Per California Code of Regulations, title 2, section 548.5, the following information will be posted to CalHR’s Career Executive Assignment Action Proposals website for 30 calendar days when departments propose new CEA concepts or major revisions to existing CEA concepts. Presence of the department-submitted CEA Action Proposal information on CalHR’s website does not indicate CalHR support for the proposal.

### A. GENERAL INFORMATION

<table>
<thead>
<tr>
<th>1. Date</th>
<th>2. Department</th>
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<tbody>
<tr>
<td>10/07/2022</td>
<td>California Department of Fish and Wildlife</td>
</tr>
</tbody>
</table>

3. Organizational Placement (Division/Branch/Office Name)

Executive Office

4. CEA Position Title

Regional Operations Deputy Director

5. Summary of proposed position description and how it relates to the program's mission or purpose. (2-3 sentences)

The Regional Operations Deputy Director (RODD) serves as a member of the Department’s executive and leadership teams. The RODD will take over the supervision of the Department's seven regions, creating a more manageable span of control for the department's Chief Deputy Director and provided dedicated scientific leadership for the Regional Managers. This includes being directly responsible for regional special projects and consistent policy development regarding major areas of Departmental jurisdiction including wildlife/fisheries, wildfire, drought, marine issues, water, habitat conservation, environmental review, permitting functions and other regional functions.

6. Reports to: (Class Title/Level)

Chief Deputy Director; Exempt

7. Relationship with Department Director (Select one)

- [x] Member of department's Executive Management Team, and has frequent contact with director on a wide range of department-wide issues.

- [ ] Not a member of department's Executive Management Team but has frequent contact with the Executive Management Team on policy issues.

(Explain):

8. Organizational Level (Select one)

- [ ] 1st
- [ ] 2nd
- [x] 3rd
- [ ] 4th
- [ ] 5th (mega departments only - 17,001+ allocated positions)
B. SUMMARY OF REQUEST

9. What are the duties and responsibilities of the CEA position? Be specific and provide examples.

Responsible for special projects and consistent policy development regarding major areas of Departmental jurisdiction including wildlife/fisheries, wildfire, drought, marine issues, water, habitat conservation, environmental review, permitting functions and other regional functions. Helps to ensure consistent development of processes and policy for Department operations. Resolves operational differences and ensures implementation of statewide programs consistent with planning, fiscal, and policy division direction. Directly coordinates with the Ecosystem Conservation Division, Wildlife and Fisheries Division, Justice, Equity, Diversity, and Inclusion (JEDI) Deputy Director, the Office of General Counsel and Enforcement Division Deputy Directors, as well as the administrative divisions to promote integration of Department policies into regional functions and programs.

Provides consistent oversight for regional wildlife, fisheries and marine management activities, water management activities, equitable public access and use programs, environmental review and permitting functions, and conservation planning and mitigation banking activities. In coordination with the Department Divisions and Regional Managers, develops, articulates, and implements policies related to all aspects of regional operations including program staffing and funding alignment, setting priorities, management of Department lands and facilities, and defining regional functions. Coordinates budget allocations, funding priorities, and fiscal reporting systems to establish and maintain equity among programs, regions, and functions. Assists the Regional Managers in identifying and resolving regional operations and lands issues and identifies multi-regional needs for program and function support. Directly coordinates with the Ecosystem Conservation Division, Wildlife and Fisheries Division, Justice, Equity, Diversity, and Inclusion (JEDI) Deputy Director, the Office of General Counsel and Enforcement Division Deputy Directors to promote integration of Department policies into regional functions and programs.

The RODD coordinates closely with other agencies, local government (cities and counties), resource conservation districts, land trusts, conservation organizations, conservation banking proponents, and other partners and stakeholders to ensure effective communication with the Department. Identifies issues and areas requiring improvement and develops processes and systems for enhancing communication between various regional programs and conservation partners and stakeholders.

