

***LOUISIANA DEPARTMENT
OF
WILDLIFE AND FISHERIES***

Strategic Plan 2011-12 through 2015-2016

July 2010

INTRODUCTION

The Louisiana Department of Wildlife and Fisheries (LDWF) is the state agency responsible for management of the state's renewable natural resources including all wildlife and all aquatic life. The control and supervision of these resources are assigned to the department in the Constitution of the State of Louisiana of 1974, Article IX, Section 7 and in revised statutes under Title 36 and Title 56. Responsibilities related to enforcement of boating safety laws are also assigned to LDWF in Title 34, Chapter 4, Part IV.

Prudent stewardship of the state's renewable natural resources contributes significantly to the quality of life of the state's citizens and to the economic well-being of the state. We serve almost two million direct users and countless others who benefit indirectly.

LDWF supports a strong work ethic in its employees and incorporates the use of good science, accurate information, and technology in carrying out its mission. The agency continually looks for ways to improve the way we manage resources to ensure their sustainability and availability for all users now and in the future.

There are national trends that challenge all fish and wildlife agencies. Some of these include:

- *People have increasingly greater demands on their time.*
- *Access to natural resources is becoming more restricted.*
- *Citizens have less trust in government.*
- *Funding is limited.*
- *The human population is aging.*
- *Complex regulations make it difficult to attract novices to hunting and fishing.*
- *Wildlife habitat is shrinking because of development.*
- *Increasingly urbanized public.*

These national issues in addition to state issues create a challenging climate for natural resource management. To ensure success in maintaining and expanding opportunities to the users of the resources and to ensure continued sustainable populations of fish and wildlife species, the department must enhance citizen participation, create opportunities to inform the public and exchange ideas and concerns, and make decisions that include scientific, social and economic factors.

DEPARTMENT ORGANIZATION

The Department of Wildlife and Fisheries is organized by statute into four offices. Funding is appropriated to these budget units by “program”.

<u>Office</u>	<u>Program</u>
Office of Management and Finance	Management and Finance
Office of Secretary	Administration Enforcement
Office of Wildlife	Wildlife
Office of Fisheries	Fisheries Seafood Promotion and Marketing

This strategic plan contains a mission statement, vision statement, and philosophy at the department level, and for each program: mission, goal, activities, objectives, strategies, and performance measures.

KEY CONTACT PERSONS

EXECUTIVE STAFF

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STRATEGIC PLANNING STAFF

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DUPLICATION OF EFFORT

There is minimal duplication of effort in the Department of Wildlife and Fisheries due to careful organization of programs and activities and due to a focus on cooperation and collaboration between programs. Communication among both professional and technical personnel in programs is accomplished through periodic meetings and work groups. Each program has unique goals, objectives, and strategies – all of which are directed toward the successful accomplishment of our mission of overall conservation of the state's wildlife and fisheries resources.

ACT 1078 of 2003 (Women and Families)

The Department of Wildlife and Fisheries conducts two educational programs which benefit women and families. They include:

- **Becoming an Outdoors Woman (BOW)**

This program focuses on providing opportunities for women to learn skills that enhance and encourage participation in hunting, fishing and other outdoor activities. The department conducts these weekend workshops once a year for up to 125 participants.

- **Families Understand Nature (FUN) Camp**

These camps conducted three times a year offer parents and their children an opportunity to spend a weekend in the outdoors re-establishing bonds and honing outdoor skills. One camp is for fathers and daughters, one for fathers and sons, and one is for mothers and daughters/sons.

These activities are performed by the Wildlife Program along with other educational programs including mandatory hunter/firearm education. The related objective is:

Conduct educational programs to reach 45,000 participants and respond to 80,000 general information questions from the public annually.

Participants in BOW and FUN are part of the performance indicators which measure achievement of this objective.

GLOSSARY

<i>Access</i>	<i>freedom or ability to make use of</i>
<i>Achieve</i>	<i>carry out successfully; attain a desired end or aim; perform</i>
<i>Administration</i>	<i>manage or supervise the execution, use or conduct of</i>
<i>Collaboration</i>	<i>work jointly with others; cooperate</i>
<i>Conservation</i>	<i>careful preservation and protection (wise use of resources)</i>
<i>Control</i>	<i>exercise restraining or directly influence over; regulate</i>
<i>Create</i>	<i>bring into existence; invent; bring about by action or behavior</i>
<i>Development</i>	<i>promote the growth of; make available or usable</i>
<i>Direction</i>	<i>guidance or supervision; management; authoritative instruction</i>
<i>Ecology</i>	<i>interrelationship of organisms and their environments; totality of relationships</i>
<i>Educate</i>	<i>develop mentally or morally by instruction; provide knowledge and development</i>
<i>Enforce</i>	<i>strengthen; gain or effect by force; carry out effectively</i>
<i>Enhance</i>	<i>make greater as in value, desirability or attractiveness</i>
<i>Enjoy</i>	<i>take pleasure; have for one's use</i>
<i>Enjoyment</i>	<i>possession and use; gives keen satisfaction</i>
<i>Ensure</i>	<i>to make certain, guarantee</i>
<i>Execute</i>	<i>carry out fully; put into effect; do what is provided by decree/law</i>
<i>Extirpate</i>	<i>destroy completely</i>
<i>Fishery</i>	<i>the act, process, occupation, or season of taking fish</i>
<i>Habitat</i>	<i>place or type of site where a plant or animal naturally lives and grows</i>
<i>Maintain</i>	<i>keep in existing state; preserve; defend; sustain, affirm; support</i>

