| | Objective/Actions | 13-14 | 14-15 | 15-16 | 16-17 | 17-18 | Need \$?* | Status | Key Outcome or Indicator | Comments/Background/Outcome Links |
|-------|-----------------------------------------------------------------|------------|----------|----------|----------|-------|-----------|-------------------------|--------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Publi | c Access 1.1. Updated Assessment | | | | | | | | | |
| 1.1.1 | Document and Assess Existing Access Resources | | | ✓ | | | \$\$ | Complete/In Progress | Updated inventory | Report completed: "Status of Vertical Accessways for N. California, 1973 - 2015" (2016). Enforcement actions removed additional access impediments. |
| 1.1.2 | Prepare Public Access Management LCP Guidance | | | | | | \$ | In progress | Updated Guidance materials | Coordination with local government in progress (see also 4.2.3). Guidance letter on short term rentals sent to local gov'ts, 12/2016. |
| 1.1.3 | Coordinate with California State Parks (CSP) | √ | ✓ | ✓ | | | | Complete/In Progress | Coordination/MOUs | Ongoing coordination re: LCVS accommodations, fees and access, regular meetings with SP District Superintendents. Highlights: Draft MOU for Pfeiffer cabin project, Sonoma coastal access/parking program, and Crystal Cove. |
| 1.1.4 | Assess and Open Unsecured OTDs | | √ | √ | | | \$ | Complete/In Progress | OTDs Accepted and Opened | Highlights: New public accessways opened: 1) Carbon Beach (2015); 2) Malibu Beach East (2016); 3) Escondido Beach (2016); 4) Oceanaire (2018). Related ongoing: Malibu Beach Inn, Lent easements; Malibu PWP w/MRCA and SCC. |
| 1.1.5 | Conduct PA Vulnerability Assessment (also 1.4.4; 3.2.1) | | | | ✓ | | \$\$ | Complete/In Progress | Vulnerability Assessment | Synthesis of vulnerable public access assets in county "Snapshots" and Statewide Vulnerability Synthesis report (posted 2017). LCP Grants completed vul assess and Caltrans work includes addressing public access vulnerabilities. |
| Publi | Access 1.2. Implement Mitigation St. | rategies | | | | | | | | |
| | Develop Beach Rec and Eco. Guidance | Ŭ. | | ✓ | | | \$ | Complete/In Progress | New Guidance | Completed NOAA-funded Improved Valuation of Impacts to Recreation, Public Access and Beach Ecology from Shoreline Armoring Admin Draft (2015). Efforts ongoing thru LCP updates (Solana Beach), public trust w/SLC, & workshops. |
| 1.2.2 | Identify In Lieu Fee Mitigation Projects | | | | √ | ✓ | \$\$ | Complete/In Progress | In lieu projects identified and completed | Status report on in-lieu fees (7/2016); 3 LCVS Workshops completed; Completed MOUs with SCC and SP on in lieu fees. Work w/SCC on list of pot LCVS overnight accomodations, memo review + AB 250 implementation. |
| 1.2.3 | Enhance Sediment Management Planning and Programs | | | | | | \$\$ | In progress | Enhanced Planning, Programs, Guidance | On-going coordination with Coastal Sediment Management Working Group; coordination w/Caltrans on sediment management for possible beneficial reuse strategies along Hwy 1 in Ventura Co, Malibu shoreline. |
| Publi | c Access 1.3. Improve Public Informa | tion on CC | T | | | | | | | |
| | Update Coastal Access Guide | √ | | | | | | Complete | Update Complete | Hard copy and e-book published September 2014, http://www.ucpress.edu/book.php?isbn=9780520278172. See also 1.3.3. |
| 1.3.2 | Create County Access Guide Maps | | | | ✓ | | \$\$ | Complete | New County Guide Maps | 100,000 LA County maps produced/published in Spanish and English (12/2016); 12-month distribution (2017). |
| 1.3.3 | Develop Web/Mobile Public Access Mapping Resources and Tools | | | ✓ | | | \$ | Complete/In Progress | Mobile application and web-based tools available | Mobile access website, YourCoast.org launched (7/2015); mobile app launched (12/2018), iPhone only; seeking \$ for Android. Working w/SCC on web-based tool, w/Caltrans, SCC on CCT GIS mapping for 15 coastal counties. |
| 1.3.4 | Increase Outreach/Access to Inland/Underserved Communities | | ✓ | ✓ | ✓ | ✓ | \$\$ | Complete/In Progress | Increased Outreach | Funded 20 videos to promote CCT segments (2015-18). Expanded beach wheelchairs: +17 new chairs = 67 chairs state-wide. 33,691 inland youth to the beach (Whale Tail Grants). Webinar for inland + EJ communities (9/2018). |
| 1.3.5 | Integrate Access Inventory into new Data Management System | | | ✓ | | | | Complete/In Progress | Access Inventory integrated into CDMS | Access inventory and data is in CDMS; Staff developing improved user interface for internal use. |
| 1.3.6 | Develop Signage Guidance for CCC- related Projects | | | | | | | In progress | Signage guidance for LCP and Permit actions | Developed and implemented new public access signage with MRCA (2015), LA County for the Malibu area (2016). Enforcement and other actions resulting in new accessways has signage that acknowledges CCC role. |

| | Objective/Actions | 13-14 | 14-15 | 15-16 | 16-17 | 17-18 | Need \$?* | Status | Key Outcome or Indicator | Comments/Background/Outcome Links |
|--------|----------------------------------------------------------------------------------------------------------|-------------|-------------|-------------|----------|-------|-----------|--------------------------|----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Public | Access 1.4. Expand the California C | Coastal Tra | il System | | | | | | • | |
| 1.4.1 | Evaluate/Update LCP CCT Planning and Policies | | ✓ | ✓ | √ | | \$\$ | Complete/In Progress | # of LCPAs/Public Access Components Updated | San Mateo, Marin, Santa Barbara Co. + City of Carpinteria Updates addressed CCT policies; Staff working with Sonoma Co to enhance CCT in LCP Updates. Caltrans project to assess & evaluate CCT in coastal areas still underway. |
| 1.4.2 | Enhance the Joint Coastal Access Program with Conservancy (SCC), State Parks and local governments | | | | | | | In progress | Program Enhancements | MOU with State Parks on LCVS in-lieu fees; MOU w/SCC for VRA funds and other in-lieu fees, inc. implementing CCT in lieu fees from Caltrans. Ongoing coordination w/SCC, SP, SLC, SMMtns. (See also 1.2.2) |
| 1.4.3 | Enhance Inter-agency Coordination | | ✓ | | | | | Complete/In Progress | Enhanced Coordination | Caltrans Improved Agency Partnering Agreement (2016); substantial access components built into Caltrans projects, including CCT in North San Diego Co, Santa Barbara Co (Carpinteria to City of SB), Eureka/Arcata 101 corridor. |
