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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.

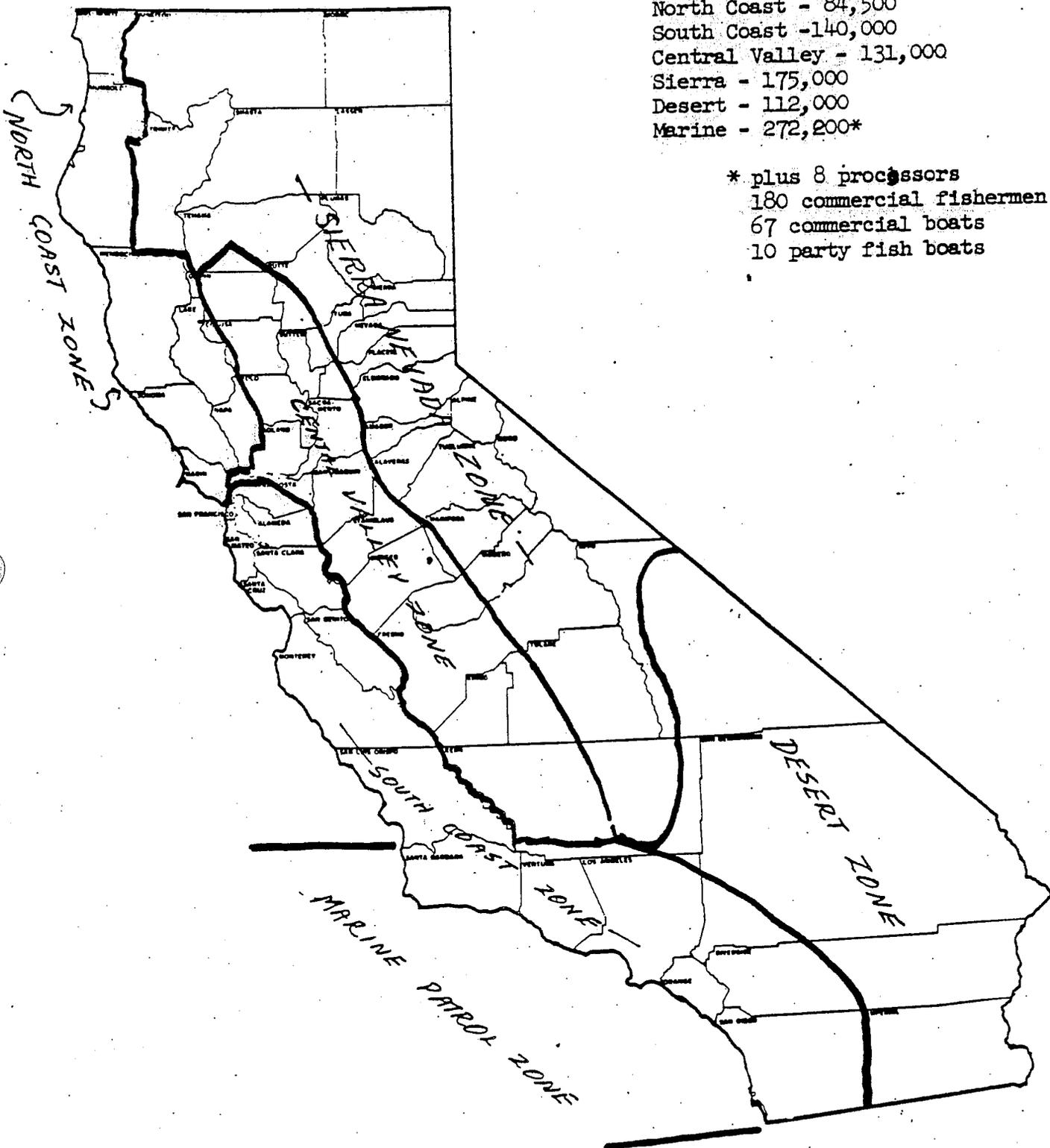
5. That warden positions involving specialized work, such as radio operations or pollution investigations, and supervisory and staff positions of the Wildlife Protection Branch be justified according to specific needs, and not by the criteria described for field warden positions.

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 Subcommittee.

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



\* APPROXIMATE BOUNDARIES

BOUNDARIES 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 RUNSEY.

