

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

Strategic Plan 2020-21 through 2024-2025

July 2019

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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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 various 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 132 participants.

Beyond Becoming an Outdoors Woman (BBOW). This program is an extension of BOW and provides advanced hunting skills training to women including participating in an actual deer hunt. The Department conducts one BBOW event annually for 6-8 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.

Archery in Louisiana Schools (ALAS). ALAS is Louisiana's version of the National Archery in the Schools Program. ALAS promotes international style target archery as part of the physical education curriculum for ages four (4) through twelve (12). This program is designed so that students compete on an equal playing field regardless of age, gender, ethnicity, or background. Approximately 40% of the program's participants are female. The Department hosts two regional and one state archery tournament annually.

The above activities are performed by the Wildlife Program along with other educational programs including mandatory hunter/firearm education. Participation in BOW, BBOW and FUN are tracked as part of hunter education program participation. Participation in ALAS is a performance indicator that is tracked under the Education Outreach Activity.

Women's Fishing Workshops. Women's Fishing Workshops introduce recreational fishing opportunities to women who have an interest in fishing and conservation but have not had the opportunity to learn the skills and techniques needed to begin fishing. Participants attend an 8-hour Fishing 101 workshop and are later invited to a weekend-long workshop. The workshops provide a hands-on training to give the experience and knowledge to continue fishing on their own and encourage participants to be responsible, licensed anglers and good stewards of our aquatic environment. Participation is tracked with performance indicators for participation in aquatic education and outreach events.

Get Out & Fish! Program. The Get Out and Fish! Program was established to promote recreational fishing opportunities in our state and maximize the wise utilization of Louisiana resources. LDWF partners with local government and

community organizations to provide easy fishing access at waterbodies suitable for a “put and take fishery” in close proximity to a town or community. The waterbody is stocked with either channel catfish or rainbow trout and the launch of each site is celebrated with a family fishing event (Get Out & Fish!) to provide awareness of the new community fishing pond. All ages and skill levels are encouraged to attend in order to enjoy easy access to fishing as well as gain knowledge and experience through our hands-on educational demonstrations. Participants can learn how to fish the pond that day and leave with the confidence to return on their own to fish again in the future. There are currently thirteen Get Out and Fish! locations in Louisiana, with the potential of adding two to three additional sites each year. Performance indicators tracked include the number of locations added to, and stocked for, the Community Fishing Program.

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 2020-2021 THROUGH 2024-2025**

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

To provide guidance and support through an exceptional customer experience.

GOAL

To be a trusted resource that provides value through exceptional customer service.

Statutory Authority for Goal: R.S. 36:607 and R.S. 36:8

ACTIVITY 1

Guidance and Support

Through the oversight of administrative functions, OMF provides guidance and support, ensuring regulatory compliance.

OBJECTIVE 1. To implement sound practices and training to ensure compliance with laws, regulations, guidelines and specifications relevant to business processes.

Strategy 1.1. Maintain written procedures on relevant business processes.

Strategy 1.2. Conduct internal and external trainings.

Strategy 1.3. Develop new and evaluate existing processes.

PERFORMANCE MEASURES:

Output: Percentage of business processes reviewed annually.

Outcome & Quality: Percentage of surveyed attendees “satisfied” with quality of their training.

Outcome: Percentage of section initiatives met.

ACTIVITY 2

Customer Service

To assist others by providing a solution, which is reliable, timely, and simple through friendly and professional interactions.

OBJECTIVE 2. To interact with customers and be available to answer questions, resolve support issues, establish credibility and nurture relationships.

Strategy 2.1. Ensure that staff has adequate knowledge and skills to perform their job duties to meet the needs of our customers.

Strategy 2.2. Utilize information technology applications to maximize productivity.

Strategy 2.3. Be available and accessible with timely and accurate responses.

PERFORMANCE MEASURES:

Outcome & Quality: Percentage of satisfied customers.

Outcome: Percentage of section initiatives met.

