

**ANNUAL**  
**REPORT**  
**2008**

**Wyoming Game and Fish Department**





## WYOMING GAME AND FISH DEPARTMENT

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**DIRECTOR**  
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**COMMISSIONERS**  
JERRY GALLES – President  
CLIFFORD KIRK – Vice President  
CLARK ALLAN  
FRED LINDZEY  
RON LOVERCHECK  
ED MIGNERY  
BILL WILLIAMS, DVM

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December 15, 2008

The Honorable Dave Freudenthal  
Governor, State of Wyoming  
Capitol Building  
Cheyenne, WY 82002

Dear Governor Freudenthal:

In accordance with Section 23-1-503 of Wyoming Statutes, it is my pleasure to present to you the Game and Fish Department's 2008 Annual Report. The report was prepared at the direction of the Game and Fish Commission and covers the period July 1, 2007 through June 30, 2008.

We appreciate your support on the many issues facing wildlife and wildlife habitat in Wyoming. While there are many challenges facing us, I would encourage you to note the many successes our agency has experienced in the past year. These successes are the products of a dedicated agency workforce and an enlightened public.

Sincerely,

Ronald "Jerry" Galles, President  
Wyoming Game and Fish Commission



2008  
ANNUAL REPORT

Wyoming Game and Fish Department



# 2008 ANNUAL REPORT

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## A Message from the Director

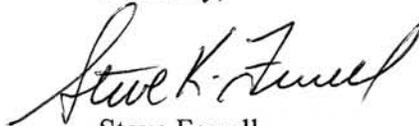
Wyoming continues to be a premier destination for thousands of the nation's hunters, anglers and outdoor enthusiasts. And it's no wonder. These visitors have learned what Wyoming's citizens have known all along— with an abundance of wildlife, wild places and dedicated people, Wyoming is truly a special place to live and work.

But it takes time, effort and funding to manage these resources. The mission of the Wyoming Game and Fish Department – Conserving Wildlife, Serving People – summarizes in a few words the multitude of work done by the Wyoming Game and Fish Commission and members of the Department to manage wildlife in a way that conserves our wildlife for the future and benefits people today.

As you'll see compiled in the 2008 Annual Report, the Commission and Department have been hard at work meeting the new challenges facing wildlife today. In this report, you will find financial information, species summaries and progress reports for each division and major programs administered by the Department and descriptions of the many accomplishments Game and Fish has realized in the last year.

While I am new to this agency and this state, I believe that the mission of the Game and Fish is a critical one. I look forward to rolling up my sleeves and working with our Department's employees to tackle the issues facing Wyoming's wildlife tomorrow: loss of habitat from development, drought and climate change; invasive species; wildlife disease; and loss of hunters and anglers from the sport. If you love Wyoming's wildlife and wild places and want to ensure both continue to be an important part of our state for years to come, I hope you'll get involved with the Wyoming Game and Fish Department today. Consider donating your time, talents or dollars to support wildlife and conservation in the future. Working together, I know we can meet these challenges and keep Wyoming's reputation as a place like no other.

Sincerely,

A handwritten signature in black ink that reads "Steve K. Ferrell". The signature is fluid and cursive, with a large initial "S" and "F".

Steve Ferrell  
Director

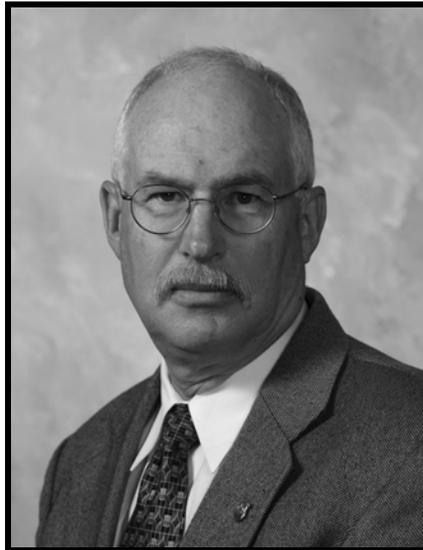




**Governor Dave Freudenthal**



**Steve Ferrell  
Director**



**Gregg Arthur  
Deputy Director**



**John Emmerich  
Deputy Director**

# COMMISSION



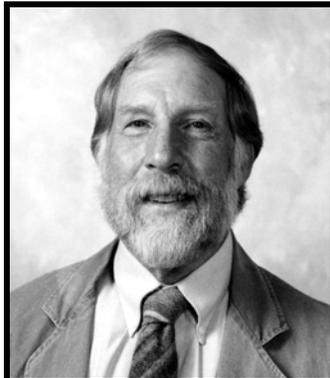
**Ronald "Jerry" Galles**  
**Commission President**  
Business owner from Casper.  
Represents Converse, Natrona and  
Fremont counties.



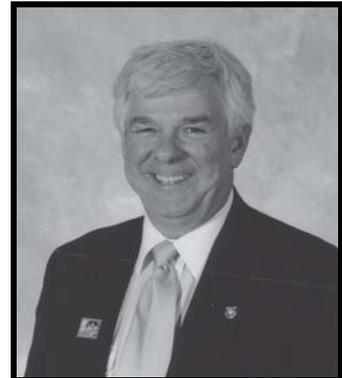
**Clifford Kirk**  
**Commission Vice-President**  
Banker from Gillette. Represents  
Sheridan, Johnson and Campbell  
counties.



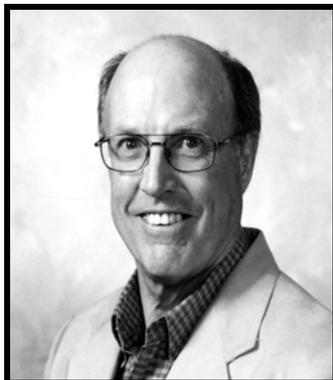
**Clark Allen**  
Deputy County Attorney in Teton  
County from Jackson. Represents  
Teton, Sublette, Lincoln and  
Uinta counties.



**Fred Lindzey**  
Retired Biologist. Professor Emeritus,  
University of Wyoming, from Laramie.  
Represents Sweetwater, Carbon and  
Albany counties.



**Ron Lovercheck**  
Real Estate/Rancher from  
LaGrange. Represents Platte,  
Goshen and Laramie counties.

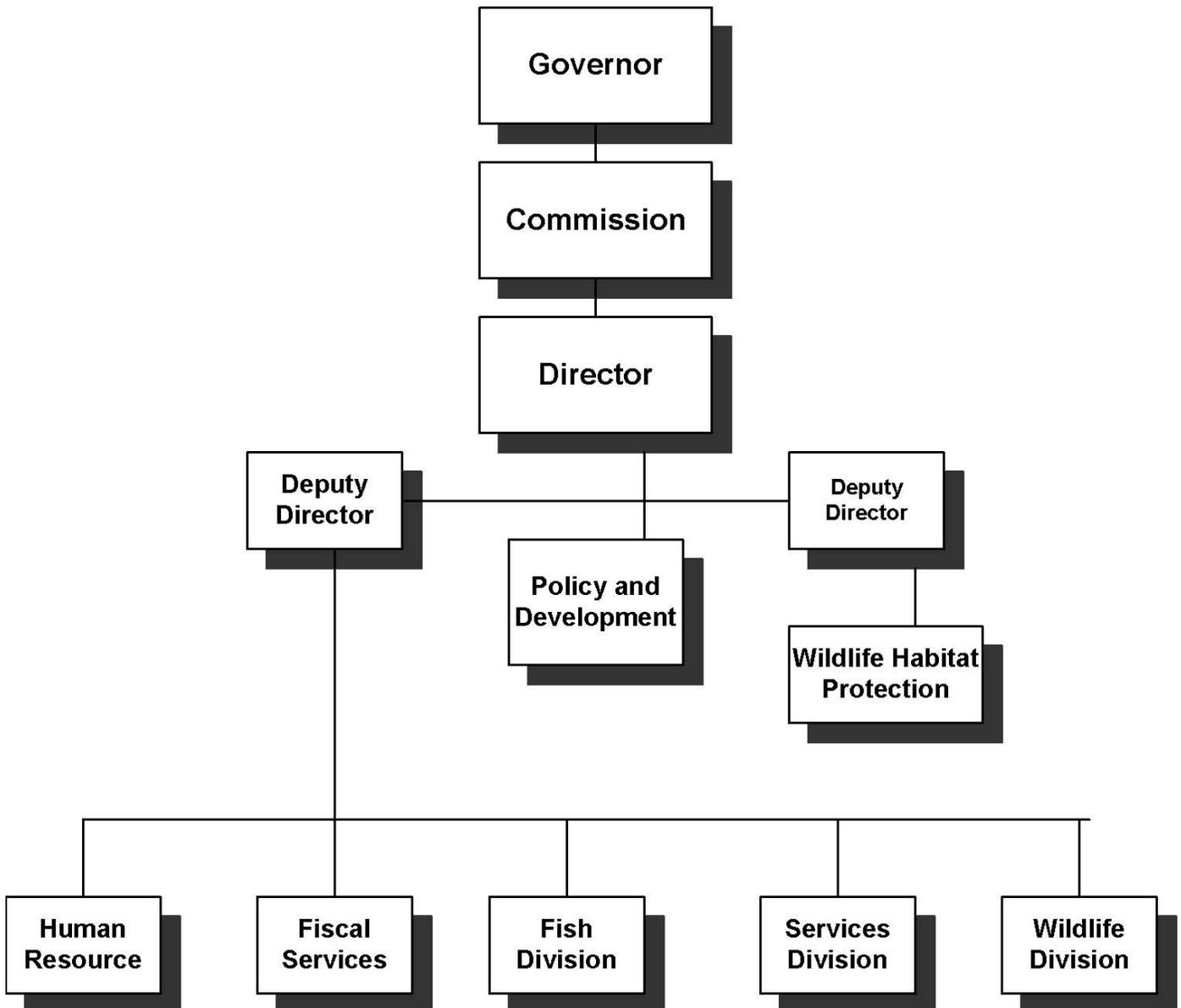


**Ed Mignery**  
Electric Cooperative Engineering  
Support Supervisor from Sundance.  
Represents Crook, Weston and  
Niobrara counties.



**Bill Williams, DVM**  
Veterinarian from Thermopolis.  
Represents Park, Big Horn, Hot  
Springs and Washakie counties.

