

September 7, 2011

Carol Baker  
Project Director  
Fish & Wildlife Strategic Vision  
California Natural Resources Agency

Ms. Baker,

A review of the Web log will show that I was among the attendees for today's meeting. Unfortunately, due to phone problems, I could not audibly make a public comment. Therefore, I submit the following for your consideration. Should you be unable to accept this comment due to protocols, please inform me to resubmit at the next appropriate meeting.

The following issue was identified in your last session, yet omitted from the current work product. The following is offered for the consideration of the group.

**Governance and Mission**  
**[Meeting 09-07]**

**Develop policy with a balanced influence of science and politics**

- (a) Document current policies regarding program, permitting and enforcement with clear statements of rationale. Include alternative positions and the benefits associated with the chosen path.
- (b) Eliminate the Career Executive Appointment status of Branch Managers to protect service at this level from undue political interference. In the recent past, these were Civil Service positions.
- (c) Develop a dual track path to career advancement leading to Management and Senior Scientists with equal organizational and decision-making status.
- (d) Establish a Science Panel comprised of Senior DFG scientists representing multiple disciplines that advise the Director on priority issues or projects.
- (e) Flatten the organization increasing both accountability and knowledgeable representation of issues, having four Division Deputy Directors reporting directly to the DFG Director.

Please acknowledge receipt. Thank you.  
Kirk Vyverberg, Citizen