| 1.4.4 | Conduct CCT Vulnerability Assessment (also 1.1.5; 3.2.1) | | | | | | \$\$ | In progress | Vulnerability Assessment Completed | Additional funding required; see also 1.1.5. The Round 3 LCP Grants specifically require vulnerability assessments to evaluate sea level rise vulnerability of existing and planned segments of the CCT. |
| Coasta | al Resources 2.1. Provided Updated E | SHA & W | etlands Pro | otection Gi | uidance | | | | | |
| 2.1.1 | Develop Coastal Habitats Compendium | | | | | | \$ | Deferred | Compendium | |
| 2.1.2 | Collaborate with DFW and USFWS on Mitigation Methodologies | | | | | | \$\$ | In progress/ Deferred | Improved Mitigation Methodologies | Add'l funding required; staff provided "BMPs" for protecting Western Snowy Plover at USFWS/DFW beach management symposium; enforcement actions underway with USFWS/DFW to protect other sensitive birds species. |
| 2.1.3 | Update ESHA LCP Guidance | ✓ | | | | | | Complete | LUP Guide Updated (see 4.2.3) | https://documents.coastal.ca.gov/assets/lcp/LUPUpdate/LUPGuidePartl 4 ESHA July2013.pdf |
| 2.1.4 | Provide Wetland Protection Guidance | | | | | | | Deferred | Provide Guidance | Related: CCC Wetland Workshop, April 2016. |
| 2.1.5 | Develop Guidance to Facilitate Restoration Projects | | | | | | \$ | Deferred | Develop Guidance | |
| 2.1.6 | Identify Priority Restoration Projects/Opportunities | | | | | | \$\$ | In progress | Identify and pursue restoration opportunities | Ongoing work in permits and enforcement, including thru SCWRP, Huntington Wetlands Conservancy, and the San Elijo Lagoon, UCSB, Los Cerritos, Ballona, Ormond Beach wetland restoration projects. |
| Coasta | al Resources 2.2. Protect Marine and | Ocean Res | sources | | l | | | | | |
| | Develop Guidance for Desal, Renewable Energy, Aquaculture | | | | | | \$\$ | In progress | New Guidance | Staff continue to present information on aquaculture, desalination and marine renewables at multiagency and public meetings. Cont'd staff participation in BOEM-CA Intergovernmental Renewable Energy Task Force. |
| 2.2.2 | Support Development of CA Ocean & Marine Data Portal | ✓ | | | | | \$ | Complete | Participation in CA Coastal and Marine Geospatial Work Group process | http://portal.gis.ca.gov/geoportal/catalog/OPC/OPC.page |
| 2.2.3 | Participate in Development of SWRCB Desalination Policy | | | ✓ | | | \$\$ | Complete | Participation and development of policy | Staff participating in meetings and policy drafting with SWRCB. The SWRCB adopted the Desalination Amendment to the Ocean Plan in May 2015. |
| 2.2.4 | Participate in Implementation of SWRCB OTC Policy | | | | | | \$\$ | In progress | Participation | Participation in OPC interagency working group and the Statewide Advisory Committee on Cooling Water Intake Structures (SACCWIS). |
| 2.2.5 | Assist NMFS with Development of Eelgrass Mitigation Policy | ✓ | | | | | | Complete | Participation and development of policy | Worked with NMFS staff on policy implementation following public release of the final plan. |

| | Objective/Actions | 13-14 | 14-15 | 15-16 | 16-17 | 17-18 | Need \$?* | Status | Key Outcome or Indicator | Comments/Background/Outcome Links |
|--------|---------------------------------------------------------------------|-------------|-------------|-------------|----------|----------|-----------|-------------------------|---------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2.2.6 | Participate as Member of OPC Work Groups | | ✓ | ✓ | ✓ | ✓ | | Complete/In Progress | Participation | Staff participation in various working groups: 1) CO-CAT, updated to State Sea Level Rise Guidance (2018); 2) Alternative Energy and Once-Through Cooling; 3) Marine Debris, Marine Debris Strategy Update (2018). |
| 2.2.7 | Participate in CDFW Aquaculture Development Committee (ADC) | | | | | | \$\$ | In progress | Participation | Continued participation in meetings of the ADC and California Shellfish Initiative; contributed to the completion of an online Aquaculture Permitting Guide and virtual permit counter. |
| 2.2.8 | Participate in Development of NOAA Aquaculture Plan | ✓ | | | | | | Complete | Participation and development of plan | Complete |
| 2.2.9 | Participate in WCGA Work Groups/Marine Spatial Planning | | | | | | \$\$ | In progress | Participation | OPC + State Lands Commission (SLC) lead for CA in West Coast Regional Ocean Planning Body; no CCC staff participation in 2017, 2018. |
| 2.2.10 | Participate in WCGA Marine Debris and Climate Change Work Groups | | ✓ | √ | √ | | | Complete/In Progress | Participation | Co-led Marine Debris Work Group; evaluated efficacy of west coast marine debris policy; assessed usability of NOAAs Marine Debris Tracker app. Transitioned work group to "West Coast Marine Debris Alliance" (2017). |
| 2.2.11 | Develop Guidance to Address Marine Protected Areas (MPAs) | | ✓ | ✓ | | | \$\$ | Complete | Guidance/MOU | CA MPA Statewide Leadership Team Work Plan endorsed by OPC. Finalized MOU between state agencies, non-profits, and federal partners signed to support implementation of the MLPA and CA MPA network. |
| 2.2.12 | Develop Guidance to Address Beach Management & Dredging | | | | | | \$\$ | In progress | Guidance | Developing beach nourishment guidance and memo regarding beach evaluation for shoreline armoring. No work on dredging. |
| | al Resources 2.3. Improve Oil Spill Pr | evention a | ınd Respon | ise | | | | | | |
| 2.3.1 | Provide Public Education Materials | ✓ | | | ✓ | ✓ | | Complete/In Progress | New Education materials | Policy guidance: http://www.coastal.ca.gov/oilspill/OilSpillGuidance.pdf; Educational videos produced. Launched statewide on-line Clean Boating Quiz (2017, 2018); on-going. Annual update to Marinas and Yacht Clubs Spill Response Communication Packet: https://calspillwatch.dfg.ca.gov/Marinas-and-Yacht-Clubs |
| 2.3.2 | Facilitate Improved Communication among Responders | ✓ | ✓ | ✓ | ✓ | √ | | Complete/In Progress | Participation in meetings and oil spill response drills | On-going; includes Boating Clean and Green education, Marinas/Yacht Clubs Spill Response Communication Packet for boating facilities, workshops for marinas/yacht clubs on oil spill response, oil spill boom deployment training. |
| Coasta | al Resources 2.4. Improve Water Qua | ity Protect | tion and In | npact Mitig | gation | | ı | | | |
| 2.4.1 | Evaluate Effectiveness of Permit Conditions and LCP Amds | | ✓ | | | | | Complete | Evaluation | CIAP Water Quality Grant funded this work. Evaluation complete. |