# Wyoming Game & Fish Organization Chart





## **Director's Summary**

### **Terry Cleveland Retirement**

Wyoming Game and Fish Director Terry Cleveland retired June 30, 2008. Director Cleveland served as the Game and Fish director for five years, and concluded a 39-year career with the Department. He began his career in 1969 after graduating from Colorado State University. His first assignment was as Special Deputy Game Warden at Elk Mountain. As his career as a Wyoming game warden progressed, he was assigned to stations in Jeffrey City, Greybull and Saratoga. In 1978, he was promoted to District Wildlife Supervisor for the Casper district. In 1996, he was promoted to Assistant Wildlife Division Chief, and was appointed as director in 2003.

During his tenure as Director, Cleveland focused on finding additional sources of funding for wildlife management in Wyoming. He was instrumental in obtaining general fund appropriations for a number of wildlife programs that benefit Wyoming's citizens, including capital facilities, veterinary services, management of gray wolves, sage grouse conservation, and sensitive species. Cleveland also oversaw the removal of grizzly bears from the federal list of threatened and endangered species and the transition of this high-profile species from federal to state management. He led the implementation of a new electronic licensing system that provides new levels of customer service and convenience for hunters and anglers. Cleveland was also instrumental in addressing the problem of brucellosis in northwest Wyoming, and helping the state regain its brucellosis-free status.

### **Steve Ferrell Named New Director**

Steve Ferrell, the Deputy Director of the Arizona Game and Fish Department was named the new Director of the Wyoming Game and Fish Department by Governor Dave Freudenthal on June 18. Mr. Ferrell was one of three finalists chosen by the Wyoming Game and Fish Commission. The other two were John Emmerich, Deputy Director of the Wyoming Game and Fish Department and Kevin Delaney, former Director of the Division of Sport Fish for the Alaska Department of Fish and Game and a current Account Vice President with UBS Financial Services in Fort Collins, Colorado.

Steve Ferrell has spent his entire career with the Arizona Game and Fish Department. Beginning in 1975, he has served the Department as a Wildlife Assistant, Wildlife Manager, Habitat Evaluation Specialist, Research Program Supervisor, Wildlife Regional Supervisor, Assistant Director, and Deputy Director. He earned his bachelor's degree in Wildlife Ecology from the University of Arizona.

Ferrell is the current chairman of the Association of Fish and Wildlife Agencies' Wildlife Resources Policy Committee, is a member of the 2008 White House Conference on Hunting Heritage Technical Committee and a member of the National Sports Shooting Foundation's advisory committee on best practices in hunting and shooting sports recruitment and retention.

### **Whirling Disease**

The Wyoming Game and Fish Department announced in April that the causative parasite of whirling disease had been detected in fish raised at the Ten Sleep Fish Hatchery, after fish tested as part of the annual fish health inspection by the Game and Fish's Laboratory in Laramie tested positive for the parasite.

Although tests are ongoing to confirm the cause of the infection at the Ten Sleep Fish Hatchery, it is believed that surface water from nearby Ten Sleep Creek or Leigh Creek contaminated the hatchery water supply. Sentinel fish have been placed at each of the four different spring sources used by the hatchery to determine which is infected. Once the source of infection is determined, protection of the hatchery's water supplies will be the highest priority. Outside of maintaining the Yellowstone cutthroat brood stock and limited egg incubation, all fish production has been suspended at Ten Sleep until a full assessment is completed. The Department asked the State Building Commission to consider funding a capital facility proposal to renovate Ten Sleep Hatchery by July 2011.

Fish from Ten Sleep had been transferred to Wigwam Rearing Station, Boulder Rearing Station and Tillett Springs Rearing Station. In all, a total of 477,500 fish of all sizes, totaling 21,500 pounds, were removed from production and euthanized at these facilities. The majority of these fish were small fingerlings and fish that were to be grown and stocked in 2009.

Fish culture personnel from all ten Game and Fish hatcheries and fish rearing stations were able to reallocate fish requests and adjust upcoming egg numbers to cover the majority of shortages. Waters scheduled to be stocked in summer 2008 received at least 90 percent of the original numbers requested.

### **Leadership Development**

Nationwide, state fish and wildlife agencies will continue to lose large numbers of leaders to retirement in the coming years. In the Wyoming Game and Fish Department, individuals in nearly all Staff-level positions and throughout the Department are currently eligible for retirement, or will be in the next five years.

The Game and Fish created a Leadership Development Program for emerging leaders within the Department with a desire to move or advance into positions of formal leadership. The curriculum was developed by members of the Department, in coordination with the Mountain States Employer's Council from Denver, Colorado. Students began the program in August 2007, and graduated in May 2008. The 21 Game and Fish employees completed courses focusing on organizational stewardship, interpersonal communications and self-mastery. To help solidify the concepts learned in class, participants were assigned to action teams and given an agency-wide challenge to address with their peers and make recommendations to Department administration. The program participants were also strategically paired with another member of the agency to help mentor them through the program and provide a means to pass on institutional knowledge and experience.

The second leadership development class was selected in June 2008, and the Department is also planning the second phase of the Leadership Development Program, which will focus on more advanced leadership skills and training.

### **Wolf Management Update**

In November 2007, the Wyoming Game and Fish Commission formally adopted the new wolf management plan for Wyoming. Wolf plans in Idaho and Montana had already been approved by the U.S. Fish & Wildlife Service, and an approved Wyoming plan was one of the last elements necessary for the delisting of this population of wolves.

In March 2008, the Wyoming Legislature appropriated \$2.4 million to the Game and Fish Department over the next two years for wolf management. The Department hired a wolf program coordinator and three wolf management specialists. These positions focus on wolf monitoring, research, conflict resolution and public education.

Gray Wolves in the Northern Rocky Mountains were officially removed from the federal Endangered Species List and transitioned from federal to state management on March 28. Under the state's wolf management plan, the Game and Fish assumed management of wolves in northwest Wyoming, where wolves were classified as trophy game animals. In the remaining portions of the state, gray wolves were classified as predatory animals. Wyoming's plan committed the Game and Fish to maintaining at least seven breeding pairs of wolves located in the state and primarily outside of Yellowstone and Grand Teton national parks and John D. Rockefeller Memorial Parkway. To help keep the public informed about wolf issues in Wyoming, the Wyoming Game and Fish Department also began weekly wolf updates in its website.

On July 18, 2008, federal judge Donald Molloy issued an injunction to suspend the removal of wolves in the northern Rocky Mountains from the federal Endangered Species List. This injunction effectively returns management authority for wolves in the region to the federal government while legal challenges are heard. As a result, wolves can no longer be taken anywhere in Wyoming except in cases where wolves are in the act of attacking livestock

### **Television/Video Promotion Efforts**

The Department produced a one-hour documentary: *Wyoming: Predators, Prey and People*, that examined the implications of grizzly bear and wolf populations in the Yellowstone ecosystem and in Wyoming specifically. This production focused on the both the benefits and challenges posed by recovered populations of these predators and featured numerous interviews with people who live, work, and recreate in wolf and grizzly bear country. The documentary aired six times on the Versus Network in spring 2008, and was seen by 1.5 million people. The DVD is now available for purchase through the Wyoming Game and Fish Department's Alternative Enterprises program.

The Game and Fish contracted with Barrret Productions of Montana to produce 13 half-hour episodes for a Wyoming Game and Fish Department television show. The shows aired in fall 2008 on a Wyoming television station with statewide reach. Episodes focus on the

Department's major information and education priorities, including funding, energy development, sensitive species, hunter and angler recruitment and habitat.

Game and Fish weekly news features are now available online, thanks to a partnership with MyOutdoorTV.com. The video can be viewed through the Game and Fish web site or through MyOutdoorTV.com, allowing any computer user to see our television news pieces. The Department will add additional videos in the coming months to supplement weekly news reports.

### **Mule Deer Initiative**

Across the west and in Wyoming, mule deer numbers have declined since the 1950s and 1960s for a variety of reasons, including habitat loss, weather and predation. Because mule deer are so important to our state, the Game and Fish has created the Mule Deer Initiative, a strategic plan to address the many factors affecting this important species.

The Mule Deer Initiative focuses on six conservation goals: conserve, enhance and restore mule deer habitat; manage wildlife populations to sustain productive habitat conditions and populations through a hunting framework; apply the best available science to monitor deer populations and habitat conditions; develop cooperative working relationships with other institutions and organizations to conduct applied research; inform and educate the public regarding issues affecting the conservation of mule deer; and enhance funding and public support for mule deer management.

### **Sage Grouse**

Wyoming's eight local sage grouse working groups are continuing their efforts on local sage grouse populations. Each working group has 10-15 members, including representatives from agriculture, industry, conservation and government. These eight working groups cover the entire sage grouse habitat in Wyoming. To date, all eight working groups have finalized their plans.

The 2008 Wyoming Legislature approved \$2.83 million for ongoing and expanded sage grouse efforts. The entire sage grouse program will now be funded by general fund appropriations. An amendment to the sage grouse budget bill will require the Wyoming Game and Fish Commission to develop rules, regulations and procedures to allow private bird farms in this state to raise native sage grouse for release.

A statewide sage grouse implementation team has also been formed, and was tasked with promoting collaborative management and planning and evaluating sage grouse conservation from a state level.

### **Chronic Wasting Disease**

Game and Fish personnel collected 4,424 deer, elk and moose samples in 2007. Of those, 117 animals tested positive for CWD - 94 mule deer, 15 white-tailed deer and 8 elk. New cases of CWD were diagnosed in deer hunt area 12 in eastern Niobrara county; area 23 in Sheridan county; area 87 near the Ferris Mountains in Carbon county; area 122 in Park and Bighorn

counties; area 125 southwest of Worland in Washakie county; and hunt area 163 in Johnson county. Elk hunt area 110 in southeastern Carbon county was also added.

### **Bear Management**

Effective in late May 2007, grizzly bears in Wyoming were no longer listed under the Endangered Species Act, and management became the responsibility of the Wyoming Game and Fish Department. The Game and Fish continued to respond to regular calls regarding black bears in conflict situations in the northwest corner of the state. A poor natural food year resulted in an extraordinary number of bears moving to the valley floors where the animals contact improperly stored attractants such as garbage and birdfeed. On four separate occasions over a two-week period in October 2007, officials captured black bear cubs that had been abandoned by their mothers and were frequenting developed areas. One was in very poor condition, weighing a mere six pounds, less than a quarter of the normal weight for this time of year, and had to be euthanized. Another had become very habituated to people, had received a number of food rewards and was taken to the Game and Fish Department's Thorne/Williams Wildlife Research Facility near Laramie, while officials attempt to place it in a zoo or similar facility. Two others appeared in relatively good health and were relocated. Research has shown that cubs will instinctively den and can survive if they go into hibernation in good physical condition.

