



Meeting Report
Multi-stakeholder Meeting on Wolves in California
March 28, 2013

The McConnell Foundation – Lema Ranch
800 Shasta View Drive
Redding, CA 96003



Photo of OR7 by Bryce Bohlander

California Department of Fish and Wildlife

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1.0 Introduction

On March 28, 2013, the California Wolf Stakeholders Working Group reconvened to continue their work toward the development of a California wolf management plan. Their previous meeting took place at the U.C. Davis campus on February 5, 2013. In the intervening weeks, the California Department of Fish and Wildlife (CDFW, Department) made significant progress developing a set of documents for discussion by the stakeholders. These documents were presented to the stakeholders for discussion at the March 28 meeting, along with a proposed process to guide Wolf Plan development using an interest-based negotiation strategy. This document presents the results of those discussions.

2.0 Meeting Objectives and Mechanics

The meeting was conducted at the Lema Ranch – The McConnell Foundation, in Redding, California. Although facilitated by CDFW staff, the intention was for the stakeholders themselves to provide the majority of the dialogue, with CDFW providing answers to questions as they arose. The stated purpose of the meeting was to:

Initiate an organized Stakeholder Working Group that will work toward the goal of developing the overall framework for a California Wolf Plan.

Objectives of the meeting were to:

1. Provide an update of OR7, review Fish and Game Commission/CDFW activities, and review the summary of our last meeting.
2. Discuss options and adopt a process to guide California Wolf Plan development toward a product all parties can willingly fulfill.
3. Identify, discuss, and come to consensus on California Wolf Plan Operating Principles (including sideboards and goals).
4. Review and discuss California Wolf Plan scenarios, project schedule, and role of the Stakeholder Working Group (SWG).
5. Develop a calendar for future meetings for stakeholder involvement/participation.

The meeting was attended by 24 stakeholders, 1 US Fish and Wildlife Service (USFWS) representative, and 11 CDFW staff. Appendix A provides a list of participants and their contact information. Other attendees included 4 legislative representatives and 3 members of the public. Appendix H provides a list of those individuals as well as their respective comments during the meeting.

The meeting agenda is provided in Appendix B of this document. The meeting began with establishment of participation ground rules by the CDFW facilitator, followed by an update by CDFW staff on the whereabouts of wolf OR7 and the changes CDFW has

made to the web page that was established to inform the public of OR7's whereabouts. After addressing some questions from stakeholders and the public, introductions were made.

Next, CDFW staff provided a presentation on a proposed process for guiding the development of the wolf management plan that involves consensus building by way of negotiation of stakeholder interests as opposed to statements of stakeholder positions. This presentation is provided in Appendix C.

After several minutes of discussion on the topics of negotiation and consensus building, CDFW staff initiated the topic of Operating Principles for the California Wolf Plan Stakeholders Working Group (Appendix D). A significant portion of the meeting involved a discussion of the Goals and Sideboards sections of the draft Operating Principles document. A subgroup was established whose work it will be to iron out the agreements, differences of opinion, and suggestions (Appendix E) that arose during this conversation. Following the discussion of Goals and Sideboards, the remainder of the draft Operating Principles document was discussed, including the draft Summary Project Schedule (Appendix F), and a list of potential topics in the Wolf Management Plan that may be of interest to the Working Group to develop recommendations for. A discussion of management components required of CDFW under various potential federal and state listing scenarios (Appendix G) was originally planned to take place at this point in the meeting, but was tabled due to lack of time.

Finally, individuals were asked to complete an evaluation form to provide feedback about the day's process to the CDFW organizers (Appendix I). The meeting concluded with a discussion about when, where, and how often the Stakeholder Working Group should meet in the ensuing weeks and months, and the meeting was then adjourned.

3.0 Meeting Outputs

OR-7 Updates, CDFW Status Review, and Summary of Last Meeting:

Since the last update to stakeholders in early February, OR7 was generally moving northward in California. In early March a member of the public enroute to Medford, Oregon took photos with his cell phone of a large canid in southwestern Modoc County. Based on the images, and his location as indicated by the GPS downloads, it was determined that the animal was OR7. These images represent only the second time OR7 is known to have been photographed while residing in California. OR7 re-entered Oregon on March 12, 2013, and has continued in a northward direction. He is now 4 years old, is revisiting areas he visited last year at this time when he went back into Oregon, and is approximately 300 miles from any known pack of wolves in Oregon.

While the state of Oregon does not publicize the locations of OR7, CDFW still has access to his location via GPS downloads. Of note, OR7 has traveled approximately 4,500 air miles since dispersing from his natal pack. CDFW has updated the online map of OR7's travels by greying out last year's movements, and colorizing his movements for the current year, up to the point at which he left the state. No mapping of his movements while in Oregon will be documented on the CDFW web page.

After addressing several comments and questions regarding OR7's status, CDFW staff presented an update on the status review effort in light of the fact that OR7 has left California. Neither the Fish and Game Code, nor Title 14 of the California Code of Regulations provides guidance regarding this topic, so the Department is compelled to proceed with the status review as planned. CDFW continues to request information to inform the review process, and are beginning work on the actual status review document which is due to the Fish and Game Commission this fall.

A brief review of February's meeting was given next. At that meeting CDFW presented a suggested table of contents for the management plan for discussion among the Stakeholder Group. A report was provided to the Stakeholders via email several weeks subsequent to the meeting.

Introductions:

The CDFW facilitator introduced the Department staff in attendance, after which stakeholders were asked to introduce themselves by giving their names, their affiliations, and a brief statement of what the group might gain from their participation in the process. Their responses are recorded in the roster that represents Appendix A of this document.

Adopting a Process to Guide California Wolf Plan Development:

This portion of the meeting was presented by Ms. Karen Kovacs, Region 1 Wildlife Program Manager, and lead biologist in the development of the California Wolf Plan. The PowerPoint slides presented during this section are contained within the complete set of slides provided in Appendix C.

This presentation discussed the concept of conflict, and presents five modes that can be used in resolving conflict: competing, collaborating, compromising, avoiding, and accommodating. These modes are driven by scales of cooperativeness and assertiveness, with the mode of compromise as the most balanced approach on the scale. The objectives of each mode, and examples of each were also presented.

Next, a variety of ways in which these conflict resolution modes may be implemented were presented, including violence, legislation, and negotiation, among others. As the preferred method of implementing conflict resolution, negotiation was further defined with two major types:

- a. Distributive negotiation, with an “I win, you lose” or “you win, I lose” approach, and a goal of maximum (me) and minimum (you) gain on *positions* of each party, or...
- b. Integrative negotiation, with an “I win, you win” or “you win, I win” approach, and a goal of maximum possible gain on *interests* for both parties

Ms. Kovacs defined positions and interests, and presented examples of both position-based and interest-based statements. Essentially, a position is a claim made for oneself or others about what one wants to happen. It leaves little room for agreement, and only one solution to the problem is presented. Alternatively, an interest is an underlying belief, principle, or desire that one hopes to gain or keep intact during negotiations, and that separates the people involved from the problem. An interest-based approach creates an opportunity to generate multiple strategies to solve a problem.

Finally, these concepts were integrated into a definition of “Interest-based Negotiation” which is a bargaining strategy that focuses on the interests of each participant rather than their positions, and works within a framework to achieve consensus and mutual gains. It was proposed that interest-based negotiation produces better, wiser solutions; increases compliance by all involved; improves relationships between parties; and resolves the situation in the long-run with less stress, time, and resources.

These concepts were presented to the Stakeholder Working Group as a recommended process to guide their negotiations over components of the California Wolf Management Plan. These negotiations will begin in earnest when the first Stakeholder Working Group Subgroup convenes for discussion in the coming weeks.

Draft CA Wolf Stakeholders Working Group Operating Principles:

A significant document that was developed by CDFW in the weeks since the last meeting is the draft California Wolf Stakeholder Working Group Operating Principles (Appendix D). This document proposed a purpose for the process of plan development, including a statement of the goals and sideboards; and the procedures by which the working group will govern its discussions, deliberations, and decision-making. This section was initiated by Dr. Eric Loft, CDFW Wildlife Branch Chief. The bulk of this

section was spent discussing the goals and sideboards, after which the remainder of the draft Operating Principles document was reviewed and discussed.