| 2.4.2 | Update LCP Water Quality Protection Guidance | | ✓ | | | | | Complete | Updated Guidance | https://documents.coastal.ca.gov/assets/lcp/LUPUpdate/LUP_Guide_Update_3_Water_Quality_Final_May_2014.pdf |
| 2.4.3 | Promote WQ Protection Policies and Practices | | | √ | | | | Complete/In Progress | Meetings and workshop participation | Updated Memorandum of Agreement (MOA) w/Monterey Bay National Marine Sanctuary to protect water quality in adjacent watersheds (2016). Non-Point Source Program coordination meetings ongoing. |
| 2.4.4 | Develop tools and policies to track and address MPA impacts | | | | ✓ | | \$\$ | Complete | New tools and policies | Critical Coastal Area updates and mapping completed (2017). |
| Coasta | al Resources 2.5. Protect and Maximi | ze Agriculi | ture | | | | | | | |
| 2.5.1 | Update Agriculture LCP Guidance | | - | | | ✓ | | Complete/In Progress | Updated Guidance | Guidance completed for 2014 NOAA grant (See 2.5.2). Case study Humboldt Bay in progress. Updated guidance in LCP Update Guide, Chap. 5, Agricultural Resources. https://www.coastal.ca.gov/rflg/lcp-planning.html. |
| 2.5.2 | Explore Options for Expedited Permit Review for Agriculture | | | | | ✓ | \$\$ | Complete | Implement options for expedited review | Ag Development guide complete; permit flow chart and coastal access information provided. See: Ag Develop Guide posted at: https://www.coastal.ca.gov/agriculture/ |

| | Objective/Actions | 13-14 | 14-15 | 15-16 | 16-17 | 17-18 | Need \$?* | Status | Key Outcome or Indicator | Comments/Background/Outcome Links |
|-------|-----------------------------------------------------------------------|------------|-----------|----------|----------|-------|-----------|-------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2.5.3 | Conduct Agricultural Workshop | ✓ | | | | ✓ | | Complete | Workshop | Webinar (2017); workshops (2017, 2013). See http://documents.coastal.ca.gov/reports/2013/5/W3-5-2013.pdf; Related item: 2.5.2 |
| 2.5.4 | Explore use of Agricultural land protection mechanisms | | | | | | \$\$ | Deferred | Identify new mechanisms | |
| Clima | te Change 3.1. Develop LCP & Permi | tting Guid | lance | | | | | | | |
| 3.1.1 | Adopt LCP & Permitting Sea Level Rise (SLR) Guidance | | | √ | | ✓ | | Complete | Final SLR Guidance Published | Final Guidance adopted in August 2015; updated with latest sea level rise projections (11/2018). https://www.coastal.ca.gov/climate/slrguidance.html |
| 3.1.2 | Develop Coastal Hazards LCP & Permitting Guidance | | | | ✓ | ✓ | \$\$ | Complete/In Progress | Shoreline Assessment developed; Policy guidance and model ordinance language | Draft Residential Adaptation Policy Guidance (March 2018); ongoing work through LCP updates and regulatory work; SLR Analysis Tools created for vulnerability assessments, filing letters (2017); FEMA-CalOES coordination. |
| 3.1.3 | Develop Climate Change LCP and Permitting Guidance (other impacts) | | | | | | \$\$ | In progress | Work Program; policy papers on specific climate-related issues (water supply, wildfire, etc.) | Ongoing work through LCP updates and regulatory work; completion of draft policy papers on specific climate-related issues: water supply, wildfire, and GHG emissions. |
| 3.1.4 | Provide Public Information on Adaptation Planning | | | ✓ | ✓ | ✓ | \$\$ | Complete/In Progress | Outreach materials | Ongoing outreach on SLR Guidance, Res Guide, FEMA workshops, others; updates to CCC website; State-wide Synthesis of Vulnerability presented CCC hearing (2017); ongoing work w/local govts thru LCP updates. |
| 3.1.5 | Participate in Climate Action Team | ✓ | ✓ | ✓ | ✓ | ✓ | \$ | Complete/In Progress | Participation | On-going interagency coordination, including input to updates on state sea level rise guidance (OPC-led), sharing data and information; and implementation of and updates to Safeguarding California Plan. |
| 3.1.6 | Coordinate with CNRA/OPR/FEMA re Hazard Mitigation Plans | | | | | ✓ | \$\$ | Complete/In Progress | Coordination | Multiple workshops held (2016 - 2018) w/SCC, NOAA, Sea Grant, USGS, and FEMA to align SLR planning with hazard mitigation planning. Provided input to completed tool to assist othes with alignment, "Coastal Hazard Resilience Planning in CA" (2018). |
| 3.1.7 | Coordinate with State Lands Commission re SLR & Public Trust | | | | | | \$\$ | In progress | Coordination/MOU | Staff work on multi-year effort with State Lands Commission to improve interagency coordination for protection of public trust land resources in light of sea level rise with multiple years of federal grant funding (2016 - 2020). |
| Clima | te Change 3.2. Assess Coastal Resour | ce Vulner | abilities | | | | | | | |
| 3.2.1 | Conduct Assessment of Urban/Rural Areas | | | | ✓ | | \$\$ | Complete/In Progress | Vulnerability Assessment Completed | Statewide synthesis vulnerability report, coastal co. "Snapshots" complete. Participate in local and regional VAs thru LCP Grant work, Caltrans. See: https://www.coastal.ca.gov/climate/slr/vulnerability-adaptation/vulnerability |
| 3.2.2 | Work with Partners to Assess Transportation Infrastructure | | | | | | \$\$ | In progress | Vulnerability Assessment Completed | Cont'd participation in plans for Gleason Beach, Surfers Beach, Ventura Co. Hwy 1, San Diego N. Coast PWP; cont'd statewide Integrated Planning Team. Review vul asses for D4,7,12; dev'd guidance for vul assess and SLR info. |
| 3.2.3 | Work with DWR/SWRCB to Assess Water/Wastewater Infrastructure | | | | | | \$\$\$ | In progress | Vulnerability Assessment Completed | Funding secured through FY 2017 Project of Special Merit on Critical Infrastructure; started initial interagency coordinoation with DWR, water boards, and water associations. |
| 3.2.4 | Work with Partners to Assess Natural Resources | | | | | | \$\$\$ | In progress | Vulnerability Assessment Completed | Using habitat vulnerability assessment completed by SCC & TNC (2018). LCP grants for vulnerability assessments address natural resources/wetlands. See also 3.2.1 Vulnerability Synthesis Report. |
| 3.2.5 | Work with Coastal Observing System re Monitoring Baseline | | | | | | \$ | Deferred | Improved climate change monitoring | |

| | Objective/Actions | 13-14 | 14-15 | 15-16 | 16-17 | 17-18 | Need \$?* | Status | Key Outcome or Indicator | Comments/Background/Outcome Links |
