

Interest-Based Negotiation

Conflict Resolution

for Biologists, Conservationists, and Land Managers

Rancho Murieta, Sacramento, California



Lead Instructor: Steve Barber, Barber & Gonzales

Guest Speakers:

Stan O. Van Vleck
Van Vleck Ranch
Van Vleck Properties LLP
Downey-Brand LLP
California Cattlemen's Board

Cynthia Perrine
Executive Director
Northern California Regional Land Trust

Andy Fecko
General Manager
Placer County Water Agency

Fred Jurick
California Department of Fish & Wildlife

Rick Parmer
California Department of Fish & Wildlife

Description:

The interest-based negotiation model has been used worldwide to solve disputes, strengthen teams, and help multi-interest stakeholders come to agreements. Steve Barber is custom-designing his famous workshop - used with politicians and business leaders - for application to consulting biologists, agency staff, and any professionals trying to negotiate land and resource management.

In this 3-day workshop, you'll learn interactive exercises and simulations to provide you the tools, techniques, and principles for mastering successful negotiations. We'll explore real-life applications and meet real-life stakeholders, land-owners, and regulators.

Note: Due to the generosity of Mr. Barber, this rare opportunity is being offered at a fraction of its normal cost.

Registration - We are now waitlisting

Registration cost includes 3 days of Interest-Based Negotiation training, 2 follow-up discussions (by conference call), access to the Placer County Water Agency and the Van Vleck Ranch, one banquet dinner, and refreshments. Lodging, transportation, and additional meals are on your own.

Please Register Using This Link:

<https://user.tws-west.org/store.php?e=IBN2023>

Registration Categories	Course Cost
Member, TWS Western Section	\$590
Non-Member	\$640
Student/Early Career professional (2 spots available)	\$490

Registrants will be processed in the order received. To hold your spot, please pay by card. You will receive detailed information in an email by April 25, 2023.

State or federal agencies: we can hold your registration until a check is issued provided that you 1. send an email notification to workshops@twc-west.org and 2. hold your spot by filling out the registration, skipping the payment page.

The maximum enrollment is 30 after which, a waiting list will be kept. A minimum of 19 participants must register for the workshop by **May 2nd** or the workshop will be canceled and all registration fees will be returned.

Cancellation and Refund Policy: Cancellation and Refund Policy: To receive a refund (minus a \$50 processing fee) of workshop registration fees, we must receive your cancellation no later than 14 business days before the first day of the event. There will be no refunds due to inclement weather, Federal budget issues, furloughs or other events beyond the control of TWS-West. All refunds are subject to a 5% processing fee. However, registration may be transferred to another individual for a \$25 transfer fee.

Locations

Meeting Locations

On the 15th and 17th of May, we'll be meeting at:

[Rancho Murieta Inn & Spa](#)

[7337 Murieta Dr. Rancho Murieta. CA 95683](#)

On the 16th, we will be meeting at:

[Placer County Water Agency](#)

[144 Ferguson Rd. Auburn, CA 95603](#)

Our field location on the 17th will be:

[Van Vleck Ranch](#)

[7879 Van Vleck Rd. Rancho Murieta. CA 95683](#)



Preparation

Lodging and Meals

Lodging is not included in the workshop registration. However, you can get a discounted rate within the hotel block, if you register by April 15.

To book within the Rancho Murieta Inn and Spa Hotel block, click [here](#).

Meals: A banquet will be provided on the first evening. Other meals are on your own. There is a restaurant at the hotel, and numerous opportunities to get food in Rancho Murieta. Within a 5-minute walk from the hotel are the Backyard Grill, Naan King Indian Restaurant, El Gallo Mexican, Starbucks, Burger King, Taco Bell, and a Bel Air grocery store. Please pack a lunch for Day 2.

