

Resource Management

December 2-7, 2012

Training Syllabus



William Penn Mott Jr. Training Center



Memorandum

Date: November 8, 2012
To: Supervisor
From: Joanne Danielson, Acting Department Training Officer
Department of Parks and Recreation
William Penn Mott Jr. Training Center
Subject: Employee Attendance at Formal Training

An employee from your office will soon be attending the formal training program described in the attached. Please insure that the employee is fully prepared to attend the session and that the groundwork is laid for the employee's implementation of the training upon returning to work. You can assist with capturing the full value of the training by taking the following steps:

Prior to Training

1. Make sure that **specific** employee needs are identified and, if necessary, called immediately to the attention of the Training Coordinator.
2. Review with the employee the reason for the employee's attendance.
3. Review objectives and agenda with the employee.
4. Discuss objectives and performance expected after the training.

Immediately Following Attendance

1. Discuss what was learned and intended uses of the training.
2. Review the employee's assessment of the training program for its impact at the workplace and review the due date of the Post-Training Evaluation form.
3. Support the employee's use of the training at the work place.

Prior to Three Months Following Training

1. Employee after discussion with the supervisor login to the Employee Training Management System (ETMS) to complete the Post-Training Evaluation form.
2. Supervisor evaluates the effectiveness of the training on the employee's job performance and login to the ETMS to complete the Training Effectiveness Assessment form.

Thank you for your assistance in seeing that the full benefit of training is realized.



Joanne Danielson
Department Training Officer

Attachment

cc: Participant

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***Mission Statement
Training Section***

***The mission of the Training Section is to improve
organizational and individual performance and
productivity through consulting, collaboration,
training, and development.***

TRAINING SECTION STAFF

Joanne Danielson Acting Department Training Officer
Juventino Ortiz..... Acting Academy Coordinator
Pat Bost Office Manager
Chuck Combs Training Specialist
Sara M. Skinner Training Specialist
Dave Galanti Training Specialist
Karyn Lombard Training Specialist
Matt Cardinet Cadet Training Officer
Dan Kraft..... Cadet Training Officer
Nicole Shannon Cadet Training Officer
Dan Raducanu..... Cadet Training Officer
Pamela Yaeger Assistant Program Coordinator
Edith Alhambra Assistant Program Coordinator
Ellen Dewsnap..... Assistant Program Coordinator
Socorro Wallace Program Assistant
Ginger Henry Program Assistant
Joanne Ciccone Program Assistant
Rogers Williams..... Program Assistant

THE MISSION

of the California State Parks is to provide for the health, inspiration, and education of the people of California by helping to preserve the state's extraordinary biological diversity, protecting its most valued natural and cultural resources, and creating opportunities for high quality outdoor recreation.



FORMAL TRAINING GUIDELINES

Welcome to formal training, an essential component in your career development.

Since 1969, our Department has been providing a continuously changing number of diverse training programs at its main training facility, the William Penn Mott Jr. Training Center, and other locations including Marconi Conference Center. The Department strives to enhance your learning and job performance with formal training of the highest quality.

Our Department's dedication to training is only one aspect of its commitment to you and to the public. This commitment is costly and represents an important investment in you and your career. You and the Department realize a return on that investment by your positive participation in formal training itself and post training follow-through.

The program you will be participating in is described in this training syllabus, which outlines what you can expect from this training and what is expected of you. This syllabus details what you should do before you leave for training; what to do when you arrive; what you will be doing while in training; and, importantly, what you should be able to do when you return to your work site. Specifically:

1. **SYLLABUS:** The syllabus is now accessible on the Employee Training Management System (ETMS). Your copy of this syllabus is an important part of your training experience and should be brought with you to training. Read it before you arrive and review it following the program along with material you received at training.
2. **PRE-TRAINING ASSIGNMENTS:** Your completion of pre-training assignments is essential to the success of your training. You are responsible for all reading assignments in preparation for classroom sessions. Time will be provided during working hours to accomplish any assignments which involve either individual or group efforts and resources. (Pre-training assignments are listed in the "Training Attendance Requirements" section.)