|-------|----------------------------------------------------------------|--------------|------------|------------|--------------|-------------|-------------|-------------------------|-----------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3.2.6 | Implement Grant Program with SCC/OPC to support LCP Updates | ✓ | √ | ✓ | ✓ | ✓ | | Complete | Implementation of grant program | All OPC-funded grant work complete. 3 of 7 LCP grant work programs funded by OPC & CCC still underway using CCC local assistance funds. See also Goal 4 for CCC-funded LCP Grants. |
| Clima | te Change 3.3. Reduce GHG Emission | ns through | n Smart Gr | owth, Othe | er Mitigatio | on Strategi | es and Publ | ic Education | • | |
| 3.3.1 | Evaluate Policy Options to Promote Smart/Sustainable Growth | | | | | | \$\$ | In progress | Policy evaluation | Focus on addressing climate mitigation, GHG reductions policies in LCPs and CDPs consistent with Coastal Act through use of GGRF funding. |
| 3.3.2 | Develop Policy Guidance to Expedite Alternative Energy | | | | | | \$ | Deferred | New Guidance | Additional funding required. |
| 3.3.3 | Provide Public Information re GHG Reduction | | ✓ | ✓ | | | \$\$ | Complete/In Progress | Public information | Special Whale Tail grant climate change category established in 2014 - 4 climate grants in 2015, 2 climate grants in 2016. Informational bookmarks printed with climate change information and GHG reduction tips in 2015. |
| 3.3.4 | Reduce GHG Footprint of Commission's Operations | | | | | | | In progress | GHG emission reductions | Electric vehicle purchased (2016); follow DGS requirements for leasing hybrid or electric vehicles for replacements. On-going efforts to reduce use of paper thru electronic distribution of agenda materials and notifications. |
| Local | Coastal Programs 4.1. Pursue LCP C | ertification | n | | | | | | | |
| | Evaluate Uncertified Jurisdictions & ADCs | ✓ | | | | | | Complete | Evaluation of Uncertified Areas | Background: http://documents.coastal.ca.gov/reports/2014/3/W5a-3-2014.pdf, p. 4. Related item: currently mapping ADC at parcel scale. |
| 4.1.2 | Conduct Outreach/Feasibility Analysis for LCP Certification | ✓ | ✓ | ✓ | ✓ | ✓ | | Complete/In Progress | Feasibility Analysis | 5 Rounds Local Assistance LCP Grant funding (totalling \$5.75 million) provided to date: additional round planned using 2018-19 appropriation of GGRF funding. |
| 4.1.3 | Implement LCP Certification Strategy | | ✓ | √ | √ | | \$\$\$ | Complete/In Progress | Number of LCP segments or ADCs submitted to CCC for certification/certified | See 4.1.3; New LCP certifications: City of Newport Beach (2017). |
| | Coastal Programs 4.2 Update LCPs | | | | | | | | | |
| 4.2.1 | Identify Priority LCP Update Needs | ✓ | | | | | | Complete | Identify priorities | Background: http://documents.coastal.ca.gov/reports/2014/3/W5a-3-2014.pdf, p. 4. New updates: San Degio Co LUP (2017); San Clemente LUP (2018). See also 4.2.2. |
| 4.2.2 | Evaluate Feasibility of Updates | ✓ | ✓ | ✓ | ✓ | ✓ | | Complete/In Progress | Updated priorities | See 4.1.2; To date, a total of 37 jurisdictions have received funding for LCP updates or new LCPs. |
| 4.2.3 | Update Online LCP Guidance | ✓ | ✓ | ✓ | ✓ | ✓ | | Complete/In Progress | Completed Guidance | Updated LUP Guidance: https://www.coastal.ca.gov/rfig/lcp-planning.html. See also related guidance action items 3.1.1, 3.1.2, 2.1.3, 2.1.4, 2.5.1 (for SLR, agriculture); cannibas, short-term rental guidance also provided. |
| 4.2.4 | Implement Staff Management Strategies to Support LCP work | ✓ | ✓ | | | ✓ | | Complete/In Progress | Staffing Strategies Implemented | Staff assignments support LCP work and LCP grant funded-projects; CEA for LCP work (filled 2015). FY 2016-17 budget increase made + 25 LCP Program positions perm. Add'l funds from GGRF in 2017, 2018 support staff LCP work. |
| Local | Coastal Programs 4.3. Develop ''Digi | tal'' LCPs | | | | | | | | |
| | Develop Strategy to Provide Digital LCPs | ✓ | | | | | | Complete | Completed Needs and Assessment Report | Final Report completed June 30, 2014. |
| 4.3.2 | Implement Pilot Project | | ✓ | | | | | Complete | Completed Pilot | Protocols and procedural guidance for building and maintaining Digital LCP Library completed June 30, 2015. |
| 4.3.3 | Implement Digital LCP Acquisition Strategy | | | | | ✓ | \$\$ | Complete/In Progress | Digital LCPs Available | Acquisition Strategy complete (2018); additional LCPs added to the Digital LCP Library, confirming baseline "as certified" LCP version ongoing. |

| | Objective/Actions | 13-14 | 14-15 | 15-16 | 16-17 | 17-18 | Need \$?* | Status | Key Outcome or Indicator | Comments/Background/Outcome Links |
|-------|------------------------------------------------------------|-------------|------------|-----------|----------|-------|-----------|-------------------------|-----------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4.3.4 | Integrate Digital LCPs with Data Management System | | | | | ✓ | \$\$ | Complete | Digital LCPs integrated with CDMS | Created procedures to ensure completed digital LCPs are maintained over time & that all LCP documents are correctly incorporated into the CDMS. |
| Local | Coastal Programs 4.4. Improve Local | l Governm | ent Comm | unication | | | | | • | |
| 4.4.1 | Conduct Periodic Local Government Workshops | | | ✓ | | | \$ | Complete/In Progress | Workshop | Local Govt workshop held November 2015; additional workshop planned for 2019. Ongoing work with League of Cities and California State Association of Counties to hold periodic workshops. |
| 4.4.2 | Convene District-level Coordination Meetings | ✓ | ✓ | ✓ | ✓ | ✓ | \$\$\$ | Complete/In Progress | Coordination meetings with local jurisdictions | Regular/ongoing monthly or quarterly coordination meetings continue to occur with a majority of our local government partners; regular ongoing coordination meetings with our LCP Grant recipients. |
| 4.4.3 | Conduct Early Coordination on Major LCP Amds/Updates | ✓ | ✓ | √ | ✓ | ✓ | \$\$\$ | Complete/In Progress | Coordination meetings with local jurisdictions | Regular/ongoing monthly or quarterly coordination meetings continue to occur with a majority of our local government partners; regular ongoing coordination meetings with our LCP Grant recipients. |
| 4.4.4 | Provide LCP Amendment Status Information Online | | | | | | \$\$ | In progress | Information posted/updated on website | Information will be provided through new CDMS Public Web Portal; see 6.1.5 and 6.1.6. Monthly LCP Status Reports in Executive Director's report, including status of LCP Grant work. |