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

ACTIVITY 1

Administration

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.

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.

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.

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. Integrate 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

Provide wise stewardship of Louisiana's wildlife and associated habitats and increase wildlife conservation awareness.

GOAL 1

Enhance and maintain quantity and quality of wildlife habitat to ensure diverse and sustainable wildlife populations.

ACTIVITY 1

Habitat Stewardship

Enhance and maintain quantity and quality of wildlife habitat to ensure diverse and sustainable wildlife populations.

OBJECTIVE 1. Improve knowledge of species and habitat needs through research and analysis to address species management issues.

Strategy 1.1. Acquire and manage property to secure and enhance wildlife habitat.

Strategy 1.2. Annually assess and implement management plans developed to enhance wildlife habitat on LDWF property.

Strategy 1.3. Provide and maintain public access on LDWF properties to provide wildlife conservation related opportunities.

PERFORMANCE MEASURES:

Input: Number of Acres in Wildlife Management Areas' and Refuge System

Output: Acres impacted by habitat enhancement projects and habitat management activities

Outcome: Number of users that utilize the Departments Wildlife Management Areas and Wildlife Refuges.

Output: Participants in designated Youth Hunting Activities on the Wildlife Management Areas (Output)

GOAL 2

Collect and analyze data on wildlife and associated habitats and provide sound management techniques.

ACTIVITY 2

Species Management

Collect and analyze data on wildlife and associated habitats to develop regulations and provide sound wildlife management recommendations.

OBJECTIVE 2. Improve knowledge of species and habitat needs through research and analysis to address species management issues.

- Strategy 2.1. Develop and conduct habitat evaluation and population surveys.
- Strategy 2.2. Monitor harvest results and adjust season durations, timing, and bag limits to support healthy and sustainable game populations.
- Strategy 2.3. Provide technical assistance to interested parties to achieve statewide landscape management application.
- Strategy 2.4. Serve on technical advisory committees of state and federal agencies and non-governmental organizations that influence land management practices.

PERFORMANCE MEASURES:

- Output: Number of habitat evaluations and population surveys
- Output: Number of wood ducks banded
- Outcome: Number of alligator nest counts in the Louisiana coastal zone
- Outcome: Number of Wood Ducks harvested
- Outcome: Number of White-tailed Deer harvested
- Outcome: Acres impacted by nutria herbivory
- Input: Total number of hunter-days annually
- Output: Number of acres in the Deer Management Assistance Program (DMAP)
- Output: Number of acres in Louisiana Waterfowl Program (LWP) (Output)
- Output: Number of new or updated Element Occurrence Records (EORs)

- Output: Number of Scenic River Permit determinations issued
- Output: Number of written comments issued on environmental permit applications
- Outcome: Number of all certified hunting license holders and commercial alligator and trapping license holders.

GOAL 3

Provide hunter education services and enhanced wildlife conservation and shooting sports programs for the purpose of recruitment and retention of a safe, ethical constituency.

ACTIVITY 3

Education Outreach

Provide basic hunter education services and enhanced wildlife conservation and shooting sports programs for the purpose of recruitment and retention of a safe, ethical constituency.

OBJECTIVE 3. Increase hunter awareness in order to reduce the number of hunting related accidents and increase public knowledge and involvement in wildlife conservation and shooting sports activities.

- Strategy 3.1. Deliver hunter education services.
- Strategy 3.2. Maintain the appropriate number of hunter education instructor volunteers to provide ample access to hunter education services statewide.
- Strategy 3.3. Develop, implement, and manage enhanced wildlife conservation and shooting sports programs for the purpose of recruitment and retention.

PERFORMANCE MEASURES:

- Output: Number of hunter education participants
- Output: Number of active hunter education volunteer instructors
- Output: Number of participants in the Archery in Louisiana Schools

PROGRAM NAME: FISHERIES

MISSION

The purpose of the Office of Fisheries is to sustainably manage and conserve living aquatic resources and their habitats, and to provide access, opportunity and knowledge of aquatic resources to Louisiana residents and other beneficiaries of these resources.