GLENN COUNTY:

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

LAKE COUNTY

NAPA COUNTY

SOLICIA 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

MONTEREY 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 LLAMO 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 TREE AND 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 WHITEWATER; FROM WHITEWATER 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 RUMSEY.
- 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 HERDLYN.
- 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-TUOLUMNE-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 RAYMUND.
- MADERA COUNTY:  
ALL OF THAT PORTION LYING WEST OF THE FOLLOWING LINE: FROM THE TOWN OF RAYMUND 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 WEST OF THE FRIANT-KERN CANAL.
- KINGS COUNTY
- TULARE COUNTY:  
ALL OF THAT PORTION LYING WEST 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 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 BEALVILLE; FROM BEALVILLE IN A STRAIGHT LINE IN A SOUTHWESTERLY DIRECTION TO THE TOWN OF METTLER; FROM METTLER SOUTH ALONG HIGHWAY 99 TO THE INTERSECTION OF HIGHWAY 166; WEST ALONG HIGHWAY 166 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 99E 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 NEVADA ZONE - CONTINUED

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 INTERSECTION OF THE MERCED-STANISLAUS-TUOLUMNE-MARIPOSA COUNTY LINES IN A STRAIGHT LINE TO THE TOWN OF BEN 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 BEALVILLE; FROM BEALVILLE 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-INYO COUNTY LINE.

MONO COUNTY

INYO 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 OLANCHA; SOUTH ALONG THE LOS ANGELES AQUEDUCT TO THE KERN-INYO COUNTY LINE.

DESERT ZONE

INYO 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 OLANCHA; SOUTH ALONG THE LOS ANGELES AQUEDUCT TO THE KERN-INYO 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 AND 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 WHITEWATER; FROM WHITEWATER 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

PRESENT AND PROJECTED WILDLIFE PROTECTION BRANCH  
STAFF RATIO AND MAN-DAY USE \*

COUNTY	NORTH COAST ZONE				SIERRA ZONE				CENTRAL VALLEY ZONE			
	1963 MAN-DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS	1963 MAN-DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS	1963 MAN-DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS
DEL NORTE	95,911	3.0	1.13	1.31								
HUMBOLDT	313,378	7.0	3.7	4.3								
LASSEN					393,750	4.0	2.26	2.61				
MODOC					298,468	2.0	1.7	1.98				
SHASTA					675,629	6.0	3.9	4.47				
SISKIYOU					550,315	7.0	3.2	3.64				
TRINITY					316,755	3.0	1.8	2.09				
TEHAMA					240,828	1.2	1.4	1.59				
TOTALS	409,289	10.0	4.83	5.61	2,475,745	23.2	14.2	16.38	72,965	.8	.55	.64
RECOMMENDED ZONE AVERAGE USE PER WARDEN	84,500				175,000				131,000			
1963 AVERAGE USE PER WARDEN	40,930				106,700				87,557			

\* ALL WORK LOAD BASED ON AN AVERAGE 12 HOUR WORK DAY. DEPARTMENTAL COST ACCOUNTING RECORDS INDICATE AN AVERAGE WORK DAY OF 12 HOURS FOR FIELD FISHL AND GAME WARDENS. THE SUBJECT OF HOURS OF WORK WAS FELT TO BE BEYOND THE SCOPE OF THIS COMMITTEE REPORT, AND NO CONSIDERATION IS GIVEN TO CHANGE.

REGION 2

COUNTY	NORTH COAST ZONE				SIERRA ZONE				CENTRAL VALLEY ZONE			
	1963 MAN-DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS	1963 MAN-DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS	1963 MAN-DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS
ALPINE					262,746	1.0	1.5	1.74				
AMADOR					172,971	1.0	1.0	1.14				
BUTTE					198,809	.05	1.1	1.31	278,089	2.35	2.1	2.46
CALAVERAS					150,263	1.0	1.0	1.0				
COLUSA	46,218	.3	.54	.63	396,078	3.0	2.3	2.62	268,218	1.7	2.0	2.37
EL DORADO												
GLENN	54,135	.75	.64	.74					150,182	1.25	1.1	1.32
NEVADA					315,023	1.4	1.8	2.08				
PLACER					209,640	2.6	1.2	1.38	55,979	.3	.3	.49
PLUMAS					514,331	3.0	2.9	3.40				
SACRAMENTO									689,602	4.9	5.3	6.10
SAN JOAQUIN									764,448	2.5	5.8	6.76
SIERRA					212,219	1.0	1.2	1.40				
SOLANO									418,200	2.8	3.2	3.70
SUTTER									331,941	2.5	2.5	2.93
YOLO									336,864	2.0	2.6	2.98
YUBA					51,980	.5	.3	.44				
TOTALS	100,353	1.05	1.10	1.37	2,484,059	15.15	14.4	16.51	3,466,323	20.8	26.2	30.64
RECOMMENDED ZONE AVERAGE USE PER WARDEN	84,500				175,000				131,000			
1963 AVERAGE USE PER WARDEN	95,500				164,000				166,600			

