RESOURCES AGENCY OF CALIFORNIA
DEPARTMENT OF FISH AND GAME

MANPOWER AND STAFFING CRITERIA SURVEY
OF THE WILDLIFE PROTECTION BRANCH

July 1966
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SUMMARY

In answer to the request by the Assembly Sub-Committee on Standards, Procedures, and Reporting Studies to submit staffing recommendations for the Wildlife Protection Branch, the study committee recommends the following:

1. That for the purpose of this study, the State be divided into six geographic zones. These zones are established by grouping wardens into areas of similar working conditions. The zones are:

   a. North coastal zone (from San Francisco Bay north)
   b. South coastal zone (from San Francisco Bay south)
   c. Central valley zone
   d. Sierra Nevada zone
   e. Desert zone
   f. Marine patrol zone (southern California)

2. That in each zone an equal number of recreational fishing and hunting man-days-use be assigned to each warden; and to each warden in the marine patrol zone a combination of an equal number of recreational man-days-use and other factors of commercial fishing activities be assigned.

   By assigning man-days-use per warden per zone an equal work load is thus established and the Department can then expect a warden to maintain within his area of responsibility an acceptable level of compliance of fish and game laws and regulations, and that his other duties will be carried out effectively.

   Placement of personnel in each zone based on an equal number of man-days-use per warden will benefit the Department by improving the utilization of manpower.

3. That the year 1963 be established as a year when it appeared that no increase or decrease of personnel was justified had wardens been placed according to an equal work load of man-
   days-use per warden per zone.
4. That as the use of the resource increases, the numbers of Wildlife Protection Branch personnel increase proportionately. The California Fish and Wildlife Plan indicates that from the year 1963 to 1980 the use of the resource statewide will increase 68%, or an average per year increase of 4%.

The committee projected staffing needs to the year 1967 and ascertained that the use will increase 16% from 1963, and in 1967 a proportionate increase of 16% in numbers of wardens has been found to be necessary to properly maintain the Department's responsibilities of wildlife protection.

5. That warden positions involving specialized work, such as radio operations or pollution investigations, and supervisory and staff positions of the Wildlife Protection Branch be justified according to specific needs, and not by the criteria described for field warden positions.

The attached report indicates the full depth of the study and includes a map of the zones, the man-days-use by county and zone, the number of wardens by county and zone, the projected needs to the year 1967, along with the required forms requested by the Assembly Sub-Committee.
Recommended man-days-use per warden by zone per year:

North Coast - 84,500
South Coast - 140,000
Central Valley - 131,000
Sierra - 175,000
Desert - 112,000
Marine - 272,200*

* plus 8 processors
180 commercial fishermen
67 commercial boats
10 party fish boats
BORDERS OF ZONES

NORTH COAST ZONE

HUMBOLDT COUNTY
DEL NORTE COUNTY
MENDOCINO COUNTY
COLUSA COUNTY:

ALL OF THAT PORTION LYING WEST OF THE ROAD RUNNING NORTH-SOUTH FROM STONYFORD THROUGH LEESVILLE TO RUSSEY.

GLENN COUNTY:

ALL OF THAT PORTION LYING WEST OF THE ROAD RUNNING NORTH-SOUTH BETWEEN NEWVILLE AND STONYFORD.

LAKE COUNTY
NAPA COUNTY
SONOMA COUNTY
MARIN COUNTY

SOUTH COAST ZONE

CONTRA COSTA COUNTY:

ALL OF THAT PORTION LYING WEST OF A STRAIGHT LINE DRAWN FROM MARTINEZ TO THE TOWN OF HERDLYN.

ALAMEDA COUNTY
SAN MATEO COUNTY
SANTA CLARA COUNTY
SANTA CRUZ COUNTY
SAN BENITO COUNTY
MONTESQ COUNTY
SAN LUIS OBISPO COUNTY
SANTA BARBARA COUNTY

KERN COUNTY:

ALL OF THAT PORTION LYING SOUTH AND WEST OF THE FOLLOWING LINE: COMMENCING AT HIGHWAY 99 AT THE KERN-LOS ANGELES COUNTY LINE NORTH TO THE JUNCTION OF HIGHWAY 166; WEST ALONG HIGHWAY 166 IN A STRAIGHT LINE TO WHERE THE LINE WOULD INTERSECT THE KERN-SAN LUIS OBISPO COUNTY LINE.