In the Jackson area alone, Game and Fish officials responded to more than 175 bear conflicts in 2007, well more than the 150 total of the last five years combined. In addition, officials have lethally removed nine black bears and relocated more than 25. Black bear conflicts were common across the state this summer and fall, including the Curt Gowdy State Park/Vedauwoo area between Laramie and Cheyenne.

### **Brucellosis**

The Department continues to implement all of the wildlife recommendations of the Governor's Brucellosis Coordination Team. Brucellosis Management Action Plans on all elk and bison herd units have been completed.

For the third year, Game and Fish personnel trapped elk in February as part of the feedground test-and-removal pilot project. Trapping took place on the Muddy Creek and Scab Creek feedgrounds. Personnel trapped 756 elk. Of the more than 300 adult cow elk tested, 42 tested positive for exposure to brucellosis. Brucellosis-seropositive cow elk were transported to an Idaho USDA processing facility, and meat from the elk was donated to a Wyoming food bank for donation to families in need. There were 10 trap-related mortalities associated with the operation this year. So far, more than 1,000 elk have been processed through the traps in three years with a total of 13 trap mortalities.

The Department is also involved in several different research projects focusing on brucellosis management. Fetuses removed from seropositive elk that test culture negative are being used to research how often aborted fetuses are contacted by other elk on feedgrounds. Results of this project have been used to alter feeding techniques on several of the feedgrounds in the region. Brucellosis is a density dependent disease that can be transmitted through contact

with birthing tissues and fluids. Lowering elk densities should reduce the chance for contact with these fluids and thereby lower brucellosis seroprevalence.

There is also cooperative research being conducted with the U.S. Geological Survey. Four seronegative elk on each of the feedgrounds were fitted with Global Position System collars to determine risk to cattle producers based on elk locations throughout the year. The research also will investigate how the amount of time spent on feedgrounds correlates to stress levels in fed elk. Increased stress levels negatively impacts immune response in elk, which may increase their susceptibility to disease.

### **Legislative Efforts**

Game and Fish developed several proposals for the 2008 session of the Wyoming State Legislature relative to Department funding needs. The Legislature allocated the following to the Game and Fish:

- \$14.5 million for a remodel and expansion of the Cheyenne office building. Completion of the expansion and remodel will take approximately two years.
- \$2.4 million for wolf management. This money was available immediately for Game and Fish to hire four wolf management personnel and implement a comprehensive wolf management program in the area designated as a trophy game area.
- \$1.82 million for sensitive species/nongame species work. The money will be available July 1, 2008. The Game and Fish's entire sensitive species/nongame species program will now be funded by general legislative funds. This appropriation covers the current \$605,000 annual budget for terrestrial nongame program and the herpetological/reptile program. It also adds an additional \$609,000 over the 2-year biennium to expand the Department's nongame/sensitive species programs, allowing more resources to manage the 279 species of greatest conservation need identified in our Comprehensive Wildlife Conservation Strategy. The Governor's budget also received \$1.85 million for sensitive species work, some of which will be available to Game and Fish.
- \$2.83 million was approved for ongoing and expanded sage grouse efforts. The entire sage grouse program will now be funded by general fund appropriations. An amendment to the sage grouse budget bill requires the WGFC to develop rules, regulations, and procedures to allow private bird farms in this state to raise native sage grouse for release. This provision has a two-year sunset rule.
- \$3.76 million was approved for the Department's Vet Services section. This will continue to fund the expanded brucellosis test-and-removal program, standard vet services operating budget and allow the vet lab to convert some temporary contract employees to two permanent employees.

### **Energy Development**

One effort to address the impacts of energy development on wildlife and wildlife habitat is the Wyoming Landscape Conservation Initiative (WLCI). The WLCI is a long-term science based collaborative effort to ensure Wyoming's wildlife and their habitats are fully considered and addressed in the face of increasing land use pressures in Wyoming. This is a

multi-agency effort involving the Game and Fish, BLM, U.S. Fish and Wildlife Service, U.S. Forest Service and others.

The WLCI implemented six on-the-ground projects in southwest Wyoming in the last year, including trumpeter swan habitat enhancement, Wyoming Front aspen treatments, and Ferris Mountain leafy spurge and Russian knapweed treatment.

The WLCI coordination team is developing a strategic plan to guide the work of the initiative and bring various elements together. Ongoing efforts include scientific assessment of wildlife resources and anticipated development impacts in southwest Wyoming, implementation of strategic actions and monitoring conservation actions to provide information for future work.

### **Electronic Licensing**

The second component of the electronic licensing system, the Internet Point-of-Sale system, went online at Game and Fish regional offices and select license agents in January 2008. This system will enter hunter information into the license database in real time, and offers expanded services, including a new license format. The system offers several benefits to the sportsman as well as the Game and Fish, including accuracy of information and a single document showing all licenses held. The Department used the IPOS system to sell leftover big game licenses statewide beginning in August.

### **Wyoming Hunting & Fishing Heritage Expo**

The Game and Fish hosted its 10<sup>th</sup> annual Wyoming Hunting & Fishing Heritage Expo in September 2007, with more than 13,000 students and adults attending.

The Expo is a free educational event for all ages and skill levels featuring outdoor activities like shooting, fishing, canoeing and archery. The event provided more than 150 hands-on activities, exhibits, and demonstrations designed to help more people understand and participate in Wyoming's hunting, fishing and wildlife watching heritage. New to the Expo this year were free youth memberships in the National Wild Turkey Federation's JAKES program (Juniors Acquiring Knowledge, Ethics and Sportsmanship) and Women in the Outdoors program, a special raffle for students who attended the kids' day on Friday and returned with their parents on Sunday; and a free pancake breakfast, sponsored by Halliburton, for all Expo visitors on Sunday.

The Expo Advisory Board voted to change the dates and days of the Expo for 2008, moving it to two weeks after Labor Day weekend, and changing from a Friday-Saturday-Sunday event to a Thursday-Friday-Saturday event. The advisory board felt this would allow teachers returning to school more time to plan to attend the Expo, and offer an additional weekday allowing more students and teachers to attend.

### **Wyoming Hunter Mentor Program**

The 2008 Wyoming legislature passed a bill that amended the hunter safety statute to establish a hunter mentor program. Based on the try-before-you-buy concept, the program is consistent with the national Families Afield initiative, which aims to remove barriers to hunting. Wyoming's hunter mentor program allows any person who has not received hunter

safety certification to apply for a special authorization to hunt while being accompanied by a mentor. A mentor must be 18 years of age or older and must have hunter safety certification and a valid Wyoming hunting license. The special authorization is valid for one calendar year. Any person participating in the program must comply with W.S. 23-2-106 (a), which means they must pass hunter safety before taking wildlife without a mentor.

### **Climate Change**

Climate change, as it relates to fish and wildlife habitat, was identified by Department staff as one of the top information and education priorities for the Game and Fish. The Department, along with several other state and federal natural resource agencies, hosted a one-day Climate Change workshop in mid-June. The goal of the workshop was to bring together government partners and provide an overview of climate change, the climate, resources that will be impacted, potential adaptation and carbon mitigation. Copies of the presentations are available on the Game and Fish website.

# INTRODUCTION

## DIVISION REPORT NARRATIVES



## INTRODUCTION

This report covers the progress and financial status of the Wyoming Game and Fish Department during Fiscal Year 2008. The information documents progress toward objectives stated in the Wyoming Game and Fish Department's Four-Year Plan (FY 07-FY 11), September 2007.

During calendar year 2008 a total of 3,683,371 hunting and fishing recreation days were provided to the public. Based on hunting and fishing expenditure surveys conducted in Wyoming, since 2006, hunters, anglers, and trappers expended approximately \$684,109,000 in pursuit of their sport.

At the end of the period covered by this report (June 30, 2008), the Department was comprised of 398 permanent full-time employees and 96 temporary or seasonal workers.

A summary of Department activities by respective division follows.



**FISCAL DIVISION**  
Rich Reynders, Chief

In FY 08 the Fiscal Division concentrated on several major enhancements to the Department's licensing programs in addition to being involved with securing legislative funding for new and expanded programs.

The division oversees all financial operations of the Department, including budget development, financial reporting, accounts payable, purchasing, asset management, federal funds (grant) management, contract management, revenue collection and licensing. Additionally, the division is responsible for the operation and maintenance of various automated systems for licensing, revenue reporting, cost accounting, vehicle management, credit card payments and other accounts payables, landowner coupons and time reporting.

In FY 08, the Fiscal Division, working with Services Division IT personnel, continued the upgrade of its licensing systems. The successful migration of the limited quota draw system from the state mainframe to in-house servers was accomplished. This migration was accompanied by the rewrite of application programs in a programming language following state standards, which should enhance the Department's ability to maintain and upgrade these systems more easily in the future in addition to saving mainframe costs. The migration also integrated both the Department's internet application process, put into place in FY 07, with the manual application process, into one system. Those applicants, choosing to apply on the internet, continued to grow in 2008, with over 54% of the 214,000 license applicants utilizing this method. An even greater proportion of applicants purchasing preference points only applied on the internet—74 percent of the 48,000 applicants purchased their points this way. This change in application method allowed the Department to reduce its use of temporary staff by over 50 percent from FY 06 in addition to being able to conduct draws up to a week earlier.

The division was also able to accomplish two other major licensing innovations during FY 08. In January the Department began selling non-limited quota licenses at regional offices and pilot license selling agents through an automated point of sale system that provides for automatic updating of the licenses sold in addition to providing automated invoicing reports for agents. After substantial testing, this system was made available to license selling agents, with over 100 agents utilizing the point of sale system by June 2008. Additionally, the system provided for the sale of limited quota leftover full-price and doe/fawn licenses in August 2008 at license selling agents. The ability for license buyers to utilize credit cards at regional offices and the Cheyenne headquarters building was also to be in place by August 2008. While there are still enhancements required for the licensing system to fully integrate accounting and reporting for all license sales, both those of manual and automated licenses, and to include boating registration, lifetime licenses and commercial licenses in the future, significant strides were made in FY 08 to fully automate license issuance. The Department currently manages and maintains its licensing systems in-house. This trend reflects the majority of other state wildlife agencies, who either have or are in the process of pulling their systems in-house due to escalating vendor rates and instability with external vendors of licensing systems.

In the accounting area, the Department spent the first six months of FY 08 modifying existing systems to integrate with the new state accounting system put in place in July 2007. Several interfaces and reporting modules had to be modified to accommodate the State Auditor's new processes, in addition to bringing all disbursement review processes in-house. These changes caused delays with the rewrite of the division's cost accounting system, for which work will be resumed in the fall of 2008. The division also had its five year audit performed by the General Accounting Office (GAO) auditors contracted by U.S. Fish and Wildlife Service (USFWS). Excepting some minor audit findings, which will be addressed in the new automated licensing system, there were no other audit issues and no disallowed costs.