GOAL

Provide trusted, effective, and responsible fisheries management.

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

Monitor and manage fisheries and associated habitats throughout Louisiana.

OBJECTIVE 1. Reduce the spread of aquatic nuisance species (ANS).

Strategy 1.1. Develop and implement appropriate Hazard Analysis Critical Control Point plans for the freshwater hatchery system and fisheries operations.

Strategy 1.2. Conduct and support research regarding the spread of ANS.

Strategy 1.3. Manage aquatic vegetation to provide boating access.

Strategy 1.4. Provide outreach and education to the public.

Strategy 1.5. Review and evaluate existing regulatory framework.

PERFORMANCE MEASURES:

Output: Number of Hazard Analysis Critical Control Point plans completed annually.

Output: Number of aquatic nuisance species research projects funded.

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

Efficiency: Percentage of Domestic Aquatic Organism (DAO) Permit and fish stocking permit requests receiving an official determination within 90 days of receipt.

OBJECTIVE 2. Collect, analyze, and distribute data to guide effective fisheries management.

- Strategy 2.1. Collect biological and environmental data associated with fish and habitat resources.
- Strategy 2.2. Monitor fish populations, evaluate current regulations, and make appropriate management recommendations
- Strategy 2.3. Assess red drum, spotted sea trout, blue crab, and other species as appropriate.
- Strategy 2.4. Identify and centralize data collected within aquatic habitats from throughout the Department.
- Strategy 2.5. Update Largemouth Bass management plan.

PERFORMANCE MEASURES:

- Outcome: Number of data entry and QAQC processes reviewed annually.
- Output: Number of Marine Fisheries management plans completed or updated annually.
- Output: Number of Inland Fisheries management plans completed or updated annually.
- Output: Number of freshwater fish population assessment reports completed annually.
- Output: Number of oyster stock assessment reports completed annually.
- 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 completed research projects resulting in written reports for public distribution.
- Efficiency: Percentage of scheduled marine finfish samples collected annually.
- Efficiency: Percentage of scheduled freshwater finfish samples collected annually.
- Efficiency: Percentage of scheduled shell fish (shrimp/crab) samples collected annually.
- Efficiency: Percentage of scheduled oyster samples collected annually.
- Efficiency: Percentage of entered and verified commercial fishery trip tickets within 60 days of receipt.
- Efficiency: Percentage of scheduled marine dockside intercepts collected annually.
- Efficiency: Percentage of recreational harvest estimates generated within 14 days of the end of the fishing period.
- Efficiency: Percentage of marine otoliths processed within 60 days of receipt.
- Efficiency: Percentage of freshwater otoliths processed within 90 days of receipt.
- Efficiency: Percentage of dockside intercepts and effort call data verified within 7 days of receipt.
- Efficiency: Percentage of external data requests fulfilled within 14 days of approval.

Efficiency: Percentage of sample sites completed for federally funded monitoring cruises.

Efficiency: Percentage of state mandated stock assessments completed annually.

Efficiency: Percentage of scientific collection, experimental gear, and research permit requests receiving an official determination within 90 days of receipt.

OBJECTIVE 3. Monitor, evaluate, and improve aquatic habitat.

Strategy 3.1. Develop, enhance, and monitor marine and freshwater artificial reefs.

Strategy 3.2. Develop freshwater aquatic habitat monitoring plan.

Strategy 3.3. Develop, enhance, and monitor oyster habitat.

Strategy 3.4. Develop, enhance and monitor freshwater fisheries habitat.

Strategy 3.5. Work with federal and state partners to ensure habitat resiliency.

PERFORMANCE MEASURES:

Output: Number of freshwater artificial reefs deployed or enhanced.

Output: Coordinate with Louisiana Trustee Implementation Group (TIG) to support restoration efforts related to the Deep Water Horizon oil spill by attending monthly meetings.