<i>Manage</i>	<i>direct with skill; treat with care; alter by manipulation</i>
<i>Operate</i>	<i>run or control the functioning of; conduct the affairs of; manage</i>
<i>Opportunity</i>	<i>favorable juncture of circumstances; change for progress or advancement</i>
<i>Optimize</i>	<i>make as perfect, effective, or functional as possible</i>
<i>Preserve</i>	<i>to keep safe from harm, injury or destruction; protect; maintain (generally means “non use”)</i>
<i>Promote</i>	<i>contribute to the growth or prosperity of; help bring into being</i>
<i>Protect</i>	<i>shield from injury or destruction; guard; defend; save from loss</i>
<i>Recreation</i>	<i>refreshment of strength and spirits after work</i>
<i>Regulate</i>	<i>govern or direct according to rule; bring order, method or uniformity to</i>
<i>Renewable</i>	<i>capable of being replaced by natural ecological cycles or sound management practices</i>
<i>Replenish</i>	<i>stock; nourish; build up again; replace</i>
<i>Research</i>	<i>careful or diligent search; studious inquiry or examination</i>
<i>Stewardship</i>	<i>responsibility for management with regard for the rights of others</i>
<i>Supervision</i>	<i>critical watching and directing; oversight</i>
<i>Sustain</i>	<i>support, nourish, prolong</i>
<i>Utilization</i>	<i>practical use or account</i>

**LOUISIANA DEPARTMENT OF WILDLIFE AND FISHERIES
FIVE-YEAR STRATEGIC PLAN
FISCAL YEAR 2011-2012 THROUGH 2015-2016**

MISSION STATEMENT

To manage, conserve, and promote wise utilization of Louisiana's renewable fish and wildlife resources and their supporting habitats through replenishment, protection, enhancement, research, development, and education for the social and economic benefit of current and future generations; to provide opportunities for and to encourage the use and enjoyment of these resources in a safe and healthy environment both on land and on water.

VISION STATEMENT

Through management and protection of wildlife and fish resources and habitats, Louisiana's Department of Wildlife and Fisheries will enhance the quality of life of the state's citizens and ensure sustainability of these resources.

PHILOSOPHY

The department's mission will be accomplished in a fair and equitable fashion using science-based information, open communication, and collaboration. The policies and actions of the department will be developed and carried out to foster the public's trust and respect and will be implemented in a way that encourages employee teamwork and partnerships with governmental and non-governmental entities.

PROGRAM NAME: MANAGEMENT AND FINANCE

Mission

The purpose of the Management and Finance Program is to perform the financial, public information, licensing, program evaluation, planning, and general support service functions for the Department of Wildlife and Fisheries so that its mission of conservation of renewable natural resources is accomplished.

Goal

To provide the most effective and efficient services, enforce compliance with policies and regulations in all department programs, promote good customer service and to increase the public visibility of the department.

Statutory authority: R.S. 36:607 and R.S. 36:8

State Goal: Natural Resources

ACTIVITY: Support Services – The sections in this activity perform the financial and administrative support services for all programs in the department.

OBJECTIVE 1. To implement sound financial practices and fiscal controls as demonstrated by having no repeat legislative audit findings in the department's biennial audits.

Strategy 1.1. Maintain procedures manuals on all positions in the program.

Strategy 1.2. Cooperate with the department's internal auditor and other auditors to develop and implement policies and procedures and corrective actions.

Strategy 1.3. Conduct in-service training for all functions regulated and managed by the program.

Strategy 1.4. Develop and implement effective and "usable" programs for fiscal controls such as the Bond/Crime Program and the Cash Management Program.

PERFORMANCE MEASURES:

Outcome Number of repeat audit findings

State Goal: Natural Resources

ACTIVITY: Licensing and Boat Registration/Titling – This activity is responsible for the issuance of many and varied types of licenses, permits and registrations according to the statues regulating wildlife, fisheries and boating activities for both recreational and commercial users.

OBJECTIVE 2. To improve customer satisfaction among license, permit and registration clients who receive service through the Baton Rouge office.

Strategy 2.1. Enhance staff recruitment and retention.

Strategy 2.2. Utilize information technology applications to maximize productivity.

Strategy 2.3. Ensure staff has adequate knowledge and skills to perform their job duties to meet the needs of the department’s customers.

PERFORMANCE MEASURES:

Outcome	Percentage of completed surveys of license customers with a rating of “strongly agree” or agree”
Outcome	Processing return time on mailed-in applications
Input	Number of staff assigned to license and registration functions

State Goal: Natural Resources

ACTIVITY: Administrative – This activity includes the positions and funding necessary to undertake the administrative leadership functions of the Office of Management and Finance.