REGION 3	CENTRAL VALLEY ZONE				NORTH COAST ZONE				SOUTH COAST ZONE				
	COUNTY	1963 MAN-DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS	1963 MAN-DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS	1963 MAN-DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS
ALAMEDA													
CONTRA COSTA	276,362	2.5	2.1	2.44						303,043	2.25	2.2	2.51
LAKE					420,418	3.0	5.0	5.77		317,283	.75	2.3	2.62
MARIN					371,068	2.5	4.4	5.09					
MENDOCINO					401,996	7.0	4.8	5.51					
MONTEREY										411,826	5.0	3.0	3.41
MAPA					319,639	2.0	3.8	4.38					
SAN BENITO										62,753	1.0	1.0	1.0
SAN FRANCISCO										277,176	3.0	2.0	2.29
SAN LUIS OBISPO										533,705	4.0	3.8	4.42
SAN MATEO										422,079	2.0	3.0	3.49
SANTA CLARA										131,592	2.0	1.0	1.09
SANTA CRUZ										353,468	2.0	2.5	2.92
SCHUMBERG					568,887	5.0	6.6	7.67					
TOTALS	276,362	2.5	2.1	2.44	2,072,008	19.5	24.6	28.42		2,812,925	22.0	20.8	23.75
RECOMMENDED ZONE AVERAGE USE PER WARDEN		131,000.			84,500					140,000			
1963 AVERAGE USE PER WARDEN		110,544			108,266					127,860			

COURTY	CENTRAL VALLEY ZONE				SIERRA ZONE				SOUTH COAST ZONE				DESERT ZONE			
	1963 MAN-DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS	1963 MAN-DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE	EXPECTED 1967 PROJ. NEEDS	1963 MAN-DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE	EXPECTED 1967 PROJ. NEEDS	1963 MAN-DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE	EXPECTED 1967 PROJ. NEEDS
FRESNO	285,441	3.4	2.2	2.59	815,519	2.6	4.6	5.40								
KERN	324,367	2.3	2.5	2.87	551,570	2.2	3.1	3.65	46,501	.4	.3	.38	72,568	1.1	.7	.75
KINGS	79,401	1.0	1.0	1.0												
MADERA	62,801	.8	.5	.55	269,081	1.2	1.5	1.78								
MARIPOSA	3,261	.1	.1	.1	184,488	.9	1.0	1.22								
MERCED	314,006	4.0	2.4	2.78												
STANISLAUS	310,879	3.0	2.4	2.75												
TULARE	109,123	1.6	.9	.96	633,464	2.1	3.6	4.19								
TUOLUMNE					495,498	2.0	2.8	3.28								
TOTALS	1,489,279	16.2	12.0	13.60	2,949,620	11.3	16.6	19.52	46,581	.4	.3	.38	72,568	1.1	.7	.75
RECOMMENDED ZONE AVERAGE USE PER WARDEN	131,000				175,000				140,000				112,000			
1963 AVERAGE USE PER WARDEN	92,000				261,000				102,478				65,962			

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REGION 5 COUNTY	SIERRA ZONE				SOUTH COAST ZONE				DESERT ZONE			
	1963 MAN- DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS	1963 MAN- DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS	1963 MAN- DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS
IMPERIAL												
INYO	494,222	1.75	2.82	3.27					494,870	3.5	4.4	5.12
LOS ANGELES									28,921	.5	.2	.29
MONO	1,085,451	2.75	6.2	7.19	809,264	3.25	5.7	6.70				
ORANGE					201,207	1.5	1.4	1.66				
RIVERSIDE					305,188	3.125	2.2	2.52				
SAN BONO					541,959	2.75	3.9	4.49				
SAN DIEGO					556,815	5.125	4.0	4.61				
SANTA BARBARA					319,903	3.0	2.3	2.65				
VENTURA					438,264	2.0	3.1	3.63				
TOTALS	1,579,673	4.5	9.02	10.48	3,172,600	20.75	22.6	26.26	1,262,954	10.75	11.2	13.05
RECOMMENDED ZONE AVERAGE USE PER WARDEN	175,000				140,000				112,000			
1963 AVERAGE USE PER WARDEN	351,000				152,900				117,484			

COUNTY	MARINE ZONE			
	1963 H.A.H. DAYS USE	1963 WARDENS	# WARDENS APPLIED ZONE AVERAGE 1963	EXPECTED 1967 PROJ. NEEDS
LOS ANGELES	2,300,000	8.0	8.4	9.80
ORANGE	960,000	3.0	3.5	4.09
SAN DIEGO	960,000	4.0	3.5	4.09
SANTA BARBARA	150,000	1.0	1.0	1.0
VENTURA	530,000	2.0	1.9	2.25
TOTALS	4,900,000	18.0	18.3	21.23
RECOMMENDED ZONE AVERAGE USE PER WARDEN	272,200*			
1963 AVERAGE USE PER WARDEN	274,000			