Output: Number of backlog cases that owe compensation for damages to public oyster seed grounds completed/reviewed/advanced or closed.

Efficiency: Percentage of inshore artificial reefs sampled annually.

Efficiency: Percentage of offshore artificial reefs sampled annually.

Efficiency: Percentage of artificial reef United States Army Corps of Engineers permits requested within 30 days of receiving letter of intent.

Efficiency: Percentage of inshore artificial reefs physically surveyed annually.

Efficiency: Percentage of offshore artificial reefs physically surveyed annually.

Efficiency: Percentage of donation estimates resulting in Acts of Donation annually.

Efficiency: Percentage of regulatory and consistency permit requests reviewed annually.

Efficiency: Percent of projects with completed calculations within 60 days of receipt/downloading of as-built drawings in SONRIS.

ACTIVITY 2

Fisheries Administration

Fulfill budgetary responsibilities and provide guidance, support, and training to employees.

OBJECTIVE 4. Budget and plan in a fiscally responsible manner.

Strategy 4.1. Operate within or under the existing budget.

Strategy 4.2. Identify ways to increase fund balances of statutory dedications in order to respond to unexpected program expenses or decreases in income.

PERFORMANCE MEASURES:

Efficiency: Percentage of Conservation Fund budget exceeded at end of fiscal year.

Efficiency: Percentage of realized income budgeted for Aquatic Plant Control Fund.

Efficiency: Percentage of realized income budgeted for Artificial Reef Fund.

OBJECTIVE 5. Create an effective work force development program.

Strategy 5.1. Create and update standard operating procedures (SOP) for each type of position.

Strategy 5.2. Develop and evaluate job shadowing opportunities.

Strategy 5.3. Increase minority interest in fisheries based careers.

Strategy 5.4. Foster an understanding of administrative procedures and decisions.

PERFORMANCE MEASURES:

Output: Number of new position standard operating procedure documents developed.

Output: Number of budgetary and administrative informational meetings provided to staff.

ACTIVITY 3

Fisheries Extension

Foster a connection between fisheries resources and the public through outreach, education, and access.

OBJECTIVE 6. Promote public interest and awareness of and provide access to aquatic resources.

Strategy 6.1. Provide information to user groups regarding management processes.

Strategy 6.2. Provide new fishing opportunities, increase angling participation, and enhance angler experiences throughout the state.

Strategy 6.3. Educate the public regarding aquatic resources and department programs.

Strategy 6.4. Educate and train volunteers to assist in carrying out the objective.

PERFORMANCE MEASURES:

Outcome: National ranking in recreational marine fin fishing (# 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.

Outcome: Number of Certified Fishing Licenses.

Outcome: Number of individuals reached at events through direct communications.

Output: Number of boating and fishing access sites initiated annually.

Output: Number of fish stocked.

Output: Number of fish requested for stocking from within and without the Department.

Output: Number of locations added to the Community Fishing Program.

Output: Number of locations stocked for the Community Fishing Program.

Output: Number of volunteers added to the Volunteer Instructor Program (VIP).

- Output: Number of aquatic education and outreach events involving volunteer instructors.
- Output: Number of commercial education/outreach events conducted annually.
- Efficiency: Percentage of approved fish stocking request in accordance with type, number and size of requested fish.

OBJECTIVE 7. Support a sustainable and economically viable fisheries environment.

- Strategy 7.1. Identify strategies to assist coastal fishermen in adapting to habitat changes.
- Strategy 7.2. Provide administrative and technical support to industry.
- Strategy 7.3. Conduct social and economic research on important fisheries.

PERFORMANCE MEASURES:

- Outcome: Number of State managed fisheries closed due to overharvesting.
- Outcome: Number of commercial fishing trips.
- Output: Number of commercial fisheries economic reports completed.
- Output: Number of recreational fisheries economic reports completed.
- Output: Facilitate 3 meetings per year for each of the task force (Shrimp, Crab, and Oyster).
- Output: Number of commercial fishermen completing training programs.