Packing List

- Notebook or laptop
- Pen or pencil
- Boots which cover the ankle
- Windbreaker
- fleece jacket or vest



- layered clothing
- hat(s) (both for sun and cold evenings)
- water bottle(s) - refillable please – there is good tap water but bring large jugs of drinking water
- prescription drugs
- small notebook for the field
- water bottle(s) to refill
- backpack or field pack
- thermal coffee mug to help reduce paper waste
- Lunch box or bag for field lunches

What to Expect

This Seminar is interactive, hands-on, and participatory. Wear comfortable clothes and be prepared to engage with others. Each day will include both lecture and interactive training. Participants will be able to meet and discuss land interests with a variety of stakeholders from the local area. We will spend time in the field, as well as within the classroom. Expect to begin around 8:00 AM and end around 4:00 PM. The schedule is crafted around the experience of the participants. We will not run later than 4:00 PM on the final day.

Advance carpooling coordination between participants is advised, as roads may be wet from rain and may require 4x4. Detailed directions to the ranch, as well as a full roster of participants will be provided in an informational letter to every participant.



Schedule

(Subject to Change by Instructors)

Day 1: May 15, 2023 - Meet at the Murieta Inn and Spa

Classroom: IBN Part 1

- Registration: 8:00 - 8:30
- Introductions: 8:30 - 8:45 Introduce Steve
- Interactive Exercise and Debrief: 8:45 - 12:00 with breaks & breakout rooms
- Lunch: 12:00 - 1:00
- Initiative Task: 1:00 - 2:30
- Break: 2:30 - 2:45
- Interactive Exercise and Debrief: 2:45 - 4:00

- Banquet and Guest Speaker Cynthia Perrine: 5:30 - 8:00

Day 2: May 16, 2023 - Meet at the Placer County Water Agency Boardroom

Classroom: IBN Part 2

- Principles and Process of IBN Approach: 8:00 - 10:00
- Break: 10:00 - 10:15
- Initial Case Study: 10:15 - 12:00
 - Andy Fecko describes the FERC relicensing process
 - Debrief/Disaggregate the Process as explained by Andy Fecko
- Lunch: 12:00 - 1:00
- Simulation Handouts for Day 3 Practicum (Cherokee Creek): 1:00 - 1:30
- Field Visit hosted by Andy Fecko and Staff 1:30 - 4:00

Field Visit: Placer County Water Agency - Tour facilities and hear about how Steve worked with PCWA to come to an agreement about dams, fish, and the FERC relicensing.

Day 3: May 17, 2023 - Meet at the Murieta Inn and Spa

Classroom:

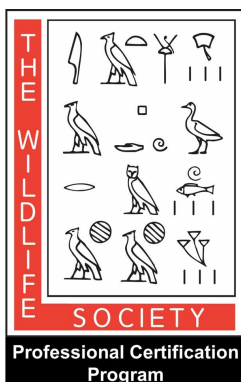
- Meet at 8:00
- Case Studies - Fred Jurick and Rick Parmer: 8:00 - 10:00
- Break: 10:00 - 10:30
- Practice/Simulation of IBN: 10:30 - 12:00
- Lunch: 12:00 - 1:00
- Field Visit 1:00 - 4:00

Field Visit: Van Vleck Ranch - Meet Stan Van Vleck, owner of the oldest cattle ranch in CA, and hear about his efforts to conserve land for wildlife while creating a profitable ranching enterprise.

Follow-Up: We will have two subsequent follow-up meetings: at 6 months, then 1 year after the workshop. This will take place as a conference call by Zoom and will address how we've implemented and used IBN in our professional lives.

Who We Are

The Western Section of TWS The Wildlife Society is an international non-profit scientific and educational association dedicated to excellence in wildlife stewardship through science and education. Our mission is to enhance the ability of wildlife professionals and wildlife students to conserve diversity, sustain productivity, and ensure responsible use of wildlife resources and their habitats. The Western Section of The Wildlife Society is comprised of over 1000 wildlife managers, biologists, ecologists, and students from California, Nevada, Hawaii, and Guam all devoted to the sustainable conservation of wildlife in the western United States region. There are 8 geographic area and 7 student [Chapters](#) that make up the Western Section.