| 4.4.5 | Increase LCP Training/coordination for Local Government | | | | | | \$\$\$ | In progress | Increased Training | Federal fund for developing and implementing LCP Training Program (2016 - 2020); progress underway . Training provided on cannibas; SLR outreach/training for local governments through LCP Grants, SLR guidance. |
| 4.4.6 | Pursue Joint LCP Funding Strategy with Local Government | ✓ | | ✓ | ✓ | | | Complete/In Progress | Implementation of funding strategies | FY 2016-17 budget makes the additional \$3 million and 25 staff positions for the "pilot" LCP Enhancement program a permanent part of the Commission's baseline budget. |
| Local | Coastal Programs 4.5. Improve LCP | Implement | tation | | | | | | | |
| 4.5.1 | Evaluate and Improve Post-certification Monitoring | | | | | | \$\$ | Deferred | Evaluation/improvements implemented | Additional funding required |
| 4.5.2 | Implement Online Posting of Final Local Action Notices | | ✓ | | | | | Complete | FLANs posted on website | Statewide Appealable Projects report is available on the Commission website, updated daily: https://documents.coastal.ca.gov/assets/appeal- projects/Statewide_Appealable_Projects_Report.pdf. |
| 4.5.3 | Provide Training on Post-certification Monitoring | | | | | | | In progress | Training conducted | Regular coordination meetings with local governments have improved post-certification monitoring. Started efforts to update post-cert guide. |
| 4.5.4 | Evaluate Feasibility of Implementing LCP Periodic Reviews | | | | | | \$\$\$ | Deferred | Periodic Reviews | Additional funding required. |
| Regul | atory Programs 5.1. Update Code of I | Regulations | 5 | | | | | | | 1 |
| | Assess Feasibility of Update | √ | | | | | | Complete/In Progress | Feasibility report complete | See 5.1.2. |
| 5.1.2 | Identify Priority Regulation Updates | | ✓ | | | | \$ | Complete/In Progress | Update of LCP regulations | Priorities for updates to regulations identified; however, revisions to significant LCP regulations on hold. See 5.1.3. |
| 5.1.3 | Initiate Update of Regulations | | | | | | \$\$ | In progress | Revised regulations submitted to OAL; LCP regulations approved by OAL | Submitted package to OAL for minor revisions qualifying under Rule 100 (12/2018). Add'l work on LCP regulations on hold due to staffing shortfalls. |
| Regul | atory Programs 5.2. Improve Public I | nformation | n and Serv | rice | | | | | | |
| 5.2.1 | Update Commission Website | | ✓ | ✓ | | | \$\$ | Complete/In Progress | Website Updated | Revision to content ongoing. |
| 5.2.2 | Develop Online Permit Application System | | | | | | \$\$ | Deferred | Online application system available | Add'l funding/resources required. |

| | Objective/Actions | 13-14 | 14-15 | 15-16 | 16-17 | 17-18 | Need \$?* | Status | Key Outcome or Indicator | Comments/Background/Outcome Links |
|-------|-----------------------------------------------------------------------------|-----------|------------|------------|------------|-------|-----------|--------------------------|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5.2.3 | Conduct Stakeholder Surveys on Public Services | | | | | | \$\$ | Deferred | Survey designed and conducted; Number of survey respondents | |
| 5.2.4 | Provide Permit/LCP Status Information Online | ✓ | ✓ | ✓ | ✓ | ✓ | \$\$ | Complete/In Progress | CDP/LCP Online status available | LCP Status Report updated and available on website. See also 6.1.5 and 6.1.6. |
| | atory Programs 5.3. Ensure Condition | n Complia | nce with P | ermit Cond | litions | | | | | |
| 5.3.1 | Evaluate Status of Condition Compliance | | | ~ | | | \$\$ | Complete/In Progress | Special Conditions Compendium, Admin Guidance | Update to Special Conditions Compendium (2015). Staff continues to monitor permit condition compliance and take action through enforcement orders, to ensure compliance within existing resources constraints. |
| 5.3.2 | Improve Condition Compliance Monitoring | | | | | | \$\$ | Deferred | Improved condition compliance monitoring | Additional funding required. |
| 5.3.3 | Evaluate Options to Streamline Recorded Documents Protocols | | | | | | \$ | In progress | Identify options for streamlining | Updated guidance provided to CCC staff about processing recorded documents to improve efficiency (2015). Developing record documents training module for public access and open space easements (2018). |
| Regui | latory Programs 5.4. Increase Complia | ance With | and Enfor | cement of | Coastal Ac | t | 1 | | | |
| 5.4.1 | Evaluate Enforcement Options to Reduce Unpermitted Development | | ✓ | | | | \$\$ | Complete/In Progress | Evaluation and implementation | Secured new administrative penalty authority for access cases (2014) - implmentation of authority underway. See also 5.4.5, 5.4.6 |
| 5.4.2 | Develop Enforcement Public Information Outreach Strategy | | | | ~ | | \$\$ | Complete/In Progress | Outreach Strategy and staffing | Informational brochures produced; press releases on significant decisions/major enforcement cases, website updated regularly; respond to media inquiries, interviews, news casts, results: increased media coverage. |
| 5.4.3 | Enhance Enforcement Tools for Public Outreach | | √ | | | | \$\$ | Complete/In Progress | Public Outreach Tools | Staff developed a public access survey, posted to CCC website and Facebook, and shared w/media in conjunction with enforcement efforts to address a public access issues at Lunada Bay, Palos Verdes Estates and Martins Beach. |
| 5.4.4 | Establish Interagency Enforcement Task Forces | | | | | ✓ | \$\$\$ | Complete/In Progress | Task Forces established | W/partners established Del Norte County Environmental Crimes Task Force, inc. CDFW, State Parks, Cal Fire, others; ongoing participation in other enforcement task forces (i.e. Santa Monica Mtns) |
| 5.4.5 | Secure Administrative Penalty Authority to address Violations | | ✓ | ✓ | | | | Complete/In Progress | Administrative penalty authority granted | Secured administrative penalty authority - public access violations only. Admin penalties for public access violations issued for Oceanaire (4/18), 11 Lagunitas (8/18), Rosalera (10/18), Lent and Malibu Beach Inn (12/16). |
| 5.4.6 | Seek Program Changes to address Violations through Permitting | | | | | | | In progress/ Deferred | Legislation granting authority approved | In 2013, bill introduced, AB 203, addressed this but failed passage in the Senate. No new legislative efforts in 2014 - 2018. |