OBJECTIVE 3. Ensure that all programs in the department are provided support services, which enable them to accomplish their goals and objectives.

Strategy 3.1. Conduct process evaluations to improve the flow and timeliness of work products

Strategy 3.2. Maintain an adequate level of staffing

Strategy 3.3. Provide advice and guidance on allocation of financial resources

PERFORMANCE MEASURES:

Outcome	Percent of internal customers (dept staff) surveyed who report at least an 80% satisfaction level with the services provided by OMF
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Input No. department employees per support service employee (not including License section)

State Goal: Natural Resources

ACTIVITY: Public Information - This activity handles the primary communication programs for the department.

OBJECTIVE 4. To provide opportunities for the public to receive information on the department and resource management through news releases, publications and internet access.

Strategy 4.1. Maintain a qualified, professional staff of employees.

Strategy 4.2. Promote departmental activities and events through media opportunity.

Strategy 4.3. Post and maintain department news and activities on the web site.

Strategy 4.4. Respond to media inquiries.

PERFORMANCE MEASURES:

Outcome No. news releases and features written and distributed

Input No. departmental activities and events covered and highlighted by media

Outcome No. of unique website visitors

Clients and Users:

All department employees

Commercial fishermen

Recreational hunters and fishers

Boaters

Media

Non-consumptive outdoor users

Libraries, schools

State control agencies

PROGRAM NAME: ADMINISTRATION (Office of Secretary)

Mission

The mission of the Administration Program within the Office of the Secretary is to provide executive leadership and legal support to all department programs and staff.

Goal

That all programs will be operated efficiently and effectively through sound planning and decision-making processes resulting in sustainability of the state's natural resources.

Statutory Authority for goal: Title 36, Chapter 13, and Title 56

State Goal: Natural Resources

ACTIVITY: Administrative - This activity provides executive leadership, direction, and supervision to the Undersecretary, the Assistant Secretaries of the Office of Wildlife and the Office of Fisheries, the Enforcement Program, the Legal Section and the Internal Auditor to accomplish the goals and objectives of the department.

OBJECTIVE 1: To provide executive leadership, legal support and internal audits to all department programs, so that they are able to protect and preserve the wildlife and fish resources of the state.

Strategy 1.1. Plan and prioritize for the allocation of financial resources.

Strategy 1.2. Encourage staff empowerment and teamwork.

Strategy 1.3. Promote partnerships and collaboration with other state agencies and other entities.

Strategy 1.4. Be responsive to the needs of all external stakeholders.

PERFORMANCE MEASURES:

Outcome Number of repeat audit findings.

PROGRAM NAME: ENFORCEMENT

Mission

The Mission of the Enforcement Division is to establish and maintain compliance through the execution and enforcement of laws, rules and regulations of the state relative to the management, conservation and protection of renewable natural wildlife and fisheries resources and relative to providing public safety on the state's waterways and lands for the continued use and enjoyment of current and future generations.

Goal 1

To support natural resource preservation by providing frontline enforcement component of laws, regulations, and programs related to wildlife and fisheries use, conservation and management. Hours worked and public contacts associated with wildlife, fisheries and ecosystem enforcement, education and community policing programs are the most relevant measures of the activities related to work toward improving and sustaining the state's natural resources.

Activity 1

Wildlife, Fisheries and Ecosystem Enforcement (State Goal: Natural Resources)

LDWF/LED is responsible for assuring public compliance with state and federal laws, regulations, and programs which promote, manage and enhance the conservation of Louisiana's wildlife and fisheries resources and protect and sustain their supporting ecosystems. This activity is conducted through patrols of Louisiana's forest, woods and marshes, in-vessel patrols of Louisiana's in-shore and off-shore waters and investigations of relevant commercial facilities. The LDWF/LED also conducts community policing activities which publicize legal practices, encourage voluntary compliance and promote safe participation in recreational and commercial activities which use Louisiana's natural resources.

OBJECTIVE 1. Provide professional law enforcement presence to execute statutory mandates for the management, protection and conservation of natural resources on our state's lakes and waters, improve regulatory compliance to successfully support resource management plans and protect the supporting ecosystem.

Strategy 1.1. Increase awareness of regulations associated with wildlife, fisheries and ecosystem activities.

Strategy 1.2. Increase voluntary compliance through effective and efficient patrol effort.

Strategy 1.3. Ensure reporting data accuracy and completeness.

Strategy 1.4. Review and evaluate compliance data, patrol/public contact data to measure and evaluate if plan objective is being met.

Strategy 1.5. Implement changes necessary annually to meet the objective of the plan. Assess and update the plan in five years.

Strategy 1.6. Maximize efficiency and outputs associated with funds received in support of wildlife, fisheries ecosystem enforcement activities.

Strategy 1.7. Seek new continued and creative funding sources.

Strategy 1.8. Implement community policing and outreach policy programs.