Certified Wildlife Biologist

Certified Wildlife Biologist Renewal/ Professional Development Certificate Program:

The Wildlife Society will allow a maximum of 15 Continuing Education Units in Category I of the Certified Wildlife Biologist Renewal/Professional Development Certificate Program.

Instructor Biographies

STEVE BARBER

Steve Barber is considered by human resources, labor relations, negotiations, dispute resolution, and political professionals to be a “consultants’ consultant”. His leadership in the field of non-adversarial negotiations, decision-making, problem-solving, organizational effectiveness, and communications is recognized both nationally and internationally.

After serving as the top aide to two state legislators and as a Deputy Director in an office of the State Health and Welfare Agency, Steve held the posts of executive secretary and Deputy Director of the Public Employment Relations Board (PERB) during his 15 years with that Agency. While involved in the legislative and regulatory processes of State government, Steve found multiple opportunities to utilize a principled, interest approach to communication and decision making.

Steve Barber has spent the better part of the past two decades introducing union/management relationships to a non-adversarial means of doing labor relations and collective bargaining. His initiative at PERB brought into being a coalition of union and management organizations which eventually formed the California Foundation for the Improvement of Employer-Employee Relations or CFIER (See-Fire). Mr. Barber has been a primary architect of this unique and revolutionary project that is changing the labor-relations paradigm. He has been replicating this initiative in Arizona, Canada, and the private sector. Success in this application has legitimized the extension of a principled approach into public policy, regulatory, and community issues management.

His pioneering work as a change initiator in this field has brought him national and international recognition. He was invited by the United Nations to be one of 10 people from the United States to attend the first ever international conference convened to develop methods of introducing and sustaining interest approach negotiations and relationship principles to employers and unions. He was recently invited to help create the first ever Institute to introduce collaborative and interest-based decision making principles as an effective and legitimate practice for organizational development to the international business and government communities by the Association for Quality and Participation. The University of California at Davis has solicited Mr. Barber to serve on a newly created advisory committee for the development of a Certificate Program in Organizational Development/Effectiveness.

A native-born Californian, Steve’s employment experience includes machinist



apprentice, retail clerk, cowboy, ranch hand, firefighter, oil worker, truck driver and mechanic. Upon his graduation from UCLA with a degree in Political Science, he attended graduate school in Political Science and Philosophy at San Diego State University. Steve has contributed to the development of curricula for the Political Science Department of SDSU in mediation as a component of their Interdisciplinary Degree Program in International Conflict Resolution. Annually, he presents a seminar on decision making to the Graduate School of Political Science at SDSU, and frequently presents at state and national conferences on the subject of employer/employee relations, organizational effectiveness and change initiatives.

His consulting firm, Barber and Gonzales, can be found here:

<https://barberandgonzales.wordpress.com>

STAN O. VAN VLECK

The Van Vleck Ranch is a fully operational cattle ranch with almost 13,000 acres under management in southeastern Sacramento County, which represents approximately 5 percent of all of agriculture in Sacramento County. In addition to the cattle ranching, the operation provides a number of recreational opportunities to the public, such as horseback riding, fishing, camping and even paintballing. A land of many uses, the Van Vleck family works to keep the business successful while also providing ecological services. The ranch contains nearly 10,000 acres of wildlife habitat, including 1,800 acres in conservation easements.



Stan Van Vleck was raised on the ranch, which he now owns and operates. In addition to ranching, Mr. Van Vleck is an attorney at Downey Brand LLP. Stan has successfully resolved disputes for clients with the California Legislature and government agencies in California for over 30 years. He represents clients on a broad array of governmental problems encompassing basic permitting to the most complex issues. Stan's extensive experience working for high level officials such as a US Senator, the Governor of California, and a California State Legislator has provided a thorough understanding of California's politics and political process. Stan advocates on behalf of his clients on a daily basis to protect their rights, secure and protect permits or licenses, or assist on government procurement matters.