| 5.4.7 | Seek Increased Staffing for Enforcement Program | | | | | ✓ | | Complete/In Progress | New enforcement staff position(s) | Filled vacant positions and transferred position to the North Coast District Office to fill a longstanding need (2015). Obtained +2 Enforcement positions temporary authorized 7/2017 - 6/2020. Ongoing staff needs. |
| 5.4.8 | Enhance Enforcement Program through Cross-cutting strategies | | | | | | | In progress/ Deferred | Strategies Implemented | See also 5.4.2, 5.4.3, 7.1.3 and 7.1.2. |
| | latory Programs 5.5. Improve Federal | Consisten | cy Progran | n | | | | | | |
| 5.5.1 | Update List of Federal Permits | | ✓ | | | | | Complete | Updated list of federal permits | Updated list of federal permits approved by NOAA in May 2015 and incorporated into the CCMP. |
| 5.5.2 | Develop Geographic Location Descriptions (GDL) for Federal Activities | | | | | | \$\$ | In progress/ Deferred | GLDs approved by NOAA | Staff evaluating whether developing GDL for federal activities is needed. |

| | Objective/Actions | 13-14 | 14-15 | 15-16 | 16-17 | 17-18 | Need \$?* | Status | Key Outcome or Indicator | Comments/Background/Outcome Links |
|--------|--------------------------------------------------------------|------------|-------------|---------------|-------|-------|-----------|--------------------------|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Inform | nation & E-Government 6.1. Integrate | 2 Database | es . | | | | | | | |
| 6.1.1 | Consolidate/integrate Commission Databases | ✓ | | | | | | Complete | Databases Integrated | Post transfer data clean-up underway |
| 6.1.2 | Develop web interface for CDMS | ✓ | | | | | | Complete | Web interface complete | |
| 6.1.3 | Move Historical Data into CDMS | ✓ | | | | | | Complete | Data Transferred | See also 6.4.3 |
| 6.1.4 | Train Commission Staff to use CDMS | ✓ | | | | | | Complete/In Progress | Training conducted | Initial and refresher training completed; ongoing training conducted. |
| 6.1.5 | Deploy Public web interface for CDMS | | | | | | \$ | In progress | Web Access active | New Public Web Portal is under development. Software updates and required systems upgrades are ongoing. Continued cleanup of historic data ongoing. |
| 6.1.6 | Provide CDMS Permit and LCP Data to Public via Internet | | | | | | \$ | In progress | Permit/LCP data available online | New Public Web Portal is under development. Software updates and required systems upgrades are ongoing. Continued cleanup of historic data ongoing. See also 5.2.4. |
| Inform | nation & E-Government 6.2. Integrate | GIS into | Planning | and Permi | tting | | | | | |
| | Integrate GIS with CDMS | √ | | | | | | Complete | CDMS GIS active | Complete |
| 6.2.2 | Develop digital CCC boundary maps | ✓ | ✓ | ✓ | ✓ | ✓ | | Complete/In Progress | Digital post-cert jurisdiction maps produced; Digital data layers made available to local govt. | Digital cadastral scale maps certification by the Commission continues; 8 county coastal zone boundary maps posted to CCC website following Commission approval from 2013 - 2018. |
| 6.2.3 | Enhance GIS tools to support staff reports and presentations | | ✓ | | | | | Complete/In Progress | GIS tools; training | Completed tool development; Initial training complete; Ongoing training and support as needed. |
| 6.2.4 | Provide Staff Training on GIS Analysis | | ✓ | | | | | Complete/In Progress | Training provided | Initial training provided; Ongoing training and support as needed. |
| 6.2.5 | Acquire Photo Data of Inland Coastal Zone Areas | ✓ | | | | | \$\$ | Complete | Aerial photo data acquired | Full aerial coverage available through BING map product; Other data sources available. |
| 6.2.6 | Implement GIS Field Tools | | | | | | \$\$ | In progress/ Deferred | GIS field tools made available | Mobile GIS tools are available using CDMS software; however, resources are unavailable to support deployment for use by staff. |
| | nation & E-Government 6.3. Strength | en IT Sup | port in Dis | strict Office | es | | | | | |
| 6.3.1 | Conduct Ongoing Training on Information Systems | ✓ | | | | | | Complete/In Progress | Training conducted. | CDMS trainings include other information systems; See also 6.1.4 |
| 6.3.2 | Establish Regular Regional IT Training Sessions | ✓ | ✓ | ✓ | ✓ | ✓ | \$\$ | Complete/In Progress | Regular IT meetings with Districts | |
| Inform | nation & E-Government 6.4. Impleme | nt E-Govt | Systems | | | | | | | |
| 6.4.1 | Update Commission's Website | | ✓ | | | | \$\$ | Complete/In Progress | Website Updated | Website update underway. |
| 6.4.2 | Implement Online Permit Application System | | | | | | | Deferred | Online Permit Application System | see 5.2.2. |
| 6.4.3 | Complete Digital Archive of Commission Actions | | | | | | \$\$ | In progress | Digital Archive | Completed linking scanned meeting documents to agendas on Commission's public website for 11/1995 – 11/2016. Staff reports 1981-present scanned, added to CDMS. Conversion of historic data ongoing, contingent on funding. |
| 6.4.4 | Implement Digital Meeting Materials | ✓ | | | | | | Complete/In Progress | Meeting Materials Online | See http://www.coastal.ca.gov/mtgcurr.html |

| | Objective/Actions | 13-14 | 14-15 | 15-16 | 16-17 | 17-18 | Need \$?* | Status | Key Outcome or Indicator | Comments/Background/Outcome Links |
|--------|--------------------------------------------------------------------------------------|--------------|-------------|------------|----------|----------|-----------|--------------------------|-------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 6.4.5 | Standardize Staff Report Templates | ✓ | | | | | | Complete/In Progress | Templates | Core template established; Updates of additional specific templates continues. |
| 6.4.6 | Develop Online Violation Reporting System | | ✓ | | | | | Complete/In Progress | Improve ability for public to report violations using on line resources | On-line reporting raises legal concerns. Instead, updated enforcement webpage provide enforcement staff contact info online. Info on reporting vios available online, pamphlets (statewide distro), in media/press releases. |
| Inform | mation & E-Government 6.5. Improve | Business | Services In | nformation | Systems | | • | | | |
| 6.5.1 | Assess Business Services Data Management Needs | | | | | | \$ | Deferred | New Software deployed | Deferred due to transition to FI\$Cal. |
| 6.5.2 | Implement Online Timesheet and Reporting System | | | | | | \$\$ | In progress/ Deferred | Online timesheet form | Online timesheet integration delayed due to ongoing integration issues with FI\$Cal systems. |