PERFORMANCE MEASURES:

Number of wildlife, fisheries and ecosystem enforcement patrol hours

Number of public contacts¹ associated with wildlife, fisheries and ecosystem enforcement.

Outcome - Percent of public observed to be in compliance with the state's laws, rules and regulations relative to wildlife, fisheries and ecosystem enforcement

Outcome – Percent of public observed to be in compliance with the state's laws, rules and regulations relative to recreational fishing.

Outcome – Percent of public observed to be in compliance with the state's laws, rules and regulations relative to commercial fishing/excluding oysters

Outcome – Percent of public observed to be in compliance with the state's laws, rules and regulations relative to oyster fishing

Outcome – Percent of public observed to be in compliance with the state's laws, rules and regulations relative to hunting/wildlife.

Goal 2

To advance crime and safety reform by protecting Louisiana citizens of all ages from life-threatening criminal activities when they are involved in recreational activities on the state's waterways. Hours worked and public contacts associated with boating safety and waterways enforcement, education, and community policing programs are the most relevant measures of the activities related to work toward reducing illegal and dangerous activities on the state's waterways.

¹ A public contact is contact made by a wildlife agent with a person who is engaged in a regulated activity and where the agent has personal verbal contact, performs a routine check, issues a warning, issues a citation, or makes an arrest.

Activity 2

Boating Safety and Waterways Enforcement (State Goal: Public Safety)

LDWF/LED is responsible for providing public safety on Louisiana's vast waterways through education and enforcement of criminal statutes. These responsibilities include maintaining and improving public compliance with boating safety laws, investigating all reportable recreational boating fatalities and crash incidents, enforcing laws restricting the operation of vessels under the influence of alcohol or drugs and administering the state's mandatory boating education program for operation of motorboats. The LDWF/LED also maintains authority for permitting regattas and other marine events and ensuring compliance with boating safety regulations. LDWF/LED boating safety and waterway enforcement activities are conducted through boating incident investigations, community policing activities and in-vessel patrols of Louisiana's inshore and offshore waterways. These activities recruit new recreational boaters, encourage safe and legal activities, protect property and save lives. LDWF/LED regularly coordinates its boating safety and waterway enforcement activities with local law enforcement waterway efforts to direct the state's safety efforts on Louisiana's waterways.

OBJECTIVE 1. Reduce recreational boating incident casualties and injuries statewide by providing law enforcement services, foster safe operation of vessels and administer mandated outreach and education programs. Promote voluntary compliance through effective and efficient public safety services.

Strategy 1.1. Increase the number of boating safety education successful completions.

Strategy 1.2. Increase awareness of safe boating practices.

Strategy 1.3. Promote life jacket wear.

Strategy 1.4. Increase voluntary compliance with navigation rules and safety equipment through effective and efficient patrol effort.

Strategy 1.5. Ensuring boating crash incident reporting data accuracy and completeness.

Strategy 1.6. Reduce boating under the influence boating crash incidents and fatalities.

Strategy 1.7. Review and evaluate annually BARD data, compliance data, patrol/public contact data, and boating education data to measure and evaluate if plan objectives are being met.

Strategy 1.8. Implement changes necessary annually to meet the objectives of the plan. Assess and update the plan in five years.

Strategy 1.9. Maximize efficiency and outputs associated with funds received in support of boating safety and waterways enforcement activities.

Strategy 1.10. Seek new, continued, and creative funding sources.

PERFORMANCE MEASURES:

Number of boating safety and waterways enforcement patrol hours

Number of public contacts² associated with boating safety and waterways enforcement.

Number of registered boats

Number of boating crashes³

Number of boating crashes with alcohol or drugs were involved

Outcome - Percent of boating public observed to be in compliance with the state's boating safety and waterways regulations.

Outcome - Number of students successfully completing boating safety course

Outcome - Number of crashes per 100,000 registered boats

Outcome - Number of boating fatalities per 100,000 vessels

Goal 3

Lead, coordinate and provide emergency response services for search and rescue and maritime security operations. Enhance Louisiana's collaborative efforts in the maritime domain and build a safe and secure environment that supports public safety, public confidence and ensures economic stability.

Activity 3

Search and Rescue and Maritime Security (State Goal: Public Safety, Hurricane Protection)

LDWF/LED is responsible for providing and coordinating search and rescue response activities for the state. This activity includes state response and coordination of local, parish and federal responses to natural or man-made disasters or other homeland security events involving urban, rural and maritime search and rescue and maritime security activities. The activity includes exercises, training, first response to search and rescue events, maritime security patrols and initiatives focused on saving lives and protection of critical infrastructure. LDWF/LED is the

² A public contact is contact made by a wildlife agent with a person who is engaged in a regulated activity and where the agent has personal verbal contact, performs a routine check, issues a warning, issues a citation, or makes an arrest.

³ A boating crash is a collision, incident or other casualty involving a recreational vessel and resulting in death, injury (beyond first aid) or property damage in excess of \$500.00.

state's lead agency for the state's emergency support search and rescue and lead for maritime security functions and supports emergency support functions for transportation, communications, firefighting, emergency management and public safety and security.

