



Parks Forward Initiative State Parks Employee Survey

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This State Parks staff survey was put together by a team of internal staff and outside consultants working on the Parks Forward Initiative, a planning process to help chart the vision and sustainable funding plan for State Park's future. Your answers will help the Parks Forward Commission better understand the issues that are most important to staff, as well as ideas on how to move our State's parks forward. The Parks Forward Commission will then use your input to create the Parks Forward Initiative Plan. This survey is just one way to make your voice heard. We will also be reaching out to you and your colleagues in focus groups. Your answers here will help direct the questions and issues that we explore more deeply at the focus group level. Your input is critical throughout this process.

This survey is completely **anonymous**, and should take about 15 to 20 minutes to complete. If you can't complete it at one sitting, there is a "Save and Return" button that will let you come back later to finish.

Please note that open-ended messages do not require complete sentences. A key phrase or word is all we need to tabulate your answers. Also, if you do not feel comfortable answering a certain question, or do not feel knowledgeable enough to answer, feel free to leave it blank. The questions you do answer will still be included in our analysis.

For technical questions about the survey, contact Don Payne of the Business Research Lab (don@busreslab.com 802-875-1788).

For general questions about the survey or the Parks Forward Initiative contact either Ken Wiseman, Executive Director (ken.wiseman@resources.ca.gov 916-533-6971) or Melissa Johnson, Deputy Executive Director (melissa.johnson@resources.ca.gov 916-653-7074).

We appreciate your taking the time to answer this survey, and for being a vital part of the Parks Forward Initiative.

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OVERALL VIEWS

1. Of the many functions performed within the Department (for example, natural resource management, recreation, education, maintenance, public safety), what are the two or three functions that you feel the department performs best?

2. Of the many functions performed within the Department, what are the two or three functions that you feel need the most improvement?

3. What are the specific changes that you hope will be implemented through the Parks Forward Initiative?

4. What are the specific changes that you are concerned may not be implemented?

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5. The mission of 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.” Please rate the priority you would assign to each of the following.

	Lowest Priority	Low Priority	Neutral	High Priority	Highest Priority
Creating opportunities for high-quality outdoor recreation	<input type="radio"/>				
Protecting the state’s most valued natural resources	<input type="radio"/>				
Protecting the state’s most valued cultural resources	<input type="radio"/>				
Preserving the state’s extraordinary biological diversity	<input type="radio"/>				
Providing for the health, inspiration and education of the people of California	<input type="radio"/>				

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VISITOR EXPERIENCE

6. Please rate how important you think each of the following is in defining the State Parks experience for visitors.

	Not At All Important	Not Very Important	Neutral	Somewhat Important	Very Important
Natural beauty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Biological diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recreational opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Educational services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Quiet, peaceful environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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BUDGETING AND FINANCES

7. The Parks Forward Initiative is looking into the State Park's budgeting process. How important do you feel it is to explore each of the following issues?

	Not At All Important	Not Very Important	Neutral	Somewhat Important	Very Important
More timely systems to track costs/spending	<input type="radio"/>				
A clearer connection between operational need and allocation of funds	<input type="radio"/>				
More transparent reconciliation between Headquarters (Sacramento) budgets and District budgets	<input type="radio"/>				
More clarity on the budget and allocation process	<input type="radio"/>				

8. What do you see as the top two or three opportunities for reducing costs within State Parks?

9. What do you see as the top two or three opportunities for generating revenue within State Parks?

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PERSONNEL

10. Which are the most critical issues to explore to improve opportunity and efficiency in the State Parks' personnel process? Please rate how important you believe it is to explore each of the following.

	Not At All Important	Not Very Important	Neutral	Somewhat Important	Very Important
The need for more leadership development and training	<input type="radio"/>				
The need for greater opportunities for promotional testing	<input type="radio"/>				
The need for more State Civil Service exams	<input type="radio"/>				

If there are any other personnel issues that you think are important to explore, please explain them below.

11. Do you have any additional feedback or recommendations?

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In order to assist us in analyzing your input, please tell us a little about yourself. This survey is **anonymous**. None of the information you provide below will be used to try to identify any individual. However, if you feel uncomfortable about answering any of these questions, please leave them blank.

12. How long have you worked for California State Parks?

- Fewer than five years
- Five to ten years
- Eleven to fifteen years
- Sixteen to twenty years
- More than twenty years

13. Where do you work?

- Park Unit/Sector
- District Office
- Headquarters

14. What is your position?

- Seasonal
- Rank and File
- Supervisory
- Managerial

15. With which function do you most identify your work?

- Administration
- Facility Maintenance

- Visitor Services
- Resource Management
- Public Safety
- Interpretation
- Planning and Development

Thank you so much for taking the time to complete this questionnaire. Your answers ensure that the Parks Forward Implementation Plan includes your input.

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