An attempt was made to first discuss the goals for a wolf plan in California, as presented in the draft Operating Principles document. The five goals in the draft document are listed below:

1. Facilitate the conservation of self-sustaining populations of wolves in California.
2. Manage the distribution of wolves within the State where there are adequate habitat to support sufficient populations of prey species.
3. Maintain ungulate populations in the State to provide abundant prey for wolves and other predators, intrinsic enjoyment by the public, and harvest opportunities for hunters.
4. Manage wolf-livestock conflicts to minimize livestock losses and also minimize the number of wolves potentially subject to lethal control actions.
5. Communicate to the public that natural dispersal of wolves into California is inevitable given the expanding numbers in other Western States, and educate the public on the conservation and management needs for wolves, as well as the value of having wolves in California.

It quickly became evident that there was greater interest in discussing the sideboards, so the conversation shifted to that topic. The three sideboards presented were:

1. The option of planning for a future with no wolves in California is not an alternative for this plan.
2. The CDFW will not translocate wolves from another state or country into California, or introduce wolves in anyway (e.g. from a captive-bred California population).
3. The option of planning for a future with wolves distributed throughout the species' historic range or abundance in California is not an acceptable alternative.

A question and answer period ensued, in which stakeholders and members of the public asked clarification questions that were addressed by various CDFW staff. Once significant clarifications related to the sideboards were addressed, the conversation returned to discussing the goals, including whether or not to integrate the sideboards into the goals. A summary of the questions and concerns, and suggestions for possible additional sideboards and a preamble, is captured in Appendix E. A volunteer subgroup (Appendix E) was formed to revise the goals and sideboards for subsequent discussion at a later meeting. They will meet in approximately three weeks, after CDFW provides

them with revisions based on the questions, comments, and suggestions presented by Stakeholders during this session.

The rest of this session involved discussing the remainder of the draft Operating Principles document, the sections of which were: Participation, Organizational Structure, Meetings (including public participation), Decision-Making and Commitments, Safeguards for the Members, Process Suggestions/Ground Rules, and Schedule. Questions and concerns expressed in this section are also captured in Appendix E.

It was clear that future discussion on the draft Operating Principles by the stakeholder group would be warranted. However, there was agreement by the stakeholder group on Section IV. Meetings. Open to the Public. This section would provide 15 minutes at the end of each Stakeholder meeting for public comment and encourage submittal of written comments on the work of the stakeholder group.

California Wolf Plan Scenarios:

Due to the lengthy discussion over the Goals and Sideboards sections of the draft Operating Principles, it was decided that the wolf plan scenarios, having been alluded to multiple times during the day, would be tabled for the next meeting.

California Wolf Plan Components, Project Schedule, and Role of the Stakeholder Working Group:

This session was presented by Mr. Mark Stopher, CDFW Senior Policy Advisor. Mr. Stopher began by referring to the draft summary project schedule (Appendix F). This schedule proposes a period of May through October, 2013 for drafting the California Wolf Plan. Concurrent with that effort, coordination with tribes and federal land management agencies will take place, and a peer review panel will be assembled. Tribal and federal coordination is important for a number of reasons, not the least of which is the information they possess about the habitat they manage, and what information is in their management plans. A peer review panel will be composed of experts who will be able to provide important feedback to the Department about the content and scientific accuracy of the wolf plan.

The draft project schedule suggests six months for drafting of the plan, and an additional six months to finalize, but this may need to be modified as the effort proceeds. The Department would like to demonstrate substantive progress on the wolf plan by the time the status review, a concurrent but separate effort, is due for consideration by the Fish and Game Commission.

Next, Mr. Stopher presented a list of potential topics for Stakeholder Working Group consideration and recommendations:

1. Strategies for managing wolf-livestock conflicts
2. Setting recovery objectives and recommended criteria for State:
 - Recovery regions
 - Population size
 - Breeding pairs
 - State CESA listing standards (i.e. endangered, threatened, delisted)
3. Strategies for monitoring and managing wolf-ungulate interactions
4. Use of translocation to achieve recovery objectives
5. Formulation of peer review panel
6. Recommendations for funding CDFW wolf program

These may be among the more polarizing topics in the management plan, and therefore most likely to draw stakeholder interest. Mr. Stopher suggested that stakeholders form subgroups with representation from a cross-section of interests to provide consensus recommendations to the Department on these topics. He suggested that the different caucuses discuss how they would like to participate in this process, and come to the next meeting prepared to decide how best to proceed. He also stressed the value in developing a plan based on these consensus recommendations, which are very persuasive to the Department.

This session ended with some stakeholders reiterating the need for CDFW to provide them with some foundational science-based information as a starting point from which to work. Mr. Stopher pointed out that much of the basic wolf ecology and history in the U.S. can be found in the Oregon and Washington plans, and the history of wolves in California as we understand it to date can be found in the 2011 Wolf Report available on the CDFW website. A significant piece of information that the Department has yet to assemble is that of a model of suitable habitat in California. This will take some time, and work on the plan should not be delayed until that model is available.

Develop Calendar for Future Meetings:

Several ideas were put forth about where and how soon to hold the next meeting. It was generally agreed that meetings should be held in a variety of locations from Sacramento northward, since the majority of stakeholders reside in the north state. CDFW staff will work on finding a facility near Willows in approximately six weeks' time. This should give sufficient time for the Goals and Sideboards Working Subgroup to meet and revise that section of the Operating Principles for later discussion with the larger Stakeholder Working Group, and for CDFW to secure a location for the next Working Group

meeting. Participants were asked to place their completed evaluations in a box before leaving the building.

APPENDIX A. WORKSHOP PARTICIPANTS

Name	Affiliation	Email	Contribution Statement
Stakeholders			
Donn Walgamuth (conf. line)	CA Deer Association	dwalgamuth@walgamuthpainting.com	5000 members with concern for impacts of wolf on wildlife herds
Marilyn Jasper (conf. line)	Sierra Club	marilyn.jasper@mlc.sierraclub.org	open to hearing all concerns and hopefully will be helpful in constructing a fair and scientifically balanced plan
Noelle Cremers (conf. line)	California Farm Bureau	ncremers@cfsf.com	I will bring the ability to have the rural voices and communities' voices represented
Rick Gurrola	CA Ag Commission – Tehama County	rgurrola@tehamaag.net	we have a duty to promote and protect agriculture; that's our angle but I'm very interested in hearing all sides of the issue
Jack Hanson	CA Cattlemen's Association	hansonwcranch@frontier.net	perspective from local government in a rural setting – some of the caution expressed within our industry over the wolf
Henry Giacomini	CA Farm Bureau		perspective of ranching on extensive rangelands in northern part of state
Liz Forsburg (conf. line)	The Nature Conservancy	eforsburg@tnc.org	we will bring our science based knowledge to the development of the plan
Mary Pfeiffer	CA Ag Commission - Shasta County	mpfeiffer@co.shasta.ca.us	Concerned that people have the needed tools in their ag operations for managing wildlife issues; that these interests are addressed and tools developed
Mark Rockwell	Endangered Species Coalition	mrockwell@stopextinction.org	knowledge of the ESA in general, how it works, how N Rocky Mtn. wolves have reestablished, and some problems since delisting
Ned Coe	CA Farm Bureau	ncoe@frontier.com	as with others also a rancher in NE CA in Modoc, ditto what they said; can provide perspective as a cattle rancher as well as Farm Bureau involvement
Kimberly Baker	Environmental Protection Information Center (EPIC)		have been working on conservation issues mostly in national forests; I'm here to be an advocate for the wolf