| 6.5.3 | Develop and Maintain Online in-house staff directory | | | ✓ | | | | Complete | Online internal staff directory | Internal staff directory available on Commission's internal network. |
| Agene | cy Capacity 7.1. Improve Public Relati | ions | | | | | | | | |
| | Establish Public Information Officer Position | ous | ✓ | | | | \$\$ | Complete | PIO Hired | PIO hired and started June 1, 2015. |
| 7.1.2 | Establish Social Media Task Force & Develop Public Outreach/Education Strategy | | | | ✓ | | | Complete/In Progress | Task force established; outreach strategy | Staff input on social media program led to internal protocols for social media strategy. Commission online social media integrated with Public Education media efforts on Facebook, Instagram, Twitter. CCT videos on YouTube. |
| 7.1.3 | Develop Press Protocol and Outreach Strategy | | | | | | \$\$ | In progress | Press release protocol | Increased number of press releases and press availability. Draft press policy procedural guidance developed. Significant press coverage of major CCC actions (i.e. Mavericks, Martins Beach, CEMEX, Yourcoast app) |
| Ageni | cy Capacity 7.2. Program Evaluation of | and Promo | otion | | | | | | | |
| | Prepare Program Report for 40th Anniversary of Coastal Act | 1 <i>Tom</i> | nion - | | ✓ | ✓ | \$\$ | Complete | Report Published | 40th Anniversary Coastal Act conference hosted by Stanford and Berkeley Law Schools (2016), proceedings available to view on-line from CCC website. 10 years of accomplishment highlighted for federal 312 evaluation. |
| 7.2.2 | Evaluate Feasibility of Bi-annual Program Assessment | | | ✓ | ✓ | ✓ | | Complete/In Progress | Evaluate feasibility; strategy for producing assessment | Year in Review reports published for 2015, 2016, 2017. 2018 report delivered February 2019. |
| 7.2.3 | Identify Strategies to Streamline/integrate Reporting | | | | | | | Deferred | Reporting integration options identified and implemented if feasible | |
| 7.2.4 | Implement Communication Strategy for Commission Activities | | | | | | \$\$ | In progress | Increased communication (e.g. newsletters, workshops) | Updated Commission website improves communication with public; press releases and communication with public via social media. Public Education newsletter (on-going). |
| 7.2.5 | Raise Awareness about Coastal Commission Programs (PE) | | | | | | \$\$\$ | In progress | Number of events, number of participants; Outreach material developed | Add'l funds secured 2013-2018 for Coastal Clean-up Day; outreach materials in English and Spanish. ~ 70,000 participants annually. Tabled ~18 fairs and events/year (2,500 to 5,000 interactions). See PE Annual Update (11/2018). |
| 7.2.6 | Participate in the Select Committee on Coastal Protection | ✓ | ✓ | ✓ | | | | Complete/In Progress | Participation/testimony | Participated in 6/2015 hearing, Sea Level Rise: Resilience and Adaptation in the Coastal Zone and 10/2015 hearing, Expanding Access to California's Natural Resources. No new presentations since 2015. |

| | Objective/Actions | 13-14 | 14-15 | 15-16 | 16-17 | 17-18 | Need \$?* | Status | Key Outcome or Indicator | Comments/Background/Outcome Links |
|-------|----------------------------------------------------------------|------------|----------|----------|----------|----------|-----------|-------------------------|----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 7.2.7 | Enhance Protection of Cultural Resources and Consultation | √ | ✓ | ✓ | ✓ | ✓ | | Complete/In Progress | Actions to protect cultural resources | CCC approved tribal consultation policy (2018); implementation underway + dev process for coord w/Caltrans. Participated in "Strategic Planning, Organizing for CA Native Nations" conference (2018). Enforcement (i.e. Bixby). |
| Agen | cy Capacity 7.3. Expand Public Educa | tion Progr | rams | | | | | | | |
| 7.3.1 | Increase Public Participation in PE Programs | √ | ✓ | ✓ | ✓ | ✓ | \$ | Complete/In Progress | Increased Participation | Increased participation in coastal cleanup programs, over 70,000 in 2018. Geographic expansion over planning period, 953 sites in 2018. 15,500 students participated in Schoolyard Cleanup Program from 2014 - 2018. |
| 7.3.2 | Expand "Bring your own" and other resource reduction programs | | ✓ | ✓ | ✓ | √ | \$ | Complete/In Progress | Number of events; number of people bringing reusable supplies; reduction of cleanup supplies | In 2014-2018, 50% of Clean-up participants brought reusable items. Several sites host "zero waste" cleanups each year; many provide buckets. Between 2014 and 2018, 250,000 fewer plastic trash bags ordered. |
| 7.3.3 | Update Resources for Educators | | | ✓ | ✓ | ✓ | | Complete/In progress | New curriculum; Updates to Waves, Wetlands and Watershed | New curriculum for middle and high school students completed in 2017. Waves, Wetlands, and Watershed alignments to Next Generation Science Standards completed in 2016. Teacher trainings held in 2017 and 2018. |
| Agen | cy Capacity 7.4. Increase Program Fu | nding | | | | | | | | |
| 7.4.1 | Evaluate Funding Opportunities and Strategies | ✓ | ✓ | | ✓ | ✓ | | Complete/In Progress | Evaluation of Funding Strategies | See CCC budget reports (2016 -2018). Carlsbad/SANDAG Agreement extended for 1 CPA II position to expedite review of LCP, coastal permits thru 2019. GGRF \$ for addressing climate change/SLR in 2017, 2018 (see 7.4.2). |
| 7.4.2 | Prepare BCP to support LCP Planning | ✓ | ✓ | √ | | ✓ | | Complete/In Progress | BCP Submitted | BCP approved (2016-17) for +\$3 million and +25 positions for LCP Program (now permanent/baseline budget); \$3 million for LCP Grant Program (2015-16). \$1.5 million GGRF for staff/operations & LCP Grants (2017-18, 2018-19). |
| 7.4.3 | Pursue Increased staffing in Core Program | √ | | √ | | | | Complete/In Progress | Increased Staffing | FY 2016-17 budget retained 25 positions for LCP program (now permanent). New CEA position filled (5/2015). + 2 Enforcement positions w/temporary funding (2017). GGRF funds allow add'l temp positions. See also 7.6.1. |
| 7.4.4 | Update Commission "Fact Sheets" | √ | ✓ | ✓ | ✓ | ✓ | | Complete/In Progress | Updated Fact Sheets | Updates to LCPs and Climate Change fact sheet completed; CZMA/CA Coastal Program fact sheet completed updated anually (2013 - 2018). |