\* IN ADDITION EACH WARDEN WILL BE RESPONSIBLE FOR  
 8 PROCESSORS  
 180 COMMERCIAL FISHERMEN  
 67 COMMERCIAL BOATS  
 10 PARTY FISH BOATS

MAN-DAYS USE FIGURES BY COUNTY AND ZONE

COUNTY	PLEASANT	QUAIL	DOVE	JACK RABBIT	COTTCH. R-BBIT	DUCK	DEER	TROUT	WARM WATER FISH	SALMON, STEELHEAD	STRIPED BASS	OCEAN FISH	TOTAL COUNTY	CENTRAL VALLEY	SIERRA NEVADA	NORTH COAST	SOUTH COAST	DESERT
DEL Norte	320	533	116			3,625	8,284	3,200		60,700		19,473	95,911			95,911		
HUMBOLDT	320	9,923	1,515	10,150	3,889	16,315	99,975	6,700		65,275		99,336	313,378			313,378		
LASSEN	6,293	6,935	7,462	25,550	10,031	26,285	155,694	103,800	51,900				393,750					
MODOC	8,106	6,402	3,264	12,250	4,728	31,950	126,368	89,700	15,700				298,468					
SIESTA	4,586	15,364	14,108	19,500	2,292	16,768	150,095	334,500	104,500	13,816			675,629					
SISKIYOU	14,480	8,109	5,480	17,150	4,442	73,191	147,153	205,000	21,100	54,200			550,315					
TEHAMA	10,686	8,215	11,893	12,950	7,165	7,251	115,171	109,800	800	29,886			313,797	72,969	240,828			
TRINITY		2,454	1,049	4,200	7,165	679	99,708	162,500	10,000	29,000			316,755		316,755			
													2,958,003	72,969	2,415,745	409,289		

FISHING MAN-DAYS-USE SOURCES AND EXPLANATION.

THE MAN-DAYS-USE FIGURES LISTED IN THIS APPENDIX WERE OBTAINED FROM THE FISH AND WILDLIFE PLAN INVENTORY FOR THE YEAR 1963. WHERE A PORTION OF A COUNTY OR RIVER SYSTEM NECESSITATED A BREAKDOWN INTO ZONES OR COUNTIES, INFORMED PERSONNEL WERE ASKED TO PROVIDE THE APPROPRIATE USE FIGURES AFTER BEING ADVISED OF THE EXACT ZONE BOUNDARIES. FISHING USE INCLUDES TROUT, WARM WATER FISH, SALMON, STEELHEAD, STRIPED BASS AND OCEAN FISHING (AS DESCRIBED IN THE FISH AND WILDLIFE PLAN).

HUNTING MAN-DAYS-USE SOURCES AND EXPLANATION.

THE HUNTING USE FIGURES WERE OBTAINED FROM THE GAME MANAGEMENT BRANCH'S HUNTER GAME TAKE SURVEY. IN ORDER TO OBTAIN THE MOST ACCURATE ESTIMATES OF USE APPROXIMATING THAT OF THE YEARS 1962, CORRELATE WITH THE USE FIGURES OF THE FISH AND WILDLIFE PLAN. THE USE FIGURES FOR THE YEARS 1962, 1963 AND 1964 WERE TOTALLED AND AVERAGED, AND THE AVERAGE FOR THOSE THREE YEARS USED. THE SPECIES INVENTORIED AND THE USE ESTIMATES OBTAINED WERE FOR PLEASANT, QUAIL, DOVE, JACKRABBIT, COTTONTAIL RABBIT, DUCK AND DEER. AS THE USE FIGURES WERE BROKEN DOWN INTO COUNTIES AND THEN TOTALLED IN ZONES, SOME DUPLICATION OF HUNTING USE FIGURES DO EXIST; HOWEVER, THE USE IS INDICATED DOES PROVIDE A USEFUL TREND FOR THIS STUDY, SIMILAR INVENTORIES CAN BE EITHER RE-RUN IN FUTURE YEARS OR PROJECTED FROM THE USE FIGURES SHOWN.