Name	Affiliation	Email	Contribution Statement
Natalie DeLapp	EPIC		we work in rural and local governments and agencies on forest and range issues to bring science and policy knowledge to wildlife and land management
Missy Merrill-Davies	Modoc County Resource and UCCE Farm Advisor	mlmerrill@ucanr.edu	I bring a unique perspective to this effort grew up 70 miles north of Yellowstone National Park; I've been through this before
Wyatt Hanson	CA Cattlemen's Association		looking for best interests of CA ranchers
Rich Fletcher	Mule Deer Foundation	richfletcher@sbcglobal.net	perspective of hunters and conservationists; experience with endangered species and co-development of several conservation banks
Pat Griffin	CA Ag Commission - Siskiyou County	pgriffin@co.siskiyou.ca.us	important to have a vision regarding where we are and need to be to coexist with wolves while maintaining and increasing natural resources and livestock Industry and wild ungulate populations
Mike Ford	Rocky Mountain Elk Foundation	mford@rmef.org	looking at the interactions between predators and prey; trying to grow elk popns in the state; interested in making as science based as possible
Jerry Springer	CA Deer Association	jerry@westernhunter.com	insight into what effects a new predator into the state will have on the declining deer population
Margo Parks (conf. line)	CA Cattlemen's Association	margo@calcattlemen.org	bring an economic and scientific perspective on ways wolves in CA will impact our livelihoods and rural communities as a whole
Lesa Eidman	CA Wool Growers Association	lesa@woolgrowers.org	provide info regarding the impacts of wolves on the sheep ranching community
Damon Nagami (conf. line)	Natural Resources Defense Council	dnagami@nrdc.org	worked on wolf issues in other states; hope to bring some lessons learned; interested in collaboration for a strong, effective plan
Amaroq Weiss	Center for Biological Diversity	aweiss@biologicaldiversity.org	Biologist, former att. With 16 yrs on wolf issues in

Name	Affiliation	Email	Contribution Statement
			AK, the southwest, Pacific NW; sat on OR and WA stakeholder groups; can bring perspective on how that worked on how other states have dealt with wolves
Lauren Richie	CA Wolf Center	lauren.richie@californiawolfcenter.org	knowledge of how to co-exist with wolves; hope to serve as a resource and partner in the wolf plan
Pamela Flick	Defenders of Wildlife	pflick@defenders.org	we promote non-lethal, proactive tools and methods to promote co-existence
State and Federal Agency Representatives			
Eric Loft	Wildlife Branch Chief - CA Dept. of Fish and Wildlife (CDFW)	eric.loft@wildlife.ca.gov	
Karen Kovacs	Wildlife Program Manager, Region 1 – CDFW	karen.kovacs@wildlife.ca.gov	
Mark Stopher	Senior Policy Advisor – CDFW	mark.stopher@wildlife.ca.gov	
Deana Clifford	Wildlife Veterinarian – CDFW	deana.clifford@wildlife.ca.gov	
Karen Converse	Environmental Scientist – CDFW	karen.converse@wildlife.ca.gov	
Angela Donlan	Senior Staff Counsel - CDFW	angela.donlan@wildlife.ca.gov	
Tony LaBanca	Senior Environmental Scientist; Facilitator - CDFW	tony.labanca@wildlife.ca.gov	
Debbie Alexander	Assoc. Governmental Program Analyst - CDFW	debbie.alexander@wildlife.ca.gov	
Scott Willems	Patrol Captain – CDFW	scott.willems@wildlife.ca.gov	
Pete Figura	Environmental Scientist - CDFW	pete.figura@wildlife.ca.gov	
Jennifer Carlson	Regional PLM Coordinator - CDFW	jennifer.carlson@wildlife.ca.gov	
Lisa Ellis	Biologist - U.S. Fish and Wildlife Service	lisa_ellis@fws.gov	federal perspective on management and conservation challenges and information on federal ESA

APPENDIX B. AGENDA

California Wolf Stakeholders Meeting Lema Ranch, Redding - March 28, 2013

Purpose - To initiate an organized Stakeholder Working Group that will work toward the goal of developing the overall framework for a California Wolf Plan

Objectives –

- Provide an update on OR7, review FGC/CDFW activities, and review the summary of our last meeting.
 - Discuss options and adopt a process to guide California Wolf Plan development towards a product all parties can willingly fulfill
 - Identify, discuss, and come to consensus on California Wolf Plan Operating Principles (including sideboards and goals)
 - Review and discuss California Wolf Plan scenarios, project schedule, and role of the Stakeholder Working Group (SWG)
 - Develop calendar for future meetings for stakeholder involvement/participation
-

Agenda

• Gather in meeting room at Lema Ranch	9:45
• Welcome	10:00
• Introductions, agenda, roles & ground rules	10:10
• Update on OR7, CDFW status review, and summary of last meeting	10:35
• Adopting a process to guide California Wolf Plan development	10:50
Lunch – Catered onsite	~12:00
• California Wolf Plan Operating Principles	12:45
• California Wolf Plan Phase Scenarios	1:45
Break	2:30
• California Wolf Plan components, project schedule, and role of SWG	2:45
• Develop calendar for future meetings	3:30
• Wrap-up, evaluation	3:45

Adjourn by 4:00

APPENDIX C. POWERPOINT SLIDES PRESENTED

Welcome to the California Wolf Stakeholder Meeting



Lema Ranch - March 28, 2013

Photo by Tanya Drönoff

PURPOSE

To initiate an organized Wolf
Stakeholder Working Group
that will work together toward
establishing an overall
framework for a
California Wolf Plan.

OBJECTIVES

1. Update on OR7
2. Adopt a process to develop the California Wolf Plan
3. Reach consensus on a set of Operating Principles
4. Review California Wolf Plan scenarios, and determine the role of the Stakeholder Working Group.
5. Calendar future meetings

AGENDA

- Roles and ground rules
- Update on OR7
- Introductions
- Discuss a process to guide the Plan development and Operating Principles
- **Lunch – Catered onsite**
- Operating Principles continued
- California Wolf Scenarios
- **Break**
- Plan components, schedule, and role of the Stakeholder Work Group
- Calendar future meetings

Ground Rules

- Seek to learn and understand each other's perspective.
- Encourage respectful, candid, and constructive discussions.
- Provide a balance of speaking time.
- Seek to resolve differences and reach consensus.
- Discuss topics together rather than in isolation.
- Make every effort to avoid surprises.
- Limit sidebars and turn off cell phones/switch to non-ring mode.

OR7 Update



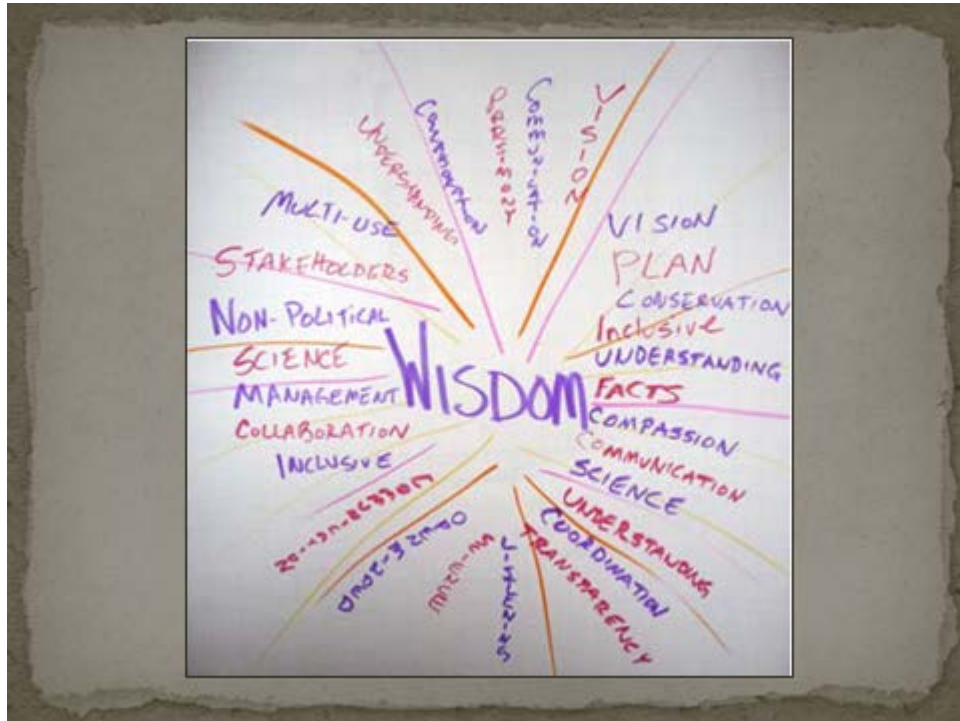
OR7 Update

Continued

- Crossed into Oregon March 12th
- Generally moved north
- Frequenting areas OR7 is familiar with (Mar/Apr 2012)
- About 300 miles from known Oregon wolf packs