3. TRAVEL: Arrange your travel to and from the training site through your District or Office. (No reimbursement for travel expense – including per diem costs – will be approved for travel not specifically authorized in advance by the District Superintendent). Individuals may claim reimbursement for incidental expenses incurred as outlined in DAM 0410.6. The Mott Training Center does not have the capability to provide transportation to/from Monterey Airport.

The cost of your travel (air fair, mileage, rental car, etc.) is paid by your District or Office **to** and **from** the location of training.

4. HOUSING: Housing will be assigned to you on a shared-room basis and will be available from 3:00 p.m. on the date of arrival to 12:00 noon on the date of departure. The Department provides your room and board expenses at the Mott Training Center only. No per diem allowance will be authorized for living off grounds. This does not preclude living off-grounds at your own expense. Please advise the Training Specialist no later than one week before your scheduled arrival if you plan to live off-grounds. No animals are permitted in Asilomar housing. In the event of an emergency, staff must know your room assignment, therefore, you may not switch rooms without staff approval. Overnight guests are not allowed in the buildings unless registered beforehand at the front desk in Asilomar's Administration Building. Quiet hour for lodge living areas is 10:00 p.m.

Please note: You may be assigned a room at a motel while attending training. If so you may be asked to present a valid credit or debit card while checking in to your room. Many motels require a credit card to cover charges incurred such as telephone calls, damages to rooms and/or furnishings, fees to clean rooms that have been smoked in that are not designated as smoking rooms, etc. Please be prepared to handle this appropriately.

5. **ENROLLMENT OR HOUSING CANCELLATION POLICY:** To cancel participation in a course, the participant must have their District Superintendent or Section/Office Manager send an email to the Training Specialist assigned to the course requesting to remove the participant. If you do not need lodging you must cancel your reservation for lodging, you must contact the Mott Training Center or Training Specialist assigned to the course at least 72 hours prior to your date of arrival. Lodging, registration, and associated fees will be charged to the employee's District or Section/Office if a training cancellation is received with less than 72 hours notice.

The Mott Training Center is committed to ensuring that the reservation that has been made for you is accurate and needed.

6. OFF-GROUNDS ACCOMMODATIONS: When authorized to stay off-grounds by the Department Training Officer, the Mott Training Center will pickup the cost of your room and meals at the current DPR Asilomar rate. If you stay off grounds and have meals on grounds, the Mott Training Center will authorize only what the Department pays Asilomar for lodging.

7. MEALS: Meals will be provided, semi-cafeteria style, from dinner on the date of arrival through lunch on the date of departure. Meals will be served at 7:15 a.m. for breakfast, 12:00 noon for lunch, and 6:00 p.m. for dinner. Hot or box lunches may be provided on some days. If you require a special diet, notify the Asilomar Chef at 831-372-8016 no later than one week before your scheduled arrival.

In order to assist participants with limited mobility, Asilomar provides a shuttle to and from the dining hall. Please contact either Asilomar staff upon check in, or Mott Training Center staff upon your arrival, for instructions on arranging a transport.

8. CLOTHING: Field uniforms as found in "Description of Required Field Uniforms", DOM Chapter 2300, Uniform Handbooks, not including optional items, will be worn daily by all uniformed employees during formal training sessions **unless otherwise specified in the Program Attendance Checklist**. Non-uniformed employees shall wear apparel normally worn on the job. Appropriate attire includes apparel suitable for professional office dress. It does not include such items as shorts, t-shirts, tank tops, or sandals.

Because we are on the conference grounds with many other groups, and the image we project as State Park employees is important not only during working hours but off duty hours as well, your informal sportswear should be appropriate.

