



State Of Alabama

## FY 07 SMART Plan Multi-Level Format

Click on the green box to select Agy Org Prgm Activ: 004 050 0164 CONSERVATION & NAT RESOURCES | || CAPITAL OUTLAY ||| 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> | 050 CAPITAL OUTLAY               |         |
| <b>Activity:</b>                   | <b>Ag4:</b> | 0164 GAME & FISH                 |         |

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| 004 | 050 | 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> |
|--------------|----------------------------|

|   |            |  |                  |
|---|------------|--|------------------|
| <b>GOALS and Governor's Priority:</b><br>(At least 1Maximum 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> | 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>G3:</b> |  |                  |
|   | <b>G4:</b> |  |                  |
|   | <b>G5:</b> |  |                  |
|   | <b>G6:</b> |  |                  |

|  |             |  |                |
|--|-------------|--|----------------|
| <b>Agency Name:</b>  | <b>Ag1:</b> | <b>004 CONSERVATION &amp; NAT RESOURCES</b>  | <b>MLFPROG</b> |
| <b>Agency Org:<br/>(if applicable)</b>                             | <b>Ag2:</b> |  |                |
| <b>Program :</b>   | <b>Ag3:</b> | <b>050 CAPITAL OUTLAY</b>  |                |
| <b>Activity:</b>   | <b>Ag4:</b> | <b>0164 GAME &amp; FISH</b>  |                |
| <b>004</b>   | <b>050</b>  | <b>0164</b>  |                |
| <b>WORKLOAD/ COST FACTORS</b>                                      |             |  |                |
| <b>WORKLOAD/<br/>COST FACTORS:</b><br>( At least 1Maximum of<br>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><br>(At least 1Maximum of<br>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><br>(At least 1Maximum of<br>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>Agency Name:</b>                               | <b>Ag1:</b> | <b>004 CONSERVATION &amp; NAT RESOURCES</b>  | <b>MLFPROG</b> |
| <b>Agency Org:<br/>(if applicable)</b>            | <b>Ag2:</b> |  |                |
| <b>Program :</b>                                  | <b>Ag3:</b> | <b>050 CAPITAL OUTLAY</b>  |                |
| <b>Activity:</b>                                  | <b>Ag4:</b> | <b>0164 GAME &amp; FISH</b>  |                |
| <b>004</b>  | <b>050</b>  |  | <b>0164</b>    |
| <b>OPPORTUNITIES</b>                              |             |  |                |
| <b>OPPORTUNITIES:</b><br>(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><br>(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>Agency Name:</b>                                    | <b>Ag1:</b>                     | <b>004 CONSERVATION &amp; NAT RESOURCES</b>   | <b>MLFPROG</b>       |
| <b>Agency Org:<br/>(if applicable)</b>                 | <b>Ag2:</b>                     |   |                      |
| <b>Program :</b>                                       | <b>Ag3:</b>                     | <b>050 CAPITAL OUTLAY</b>   |                      |
| <b>Activity:</b>                                       | <b>Ag4:</b>                     | <b>0164 GAME &amp; FISH</b>   |                      |
| <b>004</b>   | <b>050</b>                      |   | <b>0164</b>          |
| <b>Internal and External Critical Issues and Goals</b> |                                 |   |                      |
| <b>Internal Critical Issues :</b><br>(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><br>(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>Agency Name:</b>                 | <b>Ag1:</b>         | 004 CONSERVATION & NAT RESOURCES            |                            |                        |
| <b>Agency Org (if applicable)</b>   | <b>Ag2:</b>         |   |                            |                        |
| <b>Program :</b>                    | <b>Ag3:</b>         | 050 CAPITAL OUTLAY                          |                            |                        |
| <b>Activity</b>                     | <b>Ag4:</b>         | 0164 GAME & FISH                            |                            |                        |
| <b>State Use Only</b>               | <b>004</b>          | <b>050</b>                                  | <b>0164</b>                |                        |
| <b>Strategy 1:</b>                  |                     | <b>Purchase lands for public use.</b>       | <b>Goal or Crit. Issue</b> | G2: In cooper          |
| <b>Strategy 1:<br/>Action Plans</b> | <b>Action Steps</b> |   | <b>Person Responsible</b>  | <b>Completion Date</b> |
|                                     | <b>A.</b>           | Find willing sellers to purchase land from. | G. Moody                   | 09/30/07               |
|                                     | <b>B.</b>           | Complete acquisition process.               | G. Moody                   | 09/30/07               |
|                                     | <b>C.</b>           |   |                            |                        |
|                                     | <b>D.</b>           |   |                            |                        |
|                                     | <b>E.</b>           |   |                            |                        |
|                                     | <b>F.</b>           |   |                            |                        |
|                                     | <b>G.</b>           |   |                            |                        |
|                                     | <b>H.</b>           |   |                            |                        |
|                                     | <b>I.</b>           |   |                            |                        |
|                                     | <b>J.</b>           |   |                            |                        |