Summary of February 5, 2013 meeting

- Summary of past meetings/events and provided an introduction to a preliminary draft outline of Topic Areas for discussion (Table of Contents)
- Prepared the Meeting Report, emailed to Stakeholders Working Group (SWG)
- Anticipate development of website link where info on SWG will be posted



INTRODUCTIONS

1. Name
2. Who are you representing?
3. What can we gain from your participation in the California Wolf Planning effort?

California Department of Fish and Wildlife

A process to guide plan development

Wolf Stakeholders Meeting March 28, 2013



Conflict Defined

When two or more people have:

- A difference of opinion
- A disagreement
- Differing approaches



Or

When one person is faced with:

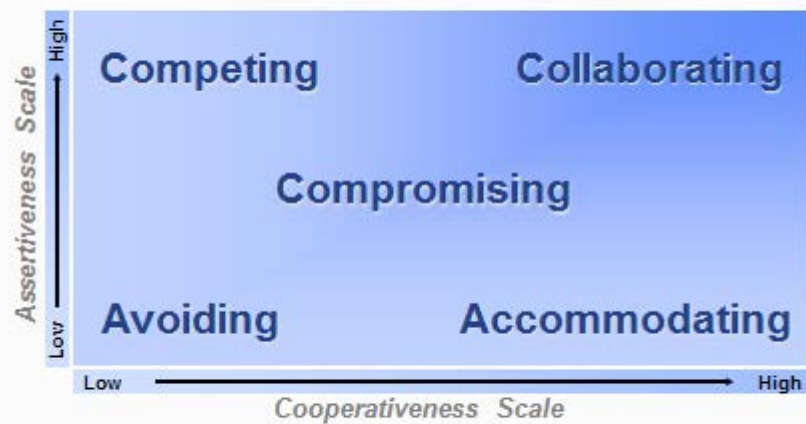
- A problem that presents difficult choices
- Internal discord, concerns, or stress



Categories in which conflict arises

- **Fact** ...what a thing is or isn't
- **Method**...how something is to be done
- **Objectives**...what is to be accomplished
- **Values**...what is "right" or what is "wrong"

Five Conflict-Handling Modes



Source: Thomas-Kilmann Conflict Workshop Facilitator's Guide

- Avoiding: “Let it be”

Objective – to conserve energy

Looks like – unassertive and uncooperative where those keep quiet, leave, change the subject

- Accommodating: “Sure I can do that”

Objective – harmony at any cost

How to use – unassertive but cooperative where those agree, honor others’ needs, keep quiet

- Competing: “ I win, you lose”

Objective – to win

How to use – very assertive and uncooperative where those advocate only their view, debate, refute, imply power over others

- Compromising: “Let’s split the difference”

Objective – to find a solution now

Looks like – somewhat assertive, very cooperative where those reveal needs without anger, acknowledge others’ need, negotiate

- Collaborating: “Two heads are better than one”

Objective – to resolve the issue

Looks like – very assertive and very cooperative where those share thoughts, needs, and separate people from the problem

Classic Conflict Resolution Models

- Violence
- Non-Violent Overthrow
- Legislation

- Court (imposed 3rd party)
- Arbitration
- Mediation (voluntary 3rd party)

- **Negotiation** (communication skills)
- Discussion (problem solving skills)
- Toleration (coping skills)

Source: How to Manage Conflict (National Press Publications)

What is **negotiation**?

“A give and take between people...to bargain, to make arrangements, to settle with someone. To reach agreement through an effective exchange of information”

Source: Robert B. Madsen, *Successful Negotiation*

Two Major Types of Negotiation

Distributive



- I win, you lose
You win, I lose
- Goal...
maximum (me)
and minimum (you)
gain on **positions**

Integrative



- I win, you win
You win, I win
- Goal...maximum
possible gain on
interests for both

Position vs Interest

Position

- A claim made for yourself or others
- A statement about what you want to happen
- Limited room for agreement
- Only one solution to the problem presented

◆ "You should get rid of your dog."

Interest

- Underlying beliefs, principles, or desires that you hope to gain or keep intact during negotiations
- Separates the people from the problem
- Creates the opportunity to generate multiple strategies to solve the problem.

◆ "I need to get more sleep but your barking dog makes that difficult."

A Definition...

Interest Based Negotiation is a bargaining strategy that focuses on the interests of each participant rather than their positions and works within a framework to achieve consensus and mutual gains.

Consensus defined for this exercise as: participants can live with the recommendations or decisions

Source: Robert E. Medlux, *Successful Negotiation*

An effective interest based negotiation...

- Produces better, wiser solutions
- Increases compliance by all involved
- Improves relationships between the parties
- Resolves the situation in the long run with less stress, time, and resources



Suggested Option for Interest Based Negotiation
Excerpts from Mike Zeglarski, HRT Associates
Los Rios Community College, Sacramento, CA

California Wolf Stakeholder Working Group Operating Principles

California Wolf Plan Goals

1. Facilitate the conservation of self-sustaining populations of wolves in California
2. Manage the distribution of wolves within the State where there are adequate habitat to support sufficient populations of prey species
3. Maintain ungulate populations in the State to provide abundant prey for wolves and other predators, intrinsic enjoyment by the public, and harvest opportunities for hunters

California Wolf Plan Goals

continued

4. Manage wolf-livestock conflicts to minimize livestock losses and also minimize the number of wolves potentially subject to lethal control actions
5. Communicate to the public that natural dispersal of wolves into California is inevitable given the expanding numbers in other Western States, and educate the public on the conservation and management needs for wolves, as well as the value of having wolves in California

Sideboards

1. The option of planning for a future with no wolves in California is not an alternative for this plan
2. The CDFW will not translocate wolves from another State or country into California, or introduce wolves in anyway
3. The option of planning for a future with wolves distributed throughout the species historic range or abundance in California is not an acceptable alternative

Review all other sections of Operating Principles

What works well?
What could be better or done differently?

CALIFORNIA WOLF PLAN SCENARIOS

Scenario	Criteria	DFW management components
I (Current Status)	Wolf is listed under Federal ESA	1. Support USFWS (as the lead agency) for decisions on wolf management
	Wolf is not listed under CESA	2. Exercise appropriate FGC authority ¹ 3. Develop wolf plan 4. Monitor wolf recovery
II	Wolf is listed under Federal ESA	1. Continue Scenario I actions
	Wolf is also listed under CESA	2. Enforce CESA authorities <ul style="list-style-type: none">• Consistency determination• Issuance of incidental take
III	Wolf is not listed under Federal ESA	1. DFW is lead management agency for wolf
	Wolf is not listed under CESA	2. Exercise appropriate FGC authority 3. Develop wolf plan 4. Monitor wolf recovery
IV	Wolf is not listed under Federal ESA	1. DFW is lead management agency for wolf
	Wolf is listed under CESA	2. Continue Scenario I and II actions
V	Wolf is delisted under CESA after meeting standards under FGC 2061	1. DFW is lead management agency for wolf 2. Continue Scenario I and II actions 3. Review need to revise wolf plan

California Department of Fish and Wildlife
Grey Wolf Conservation Plan
Draft Table of Contents

- I. Background
- II. Wolf conservation
- III. Wolf-ungulate interactions
- IV. Wolf interactions with other wildlife species
- V. Wolf-human interactions
- VI. Wolf-livestock conflict

California Department of Fish and Wildlife
Grey Wolf Conservation Plan
Draft Table of Contents - Continued

- VII. Land management considerations
- VIII. Information and education
- IX. Plan implementation, evaluation and reporting
- X. Research and information management
- XI. Funding opportunities

PROJECT SCHEDULE



Potential Topics for Stakeholder Working Group Considerations and Recommendations

1. Strategies for monitoring managing wolf-livestock conflicts
2. Setting recovery objectives and recommended criteria for State:
 - Recovery regions
 - Population size
 - Breeding pairs
 - State CESA listing standards (i.e. endangered, threatened, delisted)
3. Strategies for monitoring and managing wolf-ungulate interactions

Potential Topics for Stakeholder Working Group Considerations and Recommendations – Cont'd

4. Use of translocation to achieve recovery objectives
5. Formulation of peer review panel
6. Recommendations for funding CDFW wolf program

THANK YOU

Please complete your meeting evaluations and place them in the drop box. Your feedback is an important part of this process.