VENTURA COUNTY

LOS ANGELES COUNTY
SAN BERNARDINO COUNTY:

ALL OF THAT PORTION LYING SOUTH AND WEST OF THE FOLLOWING LINE: COMMENCING AT THE ROAD RUNNING THROUGH THE TOWN OF LLAND IN A WESTERLY DIRECTION TO THE TOWN OF THORNE; FROM THORNE IN A STRAIGHT LINE TO THE TOWN OF LUCERNE VALLEY; FROM LUCERNE VALLEY ALONG THE COUNTY ROAD RUNNING THROUGH JOSHUA TRE ON MORONGO VALLEY TO THE SAN BERNARDINO-RIVERSIDE COUNTY LINE.

RIVERSIDE COUNTY:

ALL OF THAT PORTION LYING WEST OF THE FOLLOWING LINE: COMMENCING AT THE TOWN OF MORONGO VALLEY IN A STRAIGHT LINE TO THE TOWN OF WHITEMAN; FROM WHITEMAN ALONG HIGHWAY 99 TO THE RIVERSIDE-IMPERIAL COUNTY LINE.

ORANGE COUNTY
SAN DIEGO COUNTY

CENTRAL VALLEY ZONE

TEHAMA COUNTY:

ALL OF THAT PORTION LYING SOUTHERLY OF THE FOLLOWING LINE: COMMENCING AT THE TEHAMA-GLENN COUNTY LINE IN A STRAIGHT LINE RUNNING NORTH FROM THE TOWN OF FLOYD TO HENLEYVILLE; FROM HENLEYVILLE ALONG THE COUNTY ROAD TO THE TOWN OF RED BLUFF; FROM RED BLUFF IN A SOUTHERLY DIRECTION ALONG HIGHWAY 99E TO THE TEHAMA-BUTTE COUNTY LINE.

GLENN COUNTY:

ALL OF THAT PORTION LYING EAST OF THE ROAD RUNNING NORTH-SOUTH BETWEEN NEWVILLE AND STONYFORD.

BUTTE COUNTY:

ALL OF THAT PORTION LYING WEST OF A STRAIGHT LINE RUNNING FROM THE TOWN OF RICHARDSON SPRINGS TO THE TOWN OF RACKERBY.
CENTRAL VALLEY ZONE - CONTINUED

COLUSA COUNTY:
ALL OF THAT PORTION LYING EAST OF THE ROAD RUNNING NORTH-SOUTH FROM STONYFORD THROUGH LEESVILLE TO RUSNEY.

SUTTER COUNTY:

YUBA COUNTY:
ALL OF THAT PORTION LYING WEST OF THE FOLLOWING LINE: COMMENCING AT THE TOWN OF RACKERBY, SOUTH IN A STRAIGHT LINE TO THE TOWN OF BROWNS VALLEY; FROM BROWNS VALLEY ALONG HIGHWAY 20 TO THE INTERSECTION OF THE NEVADA-YUBA COUNTY LINE.

YOLO COUNTY:

PLACER COUNTY:
ALL OF THAT PORTION LYING WEST OF HIGHWAY 49.

SACRAMENTO COUNTY:

CONTRA COSTA COUNTY:
ALL OF THAT PORTION LYING EAST OF A STRAIGHT LINE DRAWN FROM THE TOWN OF MARTINEZ TO THE TOWN OF HEREDLY.

SAN JOAQUIN COUNTY

STANISLAUS COUNTY

MERCED COUNTY

MARIPOSA COUNTY:
ALL OF THAT PORTION LYING WEST OF A LINE RUNNING IN A SOUTHERLY DIRECTION FROM THE INTERSECTION OF THE MERCED-STANISLAUS-TUCUMCARI-MARIPOSA COUNTY LINES IN A STRAIGHT LINE TO THE TOWN OF BEN HUR; FROM THE TOWN OF BEN HUR ALONG THE COUNTY ROAD TO THE TOWN OF RAYMOND.

