



State Of Alabama

## FY 07 SMART Plan Multi-Level Format

<b>Click on the green box to select Agy Org Prgm Activ:</b>		<b>004 050 0158 CONSERVATION &amp; NAT RESOURCES      CAPITAL OUTLAY     STATE LAND MANAGEMENT</b>	
<b>Agency Name:</b>	<b>Ag1:</b>	<b>004 CONSERVATION &amp; NAT RESOURCES</b>	<b>MLFPROG</b>
<b>Agency Org: (if applicable)</b>	<b>Ag2:</b>		
<b>Program :</b>	<b>Ag3:</b>	<b>050 CAPITAL OUTLAY</b>	
<b>Activity:</b>	<b>Ag4:</b>	<b>0158 STATE LAND MANAGEMENT</b>	
<b>004</b>	<b>050</b>	<b>0158</b>	
<b>Program</b>			
<b>Mission:</b>	<b>P1:</b>	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.)	
<b>Vision:</b>	<b>P2:</b>	To be regarded as the benchmark for land management and resource conservation throughout the eastern United States.	
<b>Values</b>	<b>P2:</b>	We value excellence, integrity, service, and commitment.	
<b>GOALS</b>			<b>Governor's Priority</b>
<b>GOALS and Governor's Priority:</b> (At least 1 Maximum of 6)	<b>G1:</b>	Purchase land to conserve and protect.	Priority 6 Conse
	<b>G2:</b>	Build facilities to house the Lands Division's operation in pursuit of fulfilling the division's mission.	Priority 6 Conse
	<b>G3:</b>		
	<b>G4:</b>		
	<b>G5:</b>		
	<b>G6:</b>		
<b>WORKLOAD/ COST FACTORS</b>			
<b>WORKLOAD/ COST FACTORS:</b> ( At least 1 Maximum of 6)	<b>W1:</b>	Acres of land managed	
	<b>W2:</b>	Demand for trust lands revenue	
	<b>W3:</b>	Coastal development and recovery	
	<b>W4:</b>	Personnel costs	
	<b>W5:</b>	Equipment acquisition and maintenance costs	
	<b>W6:</b>	Energy cost trends	
<b>STRENGTHS</b>			
<b>STRENGTHS:</b> (At least 1 Maximum of 6)	<b>S1:</b>	Dedicated and professionally competent workforce.	
	<b>S2:</b>	Level of public support.	
	<b>S3:</b>	Positive relationships with Federal agencies.	
	<b>S4:</b>	Ability to provide personnel with quality technical equipment.	
	<b>S5:</b>		
	<b>S6:</b>		
<b>WEAKNESSES</b>			
<b>WEAKNESSES:</b> (At least 1 Maximum of 6)	<b>WE1:</b>	Signicant staff turnover will reduce institutional knowledge and experienced senior leadership.	
	<b>WE2:</b>		
	<b>WE3:</b>		
	<b>WE4:</b>		

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	WE5:		
	WE6:		
<b>OPPORTUNITIES</b>			
<b>OPPORTUNITIES:</b> (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:		
<b>THREATS</b>			
<b>THREATS:</b> (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:		
<b>Internal and External Critical Issues and Goals</b>			
<b>Internal Critical Issues :</b> (Maximum of 6)	<b>Internal Critical Issues</b>		<b>Program Goals</b>
	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:		
<b>External Critical Issues:</b> (Maximum of 6)	<b>External Critical Issues</b>		<b>Program Goals</b>
	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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<b>State Use Only</b>	<b>004</b>	<b>050</b>	<b>0158</b>	
<b>Strategy 1:</b>		Purchase land to conserve and protect.	<b>Goal or Crit. Issue</b>	G1: Purchase
<b>Strategy 1: Action Plans</b>	<b>Action Steps</b>		<b>Person Responsible</b>	<b>Completion Date</b>
	<b>A.</b>	Find available land of interest to Lands division.	Lein	09/30/07
	<b>B.</b>	Evaluate the available properties.	Lein	09/30/07
	<b>C.</b>	Analyze the evaluations.	Lein	09/30/07
	<b>D.</b>	With Approval from director, have selected property appraised.	Lein	09/30/07
	<b>E.</b>	Purchase properties of interest that meets the criteria of the Lands Division with the approval of the director.	Lein	09/30/07
	<b>F.</b>			
	<b>G.</b>			
	<b>H.</b>			
	<b>I.</b>			
	<b>J.</b>			
<b>Strategy 2:</b>		Build facilities to house the Lands Division's operatio	<b>Goal or Crit. Issue</b>	G2: Build faci
<b>Strategy 2: Action Plans</b>	<b>Action Steps</b>		<b>Person Responsible</b>	<b>Completion Date</b>
	<b>A.</b>	Analyze operational needs. (space & facility wise)	Lein	09/30/07
	<b>B.</b>	Prioritize needs.	Lein	09/30/07
	<b>C.</b>	Develop building or facility plans.	Griggs	09/30/07
	<b>D.</b>	Initiate Construction.	Griggs	09/30/07
	<b>E.</b>			
	<b>F.</b>			
	<b>G.</b>			
	<b>H.</b>			
	<b>I.</b>			
	<b>J.</b>			

