



State Of Alabama

FY 07 SMART Plan Multi-Level Format

Click on the green box to select Agy Org Prgm Activ: 004 311 0158 CONSERVATION & NAT RESOURCES | || STATE LAND MANAGEMENT ||| STATE LAND MANAGEMENT

Agency Name:	Ag1:	004 CONSERVATION & NAT RESOURCES	MLFPROG
Agency Org: (if applicable)	Ag2:		
Program :	Ag3:	311 STATE LAND MANAGEMENT	
Activity:	Ag4:	0158 STATE LAND MANAGEMENT	

004	311	0158
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Program

Mission:	P1:	To manage and enhance public trust lands for multiple purposes, including the generation of revenue for state beneficiaries, and promote stewardship of state trust lands through educational initiatives. (Code of Alabama 9-15-1, et.seq.)
Vision:	P2:	To be regarded as the benchmark for land management and resource conservation throughout the eastern United States.
Values	P2:	We value excellence, integrity, service, and commitment.

GOALS	Governor's Priority
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GOALS and Governor's Priority: (At least 1Maximum of 6)	G1:	To schedule sales of natural resources from education and mental health public trust lands to maximize revenue to state beneficiaries without committing legal waste.	Priority 2 Improv
	G2:	Working with appropriate Federal agencies, ensure all grant acquisitions are completed within 12 months of award by the end of FY08.	Priority 1 Reform
	G3:	Efficiently administer Lands Sales and Leasing to ensure all sales and leases are executed within three months of complete requests by the end of FY07.	Priority 1 Reform
	G4:	To promote effective stewardship of state lands by providing at least 12 workshops and 80 presentations annually utilizing natural resource monitoring data and findings by the end of FY07.	Priority 6 Conse
	G5:	Complete at least five land management projects per year affecting tracts in excess of 3,000 acres to enhance quality recreation opportunities and natural community ecology by the end of FY08.	Priority 6 Conse
	G6:	Ensure all public information is available through the Internet by the end of FY10.	Priority 1 Reform

WORKLOAD/ COST FACTORS

WORKLOAD/ COST FACTORS: (At least 1Maximum of 6)	W1:	Acres of land managed
	W2:	Demand for trust lands revenue
	W3:	Coastal development and recovery
	W4:	Personnel costs
	W5:	Equipment acquisition and maintenance costs
	W6:	Energy cost trends

STRENGTHS

STRENGTHS: (At least 1Maximum of 6)	S1:	Dedicated and professionally competent workforce.
	S2:	Level of public support.
	S3:	Positive relationships with Federal agencies.
	S4:	Ability to provide personnel with quality technical equipment.
	S5:	
	S6:	

WEAKNESSES

	WE1:	Signicant staff turnover will reduce institutional knowledge and experienced senior leadership.
	WE2:	

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WEAKNESSES: (At least 1Maximum of 6)	WE3:		
	WE4:		
	WE5:		
	WE6:		
OPPORTUNITIES			
OPPORTUNITIES: (At least 1Maximum of 6)	OP1:	Increased turnover in institutional land ownership.	
	OP2:	Increased Federal funding for land acquisition and land management.	
	OP3:	Increasingly positive relationships with nongovernmental partners enhance potential land acquisitions.	
	OP4:	Enhanced revenue generation through legislative actions (e.g., timber salvage bill)	
	OP5:		
	OP6:		
THREATS			
THREATS: (At least 1Maximum of 6)	TH1:	Inability of the State Personnel system to consistently identify and secure sufficient qualified job candidates to meet organizational needs.	
	TH2:	Projected federal funding cuts will limit programmed services in the Coastal Section.	
	TH3:	Higher levels of hurricane activity will undermine projected revenue.	
	TH4:	Unfunded mandates compromise present staff efficiency.	
	TH5:		
	TH6:		
Internal and External Critical Issues and Goals			
Internal Critical Issues : (Maximum of 6)	Internal Critical Issues		Program Goals
	IC1:	Retirement of key personnel in 3 out of 5 experienced senior leadership positions will reduce institutional knowledge and experience critical to divisional outcomes and initiatives. (G1 - G6)	G1:To schedule
	IC2:		
	IC3:		
	IC4:		
	IC5:		
	IC6:		
External Critical Issues: (Maximum of 6)	External Critical Issues		Program Goals
	EC1:	Need to work with the Commissioner's Office to secure passage of the timber salvage legislation by FY07. (G1)	G1:To schedule
	EC2:	Inability of the State Personnel system to consistently identify and secure sufficient qualified job candidates to meet organizational needs in FY07. (G1-G6)	G1:To schedule
	EC3:		
	EC4:		
	EC5:		
	EC6:		