**APPENDIX D. DRAFT CALIFORNIA WOLF STAKEHOLDER WORKING GROUP
OPERATING PRINCIPLES**

California Wolf Stakeholder Working Group Operating Principles

For any collaborative process to operate smoothly, it is helpful for those involved to agree at the outset on the purpose for the process and on the procedures by which the group will govern its discussions, deliberations, and decision-making.

I. Purpose of the Wolf Stakeholder Working Group

In 2013, the California Department of Fish and Wildlife (CDFW) initiated a process to develop a California Wolf Plan (Plan). This Plan is intended to provide a framework for CDFW to accomplish the following **GOALS** in the future:

1. Facilitate the conservation of self-sustaining populations of wolves in California
2. Manage the distribution of wolves within the State where there is adequate habitat to support sufficient populations of prey species
3. Manage ungulate populations in the State to provide abundant prey for wolves and other predators, intrinsic enjoyment by the public and harvest opportunities for hunters
4. Manage wolf-livestock conflicts to minimize livestock losses and also minimize the number of wolves potentially subject to lethal control actions
5. Communicate to the public that natural dispersal of wolves into California is inevitable given the expanding numbers in other Western States and educate the public on the conservation and management needs for wolves in California, as well as the value of having wolves in California.

There are several non-negotiable **SIDEBOARDS** for this effort which constrain the scope of the Plan. These are:

1. The option of planning for a future with no wolves in California is not an alternative for this plan.
2. The CDFW will not translocate wolves from another State or country into California, or introduce wolves in any way (e.g. from a captive bred California population.)
3. The option of planning for a future with wolves distributed throughout the species historic range or abundance in California is not an acceptable alternative.

The Plan will address the various opportunities and limitations on authority, for CDFW to accomplish the above purposes while accounting for uncertain future listing status under the Federal Endangered Species Act and potential listing under the California Endangered Species Act (CESA).

The Director of the CDFW has authorized staff to develop this Stakeholder Working Group (SWG) to guide the CDFW in developing a plan for gray wolves, which are expected to make their way to California from growing populations in neighboring states, particularly Oregon. The SWG will develop recommendations for the CDFW to consider as the draft Plan is developed. All SWG products will be conveyed to the CDFW; however, this does not mean that all recommendations will necessarily be incorporated in the draft or final Plan. Members of the SWG represent livestock ranching and agriculture, conservation groups, biologists, hunters and other outdoor enthusiasts. The composition of the SWG may change further as this process to develop a California Wolf Plan proceeds.

II. Participation

Interests Represented. SWG members represent interests that may be substantially affected by the conservation of wolves in California. The members have a variety of interests, experience with wolf or related natural resource issues, and willingness to work together in a collaborative, consensus process. In order to foster creative problem solving, members are encouraged to voice their individual viewpoints and ideas. In order to broaden and strengthen the chances of successful collaboration for the anticipated final recommendations, members are expected to bring the perspectives of their constituent groups, as well as others with similar interests, to the SWG process.

Meeting Attendance. Members are expected to make a good faith effort to attend all full meetings. It is expected that the group will only meet several times prior to release of a draft Plan. As such, if a member misses two meetings (unless unforeseen circumstances arise) they will no longer be considered an active SWG member and will not be asked to participate in future meetings.

If a member cannot attend, he or she may designate an individual to attend in their place to represent their interests (an alternate). The alternate should be knowledgeable about wolf issues and the topics to be discussed at the meeting. The alternate's primary responsibility is to inform the member about the deliberations at the conclusion of the meeting. It is the responsibility of the member to prepare the alternate for the meeting by sharing background information and an overview of the deliberations leading up to the meeting. Sending an alternate does not substitute for meeting attendance.

The member will strive to provide the name and background of the alternate as soon as possible, and no later than five days, in advance of the meeting. All individuals attending for members are bound by these Operating Principles. The facilitator will work with alternates to assist as needed in making their participation as constructive as possible.

Withdrawal from the SWG. Any member may withdraw from the SWG at any time without prejudice. Communication about the reasons for withdrawing, if related to the SWG process, will be appreciated. Good faith provisions apply to those who withdraw.

The decision to replace a member will depend on factors such as how far along the group is in the process, whether addition of a new member would be disruptive, and whether the loss of the interests represented by the withdrawing member creates a serious deficiency for on the SWG in terms of expertise and/or interests. Authority for decisions about replacing members rests with the CDFW Director. Any replacement member, or alternate, is expected to accept the process "as it stands" at the point in time when they first participate.

III. Organizational Structure

SWG Members. The members are working together to achieve a mutually acceptable outcome that satisfies, to the greatest degree possible, the interests of all participants. In order for the Plan to be acceptable and implementable, those involved in developing the plan agree to work together to produce recommendations that integrate the mandates, concerns, and ideas of all those significantly affected by the plan. All SWG members agree to:

- Attend meetings and follow through on promises and commitments;
- Bring concerns from their interest group or organization up for discussion at the earliest feasible point in the process;
- Share all relevant information that will assist the group in achieving its goals;
- Keep its organization's representatives informed of potential decisions and actions, in order to expedite approval for the final product;
- Support the eventual product if they have concurred in it; and
- Concur in decisions about the Stakeholder SWG process, including overseeing the implementation of the operating principles.

SWG members recognize that final decision-making authority to develop a California Wolf Plan rests with the CDFW. The CDFW is committed to developing a plan that has achieved concurrence and support from the range of stakeholders, to the extent possible.

The SWG will have assistance from CDFW staff who will attend all meetings. While CDFW staff may sit at the table and participate in the SWG deliberations as needed, they are not SWG members. Karen Kovacs, Northern Region Wildlife Program Manager is the CDFW team leader for this effort. Eric Loft, Wildlife Branch Chief; Angela Donlan, Senior Staff Counsel; Mark Stopher, Senior Policy Advisor; and other CDFW staff will support the SWG.

Facilitation. CDFW prefers to use professional facilitators and is exploring the possibility of doing so for the SWG. Until that possibility is resolved, CDFW will utilize trained facilitators when possible from within CDFW. The facilitator will not take positions on the issues before the SWG. The facilitator will work to ensure that the process runs smoothly. The facilitator's role usually includes developing draft agendas, distributing meeting materials, facilitating meetings, working to resolve any impasse that may arise, preparing meeting summaries, and other tasks as requested.

Sub-Groups. As necessary, the SWG may choose to form sub-groups. The SWG will designate sub-group members as needed for any anticipated tasks and outcomes. At the direction of the SWG, sub-group members may develop

draft products and make recommendations to the SWG. Sub-groups will not make decisions on behalf of the SWG. Any SWG member can be a member of a sub-group.

IV. Meetings

Open to the Public. All SWG meetings will be open to the public. However, the CDFW expects that the range of public perspectives will be included in the SWG process primarily through the involvement of the SWG members. As such, there will only be a 15 minute period for public comment at the end of each SWG meeting. Members of the public are encouraged to submit written comments on the work of the SWG which will then be distributed to all members for consideration.

Agendas. Proposed meeting agendas will be drafted by the facilitator in consultation with SWG members, circulated in advance of meetings, and approved or revised at the beginning of each meeting.

Action Item Memos. In order to assist the SWG in documenting its progress and activities, within ten business days of each meeting the Facilitator will prepare and distribute an action items memo. These memos will convey major decisions and ensure that timelines for completing agreed upon actions are clear to all participants. These will be distributed to CDFW staff and all SWG members for review prior to preparing a final memo.

Breaks and Caucuses. Meetings may be suspended at any time at the request of any member to allow consultation among SWG members. Requests should be respectful of all members' time. If the use of caucuses becomes disruptive, the SWG will revisit the process.