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<b>Strategy 3:</b>			<b>Goal or Crit. Issue</b>	
<b>Strategy 3: Action Plans</b>	<b>Action Steps</b>		<b>Person Responsible</b>	<b>Completion Date</b>
	A.			
	B.			
	C.			
	D.			
	E.			
	F.			
	G.			
	H.			
	I.			
	J.			
<b>Strategy 4:</b>			<b>Goal or Crit. Issue</b>	
<b>Strategy 4: Action Plans</b>	<b>Action Steps</b>		<b>Person Responsible</b>	<b>Completion Date</b>
	A.			
	B.			
	C.			
	D.			
	E.			
	F.			
	G.			
	H.			
	I.			
	J.			

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<b>Strategy 5:</b>			<b>Goal or Crit. Issue</b>	
<b>Strategy 5: Action Plans</b>	<b>Action Steps</b>		<b>Person Responsible</b>	<b>Completion Date</b>
	A.			
	B.			
	C.			
	D.			
	E.			
	F.			
	G.			
	H.			
	I.			
	J.			
<b>Strategy 6:</b>			<b>Goal or Crit. Issue</b>	
<b>Strategy 6: Action Plans</b>	<b>Action Steps</b>		<b>Person Responsible</b>	<b>Completion Date</b>
	A.			
	B.			
	C.			
	D.			
	E.			
	F.			
	G.			
	H.			
	I.			
	J.			

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<b>Objectives</b>			
<b>Spending Objectives:</b> <i>(At least 1 Maximum of 6)</i>	<b>Objectives</b>		<b>Performance Indicators</b>
	<b>Sp1:</b>	Increase spending by \$6.7 million.	\$6.7M
	<b>Sp2:</b>		
	<b>Sp3:</b>		
	<b>Sp4:</b>		
	<b>Sp5:</b>		
	<b>Sp6:</b>		
<b>Staffing Objectives:</b> <i>(Maximum of 6)</i>	<b>Objectives</b>		<b>Performance Indicators</b>
	<b>St1:</b>		
	<b>St2:</b>		
	<b>St3:</b>		
	<b>St4:</b>		
	<b>St5:</b>		
	<b>St6:</b>		
<b>Efficiency Objectives:</b> <i>(Maximum of 6)</i>	<b>Objectives</b>		<b>Performance Indicators</b>
	<b>Ef1:</b>		
	<b>Ef2:</b>		
	<b>Ef3:</b>		
	<b>Ef4:</b>		
	<b>Ef5:</b>		
	<b>Ef6:</b>		
<b>Quality Objectives:</b> <i>(At least 1 Maximum of 6)</i>	<b>Objectives</b>		<b>Performance Indicators</b>
	<b>Q1:</b>		
	<b>Q2:</b>		
	<b>Q3:</b>		
	<b>Q4:</b>		
	<b>Q5:</b>		
	<b>Q6:</b>		
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<b>Date Submitted:</b>	<b>Ap5.</b>	11/28/05	
<b>Submission Type:</b>	<b>Ap6.</b>	Revised	