Stan was recently recognized by Siemens, as their top advocate in the United States and by the regional Chamber of Commerce as its Volunteer of the Year for the key business wins he was able to help deliver for the region.

Stan is a graduate of the Agricultural Leadership Fellowship, where he engaged with top U.S. leaders as well as those in foreign countries such as China, Uzbekistan, and Iran. He is also a graduate of the American Leadership Forum.

He has served on the board of the California Cattleman's Association, the Board for the Cal Poly San Luis Obispo's College of Agriculture, the Board for the Sacramento Downtown Partnership, the Board of the California Chamber of Commerce, and is the Vice Chair of the Sacramento Metro Chamber Board and is responsible for policy for the region. Stan also served as the Chair for the Coalition of business and union interests to build an arena in Sacramento.

CYNTHIA GRAVES PERRINE



Cynthia Perrine is the Executive Director for Northern California Regional Land Trust, working to strengthen the community-wide stewardship of local and regional natural resources. She seeks opportunities to collaboratively lead and support land managers, conservationists, and professional biologists. An avid user of Interest-Based Negotiation principles, Cynthia is passionate about bringing science to the table in decision-making processes, and she is a Certified Wildlife Biologist.

Cynthia began her career at the California Department of Fish and Wildlife, as a student assistant in the Natural Heritage Division and botany scientific aide, then acting Program Coordinator and

Statewide facilitator of the Field Training Biologist Program. She received the Director's Award for Outstanding State Service in 1995. In 2003, Cynthia's interest in public outreach brought her to Public Programs Coordinator of the Jepson Herbarium/Berkeley Natural History Museums at UC Berkeley. Here, she managed 25-30 workshops per year in addition to monthly events. Cynthia's workshops took place throughout California, Nevada, and even New Zealand.

Cynthia's interest in community is evident in her tenure at non-profit organizations such as the Western Section of The Wildlife Society, where in the role of program director, she coordinated operations and developed initiatives such as assessing member needs, facilitating board strategic objectives, programs for training and peer to peer mentorship; engaging members in conservation policy; creating dialog with decision makers; supporting K-12 outdoor learning; and promoting inclusive events. Cynthia also served as the Section's President (2005-2006) and as its representative to The Wildlife Society (2013-2019). Cynthia has also served as the Program Director at the Cal Poly Science Cafe, and as Assistant Resource Ecologist for California State Parks, Big Sur Sector.

In 2016, Cynthia went back to school to get her Masters in Business Administration, with

a concentration in Organizational Leadership. Subsequently, she served as the Executive Director of the Lassen Park Foundation. Current non-profit activities include managing grant agreements and land management objectives with private landowners, corporations, and state and federal agency partners, and representing the land trust in coalitions, collaborative conservation strategies, and regional conservation efforts.

ANDY FECKO

Andy Fecko serves as the General Manager for the Placer County Water Agency (PCWA). Interestingly, his background is in wildlife, having a degree in fisheries biology from UC Davis, where he studied under Dr. Peter Moyle. Like many of our speakers, after graduating, Mr. Fecko worked for the State of California, where he conducted research on the effects of forest herbicides on fish populations.

From there, he went on to work for the State Water Resources Control Board and the California Department of Water Resources (DWR), working on the Sites Reservoir project during CALFED. Seeing his regulatory knowledge, scientific and technical skill on the fisheries front, and management experience from his work on the Sites Reservoir, Placer County Water Agency brought him on.



Placer County Water Agency is a special district formed by state legislature in 1957. The purpose was to create the Middle Fork Project - part of the most productive of watersheds in California, and responsible for French Meadows and Hell Hole Reservoirs.

