

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

Strategic Plan 2017-18 through 2021-2022

July 2016

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

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

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DIVISION ADMINISTRATORS

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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 are conducted twice a year offering 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 children and one camp is for mothers and children.

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 76,000 participants and respond to 90,000 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 2017-2018 THROUGH 2021-2022**

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

OBJECTIVE 1. Ensure that all programs in the department are provided support services, which enable them to accomplish their goals and objectives.

Strategy 1.1. Conduct process evaluations to improve the flow and timeliness of work products

Strategy 1.2. Maintain an adequate level of staffing

Strategy 1.3. Provide advice and guidance on allocation of financial resources

PERFORMANCE MEASURES:

Outcome Percent of internal customers (department staff) surveyed who report at least an 85% satisfaction level with the services provided by OMF

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 (in working days)

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

Strategy 3.1. Maintain procedures for all positions in the program.

Strategy 3.2. Cooperate with the department’s internal auditor and other auditors to develop and implement policies and procedures and corrective actions.

Strategy 3.3. Conduct in-service training for all functions regulated and managed by the program.

Strategy 3.4. 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 by the Legislative Auditor

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 enabled 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 by the Legislative Auditor.

PROGRAM NAME: ENFORCEMENT (Office of Secretary)

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 compliance intercepts 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 (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 utilize 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 lands 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 and enhance compliance data, patrol/compliance intercept 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:

Output-Number of compliance intercepts¹ associated with wildlife, fisheries and ecosystem enforcement activity.

Input-Number of wildlife, fisheries and ecosystem enforcement hours

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

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

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

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

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

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

Goal 2

To provide public safety services by; protecting citizens of all ages when they are involved in recreational activities on the state's waterways. Hours worked and compliance intercepts associated with boating safety and waterway enforcement, education, and community policing programs are the most relevant measures of the activities related to work toward promoting voluntary compliance and identifying illegal and dangerous activities on the state's waterways.

¹ A compliance intercept is contact made when a wildlife agent intercepts 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 for a specific activity for which the person is participating in.

Activity 2

Boating Safety and Waterway Enforcement

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 2. 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 2.1. Increase the annual number of successful boating safety education certificate completions.

Strategy 2.2. Increase awareness of safe boating practices.

Strategy 2.3. Promote life jacket wear.

Strategy 2.4. Increase voluntary compliance with navigation rules and safety equipment through effective and efficient patrol effort.

Strategy 2.5. Ensure boating crash incident reporting data accuracy and completeness.

Strategy 2.6. Reduce boating under the influence boating crash incidents and fatalities.

Strategy 2.7. Review and evaluate annually BARD data, compliance data, patrol/compliance intercept data, and boating education data to measure and evaluate if strategic objectives are being met.

Strategy 2.8. Implement changes necessary annually to meet planned objectives. Assess and update the Strategic plan in five years.

Strategy 2.9. Maximize efficiency of inputs associated with funds received in support of boating safety and waterway enforcement activities.

Strategy 2.10. Seek new, continued, and creative funding sources.

PERFORMANCE MEASURES:

Output - Number of compliance intercepts² associated with boating safety and waterway enforcement.

Input-Number of boating safety and waterway enforcement hours

Output - Number of boating crashes³

Outcome - Number of boating crashes with alcohol or drugs were involved

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

Output - Number of students successfully completing boating safety course

Output - Number of crashes per 100,000 registered boats

Outcome - Number of boating fatalities per 100,000 vessels

Output-Number of registered boats

Outcome – Percentage of vessels observed to be in compliance with the State's boating safety and waterways administrative regulations.

Outcome – Percentage of vessels observed to be in compliance with the State's boating safety and waterways operational and safety regulations.

² A compliance intercept is contact made by a wildlife agent intercepts 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 for a specific activity for which the person is participating in.

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.

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 of maritime supplied industries.

Activity 3

Search and Rescue and Maritime Security

LDWF/LED is responsible for providing and coordinating maritime 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 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 3. Enhance collaborative efforts in Louisiana's maritime domain to ensure 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 3.1. Plan, coordinate and provide search and rescue operations and maritime security, supporting public safety for times of emergency.

Strategy 3.2. Provide a safe environment for persons who work, recreate and live on our state's waterways.

Strategy 3.3. Intergrate maritime security effort with core mission responsibilities to effectively address small vessel security threats.

Strategy 3.4. Enable accurate, dynamic and confident decisions and responses to the full spectrum of maritime threats.

Strategy 3.5. Enhance maritime security and safety, based on a coherent framework with layered innovative approaches.

Strategy 3.6. Enhance the state's maritime domain awareness through partnerships with government and private sector authorities.