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Strategy 1:		Work with Commissioner's Office to establish dual in	Goal or Crit. Issue	IC1: Retirement
Strategy 1: Action Plans	Action Steps		Person Responsible	Completion Date
	A.	Assess impact of leadership turnover on division operations and develop a plan to establish dual incumbencies in these positions for the Commissioner's consideration.	Griggs	10/01/06
	B.	Work with the Commissioner's Office to establish dual incumbencies of senior leadership positions.	Griggs	10/01/06
	C.			
	D.			
	E.			
	F.			
	G.			
	H.			
	I.			
J.				
Strategy 2:		Working with Commissioner's Office, establish a work group to assess how the State personnel systems can better address departmental needs. (EC2)	Goal or Crit. Issue	EC2: Inability
Strategy 2: Action Plans	Action Steps		Person Responsible	Completion Date
	A.	Working with the Commissioner's Office, provide any support required for establishing a working group to assess and revise the State Personnel system.	Lein	04/30/07
	B.			
	C.			
	D.			
	E.			
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Strategy 3:		Schedule sales of natural resources from education and mental health public trust lands to maximize revenue to state beneficiaries without committing legal waste. (G1, EC1)	Goal or Crit. Issue	G1: To sched
Strategy 3: Action Plans	Action Steps		Person Responsible	Completion Date
	A.	Work with the Commissioner's Office to comply with or secure passage of the timber salvage legislation.	Lein	10/01/06
	B.	Review established income potential of property holdings.	Lein	12/31/06
	C.	Reassess income potential of property holdings.	Brantley	03/31/07
	D.	Formulate or evaluate existing resource utilization plans for properties.	Brantley	06/30/07
	E.	Implement the utilization plan and solicit interest in use of available properties.	Lein	07/01/07
	F.	Schedule approved lease or sales.	Brantley	09/30/07
	G.	Compare revenue generated in FY06 with established market trends and sales completed in FY07	Tetter	09/30/07
	H.	Compare revenue delivered to state beneficiaries with historical trends.	Tetter	09/30/07
	I.			
J.				
Strategy 4:		Working with appropriate Federal agencies, ensure all grant acquisitions are completed within 18 months of notice of award.	Goal or Crit. Issue	G2: Working v
Strategy 4: Action Plans	Action Steps		Person Responsible	Completion Date
	A.	Discontinue purchase cost advancements.	Lein	10/01/06
	B.	Obtain 12-month purchase options.	Lein	09/30/07
	C.	Ensure divisionsal appraisers work more closely with federal reviewers.	Smith	09/30/07
	D.	Evaluate completion time required for grant acquisitions during FY.	Smith	09/30/07
	E.			
	F.			
	G.			
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Strategy 5:		Complete actions to ensure all sales and leases are executed within three months of complete requests by the end of FY07.	Goal or Crit. Issue	G3: Efficiently
Strategy 5: Action Plans	Action Steps		Person Responsible	Completion Date
	A.	Ensure other state agencies provide accurate and complete property descriptions.	Brantley	09/30/07
	B.	Within five days of property descriptions, solicit potential appraisers.	Parrish	09/30/07
	C.	Work more closely with appraisers to expedite appraisals .	Parrish	09/30/07
	D.	Within five days of receiving appraisal, propose sale.	Brantley	09/30/07
	E.	Evaluate average processing time.	Brantley	09/30/07
	F.			
	G.			
	H.			
	I.			
	J.			
Strategy 6:		Provide at least 12 workshops and 80 presentations utilizing natural resource monitoring program data and findings.	Goal or Crit. Issue	G4: To promc
Strategy 6: Action Plans	Action Steps		Person Responsible	Completion Date
	A.	Evaluate current public education needs and coordinate section responsibilities.	Smith	10/31/06
	B.	Schedule and promote workshops and presentations.	Smith	10/31/06
	C.	Conduct workshops and presentations.	Hinesley	09/30/07
	D.	Assess impact of workshop and presentations on state lands management practices.	Lein	09/30/07
	E.			
	F.			
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Objectives			
Spending Objectives: <i>(At least 1 Maximum of 6)</i>	Objectives		Performance Indicators
	Sp1:	Decrease spending by \$.6 million.	\$10.9M
	Sp2:		
	Sp3:		
	Sp4:		
	Sp5:		
	Sp6:		
Staffing Objectives: <i>(Maximum of 6)</i>	Objectives		Performance Indicators
	St1:	Increase staffing by 30 FTE.	74 FTE
	St2:		
	St3:		
	St4:		
	St5:		
	St6:		
Efficiency Objectives: <i>(Maximum of 6)</i>	Objectives		Performance Indicators
	Ef1:	Increase revenue delivered to the state beneficiaries by 15% over FY06.	Average revenue/beneficiary
	Ef2:		
	Ef3:		
	Ef4:		
	Ef5:		
	Ef6:		
Quality Objectives: <i>(At least 1 Maximum of 6)</i>	Objectives		Performance Indicators
	Q1:	Increase compartmentalization to all education and mental health tracts by 10%.	% of tracts compartmentalized into land mgmt units
	Q2:		
	Q3:		
	Q4:		
	Q5:		
	Q6:		
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Date Submitted:	Ap5.	11/28/05	
Submission Type:	Ap6.	Revised	