



State Of Alabama

# FY 07 SMART Plan

## Multi-Level Format

Click on the green box to select Agy Org Prgm Activ: 004 316 0164 CONSERVATION & NAT RESOURCES | || GAME & FISH ||| GAME & FISH

<b>Agency Name:</b>	<b>Ag1:</b>	004 CONSERVATION & NAT RESOURCES	MLFPROG
<b>Agency Org: (if applicable)</b>	<b>Ag2:</b>		
<b>Program :</b>	<b>Ag3:</b>	316 GAME & FISH	
<b>Activity:</b>	<b>Ag4:</b>	0164 GAME & FISH	

004	316	0164
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### Program

<b>Mission:</b>	<b>P1:</b>	To manage, protect, conserve, and enhance the wildlife and aquatic resources of Alabama for the sustainable benefit of the people of Alabama. (Code of Alabama 9-2-61)
<b>Vision:</b>	<b>P2:</b>	To ensure that Alabama always has abundant, healthy, and diverse wildlife and aquatic resources for the enjoyment of all and managed with public confidence and involvement.
<b>Values</b>	<b>P2:</b>	We value excellence as demonstrated by our staff. We value the stewardship responsibility we are entrusted as managers of Alabama's wildlife resources. We value the integrity of our staff. We value service to our customers by our staff. We value the commitment of our staff to the resources and people of the State.

<b>GOALS</b>	<b>Governor's Priority</b>
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<b>GOALS and Governor's Priority:</b> (At least 1 Maximum of 6)	<b>G1:</b>	Sustain a healthy fish and wildlife resource base that provides at least 22 million man-days of fishing, hunting, and wildlife watching per year.	Priority 6 Conse
	<b>G2:</b>	Increase public acceptance and voluntary compliance with wildlife and freshwater fisheries laws and regulations, as indicated by a reduction of 2.5% in citizen reports of violator activity by 2010.	Priority 6 Conse
	<b>G3:</b>	In cooperation with the Forever Wild Trust, obtain ownership of 1 million acres for wildlife recreation by 2032, as identified in the Alabama Management Improvement Program Capital Planning and Budgeting Final Report dated 1988.	Priority 6 Conse
	<b>G4:</b>		
	<b>G5:</b>		
	<b>G6:</b>		

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<b>004</b>	<b>316</b>		<b>0164</b>
<b>WORKLOAD/ COST FACTORS</b>			
<b>WORKLOAD/ COST FACTORS:</b> ( At least 1Maximum of 6)	<b>W1:</b>	# of people, organizations, and agencies served	
	<b>W2:</b>	# of public hunting and fishing areas managed	
	<b>W3:</b>	Increasing cost of employee salary and benefits, especially health insurance	
	<b>W4:</b>	Increasing cost of equipment and operations	
	<b>W5:</b>		
	<b>W6:</b>		
<b>STRENGTHS</b>			
<b>STRENGTHS:</b> (At least 1Maximum of 6)	<b>S1:</b>	Strong, healthy organizational culture	
	<b>S2:</b>	Dedicated and professionally competent workforce	
	<b>S3:</b>	Support from public	
	<b>S4:</b>	Constitutionally earmarked funding	
	<b>S5:</b>	Great outreach efforts and programs, such as Youth Dove Hunts, Community Fishing Events, and programs for people with physical disabilities.	
	<b>S6:</b>		
<b>WEAKNESSES</b>			
<b>WEAKNESSES:</b> (At least 1Maximum of 6)	<b>WE1:</b>	Projected 76% turnover of experienced staff by 2010	
	<b>WE2:</b>	Lack of comprehensive and accessible database on our current customers	
	<b>WE3:</b>	Lack of compatible and current information technologies	
	<b>WE4:</b>	Lack of ability and training to directly and effectively promote programs to the public	
	<b>WE5:</b>		
	<b>WE6:</b>		