The Division also made several appearances before the legislature and legislative committees regarding funding issues. On January 1, 2008, the Department's license fee increase, approved during the 2007 legislative session, went into effect. Additionally, during the 2008 legislative session, the Department was successful in receiving approximately \$10 million in general funds for the 2009-2010 biennium for two existing generally programs, vet services and sage grouse, and for two new programs, wolf management and the comprehensive wildlife management strategy (CWCS) which focuses primarily on sensitive and nongame species. Additionally, the State building commission recommended legislative funding of the remodel and expansion of the Cheyenne headquarters building and the 2008 Legislature provided approximately \$14 million in funding for the Department of Administration Construction Management branch for this project. The Division also continues to prepare the Commission budget, which is developed on an annual basis and presented to the Commission for review and authorization each April.

The number of grants that the division administers has continued to grow, with the Department now receiving approximately 25 percent of its revenue from federal, state and private grants. The Department receives grants from more than ten federal agencies (U.S. Fish and Wildlife Service, USDA Forest Service, Bureau of Land Management, Bureau of Reclamation, Natural Resource Conservation Service, U.S. Coast Guard, Department of Homeland Security, Environmental Protection Agency, U.S. Geological Survey, USDA APHIS) in addition to a number of state and local government entities and non-for-profit organizations. An important new source of grant funds has been the Wyoming Wildlife and Natural Resource Trust, a state agency, whose board reviews and approves grant applications for wildlife projects, and has provided funding to the Department in addition to other conservation entities, such as local conservation districts. During FY 08, approximately \$500,000 was transferred from this entity to the Department for work completed on wildlife projects.

In summary, the Fiscal Division is the primary source of financial information for the Department and the point of contact for all internal and external state government financial audits.

**FISH DIVISION**  
Mike Stone, Chief

The Fish Division is responsible for management of all aquatic wildlife including fish, mollusks, crustaceans, amphibians and reptiles. We continue to strive to meet the dual purpose of conserving native species and maintaining high quality, sportfishing opportunities.

Throughout most of FY 08, hydrologic drought conditions continued to persist over much of the state. Good snow pack and timely spring rains did provide some relief to most of the state's river and reservoir systems. Conditions for the Laramie River, North Platte River and South Platte River reservoirs did not rebound and continued to be plagued by low water levels. Despite the continuing drought, significant work was accomplished this past year.

The aquatic habitat section completed habitat projects, watershed inventories, major monitoring efforts, fish passage investigations, warm water stream assessments, and continued to provide assistance for Resource Management Plan and Forest Plan revisions. One primary objective this year was to improve our data storage and management capacity for the Wyoming Habitat Assessment Methodology. This was accomplished; over 700 records were updated and more than 50 new watershed-wide inventories were conducted throughout the state.

Commenting on aquatic wildlife impacts associated with energy development continues to tax our personnel and we find it increasingly difficult to design meaningful mitigation plans. As the total area developed or leased has increased, habitat management at the watershed level has become increasingly difficult, especially Pinedale and Green River regions.

Green River and Pinedale regions aquatic habitat personnel were successful, however, in promoting several preservation actions. Completed this year was the purchase of the Triple Peak Forage Reserve by Tout Unlimited an action only made possible by the technical assistance offered by aquatic habitat and fish management personnel. This resulted in protection for several core conservation populations of Colorado River cutthroat trout in the Wyoming Range. Also initiated in FY 08 were several, significant watershed-based conservation easements that we expect to complete next year.

Fish passage accomplishments included development of data storage systems that document location and types of barriers to fish movement. Previous fish passage efforts were impeded by the lack of an engineering contractor qualified to provide design and cost estimation for fish passage. Selection of an experienced and competent engineering firm now provides capability for development of fish passage and screening solutions. In FY 08, nine passageway projects on six streams were designed and several others were collaboratively funded.

For FY 08, angler participation continued to show a modest three-year upward trend. This year we showed an estimated 2,354,000 angler days based on license sales. Over the past three years fishing license sales have increased six percent despite drought conditions suffered statewide. Several extraordinary water years will be needed to recover many of the important sport-fishing lakes in the southeast quarter of the state. Collectively these waters are now supporting a fraction of the angling opportunity provided in the past.

Among the over 500 stream and lake surveys completed this year were several multi-year surveys. Notable was the completion of the species and habitat assessments for fishes native to the Wind and Bighorn rivers. With completion of these, we have now completed over 100 prairie stream assessments in eastern and northwest Wyoming. Prior to these projects, little was known about many of these native, warm water species. Projects have led to a better understanding of the prairie fish abundance, distribution, and conservation status, a first step towards conserving them. In addition, these efforts have enabled us to refine our methodology for sampling fish and habitat in warmwater streams of Wyoming. A methodology for sampling warmwater streams in Wyoming did not exist a decade ago. With these new tools we are also beginning to understand habitat preferences for many of the prairie stream fishes.

Similar to the prairie fishes, the conservation status of fish native to southwest Wyoming was poorly understood five years ago. In FY08 we completed a series of studies giving us a thorough assessment of abundance, distribution and genetic purity for roundtail chub, flannelmouth sucker and bluehead sucker. Assessments were conducted on at least 24 tributary streams to the Green River and the main stem river above and below Fontenelle Reservoir. These studies were conducted at 374 sites, where more than 79,000 fish were captured and identified. Competition, predation and hybridization from non-native fishes were the immediate threats identified.

We also continued our cutthroat trout conservation efforts and an initial assessment of Great Basin reptiles was completed. Though our work with freshwater mussels continues in a discovery fashion, a survey of the Belle Fourche River near the South Dakota-Wyoming border revealed a population of white heelsplitter mussel, the first live occurrence documented by Department personnel.

Major sport fisheries evaluations continued on lakes and reservoirs such as Pathfinder, Seminoe, Flaming Gorge, Fontenelle, Boysen, Buffalo Bill, Bighorn, Glendo, Keyhole and DeSmet. Intensive population estimates that require multiple electrofishing passes through one sampling site were conducted most notably on the North Platte, Green, Bear, Snake, Salt, Greys, Hoback, Wind, Bighorn, Shoshone and Tongue rivers for both wild and stocked fishes.

In FY 08, over 298,000 pounds of fish were stocked. In comparison to FY 07, pounds stocked diminished by over 13,000 pounds because of losses experienced due to an infection of whirling disease at the Ten Sleep Hatchery. The fish at Ten Sleep Hatchery and three other receiving stations were destroyed to isolate and contain the infection. Despite the losses, the Fish Culture Section was still able to meet the program's internal goal of producing +/- 10 percent of the stocking requests made from regional aquatic wildlife managers. This was possible through reallocation of fish supply and because of past renovations and improvements made at Dubois and Wigwam stations. Still, our fish stocking program continued to emphasize fish quality not quantity in order to maximize angling benefits.

This year, the State Building Commission favorably reviewed a renovation proposal for Ten Sleep Hatchery; this proposal, if approved for supplemental appropriations in FY 10 will secure the water sources and modernize the facility to prevent further incidences of whirling disease.

Until then, the loss of small fish transfers from this facility will plague our fish rearing efforts across the state.

Capital construction at Story Hatchery was initiated in FY08, while the major expansion at the Speas Rearing Station continued. The Speas water source has now been covered; a separate water line has been completed from the new spring and water conditioning equipment installed. When completed in FY 09, the renovations at Speas will increase our production capacities by over 40 percent. The Story facility has been redesigned as a brood stock station housing four captive, brood stocks including brook trout, lake trout, Eagle Lake rainbow trout and an experimental, captive brood stock of golden trout.

Currently, we manage 18 brood stock species or strains in the wild or on station. In FY08, Colorado River cutthroat trout from the newly established North Piney Lake brood stock at Daniel Hatchery were stocked into LaBarge Creek, completing the long restoration project.

This year we co-hosted the Freshwater Institute's course on "Water Reuse for Intensive Fish Culture" at the Dubois Fish Hatchery. Renovations at Dubois were a focus and served as course labs. Thirty-five individuals from across the country and beyond, including thirteen from the Department, attended the week long course showcasing recent technologies and parameters in intensive fish culture rearing.



## **SERVICES DIVISION**

John Kennedy, Chief

The Services Division is committed to achieving the Department's mission by increasing public awareness of all Wyoming's wildlife issues, strengthening support for the Department, conserving and enhancing wildlife habitat, providing increased access for recreational opportunities, maintaining healthy wildlife populations, and providing technical support critical to the success of the Department. The Division is administered by the Division Chief, Assistant Division Chief for Habitat/Technical Support, and Assistant Division Chief for Information & Education. The Assistant Division Chiefs are responsible for the administration of nine work units through two distinct sections. The Division's Habitat/Technical Support Section includes Lands Administration (acquisition program); Conservation Engineering; Game and Fish Laboratory; Habitat & Access Maintenance; and Information Technology/GIS. The Information & Education Section includes: Conservation Education; Regional Information & Education; Information/Publications; and the Customer Service (Telephone Information) Center.

During FY 08, the Services Division Administration continued to focus on providing consistent leadership and improving communications within the Division and between the Division and other work units in the agency. Priorities for each work unit in the Division were established. The Division Administrators and Branch Supervisors attended other division and regional coordination team meetings to improve communications, discuss priorities and expectations, and communicate management strategies specific to future administration of the Division. Division Administration will continue to focus on improving internal communications and developing priorities that are responsive to the other work units and consistent with the Director's goals/objectives and the agency's mission.

FY 08 Services Division Administration priorities:

- Continue to recruit and promote the best-qualified candidates for positions within the Division; administration will be directly involved in all hiring processes.
- Work with the regions, Property Rights Team, and Commission on high-priority access projects and conservation easements; improve the acquisition process.
- Continue work with the Fiscal Division on the Electronic License Issuance Project.
- Improve agency credibility and public support through information, education, and outreach.
- Work with the Property Rights Team and Commission on proactive fee title and less than fee title land acquisitions.
- Further define the Public Information Officer role and responsibilities.
- Implement goals, objectives, and strategies of the Strategic Habitat Plan.
- Continue work to establish Department television programs and/or documentaries.
- Improve processes and individual work unit performance in the Division.
- Coordinate major conservation education efforts and agency programs, including the Hunting and Fishing Heritage Expo.
- Participate on committees of the Association of Fish and Wildlife Agencies and Western Association of Fish and Wildlife Agencies.