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| <b>Agency Name:</b>                 | <b>Ag1:</b>         | <b>004 CONSERVATION &amp; NAT RESOURCES</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>0164 GAME &amp; FISH</b>                          |                            |                        |
| <b>State Use Only</b>               | <b>004</b>          | <b>050</b>   | <b>0164</b>                |                        |
| <b>Strategy 2:</b>                  |                     | <b>Construct and renovate public use facilities.</b> | <b>Goal or Crit. Issue</b> | G1: Sustain a          |
| <b>Strategy 2:<br/>Action Plans</b> | <b>Action Steps</b> |  | <b>Person Responsible</b>  | <b>Completion Date</b> |
|                                     | <b>A.</b>           | Identify and prioritize new construction activities. | S. Cook                    | 09/30/07               |
|                                     | <b>B.</b>           | Coordinate renovation of public facilities.          | S. Cook                    | 09/30/07               |
|                                     | <b>C.</b>           | Oversee projects through completion.                 | S. Cook                    | 09/30/07               |
|                                     | <b>D.</b>           |  |                            |                        |
|                                     | <b>E.</b>           |  |                            |                        |
|                                     | <b>F.</b>           |  |                            |                        |
|                                     | <b>G.</b>           |  |                            |                        |
|                                     | <b>H.</b>           |  |                            |                        |
|                                     | <b>I.</b>           |  |                            |                        |
|                                     | <b>J.</b>           |  |                            |                        |

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| <b>Agency Name:</b>                 | <b>Ag1:</b>         | <b>004 CONSERVATION &amp; NAT RESOURCES</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>0164 GAME &amp; FISH</b>                 |                           |                        |
| <b>State Use Only</b>               | <b>004</b>          | <b>050</b>                                  | <b>0164</b>               |                        |
| <b>Strategy 3:</b>                  |                     | <b>Goal or Crit. Issue</b>                  | N/A                       |                        |
| <b>Strategy 3:<br/>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>Agency Name:</b>                 | <b>Ag1:</b>         | <b>004 CONSERVATION &amp; NAT RESOURCES</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>0164 GAME &amp; FISH</b>                 |                           |                        |
| <b>State Use Only</b>               | <b>004</b>          | <b>050</b>                                  | <b>0164</b>               |                        |
| <b>Strategy 4:</b>                  |                     | <b>Goal or Crit. Issue</b>                  | N/A                       |                        |
| <b>Strategy 4:<br/>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>Agency Name:</b>                   | <b>Ag1:</b>         | 004 CONSERVATION & NAT RESOURCES |                                |                            |
| <b>Agency Org<br/>(if applicable)</b> | <b>Ag2:</b>         |                                  |                                |                            |
| <b>Program :</b>                      | <b>Ag3:</b>         | 050 CAPITAL OUTLAY               |                                |                            |
| <b>Activity</b>                       | <b>Ag4:</b>         | 0164 GAME & FISH                 |                                |                            |
| <b>State Use<br/>Only</b>             | <b>004</b>          | <b>050</b>                       | <b>0164</b>                    |                            |
| <b>Strategy 5:</b>                    |                     |                                  | <b>Goal or<br/>Crit. Issue</b> | N/A                        |
| <b>Strategy 5:<br/>Action Plans</b>   | <b>Action Steps</b> |                                  | <b>Person<br/>Responsible</b>  | <b>Completion<br/>Date</b> |
|                                       | A.                  |                                  |                                |                            |
|                                       | B.                  |                                  |                                |                            |
|                                       | C.                  |                                  |                                |                            |
|                                       | D.                  |                                  |                                |                            |
|                                       | E.                  |                                  |                                |                            |
|                                       | F.                  |                                  |                                |                            |
|                                       | G.                  |                                  |                                |                            |
|                                       | H.                  |                                  |                                |                            |
|                                       | I.                  |                                  |                                |                            |
|                                       | J.                  |                                  |                                |                            |

