource management projects (2 – 1)</p> <p>8E:7 Build synergies on joint efforts to achieve like goals among federal, state, tribal and local government agencies (1 – 0)</p>	<p><b>Objective 1:</b>  <b>Coordinate resource planning, policies practices, processes and regulations with other agencies and organizations</b></p>

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	<p>8E:15 OSPR Administrator should have managerial authority over non-OSPR staff conducting oil spill related activities (1 – 1)</p> <p>8E:22 Coordinate with the U.S. Fish and Wildlife Service in developing avian protection plans (1 – 2)</p> <p>8E:5 Designate staff to participate in local and regional resource management activities (0 – 1)</p> <p>8E:13 Execute an integrated resource management memorandum of understanding/agreement among “integrators” to implement joint action plans (1 – 3)</p> <p>8E:8 Designate staff to participate in cross-cutting agency activities that leverage resources and existing processes (0 – 2)</p> <p>8E:12 Jointly develop with other “integrators” integrated resource management plans (describing ways to align specific resource planning, policies and regulations, to share people/processes/tools, and suggest minor organizational improvements) (0 – 2)</p> <p>8E:14 In partnership with other “integrators,” prepare and periodically update a strategic “California Biodiversity Plan” or “California Natural Resource Plan” similar to the California Water Plan (could incorporate other DFG and F&amp;GC plans, like the Wildlife Action Plan, and would be informed by related state, federal, tribal and local companion resource plans) (1 – 4)</p> <p>8E:11 Support and participate in an integrate the “integrators” intensive workshop ( to describe existing challenges, lessons learned, common ground, overlaps, conflicts, drivers and trends, and potential responses/solutions) (0 – 9)</p> <p>8B:1 Provide top-down encouragement to coordinate and partner with other agencies (4 – 0)</p> <p>8B:16 Increase coordination with all levels of government agencies (federal, tribal, state, local), stakeholder groups, private landowners, etc. (4 – 0)</p> <p>8B:6 Leverage existing networks, relationships, and multi-agency venues (4 – 1)</p>	
<p><b>Increase staff efficiencies</b></p>	<p><b>( No. 5 – bullet 3) Create a dedicated joint Department and F&amp;GC “Regulation and Policy Support Unit” that will provide a centralized, consistent and compliant operations that focuses on the regulatory and policy interactions between the Department and F&amp;GC.</b></p>	<p><b>Goal 2: Highly valued programs and quality services</b></p>

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	<p><b>( No. 8B – bullet 1) Provide permit issuance training for DFG headquarters and regional staff.</b></p> <p>8A:10 Develop an internal communication plan (for communicating within DFG and F&amp;GC) (1 – 1)</p> <p>8A:6 Hire regional staff that more closely reflect the regional make up (0 – 5)</p>	<p><b>Objective 4:</b></p> <p><b>Provide consistent and unified delivery of quality services and products</b></p>
<p><b>Increase Enforcement Efficacy</b></p>	<p><b>( No. 5 – bullet 1) Seek authority to sponsor or support legislation to establish egregious and illegal commercialization cases as felony statuses</b></p> <p><b>(No. 5 – bullet 2) Establish a team to prosecute wildlife cases either through existing structure of circuit prosecutors, the AG’s office or an enhanced system with identified judges specializing in environmental / wildlife crime.</b></p> <p><b>(No. 14 – bullet 5) Ensure pay equity between wardens and comparable state law enforcement.</b></p> <p><b>(No. 14 – bullet 6) Identify and secure funding sufficient to grow warden force to 1,000 officers within 10 years.</b></p> <p>8H:13 Increase the number of DFG wardens (13 – 2)</p> <p>8H:31 Assign DFG wardens to coordinate with California District Attorneys Association (CDAA) to ensure appropriate and consistent prosecution (could ensure consistency with all 58 counties and enhance Environmental Crimes Circuit Prosecutors Project, sponsored by the CDAA, a coalition of district attorneys cross-deputized in multiple counties to specialize in prosecuting poaching and other environmental crimes) (5 – 1)</p> <p>8H:12 Increase communication and coordination with other law enforcement agencies (4 – 0)</p> <p>8H:23 Increase both fines and penalties for fish and game violations (3 – 0)</p> <p>8H:15 Provide wardens with functional equipment (i.e., some boats inoperable, planes limited, wardens and other peace officers using incompatible communication systems) (3 – 1)</p> <p>8H:17 Improve the use of enforcement technology (2 – 0)</p>	<p><b>Goal 2:</b></p> <p><b>Highly valued programs and quality services</b></p> <p><b>Objective 1:</b></p> <p><b>Protect, manage, enhance and restore wildlife resources</b></p>