Strategy 3.7. 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 3.8. Obtain and maintain adequate training associated with the LDWF/LED's role in maritime security.

Strategy 3.9. Identify funding sources to expand and support maritime security while enhancing core mission responsibilities.

Strategy 3.10. Maximize efficiency of inputs associated with funds received in support of maritime security and search and rescue efforts.

Strategy 3.11. Assist cooperative partnerships to attain funds which support maritime security and search and rescue efforts statewide.

PERFORMANCE MEASURES:

Input- 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 Sanitation 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 and education 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 Area.

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 the Wildlife Management Areas

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 2 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	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 reported

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 3 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 Environmental Education 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 4 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 customers.
- 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 5 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 350,000 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 manage living aquatic resources and their habitat, to support the fishing industry, and to provide access, opportunity and understanding of the Louisiana aquatic resources to the State's citizens and others beneficiaries of these sustainable resources.

Goal

Provide high quality fishery management information through effective data collection, analysis and information sharing.

Be an effective, efficient steward of our renewable aquatic resources.

Provide and enhance recreational fishing experience through improved access, opportunity and public awareness.

Maintain a sustainable and economically viable fisheries environment.

Create a work environment in which all Fisheries staff are enabled and empowered to achieve the Office's goals and objectives.

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

(Fisheries Resource Management)The Office of Fisheries collects the basic ecological data needed to efficiently and effectively manage fishery resources to benefit constituent groups, i.e., commercial and recreational users, and visitors. Marine fishery sustainability is further accomplished through interstate compacts that develop joint programs to manage common resources for the benefit of all.

OBJECTIVE 1: Ensure that Louisiana's sport and commercial fish stocks are not overfished.

Strategy 1.1: Enhance the collection of biological and environmental data associated with fish and habitat resources from the State's waters.

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 fisheries management plans 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.

Strategy 1.7: Supplement public waters with sport fish and species of concern in support of management plans.

Strategy 1.8: Ensure that aquaculture and other activities involving aquatic, exotic species result in no adverse effects upon native fish populations in Louisiana.

PERFORMANCE MEASURES

Outcome: Number of State managed fisheries closed due to overharvesting.
Effectiveness: Percentage of scheduled finfish samples collected annually.
Effectiveness: Percentage of scheduled freshwater finfish samples collected annually.
Effectiveness: Percentage of scheduled shell fish (shrimp/crab) samples collected annually
Effectiveness: Percentage of scheduled oyster samples collected annually.
Effectiveness: Percentage of entered and verified commercial fishery trip tickets within 60 days of receipt.
Effectiveness: Percentage of scheduled Marine Dockside Intercepts collected annually.
Output: Completed new or updated fisheries management plans annually.
Output: Completed new or updated water body management plans annually.
Outcome: Number of commercial fishing trips.
Output: Number of scheduled saltwater finfish samples.
Output: Number of scheduled freshwater finfish samples.
Output: Number of scheduled shellfish samples.
Output: Number of scheduled oyster samples.
Output: Number of fish stocked.
Output: Number of fish requested for stocking from within and without the Department.
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.

Activity 2

(Extension) Extension of the Department of Wildlife and Fisheries Office of Fisheries (LDWF/OF) accomplishes its objective by providing and maintaining artificial reefs, responding to threats from invasive species, managing public access sites and engaging and supporting the resource's beneficiaries.

OBJECTIVE 2: Responsible for public accessibility to the fisheries resource of the State and the outreach to promote and educate the public on the opportunities available.

Strategy 2.1: Administer the Louisiana Artificial Reef Program to create and enhance hard-bottom habitat for marine fisheries, and to promote recreational fishing through outreach.

Strategy 2.2: Increase awareness of Department's boating and fishing access project through direct correspondence.

Strategy 2.3: Closely monitor Federal funds available for projects to maximize utilization of boating and fishing access programs.

Strategy 2.4: Determine statewide infestations of problematic aquatic plants (water hyacinth, hydrilla, salvinia, alligator weed, etc.).

Strategy 2.5: Interface with the public to educate and promote Department programs and activities.

PERFORMANCE MEASURES

Outcome: Number of Certified Fishing Licenses.

Output: Number of public outreach events annually.

Output: Number of individuals surveyed at outreach events.

Effectiveness: Percentage of approved fish stocking request in accordance with type, number and size of requested fish.

Output: Number of acres treated to control undesirable aquatic vegetation.

Output: Facilitate 3 meetings per year for each of the task force (Shrimp, Crab, and Oyster).

Effectiveness: Percentage of commercial seafood landings eligible to be certified.

Output: Number of commercial fishing entities receiving funding through advancement programs.