COUNTY	PHEASANT	QUAIL	DOVE	JACK RABBIT	COTTON RABBIT	DUCK	DEER	TROUT	WARM WTR. FISH	SALMON, STEELHEAD	STRIPED BASS	OCEAN FISH	TOTAL COUNTY	CENTRAL VALLEY	SIERRA NEVADA	NORTH COAST	SOUTH COAST	DESERT
ALPINE		640	349	2,100	1,146	679	137,832	120,000					262,746		262,746			
AMADOR		6,722	5,946	8,400	1,576	906	48,521	94,000	6,900				172,971		172,971			
BUTTE	47,893	14,191	18,656	31,950	1,433	74,324	91,977	89,300	73,000	34,277			476,901	278,089	198,809			
CALAVERAS		8,109	3,498	5,950	2,866	1,359	73,581	49,000	5,990				150,263		150,263			
COLUSA	51,626	4,268	11,077	22,050	429	120,777	20,794	22,000	54,500	6,915			314,346	268,218	396,078	46,218		
EL DORADO		12,483	4,664	9,450	2,579	906	146,096	214,100	5,800				396,078		396,078			
GLENN	32,746	2,880	8,861	17,850	1,146	40,788	40,789	9,100	36,900	13,257			204,317	150,182	315,023	54,135		
NEVADA		8,322	816	5,600	1,719	226	105,040	199,200	100				315,023		315,023			
PLACER	8,640	12,483	14,341	16,900	3,562	9,064	96,509	97,000	5,100				265,619	55,979	209,640			
PLUMAS		4,801	1,982	8,050	1,862	7,477	160,759	314,600	14,800				514,331		514,331			
SACRAMENTO	55,893	9,709	22,970	49,300	4,872	37,182	4,532	72,200	296,900	24,564			689,802	689,802				
SAN JOAQUIN	43,733	14,831	29,616	57,750	6,735	32,403	5,332		234,700	1,850			764,448	764,448				
SIERRA		1,280	932	9,100	1,719	1,812	93,576	109,800					212,219		212,219			
SOLANO	30,826	2,987	9,911	30,800	286	93,359	7,731	9,300	140,500				418,200	418,200				
SUTTER	44,053	4,161	11,543	24,500	3,152	61,182	533		177,600	5,217			331,941	331,941				
YUBA	44,905	7,895	17,956	40,950	4,157	45,093	17,329		133,200	2,878			336,864	336,864				
YUBA	17,600	7,255	10,377	9,450	1,862	15,635	21,061	12,400	120,800	8,340			224,780	172,800	51,980			
													6,050,649	3,466,323	2,484,059	100,353		

COUNTY	FHE: S&NT	QUAIL	DOVE	JACK RABBIT	COTTON RABBIT	DUCK	DEER	TROUT	SALT WATER FISH	SALMON STEELHEAD	STRIPED BASS	OCEAN FISH	TOTAL COUNTY	CENTRAL VALLEY	SIERRA NEVADA	NORTH COAST	SOUTH COAST	DESERT
ALAMEDA	5,120	5,868	11,893	29,750	6,305	18,581	28,526		12,000	1,000	104,000		303,043				303,043	
CENTRA COSTA	13,866	5,546	17,723	16,100	2,006	22,206	11,197		56,000		449,000		593,646	276,362			317,283	
LAKE	428	8,536	8,628	16,100	716	4,305	105,307	69,400	207,000				420,418			420,418		
MARIN	1,066	5,121	2,448	59,500	8,598	12,689	24,260	15,900	5,000	6,300	184,000	46,186	371,068			371,068		
MENDOCINO		9,496	2,915	9,100	1,146	3,625	162,092	40,500	22,100	63,425		87,597	401,996			401,996		
MENNEREY	1,493	18,672	15,624	29,750	13,325	5,891	90,377	43,100	8,300	4,000		181,293	411,826			411,826		
MAFPA	4,693	6,402	8,278	16,800	716	10,197	52,253	75,200	144,100	1,000		319,639	62,753		319,639			
SAN BENITO	1,600	6,188	6,529	10,150	5,015	1,812	30,659	100	700				277,176			277,176		
S. FR. MICHISCO								86,500					190,676			190,676		
S. L. ORNISPO	320	10,565	19,230	24,150	8,027	6,571	71,982	20,900	153,500	6,300		194,151	533,705			533,705		
SAN MATEO	640	4,181	2,915	1,400	5,015	5,891	10,397	9,760	400	4,900	134,000	192,660	422,079			422,079		
SANTA CLARA	5,653	9,923	11,310	16,100	5,158	9,290	34,658	19,000	20,500				131,592			131,592		
SANTA CRUZ	640	7,682	5,946	4,200	5,588	1,359	18,128	15,400	16,100	30,200		247,225	353,468			353,468		
SONOMA	10,453	16,005	13,525	26,950	2,579	12,689	62,917	45,300	46,900	48,200	184,000	89,389	558,887			558,887		
													5,161,296	276,362		2,072,008	2,812,925	