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	<p>8H:18 Give wardens access to ALDS information (including violations) in the field (2 – 0)</p> <p>8H:30 Develop a cadre of experienced prosecutors to charge and try fish and game cases (e.g. circuit district attorney system) (2 – 0)</p> <p>8H:11 Educate other law enforcement agencies about fish and game code and regulations (1 – 0)</p> <p>8H:22 Increase the size of the DFG Law Enforcement Division’s Special Operations Unit (1 – 0)</p> <p>8H:27 Improve coordination with the California Attorney General’s Special Prosecutor (1 – 0)</p> <p>8H:29 Educate district attorneys and judicial branch about fish and game laws and regulations (1 – 0)</p> <p>8H:26 Advertise DFG’s secret witness program, CalTIP ( Californians Turn in Poachers and Polluters at 888-DFG-CalTIP) (0 – 0)</p> <p>8H:28 Create special district attorney capacity focused on fish and game violations (housed in Sacramento) to assist all county district attorneys (2 – 3)</p> <p>8H:34 Review types of violations to determine which should be raised from misdemeanor to felony (such as abalone violations) (2 – 3)</p> <p>8H:20 Environmental Crimes Unit, specializing in investigations of Fish and Game Code sections 1600 and 5650 (water pollution and streambed habitat destruction) (1 – 2)</p> <p>8H:21 Overt Detective Unit to lead complex statewide and interstate poaching investigations, streamline intelligence on repeat offenders, and use of specialized surveillance equipment to effectively apprehend serious poachers (1 – 2)</p> <p>8H:14 Increase wardens’ ability to gather evidence as needed to enforce laws and win cases (0 – 1)</p> <p>8H:32 Refine the Uniform Bail and Penalty Schedule – California Rules of Court (for the California Fish and Game Code and the Title 14 California Code of Regulations) and include additional code sections not mentioned in the Bail Schedule (0 – 2)</p> <p>8H:9 Create specialty units within the DFG Law Enforcement Division, comprised of additional enforcement positions and funding for: (0 – 3)</p> <p>8H:33 Require distribution of the California Fish and Game Code/Title 14 Bail Schedule to the respective courts in all 58 counties (0 – 3)</p>	

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<b>Sustainable Programs</b>	8H:24 Use fines to pay for resource management programs (3 – 3) 8E:17 Implement a “working landscapes” concept in managing fish and wildlife resources (2 – 0) 8E:20 Large Fisheries Restoration Grant Program projects need to receive funding to move the planning process forward and start gathering needed monetary support to actually move projects into implementation (2 – 5)	<b>Goal 2:</b> <b>Highly valued programs and quality services</b>  <b>Objective 1:</b> <b>Protect, manage, enhance and restore wildlife resources</b>
<b>Improve communications with the public</b>	<p>( No. 7 – bullet 1) Place a communications person in each region. Not only will this person be responsible for generating media stories and answering media calls, but they will also be an “expert” of sorts in the region and know all about projects, programs, etc.</p> <p>( No. 7 – bullet 1) Improve community relations with the help of the Natural Resource Volunteer Program to educate the public on issues such as Keep Me Wild, Conservation Education, marine protected area boundaries, enforcement information, registration, regulation clarification, etc.</p> 8H:1 Participate in local and regional natural resource planning venues to increase education and collaboration on compliance (1 – 1) 8H:7 Simplify regulations (to increase compliance) (4 – 0) 8A:7 Simplify regulations (makes it easier to communicate them more effectively) (10 – 0) 8H:2 Increase DFG presence in the local community, including public outreach events (3 – 2) 8H:25 Use fines to pay for communication programs (make sure everyone knows the laws and the consequences of breaking them) (0 – 1)	<b>Goal 1:</b> <b>Strong Relationships</b> <b>Object 1:</b> Increase stewardship awareness and participation by the public



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	<p>8A:1 Identify a single point of contact in each regional office who can respond to inquiries about DFG and F&amp;GC efforts (4 – 0)</p> <p>8A:11 Develop an external communication plan (for communicating external to DFG and F&amp;GC) (3 – 0)</p> <p>8A:3 Provide information on regulations and events online and by phone -- with limited written materials (3 – 1)</p> <p>8A:12 Develop an outreach and education plan (2 – 0)</p> <p>8A:17 Expand community outreach and training to reduce human conflicts with wildlife (2 – 1)</p> <p>8A:19 Partner with California State Parks to integrate public education efforts related to California wildlife and habitats (2 – 1)</p> <p>8A:5 Allow more regional control in providing information to and interacting with the local public (fewer approvals needed form Sacramento) (2 – 3)</p> <p>8A:18 Use public education specialists to help educate and inform the public about how DFG and F&amp;GC use science (incorporate information about ongoing research as well as research findings) (1 – 2)</p> <p>8A:20 Bring innovation to classrooms to attract students to the study of science (0 – 1)</p> <p>8A:2 Increase DFG presence in the local community at public outreach events (1 – 3)</p> <p>8A:4 Make information available in a regionally and culturally appropriate method, including written materials in geographic areas with limited Internet access (0 – 2)</p> <p>8A:15 Enlist recognizable spokespersons to promote DFG and F&amp;GC (to advertise the Outdoor California, conduct PSA's, produce documentaries, and briefly explain that every person in the state must be involved in natural resources) (0 – 3)</p> <p>8A:13 Provide more interpreters to educate the public about California's resources (0 – 4)</p> <p>8A:16 Highlight and expand distribution of DFG's Outdoor California magazine to educate public about DFG and wildlife resources (0 – 4)</p> <p>8B:14 Partner with the U.S. Fish and Wildlife Service on school habitat projects (0 – 2)</p> <p>8B:13 More responses to stakeholder requests should be YES; when projects or requests are denied, indicate how to solve the issues or concerns, rather than just indicating NO (3 – 2)</p>	

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<b>Miscellaneous</b>	8A:23 Rename DFG the Department of Wildlife Conservation and Management, which more broadly and succinctly describes its mission (2 – 7) 8A:22 Change the names of DFG and F&GC to reflect their mandates (3 – 9)	