V. Decision-Making and Commitments

Consensus. The SWG will strive to operate by consensus. Consensus is defined as all SWG members can live with the recommendation or decision. All recommendations and materials will be reviewed and discussed by the SWG before being forwarded to the CDFW for their consideration.

Decision Making. Decisions will be made by consensus of those SWG members present at a meeting. If the members present at a meeting reach consensus on a major product, the facilitator will convey the results to those absent from the meeting and assess their ability to agree. Full consensus will not be achieved until all members have confirmed agreement.

Absence of Consensus. If full consensus cannot be reached the SWG may choose to articulate areas of agreement and disagreement and the reasons why differences continue to exist, or communicate separate sets of recommendations (i.e. majority and minority reports).

If the SWG chooses to articulate areas of agreement and disagreement, members representing the different perspectives on specific issues will be asked to prepare language reflecting their views. The language should clearly identify the issues and information needs and uncertainties. In addition, those members that support each perspective will be identified.

If separate sets of recommendations (i.e., majority and minority reports) are conveyed to the CDFW, members representing the minority point of view will be asked to prepare a communication reflecting their views.

VI. Safeguards for the Members

Good Faith. All members agree to act in good faith in all aspects of the collaborative effort. As such, members will consider the input and viewpoint of other participants and conduct themselves in a manner that promotes joint problem solving and collaboration.

Acting in good faith also requires that: specific proposals made in open and frank problem solving conversations not be used against any other member in the future; personal attacks and prejudiced statements are not acceptable; negative generalizations are not productive and have the potential to impede the ability of the SWG to reach

consensus; individuals not represent their personal or organization's views as views of the SWG, and members express consistent views and opinions in the SWG and in other forums, including in press contacts.

Should a SWG member be found to be acting in bad faith the facilitator will be asked to talk with the individual(s) about the situation. A variety of approaches will be explored, accordingly, to redress the concerns. The authority to replace and/or remove a member from the SWG rests with the CDFW Director.

Rights in Other Forums. Participation in the SWG process does not limit the rights of any member. Members will make a good faith effort to notify one another in advance, if another action outside the process will be initiated or pursued, which will affect the terms of proposals, recommendations, or agreements being discussed.

Public Communications. All SWG members agree to refrain from making negative comments about or characterizing the views of other SWG members in contacts with the press, or on internet web postings, in newsletters, or in email or letter communications to members of respective stakeholder groups. They also agree not to knowingly mischaracterize the positions and views of any other party, nor their own, in public forums.

VII. Process Suggestions/Ground Rules

SWG members agree to consider and apply the following process suggestions and ground rules:

- Seek to learn and understand each other's perspective.
- Encourage respectful, candid, and constructive discussions.
- Provide balance of speaking time.
- Seek to resolve differences and reach consensus.
- As appropriate, discuss topics together rather than in isolation.
- Make every effort to avoid surprises.
- Limit sidebars.
- Turn off cell phones or put them in the non-ring mode during formal meeting sessions.

VIII. Schedule

In developing its initial recommendations, the SWG will meet approximately every other month, beginning in late February 2013 and ending in June 2014. Exact dates will be determined by CDFW in consultation with SWG members. CDFW staff may also be holding public meetings during preparation of the draft plan. The CDFW is scheduled to complete its initial draft Plan by August 31, 2013. The draft will then be available for 45 days to the SWG for their review, and a panel of peer reviewers. Comments from peer reviewers and consensus comments by the SWG will be addressed by CDFW as appropriate and proposed plan revisions will be shared with the SWG. Upon completion of the draft plan, CDFW will release the plan for a 90-day public review process.

Final approval of a Wolf Plan, by the CDFW, is anticipated by June 30, 2014.

APPENDIX E. DRAFT OPERATING PRINCIPLES: QUESTIONS, COMMENTS, AND SUBGROUP FORMATION

Goals and Sideboards Discussion

We need a vision first; what's the ultimate goal (reads proposed draft)
It will be easier to accept these goals when we have a support structure built for them
Are you willing to state also that CDFW will not support USFWS in translocating wolves into California?
If we are giving wolves protections then they aren't really making it "on their own"
Could someone provide background on the origins and thinking behind sideboard #3?
There appears to be conflict between sideboards 1 and 3. How can you say there's no option for a future without wolves, and then say there may be a future without wolves in some parts of the state?
What about translocation of wolves within California?
How about a sideboard that addresses the costs (of wolves in CA)?
How can CDFW achieve the goal of managing for wolves when they have been unsuccessful managing for deer?
Suggest for sideboard 3 state "throughout all of the species historic range"
"is not an alternative" is pretty strong language
Maybe add some context (for sideboard 3) to reflect the changed landscape and human's impact on it, making it infeasible for wolves to return to all of their historic range
Remove the word "acceptable" – that's a value word which I don't think is the intention
When I said economic impacts I meant more than just monetary, I meant all the costs
In Washington and Oregon they were very glad they had developed their wolf management plans when the wolves arrived; planning ahead is borne out by those experiences
How will we define the terms we use in the plan? They should be science-based
Will we be able to express preference for the (CA Wolf Management Plan) scenarios?
Where has the decision been made to manage distribution where there is adequate habitat? There could be habitat everywhere and we've not decided to manage wolves in all those areas have we?
I suggest some bullet points or action items under each of these (goals); e.g. "manage the distribution of wolves"; before you can do that you've got to establish where the distribution is
Between Fish and Game Code Sections 2052 and 2055: need clarification between conserving (which is like working with an existing population) versus other goals of protecting, restoring, and enhancing; do these goals reflect that we're starting from square one?
#1 is too narrow; it should read: manage CA ecosystems in a manner that will support a self-sustaining population of wolves in CA
Define facilitate
I am concerned that my membership will look at #1 like a pro-wolf statement
I think it's a combination of the word facilitate and the fact that there are no longer

wolves in CA
I think what's bothering people is the word wolf; substitute "wolf" for some other species, would people have the same objection?
I agree with saying if and/or when wolves establish in CA
Another option could be "shall seek to conserve"
Maybe we should try to incorporate the sideboards into the goals so the sideboards are apparent when people read the goals
I also like the term "co-equal goals"
We haven't decided on how much prey should be for hunters, wolves, lions, bears so I don't know how to accept that as a goal
Concern with saying "prey species"; I'd like to focus on managing wild ungulates
What methods would you use to manage wolves? What if the prey population drops? Will there be hunting of wolves?
"manage" can include many tools
What is goal #2 supposed to mean? Does it mean we are managing only where there is prey and good habitat, and where there isn't they are hands off? Are we managing where they are ranging?
Does it mean limit the distribution, tolerate the distribution, and encourage them?
It should say manage. We need those tools; without that stated up front we don't have the ability to do much
I wonder if we don't need #2; we will be very limited in our ability to contain wolves; they will determine their own destiny and will seek the habitat where they can survive
It could say "manage the population of prey species to support a given number of wolves"
They will select where to go; can we identify areas that are more or less suitable to anticipate potential conflicts in advance?
Combine 1, 2, and 3 into 2 goals
Like a preamble to the goals: it sets up the playing field instead of the sideboards second and the goals first?
When I worked in Nevada we allocated percentages of forage for deer, cattle, wildlife, etc; I can't buy into everything being equal; don't we want to grow ungulate populations?
Is it supposed to manage or maintain?
It could say maintain and restore
The goal of figuring out how many wolves we can support can go hand in hand with how many hunters we can support and how much we can spend to support ungulate habitat
It probably should say wild ungulate populations
The Department would have more resources to enhance ungulate populations if the wolf is listed under ESA
There are committees in Oregon that make the decisions about remuneration; are asking the governor for more funds; they are successfully using non-lethal methods
Is lethal control an option if the wolf is listed under CESA?
It might be good to have compensation in place in #3
I would like to include in #4 an emphasis on proactive, nonlethal techniques, and minimize wolves subject to lethal control when nonlethal measures have been unsuccessful