9. ROOM SAFES: Two safes have been installed in each of the lodge rooms used by the Mott Training Center (Live Oak, Tree Tops, and Deer Lodge). These safes are a type that allows the user to input their own combination of numbers to facilitate opening and closing. The Mott Training Center has a master key for emergency entry. Safes are to be left in the open position when checking out of your room.
10. WEAPONS: Weapons are permitted in rooms under the following conditions. Authorized firearms and magazines stored while at the Mott Training Center shall be in a safe condition and stored in one of the following locations: your room safe in Live Oak, Tree Tops, or Deer Lodge, one of the Mott Training Center's safes in the Whitehead Room or secured in your vehicle.
11. ALCOHOLIC BEVERAGES: Participants shall not possess or consume alcoholic beverages in common areas (living room) while on the Asilomar Conference Grounds unless provided and hosted by Concessionaire ARAMARK.
12. SMOKING: Smoking is not permitted in the Mott Training Center or in any lodge or guest room on the Asilomar Conference Grounds.
13. TRAINING CENTER: The Mott Training Center is located on Asilomar Conference Grounds, part of Asilomar State Beach. The Conference Grounds are operated for our Department by a concessionaire, and all lodging and food services are provided to us by employees of the concessionaire. Constant efforts are made to maintain a sound, harmonious working relationship between the Department and concessionaire. None of us can expect preferential treatment for any reason and,

as a departmental employee, you will be expected to join in our continuing effort toward an effective relationship with each Asilomar concession staff member. On occasion, non-departmental groups may be staying in the same lodges. It is imperative that you represent the Department well on and off duty.

14. **REGISTRATION:** When you arrive at Asilomar Conference Grounds, go directly to the front desk at the Asilomar Administration Building for your room key and dining room ticket. If you require vegetarian meals, notify the front desk representative and your meal ticket will be marked accordingly.
15. **COURSE LEADERS:** The formal training you will attend is developed and, for the most part, conducted by experienced State Park employees in field and staff positions. Some courses will be conducted by qualified instructors from other agencies and educational institutions. Your course leaders have proven their ability and knowledge in their profession, and provide a level of expertise difficult to match.
16. **TRAINING SECTION STAFF:** Sara M. Skinner is your Training Specialist and has been assigned the responsibility for your training group. That staff member usually serves as a Course Leader as well as a Coordinator. During the program, you may be asked to assist Training Section Staff in the logistics of your training program (organizing field trip transportation, supervising classroom breaks, etc.). Training Section Staff will do all within their power to make your training experience pleasant and meaningful.
17. **TRAINING MATERIALS:** May be made available to you at both your unit and the Mott Training Center. Handout materials issued at your unit should be brought to training for possible use. A conference binder or notebook will be issued to you at the training session for note taking and convenience in handling materials. Copies of DAM and DOM will be available to you for self-study. Bring your own pens and pencils.
18. **ATTENDANCE:** Regular attendance is a critical course requirement and your participation is important to the success of this training. An absence of more than 10% of the course hours constitutes grounds for dropping a participant from the course. The Department Training Officer may modify this requirement based upon participant knowledge level and/or the portion of the course missed. All absences, except those of an emergency nature, must be approved in advance by the Training Specialist.
19. **VEHICLES:** All vehicles should be parked in the lots adjacent to the Mott Training Center. Any questions regarding use of a State vehicle while at the Mott Training Center should be discussed with your supervisor prior to your departure for training, or with your Program Coordinator while at the Mott Training Center.
20. **BICYCLES:** If you bring your bicycle, store it in the bicycle shed next to the Mott Training Center. Bicycles may not be brought into any building nor chained to lamp posts, trees, etc. The Mott Training Center has a limited number of bicycles

available for your use. Prior to your use, you are required to complete a safety inspection and sign a waiver which is posted in the bicycle shed.