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<b>OPPORTUNITIES</b>			
<b>OPPORTUNITIES:</b> (At least 1Maximum of 6)	<b>OP1:</b>	Strong natural resource base within the State	
	<b>OP2:</b>	Strengthening positive public relations through expanded outreach	
	<b>OP3:</b>	Expanded partnerships and grants through such efforts as the State Wildlife Grants and Landowner Incentives Program	
	<b>OP4:</b>	Planned/proposed legislative actions (e.g., canned hunts and game breeders, hunter education, etc.)	
	<b>OP5:</b>	Increased participation and interest by wildlife watchers and other wildlife enthusiasts	
	<b>OP6:</b>		
<b>THREATS</b>			
<b>THREATS:</b> (At least 1Maximum of 6)	<b>TH1:</b>	Decreasing fund balance and insufficient resident license revenue to sustain current operations	
	<b>TH2:</b>	Wildlife and Sportfish federal apportionments not keeping up with costs to run programs	
	<b>TH3:</b>	All users not directly contributing to revenue	
	<b>TH4:</b>	Human/wildlife interface and conflicts due to increased development and expanding human population	
	<b>TH5:</b>	Based on national assessments, the exodus of baby boomers from current workforce will greatly reduce institutional knowledge	
	<b>TH6:</b>	Lack of public understanding of wildlife issues	

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<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>
	<b>IC1:</b>	To strengthen and broaden our institutional knowledge base to minimize the impact of projected turnover. (G1, G2)	G2:Increase pub
	<b>IC2:</b>		
	<b>IC3:</b>		
	<b>IC4:</b>		
	<b>IC5:</b>		
	<b>IC6:</b>		
<b>External Critical Issues:</b> (Maximum of 6)	<b>External Critical Issues</b>		<b>Program Goals</b>
	<b>EC1:</b>	Must secure adequate funding for required operations and programs. (G1, G2, G3)	G1:Sustain a he
	<b>EC2:</b>	Need to implement provisions of proposed legislation to better protect resource and sustain public support for lawful and ethical hunting. (G1)	G1:Sustain a he
	<b>EC3:</b>	Need to develop new revenue sources in order to match available federal funding. (G1, G3)	G3:In cooperatio
	<b>EC4:</b>		
	<b>EC5:</b>		
	<b>EC6:</b>		

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<b>Strategy 1:</b>		<b>Secure adequate funding for required operations and programs. (G1, G2, G3)</b>	<b>Goal or Crit. Issue</b>	G1: Sustain a
<b>Strategy 1: Action Plans</b>	<b>Action Steps</b>		<b>Person Responsible</b>	<b>Completion Date</b>
	<b>A.</b>	If funding situation is not addressed by beginning of FY07, assess current and projected funding shortfalls.	S. Norris	10/15/06
	<b>B.</b>	Meet with Commissioner to review effects of impending funding crisis.	C. Pugh	11/15/06
	<b>C.</b>	Prepare license fee adjustment proposal.	F. Harders	11/30/06
	<b>D.</b>	Identify and evaluate alternative revenue sources to support operations and programs.	F. Harders	01/31/07
	<b>E.</b>	Reaffirm support of major hunting and fishing organizations for funding proposals.	C. Pugh	01/31/07
	<b>F.</b>	Provide input, as required, to Commissioner in order to secure legislative support for funding.	C. Pugh	07/31/07
	<b>G.</b>			
	<b>H.</b>			
	<b>I.</b>			
	<b>J.</b>			