U of O Coop. Extension provides info on when nonlethal methods are or are not useful; seems that there are more losses than are compensated for
I caution people that we're discussing direct losses but this goal should acknowledge indirect losses: stress, loss of poundage due to fear
This should be science-driven; hard to determine which species depredated
Compensation should be part of the package but shouldn't address the specifics yet
Can #5 be moved to #1?
I'd like to communicate what the tradeoffs are for managing wolves in CA; we need wolves but what's that going to mean for our wildlife populations and livestock?
To add to the comments about balanced communication, I think the last statement implies beneficial values; add a balanced approach to communicating what wolves mean to CA
Could you put ecological value?
That's not science-based; the facts aren't there
There have been a number of peer-reviewed studies
I have to demonstrate to my membership that I didn't sell them out on this; this language may be a flashpoint
We don't expect wolves to survive where they can't sustain themselves; other places have done supplemental feeding; I think that creates false carrying capacity
What about dispelling myths or education about the realities into #5?
Integrate the sideboards into the goals
Keep the sideboards separate to keep our decision space separate from what isn't out decision space
Keep sideboards separate but add to goals when it clarifies; e.g. "given that..." then mention the sideboard and make it clear what is referencing the sideboards and what is referencing the goals
Other Pacific northwest states' plans have letters from the committee that explain the factors they worked with; like a letter to the public

Goals and Sideboards Working Subgroup:

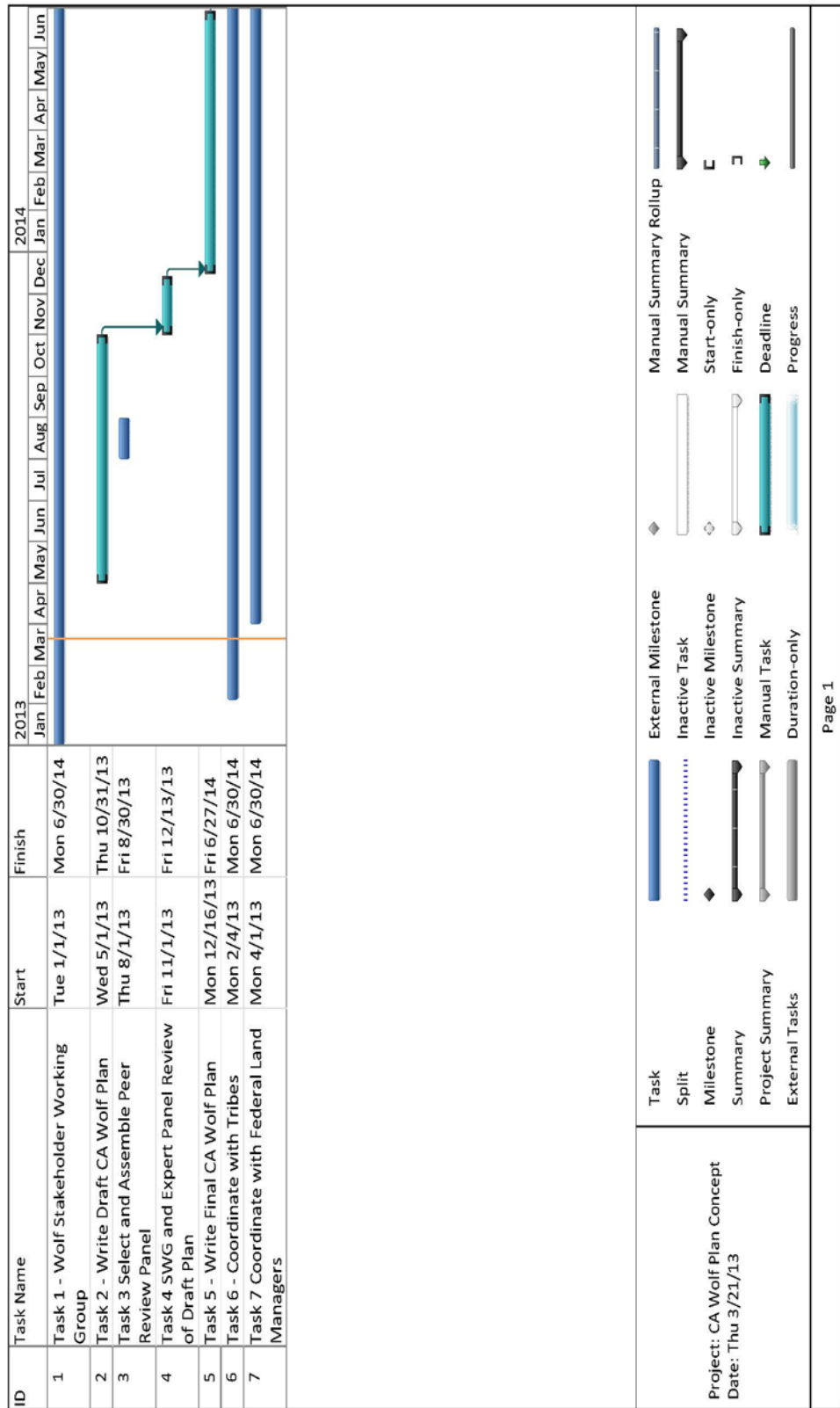
- Mark Rockwell – Endangered Species Coalition
- Amaroq Weiss – Center for Biological Diversity
- Lesa Eidman – CA Woolgrowers Association
- Margo Parks – CA Cattlemen's Association
- Noelle Cremers – CA Farm Bureau
- Lauren Richie – CA Wolf Center
- Mike Ford – Rocky Mountain Elk Foundation
- Pat Griffin – CA Ag Commission
- Pamela Flick – Defenders of Wildlife
- Jerry Springer – CA Deer Association
- Rich Fletcher – CA Mule Deer Foundation

Other Sections Discussion

Are there still too many things up in the air to finalize a management plan at this point (i.e. possible CESA listing, federal Proposed Rule)?
When will the peer review occur?
Suggest not waiting to line up peer reviewers due to potential schedule conflicts for them
There should be more flexibility in the rules about designating an alternate for attending meetings and/or the number of times one can miss before being removed from the group
Can we have several participants from the same group listed so when one is not available it doesn't count as missing as long as everyone is informed and knowledgeable?
Under meeting attendance it says if a member misses two meetings they may no longer be considered an active member; is that too strict? I suggest we reconsider that but the different interest groups work together to keep each other updated
I disagree; you added the ability to have an alternate; if it's important to you then you need to prioritize
What is the definition of an alternate? I'm the only representative from my organization?
Should define rules at the beginning for public attendees that they can speak at the end of the meeting
What are the plans for keeping the public informed during the process? Board of supervisors meetings only reach a small group; community meetings? Incorporate this into the plan development process
Concerned about volume at meetings that are open to public – avoid “flooding” with one perspective
How will meeting with the tribes occur? Will they be public?
How does work with tribes and federal landowners integrate with our work, and why aren't they part of this group?
The definition of consensus needs to be fleshed out – “live with” is very informal
I can send you the definition of consensus we used for an experimental stewardship which was set up by Congress
This sounds more like consent to me; consensus is agreement; consent is grudging acceptance
Consensus means both parties are able to live with it and more than that; you have a significant degree of agreement
I'm comfortable with this whole section; the group is planning to strive for consensus; there is opportunity for majority and minority reports; did anyone read this and think it indicated otherwise?
If we go with “live with” are we short-circuiting our decision making process when we could have worked harder? It's important that we have a significant amount of agreement – you might have to work harder but you get a better product
What about “consensus over time” to reflect a long-term timeframe?
I'm concerned about where this goes from here; how does public land agencies' and tribe's work integrate with our work? What if the Dept. doesn't like the consensus we come to?