21. MAIL: Mail forwarded to you during your time at the Center should be addressed to you in care of:

Department of Parks and Recreation
WILLIAM PENN MOTT JR. TRAINING CENTER
P. O. Box 699, Pacific Grove, CA 93950

22. CELL PHONES: As a courtesy to your fellow participants and course leaders ensure that your cell phone is turned off during classes. Participants should not be receiving or making cell phone calls during class time. Please limit those calls to your breaks.
23. FAX: The Mott Training Center's FAX number is (831) 649-2824.
24. TELEPHONE: Limit phone calls during classroom hours to urgent business or emergencies. Anyone wishing to contact you by telephone during working hours should call the Center at (831) 649-2954. Calls after 5:00 p.m. or during weekends should be made to (831) 372-8016, Asilomar Conference Grounds, and the caller should tell the switchboard operator you are with a California State Parks training group. **Please Note: There are no longer pay telephones outside of the Mott Training Center. There are pay telephones located at the Asilomar Administration Building.**
25. LAUNDRY AND DRY CLEANING: May be taken care of by you at one of several local establishments.
26. RECREATION: Facilities available on grounds include a heated swimming pool, ping-pong and pool tables, and a volleyball court. The Monterey area offers horseback riding, golf, tennis, racquetball, deep sea fishing, and many historical landmarks and scenic sights to explore.
27. POST-TRAINING ASSIGNMENTS: In connection with formal training are to be completed under the direction of your supervisor. See "Program Attendance Requirements" in this syllabus.
28. COFFEE BREAK REFRESHMENTS: Will be available throughout each session. You will be asked to contribute to the "Hospitality Fund" to defray expenses. Please bring your own coffee cup.

PROGRAM ATTENDANCE CHECKLIST

To assist you in your preparation for formal training session at the William Penn Mott Jr. Training Center, the following list is provided:

- _____ 1. Read and understand the program syllabus prior to your arrival at the Mott Training Center.
- _____ 2. Complete the following pre-training assignments:
 - List two specific problems that you have had with CEQA reviews that you would like to discuss; how they could be/could have been resolved.
 - Organizing information about park resources and retrieving it for problem solving may be a problem for you. Please provide us with a 'test case' from your park, that may have commonalities with other units where a body of information was not organized to support your problem solving needs.
 - Compose a list of three questions about resource management that you would like answered or addressed during this class.
 - Complete the CEQA questionnaire provided and **email to Kathryn Tobias at ktobias@parks.ca.gov or fax to (916) 653-1819, by November 20th.**
 - In order to begin the class at 1300 on Monday to reduce travel on a weekend, please watch these two twenty minute videos prior to arriving on Monday:
 - a. Historic Building Condition Assessment at: http://www.parks.ca.gov/?page_id=24847
and
 - b. Historic Cemetery Assessment at: http://www.parks.ca.gov/?page_id=24875
- _____ 3. Arrange your travel through your Unit/Office.
- _____ 4. Uniforms are required for this program as noted in the Formal Training Guidelines, Number 8, Clothing, on page 3 of this syllabus.
- _____ 5. Bring a reusable coffee cup, refillable water bottle, alarm clock, pens, and pencils.

If you have any questions or need assistance, contact Training Specialist Sara M. Skinner at (831) 649-2961 or sskinner@parks.ca.gov.

CEQA Questionnaire

This questionnaire is just for the purpose of focusing my presentation with you so I can be more helpful. (No names or attributions necessary!) Thanks for your cooperation.

Kathryn Tobias, Senior Staff Counsel

1. I regularly handle:
 - CEQA – what's CEQA?
 - 0-5 CEQA related items a year
 - 5-15 CEQA related items a year
 - 15-30 CEQA related items a year
 - I'm overwhelmed with CEQA related problems!

2. I have had the following training: (classes, conference, departmental). If you have been to training classes with me, please tell me when.