OBJECTIVE 1. Enhance Louisiana's collaborative efforts in the maritime domain to build a safe and secure environment that supports public safety, promotes public confidence and ensures economic stability; lead and coordinate and provide emergency response services for search and rescue and maritime security operations.

Strategy 1.1. Plan, coordinate and provide search and rescue operations and maritime security, supporting public safety for times of emergency.

Strategy 1.2. Provide a safe environment for persons who work, recreate and live on our state's waterways.

Strategy 1.3. Incorporate maritime security effort with core mission responsibilities to effectively address small vessel security threats.

Strategy 1.4. Enable accurate, dynamic and confident decisions and responses to the full spectrum of maritime threats.

Strategy 1.5. Enhance maritime security and safety, based on a coherent framework with layered innovative approaches.

Strategy 1.6. Enhance the state's maritime domain awareness through partnerships with government and private sector authorities.

Strategy 1.7. Develop and leverage a strong partnership with the commercial fishing industry, recreational fishing industry and recreational boating industry to educate others and enhance marine domain awareness.

Strategy 1.8. Obtain and maintain adequate training associated with the division's role in maritime security.

Strategy 1.9. Identify funding sources to expand and support maritime security.

Strategy 1.10. Maximize efficiency and outputs associated with funds received in support of maritime security and search and rescue efforts.

Strategy 1.11. Assist cooperative partnerships to attain funds which support maritime security and search and rescue efforts statewide.

PERFORMANCE MEASURES:

Number of search and rescue and maritime security hours worked.

Outcome – Percent of search and rescue missions conducted safely.

Outcome – Percent of search and rescue missions conducted successfully.

Statutory Authority for Goals

Legally mandated authority and responsibilities of sworn wildlife enforcement agents of the Enforcement Division

Provided for in the Constitution of the State of Louisiana; Louisiana Revised Statutes Title 56:01 et. Seq., Title 34 et. Seq., and R.S. 36:605 B (4) (a); U.S. Dept. of Commerce, NOAA / LDWF Law Enforcement; Cooperative Enforcement Agreement - Law Enforcement Services under: Magnuson-Stevens Fishery Conservation and Management Act; Endangered Species Act of 1973; Marine Mammal Protection Act of 1972; Lacey Act; U.S. Dept of Interior, USFWS / LDWF Law Enforcement; Memorandum of Agreement - Law Enforcement: Migratory Bird Treaty Act; Lacey Act; Migratory Bird Hunting and Conservation Stamp Act; Bald and Golden Eagle Protection Act; Airborne Hunting Act; National Wildlife Refuge System Administrative Act; Endangered Species Act, Marine Mammal Protection Act; Archeological Resources Protection Act; African Elephant Conservation Act; Antarctic Conservation Act; Wild Bird Conservation Act and Recreation Act; United States Coast Guard / LDWF Law Enforcement; Statement of Understanding - Boating Safety Regulations; BWI; Public Education and Training; Boating Accident Investigations; Search and Rescue; Regattas and Marine Parades; Louisiana Dept. of Health and Hospitals / LDWF Law Enforcement; Memorandum of Understanding - Louisiana Shellfish Sanitation Program; National Shellfish Program

PROGRAM NAME: WILDLIFE

Mission

The purpose of the Wildlife Program is to provide wise stewardship of the state's wildlife and habitats, to maintain biodiversity, including plant and animal species of special concern, and to provide outdoor opportunities for present and future generations to engender a greater appreciation of the natural environment.

Goals

To enhance and maintain quantity and quality of wildlife habitat which ensures that there are diverse and sustainable wildlife populations.

To provide wildlife related recreational and commercial opportunities for consumptive and non-consumptive users.

To provide technical assistance and utilize educational programs to produce informed and satisfied clients.

Statutory authority for goal: Title 36, Chapter 13 and Title 56

ACTIVITY 1: (Habitat Stewardship) this activity serves to enhance and maintain quantity and quality of wildlife habitat which ensures that there are diverse and sustainable wildlife populations in the State of Louisiana.

OBJECTIVE 1: This activity, through maintenance and habitat management practices is designed to improve the quality and quantity of public outdoor recreational opportunities. It provides and maintains public access to the WMA system. The Agency would like to sustain an average of 800,000 users that utilizes the Departments Wildlife Management Areas and Wildlife Refuges. (State Goal: Natural Resources)

Strategy 1.1 Annually assess and implement management plans developed for each Wildlife Management areas and Refuges.

Strategy 1.2 Develop and maintain partnerships with various state and federal agencies as well as conservation organizations, private businesses, and individuals to facilitate management programs.

Strategy 1.3 Provide and maintains public access to the WMA and Refuge system.