The RODD also represents the Department at meetings and conferences; prepares and delivers presentations to statewide organizations, state and federal agencies, and conservation partners; establishes and maintains cooperative relations with agencies, individuals, and organizations concerned with or affected by efforts to conserve fish and wildlife resources. Represents the Department before the Fish and Game Commission; develops and approves policy recommendations and program regulations. Testifies before legislative committees on behalf of the Department.

The RODD participates in statewide policy decisions and discussions with the Director and the Leadership Team. Represents the Department in high level task forces, conferences, and meetings with various governmental agencies and constituent organizations, and legislative members. May, when requested, act on behalf of the Chief Deputy Director and Director representing the Department relating to issues or focus areas of top importance to the Department.
B. SUMMARY OF REQUEST (continued)

10. How critical is the program's mission or purpose to the department's mission as a whole? Include a description of the degree to which the program is critical to the department's mission.

☐ Program is directly related to department's primary mission and is critical to achieving the department's goals.

☐ Program is indirectly related to department's primary mission.

☐ Program plays a supporting role in achieving department's mission (i.e., budget, personnel, other admin functions).

Description:

As a member of the executive management team, the RODD will formulate, implement, and interpret departmental policies and procedures; provide direction to all the regions; advise the Director, Chief Deputy Director and other Deputy Directors on all matters relating to the regions; and set and perpetuate the goals and objectives of the Department's vision through the supervision of the seven Department regions. The majority of the responsibilities assigned to the RODD encompass controversial and sensitive issues, and the many and varied functions performed within the Regional locations in and of themselves contribute to the critical nature of the position.

The RODD will assist the Department in meeting its mission and objectives by providing top management advice to the Director and Chief Deputy Director and through coordination with the Department's Executive team provide direction to the regional managers who directly manage the fish, wildlife, habitat conservation and water projects. This position is instrumental in focusing the field operations on the Department's mission.

The RODD will oversee the functions of the Department's field operations with responsibility for efficient and uniform administration of fish and wildlife activities including the implementation of policies, practices, procedures, and fiscal responsibilities; coordinate activities of the regions with other units of the Department and with related federal, state, or local agencies; delegate responsibility to subordinates, supervise, coordinate, and evaluate their activities and assist them in solving problems or questions of policy, procedure, or public inquiry; participate in the development of broad Department policies and programs; represent the Department at meetings and conferences; speak before groups; establish and maintain cooperative relations with agencies, individuals, and organizations concerned with or affected by efforts to conserve fish, wildlife and water resources; carry out studies and investigations of regional activities and prepare reports for the Director and Chief Deputy Director.
B. SUMMARY OF REQUEST (continued)

11. Describe what has changed that makes this request necessary. Explain how the change justifies the current request. Be specific and provide examples.

The Department’s Chief Deputy Director currently supervises twenty-two (22) staff members, seven (7) of which are regional managers. In order to remain effective stewards of the state’s diverse fish, wildlife and water resources and maintain operational efficiency, the Department requests to create a new CEA B position devoted specifically to the supervision and management of the department’s seven regional operations: the Northern Region, North Central Region, Bay Delta Region, Central Region, South Coast Region, Inland Deserts Region, and Marine Region.

By reducing the direct reports to of the Chief Deputy Director and creating a Deputy Director for Regional Operations, the Department will achieve maximum program efficiency by developing a more focused approach and concentrated effort on setting the priorities of Regional Operations and addressing the specific conflicts related to the environmental issues and changes in fish, wildlife and water laws and regulations in these regions. Currently, all seven (7) Regional Managers, CEA A, staff report directly to the Chief Deputy Director of the Department. This structure is inconsistent with the current structure of the Department - all other CEA A staff report to a Deputy Director, CEA B. Because of this current structure, the span of control for the Chief Deputy Director has become increasingly unmanageable. The regions require a dedicated leader to oversee the policies and procedures within the regions. The increased complexities and sensitivities revolving around individual regions include the Lake and Streambed Alteration Program (1600), California Environmental Quality Act Review, Timber Harvest Planning & Review, Natural Community Conservation Planning, California Endangered Species Act Incidental Take Permitting, Land Acquisition and Planning, Lands Management, Conservation Banking, Ecosystem Restoration Program (Regions 1, 2, 3, 4), Species and Habitat Conservation and Restoration, Species Recovery Strategies, Suction Dredge, Water Rights, Water Quality, Federal Energy Regulatory Commission Relicensing, Water Projects, Resource Assessment Program, Data Management, Scientific Collecting Permits, Fisheries Restoration Grants, Salmon and Steelhead Restoration, Marine Life Protection Act (Marine Region only), Marine Life Management Act (Marine Region only), Recreational Fishing programs, Recreational Hunting programs, Avian Influenza, SFRA Federal Grants, PR Federal Grants, Regulations, Engineering, Education and Outreach / Marketing, Fish and Wildlife Conflicts, Fish and Wildlife Health and Disease monitoring, Fish Hatcheries, Heritage and Wild Trout program, Hunting and Fishing License Sales, Administration (Budget, Personnel, Purchasing, Clerical, Contracts), and Interagency Ecological Program.