During FY 08, Services Division Administration accomplished several major projects, including:

- Coordination with the Director's Office, other division administrators and the regions to discuss and establish priorities for Services Division Administration and all work units in the Division.
- Work with the regions, Property Rights Team, and Commission to further streamline the process for acquiring fee title and less than fee title property rights; coordinated and facilitated Property Rights Team meetings on a regular basis.
- Completed Information and Education work planning/prioritization processes and established priorities; continued work to improve coordination and communications among all the I&E work units through the Information and Education Leadership Team.
- Continued to coordinate and implement strategic information/media plans for a variety of high-priority issues, including: the agency's mission, funding constraints, chronic wasting disease, brucellosis, wolves, grizzly bears, and energy development.
- Developed alternative funding proposals and plans for capital construction projects, including the Cheyenne HQ renovation and expansion project.
- Continued to represent the Commission on the Board of Outfitters and Professional Guides.
- Hired a full-time Human Dimensions Specialist to help all Department divisions better understand public opinions, attitudes, and knowledge regarding wildlife issues. Human Dimensions information will help the Department personnel make informed management decision taking into account the social aspects of those decisions.

During FY 08, the Division's Habitat/Technical Support Section accomplished several major projects, including:

- Made several major process improvements and developed strategies to increase the effectiveness and efficiency of the agency's land acquisition program and property rights monitoring program.
- The Lands Administration Branch coordinated the Commission's acquisition of conservation easements at Breteche Creek (Cody area), North Fork Ranch (Lander area), Red Butte ranches (Lander area), Riverbend Ranch (Laramie area), and the Flying A Ranch (Casper area).
- The Lands Administration Branch coordinated the Commission's acquisition of property at the Rawhide and Springer Wildlife Habitat Management Areas (WHMAs).
- The IT Branch continued direct involvement on state IT committees that are responsible for the oversight, policy development, and overall IT business processes for all state government.
- The IT Branch continued to provide substantial IT support to the development of the Department's electronic licensing point of sale system. The Branch rewrote the data entry and random draw systems to complete the big game draw application system and processed 261,465 applications through this system, with roughly 60 percent of all applications through the Internet. The Branch deployed 137 Internet Point-of-Sale (IPOS) devices to 116 license selling agents; 234,973 items were sold through this system.
- The Habitat and Access Maintenance Branch continued management oversight on the Commission's 36 WHMAs and 104 Public Access Areas (PAAs), which includes the maintenance of 883 miles of fencing, 148 comfort stations, 19 miles of car barrier, 300 cattle

guards, 7,500 signs, 95 wetlands, 5,000 acres of irrigated land, 65 boat ramps, 29 bridges, 1,163 miles of roads, and 415 parking areas.

- The Habitat and Access Maintenance Branch completed annual maintenance work on the Department's 22 feedgrounds; developed and installed two handicapped fishing piers at Renner Pond and the Sechrist PAA; installed a handicap-accessible waterfowl hunting blind at the Ocean Lake WHMA; completed 27 project requests from the other divisions, which included installing two guzzlers near Worland, over 850 acres of sagebrush habitat treatment statewide, and heavy equipment assistance at the Speas, Boulder and Tensleep hatcheries.
- The Game and Fish Lab detected one regulatory parasitic pathogen, *Myxobolus cerebralis*, at the Department's Tensleep and Wigwam hatcheries during a routine inspection and detected a pathogen of concern, *Aeromonas salmonicida*, at the Clark's Trout Farm; the discovery of the parasite that causes whirling disease resulted in extensive testing of the state's hatchery system and on-going analyses to determine any possible sources of the infection.
- The Game and Fish Lab's fish health personnel provided technical assistance to the Forest Service in identifying the aquatic nuisance algae, *Didymosphenia geminata*, from samples collected from the Encampment River.
- The Conservation Engineering program completed construction projects at the Wigwam Rearing Station, Speas Fish Hatchery, and major renovations to the newly acquired Pinedale Regional Office and exterior painting at the Lander, Sheridan and Cody Regional Offices. The program coordinated the completion of boating access projects at Saratoga Lake (Caldwell Slough), Middle Depression Reservoir, Ocean Lake (Long Point) and Twin Buttes.
- The Conservation Engineering program's survey crew completed major boundary surveys on the Spence/Moriarity WHMA, Fort Steele PAA, Encampment River, Festo Lake, and the Rawhide WHMA and surveyed easements at Lusby, By the Way Ranch, Paradise Road and Sechrist (North Platte River).
- The Conservation Engineering-Drafting Section completed 9,031 signing projects; completed 13 project requests; continued to provide support to the Private Lands Public Wildlife (PLPW) Program; created GIS maps for division administration and the Director's Office for work with the Commission, wolf management issues, and energy development.

During FY 08, the Division's I&E Section accomplished several major projects, including:

- Implemented new processes for establishing I&E program priorities that are consistent with the Director's goals and objectives and the Department's mission. The division's I&E Leadership Team continued to work on improving communications and coordinating work plans among all the I&E work units.
- Produced a first-ever series of TV shows for broadcast throughout Wyoming. *Wyoming Wildlife TV* is a 13-episode series of half-hour shows focusing on issues important to Wyoming's wildlife and their habitats—everything from brucellosis to energy development to sensitive species and more. The show airs every Sunday night on KCWY beginning in Fall 2008 and through Summer 2009.
- The Information/Publications Branch established a partnership with MyOutdoorTV.com to post weekly video news features online; produced a video on current habitat conditions and related hunting opportunities across the state; and provided graphic design and outreach support for development of the 2008-09 fishing regulations.

- The I&E section produced a documentary on wolves and grizzly bears that was broadcast to a national audience on the Versus network six times in March 2008. This documentary presented an objective look at what it means to have these species in Wyoming, and the effects (positive and negative) they are having on the people, wildlife, and livestock of the state. According to Nielsen ratings, approximately 1.5 million people watched this documentary.
- The Conservation Education program made significant changes to the Expo schedule, changing it from a Friday/Saturday/Sunday event to a Thursday/Friday/Saturday event, as well as moving it one week later. These changes were designed to provide more schools the opportunity to bring kids to the Expo. As a result, attendance by schools at the 2008 Expo increased by 2000 students. They also coordinated Hunter Education, Project WILD, Outdoor Recreation Education Opportunities, and aquatic education programs throughout the state.
- The Hunter Education Program supported 221 hunter education courses offered by 202 instructors that certified 4,655 students (this involved 4,626 hours of volunteer time). The Program certified 17 new hunter education instructors and helped develop the hunter mentor program.
- The Regional I&E Programs provided electronic and print media with 893 news releases, radio programs and television interviews. The programs gave 187 conservation education programs to approximately 10,250 individuals. The programs also played a key role in the Teacher and Youth Conservation Camps, Becoming an Outdoor Woman Camp, 4-H Shooting Sports Wildlife Competition, Hunting and Fishing Expo, and the new Hunter Education Instructor Academy.
- Information and Education personnel handled hundreds of media calls and provided a wealth of information concerning this year's multiple wolf delisting actions. Among other things, personnel built a wolf information web page that included weekly updates on wolf activity in Wyoming.
- Provided substantial Customer Service (Help Desk) support to the development of the Department's electronic licensing system. Worked with IT and Fiscal to create and maintain the IPOS License Selling Agent Help Desk, where IPOS agents can receive technical assistance during regular business hours and extended hours, including evenings and weekends.
- The Customer Service Center handled approximately 95,000 telephone calls and provided information through approximately 10,050 mailings to primarily resident and nonresident hunters and anglers. The product sales section sold over 9,500 products; over \$50,000 was generated from the online store and nine new products were added to the inventory. The 2008 product catalog was the recipient of the Best Special Publication at the 2008 Association for Conservation Information (ACI) Conference.

## **WILDLIFE DIVISION**

Jay Lawson, Chief

Due to increasing workloads and the emergence of major wildlife issues, the division created a new Jackson Region in FY 08. The new regional structure is already improving our ability to manage wildlife in western Wyoming.

Implementation of the Mule Deer Initiative has begun, with major habitat inventories being conducted in the Platte Valley and Wyoming Range herd units.

The division continued several ongoing research projects including a moose study in the Snowy Range and in the Jackson area, a mule deer study on the Pinedale Anticline as well as the Atlantic Rim area relative to gas development, a pronghorn study on the Pinedale Anticline to look at impacts from gas development, and an elk study to look at movements and habitat use near Fossil Butte. A major elk/wolf ecology study was initiated in the Cody Region.

The division conducted a horse training class for employees with emphasis on backcountry first aid care, proper packing techniques, conditioning of horses, and use of horses in enforcement situations. Significant positive feedback has been received regarding the quality of the training. This training should aid in reducing injuries with regard to horses and personnel and prepare wardens and horses for safe backcountry enforcement.

The division participated in securing general fund money for sensitive species during the legislative session and initiated a grant with U.S. Fish and Wildlife Service for sensitive species inventories and monitoring. The division is also working to secure additional funding through the Governor's Office.

The Snaring Action Team, within the Leadership Development Program, developed recommendations for legislation to address nontarget wildlife mortalities. Their proposed statutory changes are being presented to the Travel, Recreation and Wildlife legislative committee. Overall, the use of an inter-divisional action team seemed to be effective in addressing this issue.

A committee was formed under the leadership of Regional Wildlife Supervisor Scott Edberg and a new training curriculum has been initiated for each position class.

A significant number of historic wildlife documents were scanned for electronic storage, including all research documents, big game harvest reports and all trend reports.

The division worked with the Department of Transportation to complete the Nugget Canyon mule deer underpass project. Many thousands of deer will be able to migrate safely this fall, and it is anticipated that hundreds of deer-vehicle collisions will be eliminated.

Efforts to recruit and retain quality employees are ongoing with current plans to expand recruitment, particularly in light of anticipated retirements. We have plans to attend additional job fairs and will be revising our career opportunity brochures/displays for a wider audience.

Retention efforts have included evaluation of equipment inequities and providing high quality training opportunities for division employees.

The third year of the Brucellosis Test and Slaughter Project resulted in the capture of 265 elk at the Muddy Creek feedground and 285 elk at the Fall Creek feedground. A total of 349 cow elk were tested resulting in 42 seropositive animals being shipped to the USDA-approved slaughter facility in Idaho. The 9,225 pounds of boxed meat from the slaughtered elk were provided to the Rocky Mountain Food Bank for distribution to food banks throughout Wyoming.

In calendar year 2007, permanent law enforcement personnel worked 4,548 man-days and drove 512,115 miles conducting law enforcement activities. This effort resulted in the issuance of 1903 citations, 1711 warnings, and documentation of 294 incidences involving unknown suspects.