PERFORMANCE MEASURES:

Outcome	Number of users that utilize the Departments Wildlife Management Areas and Wildlife Refuges.
Input	Number of Acres in Wildlife Management Areas' and Refuge System
Output	Number of wildlife habitat management activities and habitat enhancement projects under development
Output	Acres Impacted by habitat enhancement projects and habitat management activities
Output	Number of Mineral Projects coordinated to properly protect habitat.
Output	Participants in designated Youth Hunting Activities on WMAs

ACTIVITY 2: (Species Management) provide sound biological recommendations regarding wildlife species to develop regulations that provide for appropriate levels of outdoor experiences. Collect and analyze data on wildlife and habitat, provide sound technical recommendations, and develop regulations.

OBJECTIVE 1 Manage wildlife populations for sustainable harvest and/or other recreational opportunities through survey and research resulting in Species of Major Importance whose population is within carrying capacity of at least 70%. (State Goal: Natural Resources)

Strategy 2.1 Maintain a well-trained biological staff

Strategy 2.2 Serve on technical advisory committees of state and federal agencies as well as NGOs that influence land management practices

Strategy 2.3 Develop and maintain a tracking system of survey/research projects.

Strategy 2.4 Annually develop hunting seasons, bag limits, and regulations that provide optimal opportunity and sustainable game populations

PERFORMANCE MEASURES

Outcome	Species of Major Importance whose population is within carrying capacity.
Output	Number of habitat evaluations and population surveys

Input	Total number of hunter-days annually
Output	Number of wood duck boxes maintained & monitored
Output	Number of wood ducks banded
Output	Number of all alligators harvested
Output	Number of licensed alligator hunters
Output	Number of farm alligators released to the wild
Output	Hide inspections conducted
Output	Nutria harvested
Output	Other furbearers harvested
Outcome	Acres impacted by nutria herbivory
Output	Number of nuisance black bear problems

ACTIVITY 3: (Education Outreach) increase hunter safety awareness in order to reduce the number of hunting related accidents, and furthering environmental knowledge by creating a comprehensive and balanced environmental education initiative.

OBJECTIVE 1 Increase hunter safety awareness in order to reduce the number of hunting related accidents. The Agency's goal is to have an average less than 5 hunting accidents per year. (State Goal: Natural Resources)

- Strategy 3.1 Maintain a well-trained full-time education staff
- Strategy 3.2 Maintain well-trained volunteer hunter and aquatic education instructors
- Strategy 3.3 Develop new and/or update existing educational programs to increase the public's awareness and knowledge of the state's diverse natural resources.
- Strategy 3.4 Initiates education grants to help classroom teachers buy the tools needed for environmental science education, provide professional non-formal educator grants for putting on environmental education workshops, and university grants for Master or PHD students to fund their research.

PERFORMANCE MEASURES

Outcome	The annual number of hunting accidents per year.
Output	Number of hunter education participants
Output	Number of requests for general information answered
Output	Number of participants in all educational programs
Input	Number of active hunter education volunteer instructors
Output	Number of nuisance permits issued (Animal Control Operator) and (Wildlife Rehabilitation)
Output	Number of Environmental Education grant applicants.
Output	Number of students impacted by EE grant-funded activities

ACTIVITY 4: (Technical Assistance) to provide assistance to private landowners to enhance wildlife resources in 80% of the habitat in Louisiana, and to gather and compile data on fish and wildlife resources, determine the requirements for conserving the resources and provide information to outside entities.

OBJECTIVE 1 This program will be landowner-priority directed, flexible, and will assist landowners in connecting with existing federal and state programs that together will best meet the landowner's goals. The Department wishes to maintain a 70% approval rating achieved from an annual survey distributed and calculated from programmatic contacts. (State Goal: Natural Resources)

- Strategy 4.1 Maintain a well-trained biological staff
- Strategy 4.2 Serve on technical advisory committees of state and federal agencies as well as NGOs that influence land management practices
- Strategy 4.3 Develop and maintain partnerships with various state and federal agencies as well as conservation organizations, private businesses, and individuals to facilitate management programs.
- Strategy 4.4 Develop and maintain relationships with private land owners and land managers by providing technical guidance and outreach
- Strategy 4.5. Receive, log in, review and comment on all public notices and permit applications from wetland regulatory agencies, and make recommendations for mitigation actions designed to avoid, minimize, or compensate for damages to fish and wildlife resources and habitat
- Strategy 4.6. Work with federal and state regulatory agencies on major projects, which impact fish and wildlife resources and habitat by conducting joint habitat evaluations.
- Strategy 4.7. Monitor the State's Natural and Scenic River System

PERFORMANCE MEASURES:

- Outcome Percentage of satisfied clients obtained from survey.
- Output Number of oral or written technical assistances provided
- Output Number of acres in the Deer Management Assistance Program (DMAP) & Landowner Antlerless Deer Tag Program (LADT)
- Output Number of acres in Louisiana Waterfowl Program (LWP)
- Output Number of new or updated Element Occurrence Records (EORs)

Output Number of Scenic River Permits issued with mitigation requirements
Output Number of written comments issued on permit notices, and projects containing mitigation recommendations

ACTIVITY 5: (Administration) to provide leadership and establish a shared vision between all of the Office of Wildlife's Activities. These Activities are designed for the purpose of the recruitment and retention of licensed hunters in Louisiana.