| 7.4.5 | Research Technical Assistance Opportunities | | | | | ✓ | | Complete/In Progress | Research conducted | Identified potential NOAA Digital Coast or Coastal Training Program trainings for LCP Technical Assistance and Training Program task; evaluating implementation. |
| 7.4.6 | Continue Promoting Whale Tail Program and Seek More Funding | ✓ | ✓ | ✓ | ✓ | ✓ | | Complete/In Progress | Whale Tail (WT), tax check-off promotion and increased funding | Pro bono marketing of tax check-box, 2014 - 2018 ("Check the Coast"); minimum funding goals exceeded each year. Launched "Do the Whale Tail" (8/2016). Add'l funding for marketing WT plates provided 2018-19, 2019-20. |
| Agen | cy Capacity 7.5. Develop Succession P | lan | | | | | | | | |
| | Evaluate Retirement Projections and Program Impacts | | | ✓ | | | | Complete/In Progress | Evaluation | Survey of all staff of retirement age complete; retirement cost projections completed and updated each fiscal year. |
| 7.5.2 | Implement Succession Planning Strategies | | | | | | | In progress | Succession planning/implementation | On-going by senior management through trainings to prepare staff for new opportunities. See also 7.6.4. |

| | Objective/Actions | 13-14 | 14-15 | 15-16 | 16-17 | 17-18 | Need \$?* | Status | Key Outcome or Indicator | Comments/Background/Outcome Links |
|-------|----------------------------------------------------------------|-------------|----------|----------|-------|-------|-----------|-------------------------|-------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Ageno | ry Capacity 7.6. Develop Staff Recruit | ment Strate | egy | | | | | | | |
| | Identify and Pursue Critical Staffing Needs | ✓ | | | | ✓ | \$ | Complete/In Progress | Staff Needs Assessment | Core needs related to LCP program identified; budget augmentation received. See 7.4.1-3; add'l positions for enforcement, business services & accounting added w/temporary funding (2017-18); ongoing work to enhance staffing. |
| 7.6.2 | Improve Staff Recruitment | | | | | | \$\$ | In progress | New recruitment/outreach programs | Significant effort to hire 25 LCP positions (2013-14). Recruitment for exams and open positions at networking/job fairs/internships/fellowships. Add'l actions developed thru GARE (Yr 1) Racial Equity Plan. |
| 7.6.3 | Expand Commission Internship Program | | | √ | ✓ | ✓ | \$ | Complete/In Progress | Expanded use of interns | Enforcement Intern program continues. Environmental Services Interns from 2015-2018; hired many as CPAs. Added ecology graduate student interns in SF Office in 2017, 2018 (also in Ventura Office since 2010). |
| 7.6.4 | Continue NOAA, Sea Grant, and other fellow programs | ✓ | √ | √ | ✓ | ✓ | | Complete/In Progress | Number of Fellows | Secured NOAA Coastal Management Fellow for 2016 - 2018; 2018-2020; Sea Grant Fellows secured all 5 years. 7 past Sea Grant Fellows and last 2 NOAA Coastal Fellows on staff. UC Davis Law fellow on staff. |
| Agenc | cy Capacity 7.7. Strengthen Staff Capa | ıcity | | | | | | | | |
| 7.7.1 | Develop Mentoring Program | | | | | | | Deferred | Mentoring established | |
| 7.7.2 | Develop Staff Training and Professional Development Program | | | | | | \$ | In progress | Program Developed | Job analysis project by CPS HR Consulting completed in January 2016 to support updated duty statements and professional development. Communication & leadership training (2017,18). See also 7.7.3, 7.7.4. |
| 7.7.3 | Conduct Regular Staff Training | ✓ | ✓ | ✓ | | ✓ | \$\$ | Complete/In Progress | Training sessions | All staff in person train w/sea level rise focus (12/2015); communications training (2017-18); GARE-year 1,2 for 15-20 staff (2018, 19); environmental justice (2018); CDMS/records mngt (ongoing). Add'l training dev underway. |
| 7.7.4 | Update Staff Training Materials | ✓ | | | ✓ | ✓ | \$ | Complete/In Progress | Material Updated; Staff training materials available online | Federal funding for LCP Training and Technical Assistance program underway to provide online training resources for staff and local governments; some modules complete not yet launched. See Goal 3, 4 re: guidance/training. |
| 7.7.5 | Pursue Establishing Senior Coastal Analyst Position | | | | | | \$ | Deferred | Position Established | Deferred due to CalHR consolidation initiative - not accepting new classification requests due to consolidation. |
| 7.7.6 | Pursue Structural Salary Increases | | | | | | \$ | In progress | Structural salary increase | Job analysis project completed inc. salary study for the Coastal Program Analyst series (2016); submitted a salary adjustment request to CalHR for CPA series (2016). Coastal agencies letter to Gov requesting geo pay (1/2019). |
| 7.7.7 | Establish Staff Recognition Program | | | | | | | In progress | Program established | Started work on designing a recognition certificate and determining the milestones to be recognized. |

| | Objective/Actions | 13-14 | 14-15 | 15-16 | 16-17 | 17-18 | Need \$?* | Status | Key Outcome or Indicator | Comments/Background/Outcome Links |
|-------|---------------------------------------------------------------|-------------|-------------|------------|----------|-------|-----------|-------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Agen | ncy Capacity 7.8. Improve Communicat | tion, Coord | lination, a | nd Collabo | ration | | | | | |
| 7.8.1 | Establish new internal communication mechanisms | | ✓ | | | | | Complete/In Progress | New communication mechanisms | Instituted monthly staff briefings and monthly district manager coordination meetings. |
| 7.8.2 | Consider establishing new intra-agency task forces | | √ | ✓ | | | | Complete/In Progress | New task forces | Agriculture Task Force established for federal funded ag project; Sea Level Rise (SLR) Team (established 2016) conduct outreach for SLR; supports District staff with SLR analysis need in LCPs and reviewing CDP projects. |
| 7.8.3 | Enhance Inter-agency Coordination and Communication | < | ✓ | ✓ | ✓ | ✓ | \$ | Complete/In Progress | Enhanced Coordination | Caltrans Improved Partnering Agrmnt (12/2016); State Parks MOU on In-lieu fees; 309 project w/State Lands public trust; SANDAG, Coastal Working Group of the CA League of Cities/CSAC; CO-CAT & State SLR Leadership Group |
| 7.8.4 | Coordinate with Ocean Science Trust and Academic Institutions | | | | | | \$\$ | In progress | Coordination with OST/Academia | Ongoing work between technical services staff and academic institutions on key scientific/technical issues; contract with academics for beach evaluation project (2013 - 2015). No coord with OST. |