MADERA COUNTY:
ALL OF THAT PORTION LYING WEST OF THE FOLLOWING LINE: FROM THE TOWN OF O'KEELELS; FROM O'KEEELS SOUTH ALONG THE COUNTY ROAD TO THE TOWN OF FRANT.

FRESNO COUNTY:
ALL OF THAT PORTION LYING WEST OF THE FRANT-KERN CANAL.

KINGS COUNTY

TULARE COUNTY:
ALL OF THAT PORTION LYING WEST OF THE FOLLOWING LINE: FROM THE INTERSECTION OF THE FRANT-KERN CANAL AND THE FRESNO-TULARE COUNTY LINE SOUTH TO THE TOWN OF PORTERVILLE; FROM PORTERVILLE SOUTH ALONG THE ROAD FROM PORTERVILLE TO THE TOWN OF WHITE RIVER.

KERN COUNTY:
ALL OF THAT PORTION LYING WEST AND NORTH OF THE FOLLOWING LINE: FROM THE TOWN OF WHITE RIVER IN A STRAIGHT LINE TO THE TOWN OF GRANITE STATION; FROM GRANITE STATION IN A SOUTHERLY LINE TO THE TOWN OF SEALVILLE; FROM SEALVILLE IN A STRAIGHT LINE IN A SOUTH-EASTERLY DIRECTION TO THE TOWN OF METTLER; FROM METTLER SOUTH ALONG HIGHWAY 99 TO THE INTERSECTION OF HIGHWAY 168; WEST ALONG HIGHWAY 168 IN A STRAIGHT LINE TO WHERE THE LINE WOULD INTERSECT THE KERN-SAN LUIS OBISPO COUNTY LINE.

SIERRA NEVADA ZONE

SISKIYOU COUNTY

TRINITY COUNTY

MODOC COUNTY

Lassen County

TEHAMA COUNTY:
ALL OF THAT PORTION LYING NORTHERLY OF THE FOLLOWING LINE: FROM THE TEHAMA-GLENN COUNTY LINE IN A STRAIGHT LINE RUNNING NORTH FROM THE TOWN OF FLOYD TO THE TOWN OF HENLEYVILLE; FROM HENLEYVILLE ALONG THE COUNTY ROAD TO THE TOWN OF RED BLUFF; FROM RED BLUFF IN A SOUTHERLY DIRECTION ALONG HIGHWAY 99 TO THE TEHAMA-BUTTE COUNTY LINE.

SHASTA COUNTY

PLUMAS COUNTY

BUTTE COUNTY:
ALL OF THAT PORTION LYING EAST OF A STRAIGHT LINE RUNNING FROM THE TOWN OF RICHARDSON SPRINGS TO THE TOWN OF RACKERBY.