OBJECTIVE 1 The Department's Activities are designed for the purpose of the recruitment and retention of licensed hunters in Louisiana. The Department would like to reach 325,000 certified hunting license and commercial alligator and trapping license holders. (State Goal: Natural Resources)

Strategy 5.1. Establish internal structure and processes that enable the Department to provide wise stewardship of the state's wildlife and habitats.

Strategy 5.2. Ensure that the Department's goals, objectives, and outcomes are being met, and are managed properly.

Strategy 5.3. Insure the proper management of wildlife resources of the State to meet all federal and Convention on International Trade of Endangered Species Treaty requirements.

PERFORMANCE MEASURES:

Outcome Number of all certified hunting licensed holders and commercial alligator and trapping licensed

PROGRAM NAME: FISHERIES

Mission

The purpose of the Fisheries Program is to ensure that living aquatic resources are sustainable for present and future generations of Louisiana citizens by providing access and scientific management.

Goal

To improve our ability to manage living aquatic resources and their habitats through enhancement and more efficient and effective data collection, analysis, and regulation, and to improve access to and opportunity for users to enjoy those resources.

Statutory Authority

LA Constitution of 1974, Article IX, Section 7; R.S. 56:1 et seq.; R.S. 36:601 et seq.; R.S. 30:214 et seq.; R.S. 35:3101 et seq.; and R.S. 30:2451 et seq.

Activity 1

Habitat Stewardship and Resource Management (State Goal: Natural Resources)

OBJECTIVE 1: Ensure that Louisiana's major marine fish stocks are not overfished.

Strategy 1.1: Enhance the collection of biological and environmental data associated with marine fish and habitat resources from the State's major coastal bay systems and territorial sea.

Strategy 1.2: Develop indices of abundance for age-based stock assessments using enhanced fishery independent data.

Strategy 1.3: Improve the accuracy of and develop new stock assessments by enhancing fishery dependent information collected from the harvesters of the resource.

Strategy 1.4: Prepare and update management plans for major marine species to keep up-to-date with new research findings to improve the accuracy and develop new stock assessments.

Strategy 1.5: Coordinate management of inter-jurisdictional fisheries with the other Gulf States and Federal government to improve our collective knowledge of species of concern and to continue the development of innovative stock assessments techniques.

Strategy 1.6: Prepare recommendations to the Louisiana Wildlife and Fisheries Commission and the Louisiana Legislature; promulgate, administer, and enforce rules and regulations as provided for in law; and administer statutorily authorized permit programs.

PERFORMANCE MEASURES

Input: Number of Louisiana's major coastal bay systems with sampling teams collecting fisheries data.

Output: Number of fishery-independent data collection stations sampled.

Output: Percentage of recreational fishers surveyed regarding resource management efforts.

Output: Percentage of commercial fishers surveyed regarding resource management efforts.

Output: Number of finfish species for which a fisheries management plan is produced.

Output: Number of shellfish species for which a fisheries management plan is produced.

Output: Number of commercial fishing trips.

Outcome: Percent of major fish stocks not overfished.

Outcome: National ranking in recreational marine finfishing (# days fished).

Outcome: National ranking in commercial marine shellfish landings.

Outcome: National ranking in commercial marine finfish landings.

Outcome: Number of licensed commercial fishers.

Outcome: Number of licensed saltwater recreational fishers.

OBJECTIVE 2: To ensure that all species of sport and commercial freshwater fish are in good condition in at least 91% of all public lakes over 500 acres.

Strategy 2.1: Enhance the collection of fishery information from major freshwater lakes.

Strategy 2.2: Supplement public waters with sport fish and species of concern in support of management plans.

Strategy 2.3: Ensure that aquaculture and other activities involving aquatic, exotic species result in no adverse effects upon native fish populations in Louisiana.

Strategy 2.4: Coordinate management of interjurisdictional fisheries with the other Gulf states and Federal government.

Strategy 2.5: Administer statutorily authorized permit programs.

Strategy 2.6: Develop management plans for any aquatic resources that may be of special concern.

Strategy 2.7: Increase angler participation by providing technical assistance to private pond owners.

PERFORMANCE MEASURES

Input: Number of fish requested for stocking

Input: The number of major fish kills

Output: Number of fish stocked

Output: Percentage of water bodies stocked with Florida Largemouth bass where the Florida gene is present in at least 15% of the bass population.

Outcome: The percentage of lakes with all fish species in good condition

Outcome: Fish provided by fish hatcheries as a percentage of fish recommended for stocking public water bodies.

Activity 2

Access, Opportunity and Outreach (State Goal: Natural Resources)

OBJECTIVE 1: Administer a leasing system for oyster water bottoms such that 99% of all leases result in no legal challenges related to the leasing system and manage public reefs to fulfill 100% of the industry's seed oyster demand and make at least one area available for sack oyster harvest on the public seed grounds.

Strategy 1.1: Administer a harvest area grid system for oyster lease production information and collect production information from leaseholders.