COUNTY	PHEASANT	QUAIL	DOVE	JACK RABBIT	COTTON RABBIT	DUCK	DEER	TRUP	WATER FISH	SALMON STEELHEAD	STRIPED BASS	OCEAN FISH	TOTL COUNTY	CENTRAL VALLEY	SIERRA NEVADA	NORTH COAST	SOUTH COAST	DESERT
FRESNO	65,280	35,424	60,981	89,200	28,797	60,049	142,631	487,800	133,800				1,100,962	285,441	815,519			
KERN	22,293	70,742	60,515	171,150	55,743	46,906	138,632	85,200	343,900				995,081	324,387	551,570		46,581	72,558
KINGS	14,293	3,307	11,893	20,300	4,299	4,078	8,531		12,700				79,501	79,401				
HADERA	13,653	11,416	11,776	22,050	8,741	7,931	69,316	171,500	15,500				331,883	62,801	269,081			
MARIPOSA		7,895	2,332	350	1,289	226	37,057	118,000	20,600				187,749	3,261	184,488			
MERCED	42,986	8,322	26,584	51,450	14,416	119,418	10,930	10,000	29,600	300			314,006	314,006				
STANISLAUS	35,733	9,603	30,316	37,800	5,158	14,275	23,154		149,400	5,400			310,879	310,879				
TULARE	20,973	23,900	43,725	42,000	13,900	11,556	109,039	247,000	231,100				742,593	109,123	633,464			
TUOLUMNE	533	6,508	1,952	3,850	1,433	679	79,713	360,600	40,200				495,498		495,498		46,581	72,558
													4,558,052	1,489,279	2,949,620		46,581	72,558

COUNTY	PHEASANT	QUAIL	DOVE	JACK RABBIT	COTTON RABBIT	DUCK	DEER	TROUT	MARINATER FISH	SALMON STEELHEAD	STRIPED BASS	OCEAN* FISH	TOTAL COUNTY	CENTRAL VALLEY	SIERRA NEVADA	NORTH COAST	SOUTH COAST	DESERT
IMPERIAL	40,320	28,595	95,612	34,660	18,342	87,014	5,337		185,000			2,300,000	494,870		494,222			494,870
INYO	10,240	12,590	7,462	23,450	9,601	11,556	76,247	372,000					523,146					28,921
LOS ANGELES	6,933	34,037	26,916	96,950	33,245	5,211	111,972	330,000	162,000				809,264				809,264	
MONO	1,173	2,347	3,498	13,660	6,591	13,142	197,550	847,500					1,085,451		1,085,451			
ORANGE	2,550	7,575	11,776	19,950	9,887	6,738	22,661	100,000	20,000			960,000	201,207				201,207	
RIVERSIDE	12,800	54,417	65,062	110,950	60,329	31,724	37,590	71,000	231,000				674,872				305,188	369,683
SAN BERNARDINO	4,460	34,890	27,984	103,950	42,273	10,650	84,512	422,000	100,700				911,439				541,959	369,480
SAN DIEGO	2,860	32,436	30,665	54,950	40,410	20,394	75,780	153,000	145,300			960,000	536,815				556,815	
SANTA BARBARA		16,868	12,243	16,450	7,594	4,305	51,453	31,000	180,000			150,000	319,903				319,903	
VENTURA	3,946	21,873	17,256	37,100	20,348	10,197	89,044	133,500	105,000			530,000	438,264				438,264	
												4,900,000	6,015,231		1,579,673		3,172,600	1,262,954

\* TOTAL APPLIED TO SOUTHERN CALIFORNIA MARINE PATROL ZONE

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

POSITION CLASSIFICATION	AUTHORIZED	INDICATOR OF PRODUCTION	VALIDITY	FACTOR	VALIDITY
CHIEF, WILDLIFE PROTECTION BRANCH	1	BRANCH CHIEF - STAFF ADVISOR TO DIRECTOR	CONFIDENT	1 PER BRANCH	CONFIDENT
FISH AND GAME PATROL INSPECTOR	1	ASSISTANT TO BRANCH CHIEF	CONFIDENT	1 PER BRANCH	CONFIDENT*
FISH AND GAME PATROL CAPTAIN	1	BRANCH TRAINING COORDINATOR	CONFIDENT	1 PER BRANCH	CONFIDENT
FISH AND GAME WARDEN	1	STAFF ASSISTANT AND FIELD SERVICES	CONFIDENT	1 PER BRANCH	CONFIDENT*
FISH AND GAME WARDEN SEISMIC	2	FIELD SEISMIC EXPLORATION INSPECTOR	CONFIDENT	2 PER BRANCH	HISTORICAL STANDARD*