Am very concerned about the timeline; I thought we discussed having monthly meetings so I was surprised to see every other month in the Operating Principles
It took 2 years for Oregon, 4 years for Washington; we want a good plan not a fast plan; no glossing over of people's concerns especially since we want consensus
We need to meet more often than every other month

APPENDIX F. DRAFT SUMMARY PROJECT SCHEDULE



APPENDIX G. CALIFORNIA WOLF PLAN SCENARIOS

Scenario	Criteria	DFW management components
I. (Current Status)	<p>Wolf is listed under Federal ESA</p> <p>Wolf is not listed under CESA</p>	<ol style="list-style-type: none"> 1. Support USFWS (as the lead agency) for decisions on wolf management 2. Exercise appropriate FGC authority¹ 3. Develop wolf plan 4. Monitor wolf recovery
II	<p>Wolf is listed under Federal ESA</p> <p>Wolf is also listed under CESA</p>	<ol style="list-style-type: none"> 1. Continue Scenario I actions 2. Enforce CESA authorities <ul style="list-style-type: none"> • Consistency determination • Issuance of incidental take
III	<p>Wolf is not listed under Federal ESA</p> <p>Wolf is not listed under CESA</p>	<ol style="list-style-type: none"> 1. DFW is lead management agency for wolf 2. Exercise appropriate FGC authority 3. Develop wolf plan 4. Monitor wolf recovery
IV	<p>Wolf is not listed under Federal ESA</p> <p>Wolf is listed under CESA</p>	<ol style="list-style-type: none"> 1. DFW is lead management agency for wolf 2. Continue Scenario I and II actions
V	Wolf is delisted under CESA after meeting standards under FGC 2061	<ol style="list-style-type: none"> 1. DFW is lead management agency for wolf 2. Continue scenario I and II actions 3. Review need to revise wolf plan

APPENDIX H. PUBLIC PARTICIPATION AND COMMENTS

Legislative Representatives		
Brenda Haynes	U.S. Representative Doug LaMalfa's Office	brenda.hayes@mail.house.gov
Erin Ryan	U.S. Representative Doug LaMalfa's Office	erinmarie.ryan@mail.house.gov
Catherine Bird	State Senator Ted Gaines' Office	dave.meurer@sen.ca.gov
Dave Meurer	State Senator Ted Gaines' Office	Catherine.bird@sen.ca.gov
Other Members of the Public		
Mr. and Mrs. Meyer	Residents of Shasta County	
Public and Legislative Representatives' Comments		
Brenda Haynes	Who created these goals and agreed to them?	
Mr. Meyer	When you refer to wolves are you referring to the Canadian gray wolf specifically?	
Erin Ryan	We should talk to the rural folks who live where the impact will be to those communities	
Dave Meurer	What in the goals and sideboards is driven by state law? What are the mandates and what is discretionary? That should be made very clear to the public	
Brenda Haynes	Still troubled with #1: the ESA was created to recover species but in this situation there was only one and now he's gone; what code says this species needs to be recovered?	
Mr. Meyer	Is it the state's position that there are no other wolves in California? My wife and I have seen them	
Mrs. Meyer	You guys don't have a stellar record when it comes to deer or elk or other wildlife management; Mt. lions are increasing; concerned citizens are skeptical	
Brenda Haynes	There should be some language about respecting human life and private property rights	
Brenda Haynes	Manage the distribution sounds like spreading; they are free ranging; I don't know how humans can contain them	
Mrs. Meyer	Where is the wolf going to go if there is a monopoly on the land by private landowners and livestock producers?	
Erin Ryan	In Oregon they are not being remunerated for livestock losses	
Dave Meurer	Soften inevitable to say likely or highly likely	
Mrs. Meyer	What would the penalty be for me protecting my grandchild?	
Brenda Haynes	Where do we step in if there are diseases? If there's a die off do we vaccinate?	
Dave Meurer	Recommend a preamble, targeted but approved by the group; some basic talking points for the public to answer the big question of why we are doing this	
Brenda Haynes	Why is there more than one group? Why aren't the tribal groups and feds here?	
Brenda Haynes	Are the legislative representatives members of the public?	

APPENDIX I. SUMMARY OF WORKSHOP EVALUATION COMMENTS

I. Meeting content

- To what extent do you feel the purpose and objectives of the meeting were met?

Well, process is never easy
I think good process was made today
While we didn't touch on every item on the agenda, we covered a lot of the material in a meaningful way. Good progress.
Good job
You did meet the objectives (substantially). The edited summary of comments will be an important product.
Other than time constraints, very well
Full extent
Mostly meet, however, without seeing the results it's hard to judge
For the most part, although it is unfortunate that we were not able to review the wolf plan scenarios
High level; could have spent less time on sideboards
Objectives were met given everyone's desire to have something to say
I feel a lot was covered, however some of the time should be better allocated.
Totally
Partly – note enough in the push through too much tangential work
Well done – gave people opportunity to speak and be heard
<ul style="list-style-type: none"> - Ideas collected well - Agreements on principles - Assignments given
I think we almost got there and overall meeting was productive

- What topics or issues were left incomplete or unaddressed during the meeting?
What other important issues should we address at upcoming meetings?

Goals
Nothing was unaddressed
Scenarios – bud did touch on these throughout the day
Define consensus better. List of recommended educational materials and science docs
N/A
Pretty good considering time
Covered topics and agenda well
Given the timeline, subcommittee should be established now. Given the number of subcommittee and number of members the number of members in the subcommittee should be limited.
It is my hope that the Dept. will be able to “put some meat on the bone” of the outline, including providing basic info on the best known/available info under specific plan components as discussed today and last meeting and matrix of OR/WA state plan components as a launching point.

Lot of detail work to be done
Scenarios
I think there were some that were good. Some issues were not covered that the (illegible writing) said he did not get to.
Need to get to work this was not a useful day
Not any come to mind
Other than finishing the agenda I thought it went well

- What suggestions would you make to help this effort to be optimally effective and efficient?

Very specific meeting goals and agenda; keep discussion to SWG only! Public participation can be added to the end of the meetings.
None – great facilitation
Provide a “basics” handout for constituents of stakeholders
Less public comments during the meeting
Good start, but limit public comment to the end.
Definitely adhere to guideline of only hearing public comment for 15 minutes at the end. Revisit interest vs. positions at each meeting. Promote idea of common ground.
Get information for next meeting out sooner so more thorough review can be completed.
Break up into smaller groups
Control public involvement
More thorough agenda
For me - meetings in Sacramento area
Clear objectives, create sub-groups, require homework and prior feedback
<ul style="list-style-type: none"> - Process conducted was both effective and efficient - Public time to speak limited to end - Keep setting timeline each meeting and sticking to them - Get info to stakeholders they request as soon as possible
I think it is about as productive as it can be
Good dissemination of meeting notes and soon after the meeting

II. Facilitator - As facilitators, we have the goals to:

1. Create an atmosphere in which you all felt comfortable and willing to participate.
2. Be effective in the facilitation by guiding the group toward achieving your goals.

- In your eyes did we achieve these goals? Why, or why not? How can we improve?

Yes, except for the very distraction public comment. Even though comments may be valuable, it should be given specific time.
Yes

Yes – Great job! Great job of keeping things moving without stopping conversation
Yes – Good smooth transitions. Having a 2 nd person to write down was good.
Good job
Question #1 – Yes
Question #2 – sometimes too much deference given to accommodating unproductive comments. Be a little more strict about keeping conversation on-task and productive
Yes – effectively maintained structure and progress of meeting
Yes, goals achieved for the most part. Would have liked to see members of the public better contained.
Co-facilitators seem to step on one another at times – consider having one lead facilitator and one note taker, or tag-team one facilitator per subject. Public participation – will it be limited to 15 minutes at the end of the meeting as stated in the ops? In future meetings with more public we could easily be backtracking, derailed, losing progress, etc.
Question #1: very good
Question #2: good
Yes
Great job – well done
Question #1: Yes
Question #2: No, too much talking by male facilitator, seemed condescending and reiterated took up valuable time.
Yes, you get a star for this for sure
I think you guys did a good job of keeping things moving. There were a few times though when it was a bit confusing on whom to follow – Tony or Deb. Maybe leading for a block and then switching.

III. Additional Comments? (Facility, planning, etc.)

Facility was excellent. Public participation could also be allowed for a few minutes after lunch for those who cannot attend all day.
Very good!
Great facility – well planned
Look forward to getting to plan parts
Great facility
Thank you!!
Name tents – consider printing names on both sides so folks on “this side” of the table can also view name and affiliation.
Great facility, very good planning
Good job – more control of conversations to stay on point
Nice facilities; well done
Big job to get this done – thanks for your efforts
Annoyed by group wide resources for lunch taking up too much time.
Awesome place and fabulous soup!