|                                       |                     |                                  |                                |                            |
|---------------------------------------|---------------------|----------------------------------|--------------------------------|----------------------------|
| <b>Agency Name:</b>                   | <b>Ag1:</b>         | 004 CONSERVATION & NAT RESOURCES |                                |                            |
| <b>Agency Org<br/>(if applicable)</b> | <b>Ag2:</b>         |                                  |                                |                            |
| <b>Program :</b>                      | <b>Ag3:</b>         | 050 CAPITAL OUTLAY               |                                |                            |
| <b>Activity</b>                       | <b>Ag4:</b>         | 0164 GAME & FISH                 |                                |                            |
| <b>State Use<br/>Only</b>             | <b>004</b>          | <b>050</b>                       | <b>0164</b>                    |                            |
| <b>Strategy 6:</b>                    |                     |                                  | <b>Goal or<br/>Crit. Issue</b> |                            |
| <b>Strategy 6:<br/>Action Plans</b>   | <b>Action Steps</b> |                                  | <b>Person<br/>Responsible</b>  | <b>Completion<br/>Date</b> |
|                                       | A.                  |                                  |                                |                            |
|                                       | B.                  |                                  |                                |                            |
|                                       | C.                  |                                  |                                |                            |
|                                       | D.                  |                                  |                                |                            |
|                                       | E.                  |                                  |                                |                            |
|                                       | F.                  |                                  |                                |                            |
|                                       | G.                  |                                  |                                |                            |
|                                       | H.                  |                                  |                                |                            |
|                                       | I.                  |                                  |                                |                            |
|                                       | J.                  |                                  |                                |                            |

|                                   |             |   |             |
|-----------------------------------|-------------|---|-------------|
| <b>Agency Name:</b>               | <b>Ag1:</b> | <b>004 CONSERVATION &amp; NAT RESOURCES</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>0164 GAME &amp; FISH</b>                 |             |
| <b>004</b>                        |             | <b>050</b>                                  | <b>0164</b> |

**Objectives**

|   |                   |  |                               |
|---|-------------------|--|-------------------------------|
| <b>Spending Objectives:</b><br>(At least 1<br>Maximum of 6) | <b>Objectives</b> |  | <b>Performance Indicators</b> |
|   | <b>Sp1:</b>       | Accomplish projects within available budgeted funds. | (\$\$\$)                      |
|   | <b>Sp2:</b>       |  |                               |
|   | <b>Sp3:</b>       |  |                               |
|   | <b>Sp4:</b>       |  |                               |
|   | <b>Sp5:</b>       |  |                               |
|   | <b>Sp6:</b>       |  |                               |

|   |                   |  |                               |
|---|-------------------|--|-------------------------------|
| <b>Staffing Objectives:</b><br>(Maximum of 6) | <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>       |  |                               |

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| <b>Agency Name:</b>  | <b>Ag1:</b>       | <b>004 CONSERVATION &amp; NAT RESOURCES</b> |                               |
| <b>Agency Org<br/>(if applicable)</b>                                  | <b>Ag2:</b>       |   |                               |
| <b>Program :</b>   | <b>Ag3:</b>       | <b>050 CAPITAL OUTLAY</b>                   |                               |
| <b>Activity</b>  | <b>Ag4:</b>       | <b>0164 GAME &amp; FISH</b>                 |                               |
| <b>004</b>   |                   | <b>050</b>                                  | <b>0164</b>                   |
| <b>Efficiency<br/>Objectives:</b><br><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<br/>Objectives:</b><br><i>(At least 1<br/>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>Agency Name:</b>                   | <b>Ag1:</b> | 004 CONSERVATION & NAT RESOURCES |      |
| <b>Agency Org<br/>(if applicable)</b> | <b>Ag2:</b> |                                  |      |
| <b>Program :</b>                      | <b>Ag3:</b> | 050 CAPITAL OUTLAY               |      |
| <b>Activity</b>                       | <b>Ag4:</b> | 0164 GAME & FISH                 |      |
| 004                                   |             | 050                              | 0164 |
| <b>Prepared By:</b>                   |             |                                  |      |
| <b>Name:</b>                          | <b>Ap1.</b> | Fred Harders                     |      |
| <b>Work Phone<br/>Number:</b>         | <b>Ap2.</b> | 242-3842                         |      |
| <b>E-Mail<br/>Address:</b>            | <b>Ap3.</b> | Fred.Harders@dcnr.alabama.gov    |      |
| <b>Comments:</b>                      | <b>Ap4.</b> |                                  |      |
| <b>Date<br/>Submitted:</b>            | <b>Ap5.</b> | 10/26/05                         |      |
| <b>Submission<br/>Type:</b>           | <b>Ap6.</b> | Revised                          |      |