3. In the last five years, our district has done CEQA compliance for the following types of projects (please be as specific as possible without going into a lot of detail):

4. When we do CEQA, it's usually with a categorical exemption. We use CEs for:
 - Existing facilities
 - Replacement of reconstruction
 - New construction or conversion of small structures
 - Minor alterations to land
 - Minor alterations in land use limitations
 - Informal collection
 - Actions for protection of natural resources
 - Actions for protection of the environment
 - Inspections
 - Accessory structures
 - Acquisition of lands for wildlife conservation
 - Transfer of ownership of land in order to create parks
 - Designation of wilderness areas
 - Enforcement actions

- Normal operations of facilities for public gatherings
- Leasing new facilities
- Transfer of ownership of land to preserve natural conditions
- Minor actions to prevent, minimize, stabilize, mitigate or eliminate the release of hazardous waste or hazardous substances

We have used Negative Declarations for the following types of projects:

We have used an EIR (or EIR/EIS) for the following types of projects:

We had a problem with CEQA when:

I wish I knew more about CEQA and:

I have questions about:

- Working with responsible agencies
- NOPs
- Working with consultants
- Working with the Service Centers
- Working with categorical exemptions

What is your position and classification? _____

POST-TRAINING ASSIGNMENT

Prior to ninety days after the completion of this program, the employee and his/her supervisor should sit down and discuss the impact and assess the effectiveness this program has had on the employee. Then both the supervisor and employee should login to the Employee Training Management System (ETMS) and complete the Post-Training Evaluation form (an email will be sent to both employee and supervisor notifying them that the evaluation needs to be completed).

The post-training evaluation process is intended to provide a bridge between classroom instruction and the on-the-job application of training. The information obtained through this process will assist the training participant, supervisor, and Training Section in providing a return on the investment the Department has on training.

RESOURCE MANAGEMENT GROUP 19
December 2-7, 2012

Sunday

December 2

1500- REGISTRATION: *Check-in at the Asilomar Administration Building. For those needing a Sunday check-in please try to arrive on Monday.* All

Monday

December 3

1300-1400 Introduction, Orientation, Course Overview, Expectations, Class Norms, and Visual Media Skinner/Lindahl

1400-1500 Natural Resources Management Chamberlin

1500-1600 Cultural Resources Management Taylor

1600-1700 Cultural Resources Policy Overview Lindahl

1700- REGISTRATION: *Check-in at the Asilomar Administration Building.* All

Tuesday

December 4

0800-0830 Natural Resources Overview, Policies, and Philosophy Schaub

0830-1015 Vegetation Management Hyland/Robinson

1015-1045 Natural Resources Program Fong

1045-1200 Wildlife Management Swolgaard/Fleming/Didion

1200-1300 Lunch

1300-1400 Forest Management Bakken

1400-1445 Fire Management and Incident Command Bakken/Corey

1445-1600 Watershed Management Brown

1600-1700 Natural Resources Scenarios Schaub

Wednesday

December 5

0800-0900 Resources Crimes Collins/Bakken

0900-1000 Native Consultation, Policy, and Application Collins

1000-1100 Native American Presentation Castro

1100-1200 Can You Tell A Significant Resource From a Non-Significant Resource OHP

1200-1300 Lunch

1300-1500 CEQA Compliance and Application 101 Tobias

1500-1700 CEQA Compliance Questions and Answers, Advanced Tobias

RESOURCE MANAGEMENT GROUP 19
December 2-7, 2012

Thursday

December 6

0800-0900	Archaeology in California State Parks (Permits)	Fitzgerald
0900-1100	Museum Collections Management	Quist
1000-1100	Archaeology in California State Parks (Permits)	Fitzgerald
1100-1200	Historic Buildings, Where Cultural Stewardship Meets Stewardship, a Case Study	Fraser/Gray
1200-1300	Lunch	
1300-1400	District Natural Resources Program Model-Santa Cruz District	Bardo/Spohrer
1400-1500	District Cultural Resources Program Model-Monterey District	Fuzie/Bischoff
1500-1600	Planning Your Park	Musiliani
1600-1700	District Planning and Program Discussions	All

Friday

December 7

0800-0900	Scenarios	Lindahl
0900-1000	Odds and Ends	Lindahl
1000-1100	Final Exam and Review	Lindahl
1100-1200	Evaluation and Wrap-up	Skinner

RESOURCE MANAGEMENT

HOURS

PROGRAM OUTLINE

INTRODUCTION, ORIENTATION, CONCLUSION, AND EVALUATION 6
Orientation and Overview
Pre-Training Assignments
Final Exam and Review.....
Evaluation and Wrap-up.....