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<b>Strategy 2:</b>		<b>Sustain a healthy fish and wildlife resource base that provides at least 22 million mandays of fishing, hunting, and wildlife watching. (G1)</b>	<b>Goal or Crit. Issue</b>	G1: Sustain a
<b>Strategy 2: Action Plans</b>	<b>Action Steps</b>		<b>Person Responsible</b>	<b>Completion Date</b>
	<b>A.</b>	Recommend hunting seasons and, bag and creel limits based on scientific principles and public input.	F. Harders	02/15/07
	<b>B.</b>	Continue operating and supporting 50 sites throughout the State for hunting, fishing, and wildlife watching.	C. Pugh	09/30/07
	<b>C.</b>	Provide technical assistance to landowners.	C. Pugh	09/30/07
	<b>D.</b>	Enforce rules, laws, and regulations.	C. Pugh	09/30/07
	<b>E.</b>	Conduct statewide research and surveys.	C. Pugh	09/30/07
	<b>F.</b>	Determine number of mandays provided during FY07.	F. Harders	09/30/07
	<b>G.</b>			
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<b>Strategy 3:</b>		<b>Establish and validate an accurate baseline of citizen reports of violator activity. (G2)</b>	<b>Goal or Crit. Issue</b>	G2: Increase
<b>Strategy 3: Action Plans</b>	<b>Action Steps</b>		<b>Person Responsible</b>	<b>Completion Date</b>
	<b>A.</b>	Validate methodology for capturing report information.	C. Hill	10/01/07
	<b>B.</b>	Promote district offices as central points of contact for citizen reports of violator activity.	C. Hill	09/30/07
	<b>C.</b>	Collect data and track reporting trends.	C. Hill	08/31/07
	<b>D.</b>	Determine and assess baseline.	C. Hill	09/30/07
	<b>E.</b>			
	<b>F.</b>			
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<b>Strategy 4:</b>		<b>In cooperation with the Forever Wild Trust, obtain ownership of 15,000 acres for wildlife recreation. (G1, G3)</b>	<b>Goal or Crit. Issue</b>	G3: In cooper
<b>Strategy 4: Action Plans</b>	<b>Action Steps</b>		<b>Person Responsible</b>	<b>Completion Date</b>
	<b>A.</b>	Recommend lands for Forever Wild Trust.	G. Moody	09/30/07
	<b>B.</b>	Evaluate all lands nominated for Forever Wild Trust.	G. Moody	09/30/07
	<b>C.</b>	Directly purchase from willing sellers lands that are suitable for wildlife recreation, as funding permits.	G. Moody	09/30/07
	<b>D.</b>			
	<b>E.</b>			
	<b>F.</b>			
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<b>Strategy 5:</b>	<b>Develop and implement programs designed to strengthen and broaden institutional knowledge base to minimize the impact of projected turnover. (G1, G2)</b>		<b>Goal or Crit. Issue</b>	G2: Increase
<b>Strategy 5: Action Plans</b>	<b>Action Steps</b>		<b>Person Responsible</b>	<b>Completion Date</b>
	<b>A.</b>	Establish mentoring program through which experienced employees actively teach and nurture more inexperienced employees.	C. Pugh	09/30/07
	<b>B.</b>	Establish active recruitment/internship program to provide two-way process of job trial.	F.Harders	09/30/07
	<b>C.</b>	Expand efforts to overcome impact of transitioning to central Montgomery and district offices.	C. Pugh	09/30/07
	<b>D.</b>			
	<b>E.</b>			
	<b>F.</b>			
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<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.			
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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>	Limit spending so that the carryover balance will sustain current operations for FY07.	(\$\$\$)
	<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>	Maintain current staffing levels by filling 10 currently budgeted projected conservation enforcement officer vacancies.	(0FTE)
	<b>St2:</b>		
	<b>St3:</b>		
	<b>St4:</b>		
	<b>St5:</b>		
	<b>St6:</b>		

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<b>Efficiency Objectives:</b> <i>(Maximum of 6)</i>	<b>Objectives</b>		<b>Performance Indicators</b>
	<b>Ef1:</b>	Maintain current ratio of recreational opportunity sites per dedicated staff.	# of recreational opportunity sites/related program staff
	<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>	Achieve at least a 90% level of customer satisfaction as measured by a periodic survey of available services.	% of customer satisfaction
	<b>Q2:</b>		
	<b>Q3:</b>		
	<b>Q4:</b>		
	<b>Q5:</b>		
	<b>Q6:</b>		

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<b>Prepared By:</b>			
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<b>Comments:</b>	<b>Ap4.</b>		
<b>Date Submitted:</b>	<b>Ap5.</b>	10/26/05	
<b>Submission Type:</b>	<b>Ap6.</b>	Revised	