The Chief Deputy Director is simply not able to provide sufficient oversight, direction, and coordination to ensure that the Department is operating at peak efficiency within each individual region. Thus, CDFW is proposing to create a new CEA B position to serve as the Regional Operations Deputy Director and ensure consistency and oversight for all seven (7) regions.
C. ROLE IN POLICY INFLUENCE

12. Provide 3-5 specific examples of policy areas over which the CEA position will be the principle policy maker. Each example should cite a policy that would have an identifiable impact. Include a description of the statewide impact of the assigned program.

As a member of the Director's Executive Team, the Deputy Director advises the Department's Executive and Leadership Teams on statewide operational policies and program activities relative to the regions. When assigned to Department committees, the incumbent establishes operational direction, provides expertise relating to biological diversity, species, habitat conservation, permitting issues and advises the Executive Team on relative operational decisions that have statewide, and nationwide impact. The incumbent works with other Department Executives to ensure that programs are properly planned, funded, implemented and evaluated.

The incumbent is responsible for promoting effective and consistent implementation of administrative policies and procedures, sustainability directives and practices, and plays a key role in developing policy and practices that improve operational efficiency and promote collaboration with other department divisions.

The incumbent represents the Department on high-level taskforces, at conferences and commission meetings, and with numerous federal, state, and local government agencies regarding plant, species, habitat and biological diversity conservation issues and permitting issues associated with them. The Deputy Director participates in policy development meetings with the U. S. Fish and Wildlife Service, National Marine Fisheries Service, U. S. Army Corps of Engineers, U. S. Bureau of Reclamation, Bureau of Land Management, as well as policy and operational meetings with other federal agencies that have responsibilities to conserve biological resources and their habitat. The incumbent also represents the Department on the Pacific Forest and Watershed Lands Stewardship Council as designated by the Director. The incumbent works with Departmental Executives to develop goals and plans to ensure the Department's activities, policies, proposed regulations and take into account the goals of other interest groups.
### C. ROLE IN POLICY INFLUENCE (continued)

13. What is the CEA position’s scope and nature of decision-making authority?

Within the Department, the incumbent is involved in policy development and decision making. The management of biological diversity conservation programs involves planning at the local, state, and federal levels to develop and implement an ecosystem approach to conservation of the state's biological diversity. Key components of this approach are focused on species, habitats, and natural communities, building consensus-based solutions, establishing large ecosystem preserves for terrestrial and aquatic systems, and overseeing a diverse and expanding conservation banking system. There is tremendous interest by the public, Legislature and the media in respect to California’s innovative approaches to conserving the state’s endangered species; development and implementation of natural community conservation and watershed restoration plans.

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<tr>
<th>14. Will the CEA position be developing and implementing new policy, or interpreting and implementing existing policy? How?</th>
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<tr>
<td>The RODD will develop and implement new policies. This position participates in policy decisions and discussions with the Director, Chief Deputy Director, and other Executive staff members regarding department-wide issues. The RODD independently formulates, reviews, recommends, and implements policies impacting the regional operations of the Department.</td>
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