RESOURCE MANAGEMENT 12
Natural Resource Management; Division Chief.....
Cultural Resource Management; Division Chief
Planning Your Park
Can You Tell a Significant Resource From a Non-Significant Resource?
Resource Crimes
District Planning and Program Discussion
CEQA Compliance Application 101 and Advanced.....

NATURAL RESOURCE MANAGEMENT..... 9
District Natural Resources Program Model-Santa Cruz District
Natural Resource Overview, Policies, and Philosophy.....
Vegetation Management
Natural Resources Scenarios.....
Watershed Management.....
Wildlife Management.....
Forestry Management
Fire Management and Incident Command

CULTURAL RESOUC E MANAGEMENT 9
District Cultural Resource Program Model-Monterey District
Archaeology in California State Parks (Permits)
Cultural Resources Policy Overview
Historic Buildings – Where Cultural Stewardship Meets Maintenance Stewardship
Section 106 Compliance
Native American Consultation Policy and Application

TOTAL HOURS..... **36**

RESOURCE MANAGEMENT

Program Purpose:

It is important for those responsible for park management to have an awareness of the major cultural and natural program areas in order for the Department to accomplish its cultural and natural heritage mission. In particular, field managers and supervisors must be knowledgeable of:

1. The planning processes related to new acquisition and park land use and facility development.
2. Natural and cultural resource policies and guidelines.
3. Established protection, restoration, and maintenance programs.
4. The various funding programs available to address the Department's natural and cultural management needs.
5. The regulatory and review processes for Departmental projects.
6. The role of inventories and the importance of significant evaluation processes in the proper management of our resources.
7. How maintenance, stabilization, and restoration relate to sustainability, preservation of unique values, biological diversity, and ecological and historical sensitivity of both natural and cultural resources.

Program Objectives:

1. Develop a sound understanding of the missions and goals of natural and cultural resource management as conducted by California State Parks.
2. Identify the current directions, trends, issues, and priorities of resource management in the Department, the role of General Plans in managing our resources, and how the Department can partner with others in conservation of natural and cultural resources.
3. Demonstrate knowledge of the major laws, policies, and principles that guide natural resource management within California State Parks.
4. Describe and discuss California Native Peoples' cultures, past and present, and how our archaeological program is tied to the tribes. Additionally, understand how consultation with California Native tribes will be integrated into Departmental processes and procedures.

5. Define that management challenges need not sacrifice one resource for the sake of another, and that creative alternatives/solutions are a win-win for the resources, stakeholders, park system, and those efforts to refine the skills to recognize these choices are the future of our parks.
6. State the six major management programs under natural resources, their general characteristics, and how they contribute to the goals and objectives of the Department.
7. Identify areas of responsibilities that overlay within the organization and require cooperative management approaches. Site examples of the complexity of historic structures, archaeological sites, and cultural landscapes with overlying natural resources values and issues within our parks.
8. Demonstrate knowledge and understanding of museum collections and their issues, including NAGPRA and the finding of human remains within State Parks; the development of a Scope of Collections Statement, and the need for a Disaster Preparedness Plan for all collections.
9. Describe the PEF process and California Environmental Quality Act (CEQA) and PRC 5024 as a Memorandum of Understanding with the Office of Historic Preservation and other compliance processes.
10. State the three essential steps to the successful stewardship of cultural resources.
11. Convey the importance of “significance” and “integrity” as preservation concepts; what is meant by “The Secretary of the Interior Standards”; what do the State and Federal Endangered Species Acts, and the 1991 Agreement for Biological diversity mean within our natural resource program.

MOTT TRAINING CENTER