YUBA COUNTY:
ALL OF THAT PORTION LYING EAST OF THE FOLLOWING LINE: FROM THE TOWN OF RACKERBY SOUTH IN A STRAIGHT LINE TO THE TOWN OF BROWNS VALLEY; FROM BROWNS VALLEY ALONG HIGHWAY 20 TO THE INTERSECTION OF THE NEVADA-YUBA COUNTY LINE.
SIERRA COUNTY
NEVADA COUNTY
PLACER COUNTY:
ALL OF THAT PORTION LYING EAST OF HIGHWAY 49.
EL DORADO COUNTY
AMADOR COUNTY
ALPINE COUNTY
CALAVERAS COUNTY
TUOLUMNE COUNTY
MARIPOSA COUNTY:
ALL OF THAT PORTION LYING EAST OF A LINE RUNNING IN A SOUTHERLY DIRECTION FROM THE INTER-
SECTION OF THE MERCED-STANISLAUS-TUOLUMNE-MARIPOSA COUNTY LINES IN A STRAIGHT LINE TO THE
TOWN OF BEK HUR; THENCE ALONG THE COUNTY ROAD FROM BEN. HUR TO THE TOWN OF RAYMOND.
MADERA COUNTY:
ALL OF THAT PORTION LYING EAST OF THE FOLLOWING LINE: FROM THE TOWN OF RAYMOND IN A
STRAIGHT LINE TO THE TOWN OF O'NEALS; FROM O'NEALS SOUTH ALONG THE COUNTY ROAD TO THE
TOWN OF FRIANT.
FRESNO COUNTY:
ALL OF THAT PORTION LYING EAST OF THE FRIANT-KERN CANAL.
TULARE COUNTY:
ALL OF THAT PORTION LYING EAST OF THE FOLLOWING LINE: FROM THE INTERSECTION OF THE FRIANT-
KERN CANAL AND THE FRESNO-TULARE COUNTY LINE SOUTH TO THE TOWN OF PORTERVILLE; FROM
PORTERVILLE SOUTH ALONG THE ROAD FROM PORTERVILLE TO THE TOWN OF WHITE RIVER.
KERN COUNTY:
ALL OF THAT PORTION LYING WITHIN THE FOLLOWING LINE: COMMENCING AT THE TOWN OF WHITE
RIVER IN A STRAIGHT LINE TO GRANITE STATION; FROM GRANITE STATION IN A SOUTHERLY LINE TO
THE TOWN OF BEAVILLE; FROM BEAVILLE IN A STRAIGHT LINE IN A SOUTHWESTERLY DIRECTION TO
THE TOWN OF METTLER; FROM METTLER SOUTH ALONG HIGHWAY 99 TO THE KERN-LOS ANGELES COUNTY
LINE; THENCE EAST ALONG THE KERN-LOS ANGELES COUNTY LINE TO THE LOS ANGELES AQUEDUCT;
THENCE FOLLOWING THE LOS ANGELES AQUEDUCT IN A NORTHERLY DIRECTION TO THE KERN-INOY
COUNTY LINE.
MONO COUNTY
INOY COUNTY:
ALL OF THAT PORTION LYING WEST OF THE FOLLOWING LINE: FROM THE ROAD RUNNING IN A SOUTHWESTERLY
DIRECTION FROM OASIS TO ALVORD; FROM ALVORD SOUTH ALONG THE ALVORD-KEELER ROAD TO KEELER;
FROM KEELER IN A STRAIGHT LINE TO OLAANNO; SOUTH ALONG THE LOS ANGELES AQUEDUCT TO THE KERN-
INOY COUNTY LINE.

DESSERT ZONE

INOY COUNTY:
ALL OF THAT PORTION LYING EAST OF THE FOLLOWING LINE: FROM THE ROAD RUNNING IN A SOUTHWESTERLY
DIRECTION FROM OASIS TO ALVORD; FROM ALVORD SOUTH ALONG THE ALVORD-KEELER ROAD TO KEELER;
FROM KEELER ALONG A STRAIGHT LINE TO CLANGHA; SOUTH ALONG THE LOS ANGELES AQUEDUCT TO THE
KERN-INOY COUNTY LINE.
KERN COUNTY:
ALL OF THAT PORTION LYING EAST OF THE LOS ANGELES AQUEDUCT.
SAN BERNARDINO COUNTY:
ALL OF THAT PORTION LYING NORTH AND EAST OF THE FOLLOWING LINE: FROM THE ROAD RUNNING
THROUGH THE TOWN OF LLANO IN AN EASTERLY DIRECTION TO THE TOWN OF THORNE; FROM THORNE
IN A STRAIGHT LINE TO THE TOWN OF LUCERNE VALLEY; FROM LUCERNE VALLEY ALONG THE COUNTY
ROAD RUNNING THROUGH JOSHUA TREE; NO MORONGO VALLEY TO THE SAN BERNARDINO RIVERSIDE
COUNTY LINE.
RIVERSIDE COUNTY:
ALL OF THAT PORTION LYING EAST OF THE FOLLOWING LINE: FROM THE TOWN OF MORONGO VALLEY IN
A STRAIGHT LINE TO THE TOWN OF WHITENWATER; FROM WHITENWATER ALONG HIGHWAY 99 TO THE
RIVERSIDE-IMPERIAL COUNTY LINE.
IMPERIAL COUNTY
MARINE PATROL ZONE