The Wildlife Investigative Unit is in the final stages of a major false oath project conducted in cooperation with Colorado, Utah and Idaho. The project involved a comparison of WGFD resident license databases with the states previously mentioned. These database comparisons produced numerous violations of Wyoming residency statutes. To date, 86 individuals have been found in violation of Wyoming residency laws and issued 110 citations and 55 warnings. This false oath project also identified 76 individuals as being in violation of Colorado, Utah and Idaho residency laws. These individuals are being charged in the respective state's courts.

The Wildlife Investigative Unit closed out a major Lacey Act case involving the illegal importation and introduction of Rusty Crayfish into Wyoming waters. This case resulted in a felony Lacey Act conviction for the business involved and a misdemeanor Lacey Act conviction for the company owner. This case netted \$40,000.00 in fines and \$60,000.00 in restitution from the defendant.

The Unit is currently involved in several felony Lacey Act violation investigations in cooperation with the U.S. Fish and Wildlife Service and the states of Colorado, South Dakota and Idaho.

A data comparison was completed between the Interstate Wildlife Violator Compact System database and our hunting and fishing license database. Some investigations are still ongoing, but to date there have been over 30 enforcement actions taken against those who violated their suspension orders in Wyoming. Over 21,000 entries have been made by member states into the Violator Compact database since its inception in 1991. Wyoming has contributed approximately 760 wildlife violator names to the Compact database.

Force-on-Force training using Simunition equipment was conducted for five Wildlife Regions. Using this equipment, officers can be put in real life scenarios and trained in decision-making skills, marksmanship and proper use of cover.

A new provision to the Watercraft Regulation was passed requiring children 12 and under to wear life jackets while aboard boats underway unless each child is riding in an enclosed cabin or below deck. This regulation went into effect January 2008.

Three new Wooldridge watercraft were purchased for law enforcement patrol. These sturdy new boats are made of welded aluminum, carry a lifetime hull warranty, and should require only motor replacement in future years. The boats we have been utilizing wear out after several years, requiring both the boat and motor to be replaced. Five jet skis were obtained through the law enforcement loaner program and one new jet ski was purchased. The loaner program is an annual cooperative agreement involving manufacturers, local dealerships, and agencies enforcing watercraft regulations.

In FY 07, Division personnel expended 1,534 man-days and drove 162,837 miles on activities to prevent wildlife from causing damage to private property. They expended 538 man-days and drove 21,085 miles investigating, processing and handling damage claims and landowner coupon redemptions. A total of 131 damage claims in the amount of \$307,504 were filed and the department paid \$253,734. In addition, personnel spent 1,174 man-days and drove 145,696 miles responding to nuisance wildlife issues that were not considered wildlife damage under W.S. 23-1-901.

The 2008 Wyoming Legislature allocated \$2.4 million for the Department to implement a wolf management program. Wolves were delisted on March 28, 2008, at which time the Department assumed management responsibilities in that portion of Wyoming designated as the Wolf Trophy Game Management Area. The Department program consists of a Wolf Program Coordinator stationed in Jackson and three Wolf Management Specialists stationed in Cody, Lander and Pinedale. The program assumed all wolf management responsibilities until the delisting rule was enjoined on July 18, 2008, at which time wolf management reverted to the United States Fish and Wildlife Service. Wolf management personnel were then prohibited from most management activities with the exception of duties relating to investigating, confirming and compensating livestock producers for damage caused by wolves.

Hunter and landowner participation continues to increase on both Walk-in and Hunter Management Areas. For the 2008 hunting season, there were 850,802 private acres enrolled in Walk-in Hunting and 698,220 private acres enrolled in Hunter Management Areas. There were 8 new Hunter Management Areas enrolled including the National Elk Refuge to increase elk harvest on the refuge. Harvest surveys revealed that 77.65% of big game hunters were satisfied with the hunting opportunities provided by the PLPW Access Program.

Access Yes funds for landowner easements increased last year. Easement payments have reached funding levels but the Department is actively pursuing ways to increase Access Yes funds.

With the lifting of a longstanding injunction, the division initiated a large bison hunt on the National Elk Refuge to reduce bison that are for above objective and damaging habitat. A total of 266 bison were harvested.

Black-footed ferret recovery efforts continued, with 53 additional ferrets released south of our core Shirley Basin population. Research was completed on population dynamics and habitat utilization.

The division remains heavily involved in conservation efforts for sage grouse and other sagebrush obligates. Monitoring, habitat mapping and habitat projects are all underway, and the local sage grouse working groups are demonstrating the value of citizen volunteers to a major conservation effort.

# PROGRAM-LEVEL REPORTS



**Program:** Aquatic Wildlife Management

**Division:** Fish

**Mission:** Conserve and enhance all aquatic wildlife, reptiles, amphibians and their habitats for current and future generations. We will provide diverse, quality fisheries resources and angling opportunities.

**Program Facts:** The Aquatic Wildlife Management program is made up of seven sub-programs, listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Fish Hatcheries and Rearing Stations	43.3	3,963,636
Regional Aquatic Wildlife Mgmt.	33.5	2,781,964
Boating Access	0.0	928,000
Statewide Aquatic Wildlife Mgmt.	6.5	475,270
Fish Spawning	2.7	260,564
Fish Distribution	0.0	148,518
Fish Wyoming**	0.0	140,000
TOTAL	84.3	\$8,697,952

\* *Includes permanent, contract, and temporary positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

\*\* *One time funding for FY08 from License Recoupment*

This program was previously two separate programs: Aquatic Wildlife Management and Fish Culture (Strategic Plan FY04-FY06). The Water Management sub-program was relocated to the Habitat program last year.

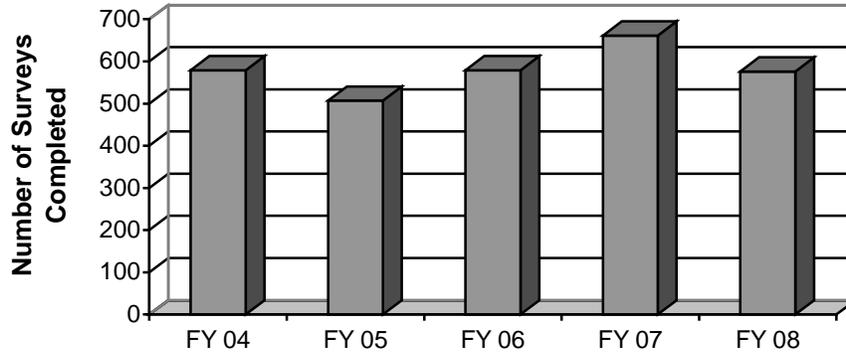
The Aquatic Wildlife program is located across the state in eight regional offices, Cheyenne headquarters, and ten remotely located fish hatcheries and rearing stations.

**Primary Functions of the Aquatic Wildlife Management Program:**

- **Conserve and enhance all aquatic wildlife, amphibians and reptiles** *by* scientifically assessing populations at both local and watershed levels, control exotic species where necessary, and where ecologically and economically feasible reintroduce native species into suitable habitats in order to conserve these taxa for future generations.
- **Provide diverse, quality fisheries resources and angling opportunities** *through* a system of fish management that attempts to first manage wild fisheries where possible, but relies upon an evaluation-based fish stocking program. The program meets angler desires by stocking salmonids (trout, grayling and Kokanee) that come from egg sources within Wyoming and are reared using modern fish culture practices. Non-salmonid (walleye, bass, catfish, etc.) fisheries are maintained through trades of

excess eggs with federal and other state agencies. Our efforts will balance the productive capacity of habitats with public desires.

**Performance Measure #1: Number of stream and lake surveys completed**



**Story Behind the Last Year of Performance:**

The quality of Wyoming’s fisheries is a direct reflection of the quality of Wyoming’s lakes, rivers and streams. Stream and lake surveys are conducted to determine the condition of fisheries. Until recently, surveys have been targeted towards evaluating the need to change management approaches, primarily for native and introduced sport fishes. Our survey strategy now includes more intensive surveys that emphasize watershed-level fishery evaluations for our sport fish and native species.

In FY 08, a total of 576 streams and lakes were surveyed. This is nearly equivalent to the five-year average of 580 surveys per year. Last year sampling intensity was higher because of our need to identify extent and magnitude of several illegal fish introductions in the Green River and Bear River basins. We continued to survey for native species of concern as identified in the Comprehensive Wildlife Conservation Strategies for the Big Horn and Green River basins. These surveys evaluated both habitat and population conditions concurrently, leading to completion of fewer but more comprehensive assessments. In the Green River system, FY 08 was the culmination of four years of sampling where we examined over 79,000 fish from 374 sites. Assessments were initiated on the Wind and Bighorn River basins with substantial progress made this year. These base-line surveys continue to be funded primarily through State Wildlife Grants and other third party arrangements. Native species that were surveyed included native trout, sauger, burbot, suckers, and minnows using a watershed-scale or assemblage approach.

Major sport fisheries evaluations continued on lakes and reservoirs such as Pathfinder, Seminoe, Flaming Gorge, Fontenelle, Boysen, Buffalo Bill, Bighorn, Glendo, Keyhole and DeSmet. Intensive population estimates that require multiple electrofishing passes through one sampling site were conducted most notably on the North Platte, Green, Bear, Snake, Salt, Greys, Hoback, Wind, Bighorn, Shoshone and Tongue rivers for both wild and stocked fishes.

The primary management plans guiding fisheries management survey work are called Basin Management Plans. In FY 07, we changed format and content templates for the basin plans and set a two-year deadline to rewrite all the plans. Substantial progress was made in FY 08 on revising about one-quarter of the 111 Basin Management Plans. As regional personnel become more comfortable with the new format we expect the pace to quicken and complete the planning process on time. The new plans should provide better communication with our public and other agencies. But we will continue to use our surveys as a primary tool to evaluate the management goals for these plans.

**What has been accomplished:**

Modification of the basin plans began in earnest in FY 08; there was substantial progress towards our self-imposed deadline.

In FY 08, an interdisciplinary team was tasked with rewriting the Strategic Habitat Plan (SHP) priorities. Substantial progress was made this year that will allow us to complete this prioritization early in FY 09. As a consequence, we will be able to continue to integrate SHP habitat priorities into the Basin Management Plans. The SHP along with our CWCS priorities serves as the basis for prioritizing and directing our native species surveys. However, energy development demands in the northeast and southwest portions of the state continue to redirect much of our effort towards impact avoidance and mitigation investigations where we have a paucity of base line data in basins having a very high diversity of species of concern.

