

Name: _____

Organization: _____

Phone: _____

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**Attachment E
Interview Questions**

I. Overview of the South Bay Salt Pond Restoration Project

1. What do you currently know about the Project?
2. What do you know about the organizational structure of the planning process?
3. What do you know about the Project's anticipated timeline?
4. What do you know about the Project's current participants?
5. How have you been hearing about the Project, if at all?
6. What do you know about the missions and responsibilities of the Department of Fish and Game and the U.S. Fish and Wildlife Service with regard to restoration and management of the salt ponds?

II. Interviewee's Role and Professional Background

7. What is the mission/role of your organization?

8. What is your central interest in the salt ponds of the South Bay?

9. What has been or what is your exact involvement in the Project to date?

10. What is your relationship with some of the other stakeholders involved?

III. General Restoration Plan Goals and Objectives

11. The overarching goals (see Attachment B) for the project are: 1) Restore and enhance a mix of wetland habitats; 2) Provide for flood management; and 3) Provide wildlife-oriented public access and recreation opportunities. What do you think of these goals? Is anything specifically missing? What, in your opinion, are the key restoration goals for the project?

12. After reviewing the more detailed list of goals and principles presented in Attachment B, what impressions do you have?

13. What goals do you think are NOT important?

IV. Restoration Planning Process Design

14. How well does the current management structure - described in Attachment C – facilitate achieving the professed goals and objectives described in Attachment B?

15. If the current management structure does not facilitate achieving the professed goals and objectives, what ideas do you have about how the planning should be organized?

16. What resources (i.e., technical, support staff, logistical, etc.) do you believe are necessary to support the groups and committees described in Attachment C?

17. Do you have any concerns about the use of a neutral facilitator during the restoration planning process?

V. Decision-Making during the Planning Process

18. While the ultimate decision-making responsibilities regarding the final restoration design rests with the regulatory agencies and Project Partners (Conservancy, USFWS, and/or DFG), what do you think are the key decisions that the public should be most involved in?

19. How do you think decisions should be made when there are different opinions on technical questions or on project organizational matters?

20. What role do you see the various types of stakeholders playing in potential technical debates?

21. Do you have any specific concerns about the Project and/or the Project Partners?

VI. Public Participation and Outreach during the Planning Process

22. What types of groups/individuals do you think should be involved in the planning process? Note: Interview participants do not necessarily represent the full range of potential participants in the restoration planning process.

23. What do you think the primary role of stakeholders should be in the process?

24. What types of public participation efforts and activities do you think are needed for this planning process and why?

25. From your experiences, describe a best and worst case scenario regarding public participation.

26. What types of materials do you believe are adequate for conveying project-related information to the stakeholder community? Should different stakeholders receive different materials? If so, who should receive what?

27. Are there specific groups that should be consulted at particular points in the restoration planning process? If so, what groups are most concerned with which elements of the process?

28. Which stakeholder groups, if any, do you believe lack the resources to participate in a more sustained way and how should the Project Partners address this?

29. What ideas do you have about how to engage local government in the process?

30. What should the role of media be during the process?

VII. Specific South Bay Salt Pond Technical Issues and Questions

31. Attached (see Attachment F) is a draft list of critical technical issues that the project partners anticipate will need to be addressed in the planning process. Are there any issues missing, or any you think are not important?

VIII. Role of Independent Technical Specialists

32. How should the proposed technical committee be integrated into the overall planning process?

33. What concerns, if any, do you have regarding the use of consultants in the planning process? What ideas and suggestions do you have for addressing your identified concerns?

34. Are you aware that a national science panel has been formed to provide advice on the restoration plan? What do you see as the role of a national science panel in this process?

IX. Other Questions

35. Are there any differences of opinion within your organization concerning the South Bay Salt Pond Restoration Project that might influence your organization's participation?

36. What, if any, resources might your organization be able to provide to the process?
37. What kind of time commitment are you or your organization willing to make to the planning process? For example, attending regular monthly meetings, attending quarterly meetings, staying informed via the newsletter, or providing input at annual public workshops.
38. How can the Project Partners foster wide ownership of this restoration process to avoid pitfalls?
39. In addition to the South Bay salt ponds, the project partners acquired 1,400 acres of Cargill's salt ponds at the mouth of the Napa River in the North Bay that will be undergoing a separate but parallel planning effort over the next five years. Do you have an interest in participating or being kept informed about that effort as well?
40. Bearing in mind the purpose of this interview, are there any other individuals and/or organizations - not listed in Attachment D - that you believe would be essential for us to interview?
41. Any additional comments you would like to add?

Please use the following space to provide additional comments. If appropriate, please identify which question you are expanding upon.