OCEAN WATERS OF THE FOLLOWING COUNTIES:

SANTA BARBARA COUNTY
VENTURA COUNTY
LOS ANGELES COUNTY
ORANGE COUNTY
SAN DIEGO COUNTY
The table below shows the use per acre of various zones for different years and regions. The data includes the number of days and the average use per acre. The table is divided into three main sections: Central Valley Zone, Sierra Zone, and North Coast Zone. Each section contains data for 1960, 1961, and 1962, with columns for expected and actual use. The data is presented in a tabular format with rows for different years and columns for days and use per acre. The table is used to analyze and compare the use of land across different zones and years.
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APPENDIX 2
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* IN ADDITION EACH MEMBER WILL BE RESPONSIBLE FOR 21,400 USE PEN MANURE
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<td>Year</td>
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<td>2023</td>
<td>4.5%</td>
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<td>5.6%</td>
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<td>6.5%</td>
<td>6.8%</td>
<td>7.1%</td>
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**Note:** The table above represents the interest rate trends from 2023 to 2025.
APPENDIX 4
PAGE 1

KEY TO VALIDITY DESIGNATIONS

FOR THE INDICATOR OF PRODUCTION:

CONFIDENT - IT IS APPARENT WITHOUT REASONABLE QUESTION THAT THE INDICATOR RELATES WORKLOAD APPROPRIATELY TO THE PROGRAM OBJECTIVE OF THE UNIT.

FOR THE FACTOR OF PRODUCTION:

CONFIDENT - IT IS APPARENT WITHOUT REASONABLE QUESTION THAT THE FACTOR IS ACCURATE AND MEANINGFUL.

ENGINEERED STANDARD - THE TIME WHICH IS DETERMINED TO BE NECESSARY FOR AN AVERAGE QUALIFIED WORKMAN, WORKING AT A NORMAL PACE UNDER CAPABLE SUPERVISION AND EXPERIENCING NORMAL FATIGUE AND DELAYS, TO DO A DEFINED AMOUNT OF WORK OF SPECIFIED QUALITY WHEN FOLLOWING A PRESCRIBED METHOD. ENGINEERED STANDARDS ARE DEVELOPED BY TRAINED TECHNICIANS THROUGH THE USE OF TIME STUDY, WORK SAMPLING, STANDARD DATA, OR OTHER PROFESSIONALLY ACCEPTABLE TECHNIQUES.

HISTORICAL STANDARD - STANDARDS DEVELOPED BY DIVIDING TOTAL UNITS PRODUCED BY TOTAL MAN-HOURS USED. THESE STANDARDS ARE DEVELOPED FROM A MATHEMATICAL ANALYSIS OF PAST PERFORMANCE. STANDARDS DEVELOPED USING THIS METHOD MERELY SHOW HOW MANY UNITS OF WORK AN HOUR WERE ACTUALLY PRODUCED, NOT HOW MANY UNITS SHOULD HAVE BEEN PRODUCED.

PROFESSIONAL JUDGMENT - THE VALIDITY OF THE STAFFING LEVEL IS BASED UPON THE BEST JUDGMENT OF MANAGEMENT IN INTERPRETING CURRENT POLICY.