FIELD PERSONNEL - SUPERVISORIAL

POSITION CLASSIFICATION	AUTHORIZED	INDICATOR OF PRODUCTION	VALIDITY	FACTOR	VALIDITY
FISH AND GAME PATROL INSPECTOR REGIONAL LEVEL LAND PATROL	5	SUPERVISES AND DIRECTS LAW ENFORCEMENT ACTIVITIES IN FISH AND GAME ADMINISTRATIVE REGION	CONFIDENT	1 PER FISH AND GAME ADMINISTRATIVE REGION	CONFIDENT
FISH AND GAME PATROL INSPECTOR REGIONAL LEVEL MARINE PATROL	1	SUPERVISES AND DIRECTS MARINE PATROL LAW ENFORCEMENT ACTIVITIES IN SO. CALIFORNIA AREA.	CONFIDENT	1 PER FISH AND GAME ADMINISTRATIVE REGION (REGION 5)	CONFIDENT *
FISH AND GAME PATROL CAPTAIN	26	SUPERVISES AND DIRECTS FIELD ACTIVITIES OF GROUPS OF WARDENS IN SPECIFIC AREAS	CONFIDENT	1 PER EACH 7 YC & FISH AND GAME FIELD WARDENS	CONFIDENT, PROFESSIONAL JUDGMENT, STATE PERSONNEL BOARD STAFFING RECOMM.
CAPTAIN, FISH AND GAME PATROL BOAT	4	MANAGES, SUPERVISES AND DIRECTS LARGE OCEAN GOING PATROL VESSELS	CONFIDENT	1 PER EACH OCEAN-GOING PATROL VESSEL	CONFIDENT
LIEUTENANT, FISH AND GAME PATROL BOAT	7	MANAGES, SUPERVISES AND DIRECTS ACTIVITIES OF 2-MAN OFF-SHORE AND INLAND PATROL BOATS	CONFIDENT	1 PER EACH OFF-SHORE OR INLAND 2-MAN PATROL BOAT	CONFIDENT

FIELD PERSONNEL - WARDEN SPECIALISTS

POSITION CLASSIFICATION	AUTHORIZED	INDICATOR OF PRODUCTION	VALIDITY	FACTOR	VALIDITY
FISH AND GAME WARDEN RADIO AND COMMUNICATIONS	6	PROVIDES FIELD SERVICES AND RADIO OPERATION AND COORDINATION TO FIELD UNITS AND OTHER LAW ENFORCEMENT AGENCIES, MAKES INSPECTIONS, SERVES WARRANTS AND DISSEMINATES INFORMATION	CONFIDENT	1 PER FIELD HEADQUARTERS BASE STATION	CONFIDENT
FISH AND GAME WARDEN POLLUTION	3 <sup>1/2</sup>	PROVIDES TECHNICAL LAW ENFORCEMENT INVESTIGATION SERVICES IN THE FIELD OF WATER POLLUTION	CONFIDENT	1 FOR OCEAN WATERS S. CALIF., 1 FOR INLAND WATERS S. CALIF., 1 FOR BAY AREA, SAN FRANCISCO	CONFIDENT*

1/ BASED ON PRESENT AVERAGE WORK DAY OF 12 HOURS PER DAY PER WARDEN

FIELD PERSONNEL - FISH AND GAME WARDENS

POSITION CLASSIFICATION	AUTHORIZED <sup>1/</sup>	INDICATOR OF PRODUCTION	VALIDITY	FACTOR	VALIDITY
FISH AND GAME WARDEN NORTH COAST ZONE	30.55	SEEKS COMPLIANCE WITH LAWS AND REGULATIONS	CONFIDENT	1 PER 84,500 RECREATION FISHING AND HUNTING MAN-DAYS-USE	ENGINEERED STANDARD; PROF. JUDGMENT; CALIF. FISH & WILDLIFE PLAN
FISH AND GAME WARDEN DESERT ZONE	11.85	SEEKS COMPLIANCE WITH LAWS AND REGULATIONS	CONFIDENT	1 PER 112,000 RECREATION FISHING AND HUNTING MAN-DAYS-USE	ENGINEERED STANDARD; PROF. JUDGMENT; CALIF. FISH & WILDLIFE PLAN
FISH AND GAME WARDEN CENTRAL VALLEY ZONE	40.30	SEEKS COMPLIANCE WITH LAWS AND REGULATIONS	CONFIDENT	1 PER 131,000 RECREATION FISHING AND HUNTING MAN-DAYS-USE	ENGINEERED STANDARD; PROF. JUDGMENT; CALIF. FISH & WILDLIFE PLAN
FISH AND GAME WARDEN SOUTH COAST ZONE	43.15	SEEKS COMPLIANCE WITH LAWS AND REGULATIONS	CONFIDENT	1 PER 140,000 RECREATION FISHING AND HUNTING MAN-DAYS-USE	ENGINEERED STANDARD; PROF. JUDGMENT; CALIF. FISH & WILDLIFE PLAN
FISH AND GAME WARDEN SIERRA NEVADA ZONE	54.15	SEEKS COMPLIANCE WITH LAWS AND REGULATIONS	CONFIDENT	1 PER 175,000 RECREATION FISHING AND HUNTING MAN-DAYS-USE	ENGINEERED STANDARD; PROF. JUDGMENT; CALIF. FISH & WILDLIFE PLAN
FISH AND GAME WARDEN MARINE PATROL ZONE - S. CALIF.	18	SEEKS COMPLIANCE WITH LAWS AND REGULATIONS	CONFIDENT	1 PER 272,000 RECREATION FISHING MAN-DAYS-USE; AND 8 PROCESSORS, 180 COMMERCIAL FISHERMEN, 67 COMMERCIAL BOATS, 10 PARTY FISH BOATS	ENGINEERED STANDARD; PROF. JUDGMENT; CALIF. FISH & WILDLIFE PLAN