Since then, Placer County Water Agency has become a leader in promoting the idea that water agencies can effectively help manage critical municipal drinking and irrigation water. Mr. Fecko has effectively led PCWA through increasing the size of major reservoirs, adding spillway gates to provide water for recreation and ecosystem needs, and rebuilding recreational infrastructure. Mr. Fecko has spent much of his tenure working to provide PCWA its FERC relicensing. Today, PCWA provides water treated to the highest level required by law and beyond, to about 4,500 agricultural customers and over 40,000 retail water customers.

FRED JURICK

Fred Jurick has a unique background of fisheries research, oceanography, restoration, commercial fishing and business both domestic and international. Fred started his marine biology career after college by helping sail a research vessel to Alaska and then sampling bottom fish and oceanographic studies in the Bering Sea for the National Marine Fisheries Service (NMFS). After a brief stint in Alaska, he moved to warmer waters in San Diego and participated in tuna research and management for both the NMFS and the International Tuna Commission. His first real job was for his alma mater Humboldt State University (now Cal Poly) Sea Grant Program as a marine agent working with the Northern California commercial fishing industry, both fisherman and infrastructure. His personal project of interest while at Humboldt State was working with the US Weather Service to develop fishing charts made from satellite images showed sea surface temperature fronts which could aid tuna and salmon fishing ventures. The great success of these charts created international interest and inspired NASA to include fisheries and Mr. Jurick as part of their brief SEASAT satellite platform studies.

After almost a decade with the university, he changed pace and ran a local fishing cooperative and then decided to go commercial fishing with a friend. Had it not been for the 1982-'83 El Nino, he believes he would have owned a fishing vessel or two in the Seattle region and been on at least one episode of Deadliest Catch. But that El Nino wiped out commercial fishing on the West Coast and he fell back to his college training and joined a US-AID development program in the Middle East where he helped organize artisanal fisherman training activities and support which included boat repair facilities and marketing infrastructure. He actually caught the first fresh Gulf of Oman yellowfin tuna which was air freighted to the Tokyo Fish Market and sold on Christmas Day, something not possible earlier. This venture opened up year round sushimi grade tuna being available to Japan and a unique market for Oman and the home of Sinbad.

After about five years working with AID and FAO, he returned to the USA and rejoined the Sea Grant Program at the University of Florida in Daytona and then back to Humboldt County working for University of California Davis Sea Grant Program. This finally lead to going to work for California Department of Fish and Wildlife (DFW) managing the Delta Fish Agreement (DFA) between DFW and the Department of Water Resources (DWR). This agreement was the 1986 mitigation agreement to offset fishery losses at the Harvey Banks Pumping Facility. This position essentially made him a DFW contractor to DWR and, guided by a committee of environmentalists and water contractors, developed mitigation actions throughout the California Central Valley but primarily in the San Joaquin. He considered himself a Restoration Facilitator because he

coordinated those who had the ideas for a restoration project with those that could design the project, found the money to construct and then either wrote or oversaw the development of documents to gain the permits to build the projects.

During his 18 years with DFW, Mr. Jurick participated in over 50 restoration enhancements and several mitigation agreements in the Central Valley. He is currently happily retired.

RICK PARMER

Over a career of thirty-two years, Rick Parmer has been park ranger, naturalist, and public lands manager in U.S. national parks, California state parks, CA state fish and wildlife and East Bay Regional Park District. During that time, he has also served as assistant director of Save The Redwoods League, president of the California State Park Rangers Association, Chairperson of Board of the San Francisco Bay Trail Project, a National board member of the National Association for Interpretation (NAI), and a senior advisor for the Community Ranger Association of the Democratic Republic of Congo.



Throughout his career, Mr. Parmer specialized in Community-based Wildlife Conflict Resolution (Mountain Lions, Bears, Coyotes) for the California Department of Fish and Wildlife. He is a facilitator and conflict resolution trainer for Chileno Valley Newt Brigade.