* - TO BE USED WITH ANY OF THE ABOVE DESIGNATIONS WHEN THE FACTOR IS SATISFACTORY FOR ACCEPTED BUDGET LEVELS OF SERVICE BUT INADEQUATE TO PERFORM AT A LEVEL CONSIDERED APPROPRIATE BY THE AGENCY RESPONSIBLE FOR SERVICE.
### STAFF PERSONNEL

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<td>FISH AND GAME PATROL INSPECTOR</td>
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<td>FISH AND GAME PATROL CAPTAIN</td>
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<td>FISH AND GAME WARDEN</td>
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<td>FIELD SEISMIC EXPLORATION INSPECTOR</td>
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<td>2 PER 37AL CH</td>
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<td>MANAGES, SUPERVISES AND DIRECTS ACTIVITIES OF 2-MAN OFF-SHORE AND INLAND PATROL BOATS</td>
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### FIELD PERSONNEL - WARDEN SPECIALISTS

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<td>FISH AND GAME WARDEN RADIO AND COMMUNICATIONS</td>
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<td>PROVIDES FIELD SERVICES AND RADIO OPERATION AND COORDINATION TO FIELD UNITS AND OTHER LAW ENFORCEMENT AGENCIES, MAKES INSPECTIONS, SERVES WARRANTS AND DISSEMINATES INFORMATION</td>
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<td>1 PER FIELD HEADQUARTERS BASE STATION</td>
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<td>PROVIDES TECHNICAL LAW ENFORCEMENT INVESTIGATION SERVICES IN THE FIELD OF WATER POLLUTION</td>
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<td>1 FOR OCEAN WATERS S. CALIF., 1 FOR INLAND WATERS S. CALIF., 1 FOR BAY AREA, SAN FRANCISCO</td>
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1/ BASED ON PRESENT AVERAGE WORK DAY OF 12 HOURS PER DAY PER WARDEN
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<td>1 PER 272,000 RECREATION FISHING MAN-DAYS-USE; AND 8 PROCESSORS, 180 COMMERCIAL FISHERMEN, 67 COMMERCIAL BOATS, 10 PARTY FISH BOATS</td>
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1/ BASED ON PRESENT AVERAGE WORK DAY OF 12 HOURS PER WARDEN PER DAY
SOURCES OF INFORMATION

DON FRY, MARINE BIOLOGIST IV, DEPARTMENT OF FISH AND GAME
H. K. CHOWICK, FISHERIES BIOLOGIST IV, DEPARTMENT OF FISH AND GAME
TOM R. DOYLE, FISHERIES BIOLOGIST III, DEPARTMENT OF FISH AND GAME
GEORGE WARNER, FISHERIES MANAGEMENT SUPERVISOR, DEPARTMENT OF FISH AND GAME
ELTON BAILEY, FISHERIES MANAGEMENT SUPERVISOR, DEPARTMENT OF FISH AND GAME
WILLIS EVANS, FISHERIES MANAGEMENT SUPERVISOR, DEPARTMENT OF FISH AND GAME
ROBERT LEWIS, FISHERIES MANAGEMENT SUPERVISOR, DEPARTMENT OF FISH AND GAME
LESLIE Lahr, PATROL INSPECTOR, DEPARTMENT OF FISH AND GAME
KENT MCKER, PATROL INSPECTOR, DEPARTMENT OF FISH AND GAME
ELLIS GERRY, PATROL INSPECTOR, DEPARTMENT OF FISH AND GAME
DON DAVISON, PATROL INSPECTOR, DEPARTMENT OF FISH AND GAME
NED DOLLAHITE, PATROL INSPECTOR, DEPARTMENT OF FISH AND GAME
DgLY GILSEYAN, WILDLIFE MANAGER I, DEPARTMENT OF FISH AND GAME
FRED ROSS, WILDLIFE MANAGER SUPERVISOR, DEPARTMENT OF FISH AND GAME
HARVEY RUSSO, WILDLIFE MANAGER SUPERVISOR, DEPARTMENT OF FISH AND GAME
DAVID SELLECK, WILDLIFE MANAGER SUPERVISOR, DEPARTMENT OF FISH AND GAME
GLENN DE LISLE, WILDLIFE BIOLOGIST IV, DEPARTMENT OF FISH AND GAME
JAMES STOKES, LEADER, PLANNING UNIT, DEPARTMENT OF FISH AND GAME
E. G. FULLERTON, CHIEF, WILDLIFE PROTECTION BRANCH, DEPARTMENT OF FISH AND GAME