In order to meet data needs that were identified for aquatic species in the comprehensive wildlife conservation strategy (CWCS), the Department continually surveys streams and lakes. Surveys are typically to gather base-line inventory or trend monitoring data. The purpose of the CWCS is to gather information sufficient to make better conservation-status assessments and help direct efforts to prevent species of greatest conservation need being listed under the federal Endangered Species Act. The State Wildlife Grants program and other federal partners provided the bulk of funding for our native species evaluations. Fortunately, our efforts to secure legislative funding for native and sensitive species were successful in FY 08, which will allow us to significantly increase efforts over current activity levels.

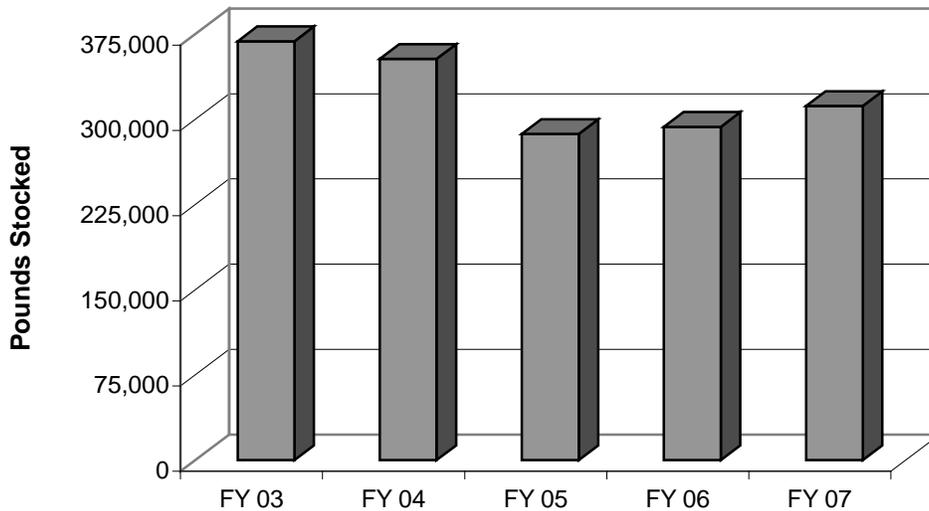
The Department continues to work with the Wyoming Cooperative Research Unit (Coop Unit) to meet continuing research needs. In FY 08, the Coop Unit conducted five projects, three-ongoing and two-new fisheries-related research projects. Because of Coop Unit staffing reductions and the pending retirement of senior Coop staff, the Coop will lead no new fisheries research after FY 09. As a consequence, we continued to collaborate with Colorado State University in FY 08 to meet our research needs. We continue to look forward to the Coop returning to a full complement of research staff in the future.

**What we propose to improve performance in the next two years:**

- We look forward to increases in performance with the additional funding available through the general fund and the budget of Governor's ESA Office.

- Hiring and maintaining staff for the Aquatic Assessment Crew (AAC) will be crucial for providing oversight and direction for the programs and projects made possible by these new funds. When the AAC is at full staff our performance increases substantially in terms of our sampling productivity (numbers of streams and lake surveyed) and allows us the opportunity to better balance our sport fish and native species responsibilities. Anticipated result in the next several years is to increase the number of stream and lake surveys conducted to a level similar to FY 07 (~660) while still working to assess status of multiple species and taxa at watershed levels. Also we will complete fieldwork sufficient to successfully monitor native crayfish by comparing results to the 1985-87 crayfish survey. This is done to fulfill CWCS objectives relative to crustaceans. If the AAC experiences turnover as in the past, we may not realize the predicted gain in productivity (in terms of number of surveys completed).
- Assist Aquatic Habitat Section with the continuing effort to prioritize fish passage and habitat restoration needs for native fish. We need to develop data and the data layers that spatially depict where we should prioritize our work for species of greatest conservation need (SGCN, as identified in Wyoming's Comprehensive Wildlife Conservation Strategy). Stream survey work for the Bighorn and Wind River basins will be completed in FY 09 in time to be used to reassess the conservation status of fishes native to the Missouri River system for the revised CWCS.
- Streams and lakes are surveyed also to conduct evaluations of sport fish regulations and our fish stocking programs. They also are needed to update and improve our brood stock management plans. Over the next two years we will evaluate success of stocking larger trout to avoid walleye predation and evaluate our recently initiated Colorado River cutthroat trout and Firehole rainbow trout stocking activities.
- SHP revision with the appurtenant habitat priorities is required for FY 10 budget process for habitat project selection. Better guidelines to regional personnel and project proponents will aid in crafting better proposals. As the revision is implemented it is critical to evaluate beneficial effects of our habitat conservation and enhancement activities on aquatic wildlife populations through stream and lake surveys.
- Revision of the CWCS with updated species accounts and habitat priorities is needed to continue to guide future plans for the assessment of native species of concern. We need to meet with conservation partners to reassess conservation status and revise individual species accounts (in the CWCS) based on the new information provided by the stream and lake surveys. The individual species accounts and status assessments are necessary prior to revising the CWCS in preparation for Commission approval July 2009.

**Performance Measure #2: Pounds of fish stocked**



**Story behind the performance:**

According to Commission Policy, “Fish raised at Department facilities shall be stocked only in waters with insufficient natural recruitment where public access is provided, except” in very limited conditions, as provided by policy. Fish stocking thus occurs primarily in artificial reservoir and downstream tailwater habitats with the addition of restoration stocking in native cutthroat trout drainages. Fish stocking is the culmination of a process that begins with egg taking from captive and wild brood stocks (egg sources) and ends with the stocking of the right strain or type of fish into waters at the scheduled time and size. We meet our trout, salmon (kokanee) and grayling needs in state. We also receive, in trade for surplus grayling and trout eggs; warm or cool water sport fishes not available in Wyoming. The eggs are hatched and reared at one of ten facilities and then stocked using our distribution trucks/system.

Since 2002, an average of 321,146 pounds of fish have been stocked annually. For this reporting period, 311,825 pounds of fish were stocked, an increase of 18,295 pounds compared to 293,530 stocked last year. The increase is attributable primarily to completion of capital facility projects at Dubois and Wigwam Rearing Station. Capacities of these newly renovated facilities are carefully being evaluated to maintain fish quality as rearing conditions at both facilities as we increase production at both facilities. While pounds are easily tracked or measured we continue to emphasize the quality of the fish stocked. We do this by not overstocking our facilities and incorporating modern fish health practices that stress optimum not maximum production levels. The main emphasis of our stocking program is to release high quality fish for the greatest return in native species restoration and sport fishing opportunities. The Fish Culture sub-program continues to meet our internal goal of producing +/- 10 percent of the requests made from regional aquatic wildlife managers.

**What we propose to improve performance in the next two years:**

- Through Legislative funding, renovate Speas Rearing Station to increase fish production capability for large reservoirs and southeastern Wyoming stocking requests. By the end of FY 09, the total capacity of Speas will increase from 110,000 pounds to approximately 300,000 pounds under a protected environment with improved rearing conditions.
  - Renovate Story Hatchery brood stock facilities through Legislative funding to reduce fish health issues and improve rearing conditions. Improved brood facilities at Story will remove stressful conditions and augment needed rainbow trout eggs for the Speas expansion.
  - An extensive capital facility infrastructure is maintained and required to meet stocking responsibilities and maintain captive brood stock populations. We plan further evaluations of the existing fish rearing and support facilities/equipment to set management priorities for FY 09 – FY 19 under new priorities to augment those outlined in FY 98 – FY 08. Planning will emphasize developing a progressive sub-program to meet needs thirty years into the future.
  - Continue to seek funding to remodel facilities in order to eliminate or greatly reduce the threat from Whirling Disease and other fish health concerns to our brood stocks, hatcheries and rearing stations.
  - Continue to maintain and further develop captive brood stocks of our native cutthroat species in protective refuges.
  - Continue to incorporate and maintain high genetic integrity in our brood stocks and broaden the scope and sources of our wild genetic sources of native and introduced trout species internally to maintain a disease free supply for our sub-program.
  - Continue to seek and evaluate technological methods that allow us to make more efficient use of available water at our fish culture facilities. In conjunction with technology, incorporate new techniques to reduce the impact of bacterial coldwater disease and other fish health issues inherent in fish culture operations throughout the western United States.
- 

**Program:** Bird Farms

**Division:** Wildlife

**Mission:** Enhance pheasant hunting opportunity in Wyoming.

**Program Facts:** The Bird Farms Program is made up of one major sub-program, listed below with the number of staff and 2008 (FY 08) budget.

<u>Sub-program</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Bird Farms	5.4	\$ 496,379

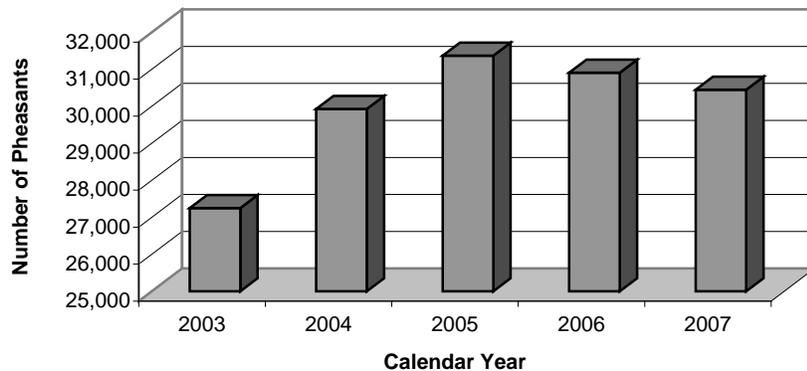
*\* Includes permanent, contract and temporary positions authorized in the FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

Bird farm facilities are located in Sheridan and Yoder.

**Primary Function of the Bird Farm Program:**

- **Enhance pheasant hunting opportunity in Wyoming** through the production and release of high quality pheasants.

**Performance Measure #1:** Number of pheasants released annually (Personnel with this program will work to release 25,000 pheasants each year).



**Story behind the performance:**

Due to continued loss of pheasant habitat in Wyoming and increased demand for pheasant hunting, pheasants being produced at the Department Bird Farms have become an important part of the hunters’ “bag” in recent years. Continuing drought, poor habitat conditions and stable or increasing demand for pheasant hunting will result in continued demand into the future. Pheasants have been produced for recreational hunting at the Sheridan facility since 1937 and the Yoder facility since 1963. Annual bird production and survival is related to weather conditions including losses from occasional hail, snowstorms and excessive heat that may slow the growth of young pheasants. Bird farm personnel coordinate release schedules with regional personnel to maximize the efficiency of bird distribution during the months of October, November and December of each year. The vast majority of Wyoming’s pheasant hunting occurs in Goshen County in the southeastern part of the state. Established pheasants throughout the state are supplemented by releases from the Department’s Downar and Sheridan Bird Farms.

