

## Governance and Mission WG Framework

- 1) Organizational Vitality within DFG and FGC
  - a) Mission oriented
  - b) Broad-based priority setting (i.e., land ownership)
  - c) Tools for achieving organizational vitality
    - i) Effective communication systems (internal and external)
    - ii) Partnerships
    - iii) Management approaches (where are decisions made; where does authority rest; accountability; manage risk)
    - iv) Use of technology and strategy for meeting mission
    - v) Mentoring
  
- 2) Evaluate management approaches and organizational structure options
  - a) Fish and Game Commission/Department of Fish and Game
  - b) Integrated Resource Management i.e. manage by watershed rather than by region
  - c) Coordinate with other state departments
  - d) Evaluate other states' and other CA agency approaches
  - e) Role of department and commission in regulatory programs
  
- 3) Recruitment and Retention Opportunities and Challenges
  - a) Evaluate pay equity within state personnel classes
  - b) Evaluate pay equity from an organizational perspective
  - c) Training opportunities
    - i) Identify the gaps
    - ii) Assessment of training needs; refreshed
    - iii) Orientation for new employees
    - iv) Customer service
    - v) Management and supervisory training
  - d) Effective employee recognition
  - e) Gaps in skill sets
  - f) Evaluate other CA agencies approaches

4) Enforcement, from field operations to prosecution