Strategy 1.2: Streamline processing procedures for increased numbers of renewal lease applications expected because of coastal restoration restrictions on lease time periods.

Strategy 1.3: Manage and maintain the public reefs to produce seed and sacking oysters.

PERFORMANCE MEASURES

Input: Number of oyster lease applications received.

Output: Number of barrels of seed oysters available on the public grounds.

Output: Number of areas available for harvest of sack oysters on public seed grounds.

Output: Number of oyster lease surveys conducted.

Outcome: Number of barrels of seed oysters harvested by oyster fishers from the public grounds.

Outcome: Number of sacks of oysters harvested from the public grounds.

Outcome: Number of lessees adversely affected by lack of timeliness in issuing leases.

Efficiency: Percent of leases with no legal challenges.

Efficiency: Percent of demand for seed oysters met.

OBJECTIVE 2: To treat at least 82,000 acres of waterbodies to control nuisance aquatic vegetation.

Strategy 2.1: Determine statewide infestations of problematic aquatic plants (water hyacinth, hydrilla, salvinia, alligator weed, etc.).

Strategy 2.2: Investigate aquatic vegetation infestations in selected public lakes.

Strategy 2.3: Perform maintenance and control operations.

PERFORMANCE MEASURES

Input: Number of acres of nuisance aquatic plants measured annually in late summer/fall

Output: Number of acres of nuisance aquatic plants treated

Output: Percent of nuisance aquatic plants treated statewide

Outcome: Percentage of state water bodies over 500 acres without significant aquatic vegetation problems.

OBJECTIVE 3: To improve or construct four boating access projects a year.

Strategy 3.1: Increase local government awareness of Department's boating access project through direct correspondence.

Strategy 3.2: Reduce time for project initiation by increasing information to project sponsors.

Strategy 3.3: Closely monitor Federal funds available for projects to maximize utilization of boating access funds.

PERFORMANCE MEASURES

Input: Number of requests for assistance in improving or constructing boating access facilities

Outcome: Number of public boating or fishing access sites enhanced, created and promoted.

Outcome: Number of artificial reef projects enhanced created and promoted.

Activity 3

Environment and Habitat Disaster Recovery (State Goal: Natural Resources)

OBJECTIVE 1: To conserve, protect, manage, and improve Louisiana's marine and coastal habitats by participating in 15 major coastal protection/improvement projects.

Strategy 1.1: Conserve, protect, restore, and enhance marine fish habitat in cooperation with other state and federal agencies that share public trust responsibilities for those resources.

Strategy 1.2: Remove derelict crab traps from coastal waters.

Strategy 1.3: Monitor activities of seismic exploration companies to ensure compliance with rules and environmental protection.

Strategy 1.4: Administer the Louisiana Artificial Reef Program to provide hard-bottom habitat for marine fishes.

Strategy 1.5: Enhance the collection of data associated with marine fish and habitat resources from the State's major coastal bay systems and territorial sea.

PERFORMANCE MEASURES

Input: Number of oyster reefs sampled to monitor health of reef habitat.

Input: Number of spills investigated.

Output: Number of spills requiring restoration.

Outcome: Percent of seismic projects in the state monitored for compliance with DWF rules.

Outcome: Number of abandoned crab trap cleanup areas.

Outcome: Number of platforms added to the Louisiana Artificial Reef Program.

Efficiency: Number of major coastal protection/restoration projects participated in.

PROGRAM NAME: SEAFOOD PROMOTION AND MARKETING BOARD

Mission

The statutory purpose of the Seafood Promotion and Marketing Board is to give assistance to the state's seafood industry through product promotion and market development in order to enhance the economic well-being of the industry and of the state.

Goal

To increase consumption of Louisiana seafood.

Statutory authority

R.S. 56:578.1 et seq

Activity 1

Seafood Promotion and Marketing (State Outcome Goal: Natural Resources)

OBJECTIVE 1: To promote consumption of Louisiana fishery products and enhance existing markets and develop new markets.

Strategy 1.1: Continue to build on existing partnerships and relationships with fishery-related industries and entities and build new ones.

Strategy 1.2: Participate in trade shows and generate trade leads.

Strategy 1.3: Conduct product promotions and special events.

Strategy 1.4: Implement educational programs such as television broadcasts, study units for teachers, and displays at museums.

Strategy 1.5: Conduct advertising campaigns that include ads in print and electronic media with national, regional, and local distribution.

Strategy 1.6: Educate state and national legislators about industry issues.

Strategy 1.7: Implement campaigns on "tag lines".

Strategy 1.8: Issue news releases and radio announcements statewide and nationally.

Strategy 1.9: Maintain the quality and usefulness of the program's web site.

Strategy 1.10: Continue the weekly television show which spotlights LA seafood products.

Strategy 1.11: Engage in partnerships with other state agencies and trade associations for promotional opportunities.

PERFORMANCE MEASURES

Outcome: Total economic impact from commercial fishing

Output: No. product promotions, special events, and trade shows

Output: No. ads and news releases distributed

Output: No. readers exposed to media campaigns

Output: No. visitors to web site