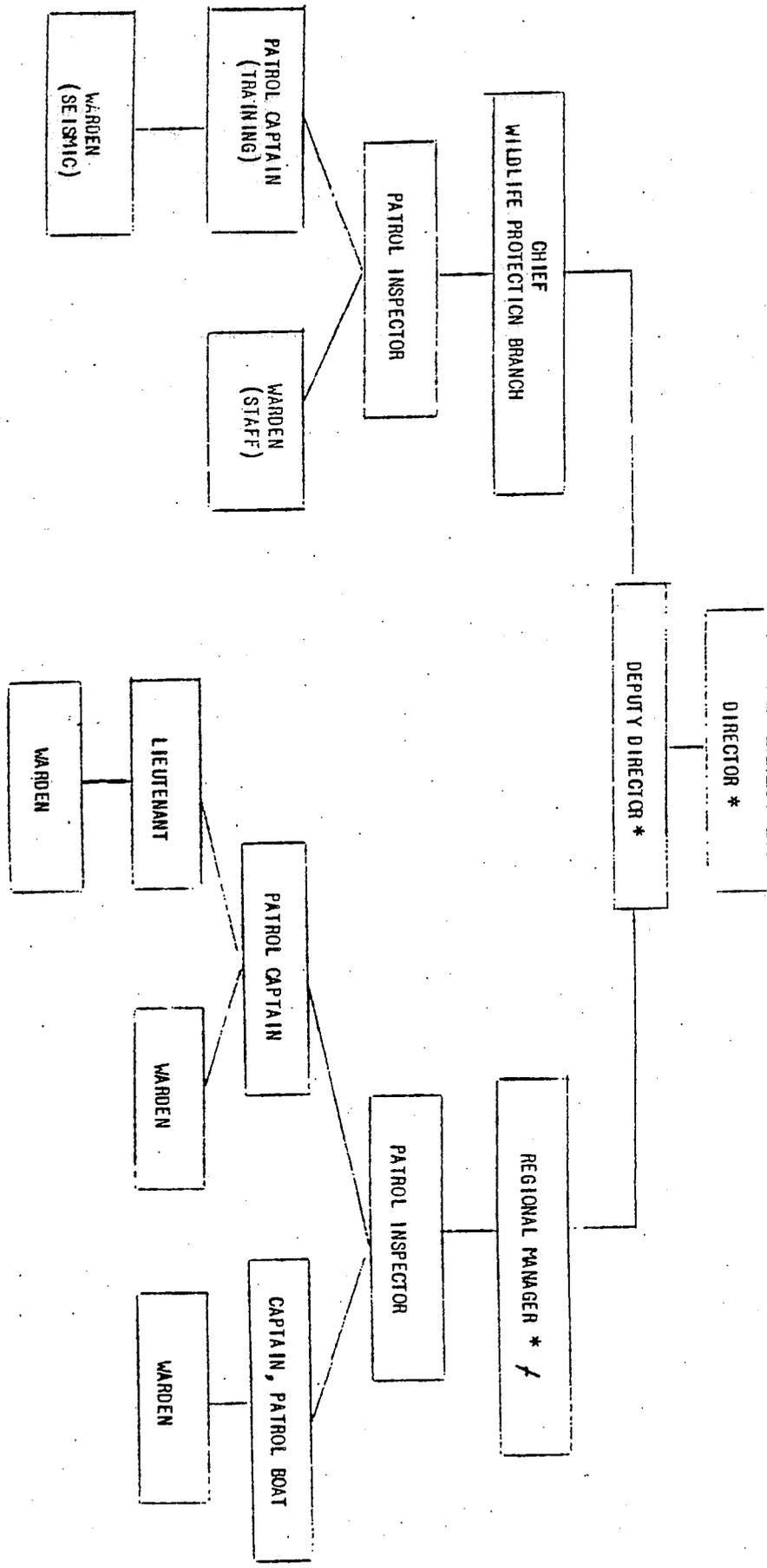
<sup>1/</sup> BASED ON PRESENT AVERAGE WORK DAY OF 12 HOURS PER WARDEN PER DAY

## SOURCES OF INFORMATION

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WILDLIFE PROTECTION BRANCH

ORGANIZATION CHART - TYPICAL



\* NON WILDLIFE PROTECTION BRANCH MEMBERS  
 / SEVERAL REGIONAL MANAGERS WITH SIMILAR ORGANIZATIONS