Between 2003 and 2007, the number of pheasants released ranged from 27,249 to 31,367, with the average being 29,979 pheasants. The number released in calendar year 2007, was slightly higher than the average at 30,446. Birds were released on Department lands, private lands enrolled in the Private Lands Public Wildlife (PLPW) Access program, and private lands where landowners allow public hunting access.

**What has been accomplished:**

Personnel at Sheridan Bird Farm continued with pen upgrades, improved the irrigation system at the bird farm to maximize efficiency and did substantial tree trimming to protect electrical lines and bird pens. Personnel assist Region personnel with check stations, chronic wasting disease monitoring and fish spawning projects.

Downar Bird Farm personnel were involved with facility upgrades, ongoing habitat projects on local Wildlife Habitat Management Area's, local extension services and involvement with a local Coordinated Resource Management (CRM) weed management project. Personnel also help the PLPW program with signing and guzzler maintenance.

**What we propose to improve performance in the next two years:**

- Personnel at the Bird Farms will continue to seek the most cost effective and efficient methods of rearing pheasants.
- Efforts are being made to improve the genetics of the pheasants being raised to ensure a quality product will be available for hunting.
- The existing facilities are at maximum production at this time. Personnel will explore all avenues to continue this production level.

**Program:** Conservation Education

**Division:** Services

**Mission:** Provide learning and participation opportunities relating to wildlife management, both aquatic and terrestrial, wildlife conservation, wildlife related skills and lawful and ethical behavior.

**Program Facts:**

The Conservation Education program is made up of two major sub-programs, listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-program</u>	<u>#FTEs*</u>	<u>2008 Annual Budget</u>
Hunter Education	1.0	\$159,527
Conservation Education	5.0	417,392
TOTAL	6.0	\$576,919

*\*Includes permanent and contract positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants. These programs do require statewide responsibilities, travel and assistance from Regional personnel.*

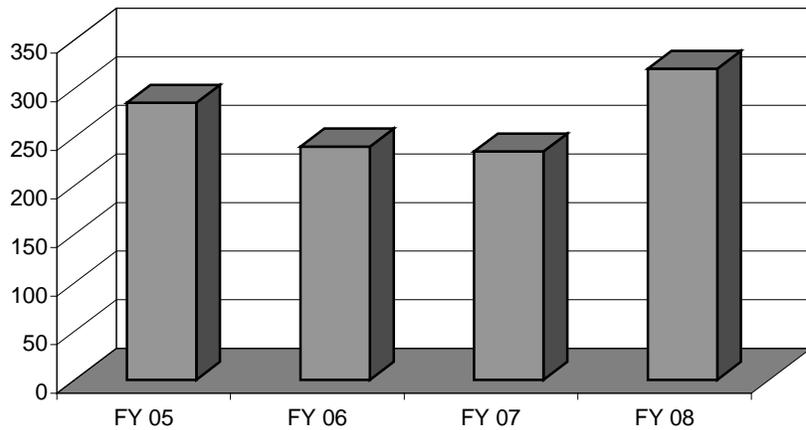
This program is located in the Department Headquarters Office in Cheyenne.

**Primary Functions of the Conservation Education Program:**

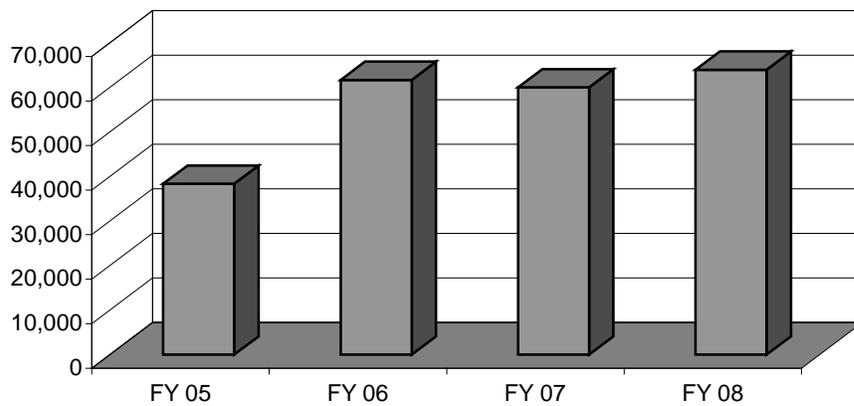
- **Provide learning and participation opportunities** to youth and adults in outdoor skills, and as required by State Statute, we continue to offer hunter education so that hunters engage in ethical, lawful and safe actions.
- **Create awareness** in youth and adults of the importance for the planned management practices of wildlife and their habitats within their specific ecosystems.

**Performance Measure #1:** Number of educational opportunities offered and number of people reached annually through Conservation Education efforts (Personnel from this program will work to provide at least 200 conservation education opportunities to 20,000 people).

Conservation Education Opportunities



Conservation Education Participants



**Story behind the performance:**

Educational opportunities are offered on an annual basis in the form of Project WILD Workshops, Wild about Outdoor Recreation Education Opportunities (OREO) Educator Workshops, Fishing Clinics held statewide, OREO Youth Camp, Becoming An Outdoors Woman Workshops, Hunter Education classes, writing and distribution of *Wyoming Wildlife Wild Times* publication to schools, shotgun clinics, Hunter Education courses, the Wyoming Hunting and Fishing Heritage Expo (Expo), and various Conservation Education programs offered in schools and other venues. These programs are aimed at a variety of audiences, including youth, adults, new and experienced sportsmen, women, and others. The number of educational opportunities can be limited due to the number of personnel, conflicting schedules, workloads, new and on-going wildlife related issues, number of volunteers, and budget restrictions; however the staff and volunteer instructors were able to greatly increase program opportunities in FY 08.

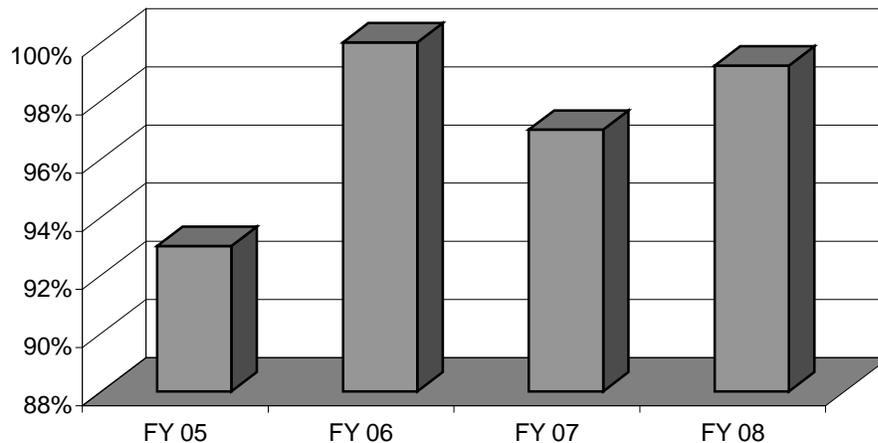
In FY 08, there were 320 program opportunities available, which was an increase of 85 program opportunity numbers from the average of 254 programs offered annually since FY 05. This increase occurred because we had staff willing to step-up to fulfill the vacancies left by two FTEs who retired. The number of participants in FY 08 was 63,921, which is above the three-year average of 53,302 participants a year. This occurred because staff worked to promote and improve program options for participants, thus number of participants per program increased. For example, in FY 06 there were 40 participants for the Becoming An Outdoors Woman program and in FY 08 there were 50 participants. As another example, in FY 05 there were 10,592 Expo participants and with increased promotion and school recruitment, the attendance at Expo has steadily increased to an average of 13,000 since FY 06. Continued increase in program participation indicates that the quality of the programs remains high. Program opportunities vary a great deal. Some opportunities, such as the Expo, reach large numbers of people for a limited amount of time and with a limited amount of information. Other programs, like Youth Conservation Camp and Becoming An Outdoors Woman, reach smaller audiences for a longer period with more comprehensive information and presentations. Further, our educational efforts must be flexible and dynamic to meet the ever-changing needs of our constituents. The institution of a comprehensive Hunter Education Newsletter is getting more interest and participation in the Hunter Education program, classes, and workshops is increasing. The distribution of the *Wyoming Wildlife Wild Times* magazine has been on a steady increase since FY 05 as more schools and educators are exposed to our programs and resources, there are now 8,456 magazines distributed statewide every quarter.

**What we propose to improve performance in the next two years:**

- Continue to evaluate programs to meet the participation needs of the public, recognizing the numbers alone are not an indication of an effective educational program.
- Continue to modify programs to incorporate the Department's priorities.
- Continue to evaluate the Hunter Education instructor and student program to provide effective instruction and offer a new Hunter Education Instructor Academy to solidify the program.

- Continue to collaborate with conservation organizations, Department of Education, local, state and federal agencies and natural resource agencies, community organizations, businesses and individuals to build effective educational programs.
- We anticipate being back to full staff by FY 09 and having the ability to evaluate programs to offer more programs based on participant feedback and desire.

**Performance Measure #2:** Percentage of participants rating conservation programs as “meets expectations” (Personnel with this program will work to ensure that programs meet the expectations of at least 80 percent of participants).



**Story behind the performance:**

Conservation Education programs are evaluated using a basic feedback form filled out by participants. Programs for which this feedback is collected include Project Wild workshops, Wild about OREO programs, Becoming An Outdoors Woman workshops, OREO Youth Camp, Expo, Archery in the Schools workshops, and *Wyoming Wildlife Wild Times* publications. For the past few years the evaluation forms for the various programs have not had consistent measurements, the forms simply allow participants to rate the overall program as “meets expectations” or “does not meet expectations” and an opportunity to provide input towards future programming. In fiscal year 2005, the average of participants that believed the programs met expectations was 93 percent. By incorporating input of participants, program formats were adjusted and improvements in satisfaction were realized in FY 06 when the “meet expectations” rating rose to 100 percent. In 2007, we were short staffed and program expectations fell to a low of 97 percent, with a resurgence of dedication by staff to provide quality programs, by FY 08 we were able to bring our overall expectation rating up to a solid 99 percent.

**What we propose to improve performance in the next two years:**

- Evaluate and update participant feedback forms to provide more uniform and qualitative information/measurement that also allows for improved participant response.
  - Continue to modify existing programs based on participant feedback
  - Create new programs to address participant areas of interest.
- 

**Program:** Conservation Engineering

**Division:** Services

**Mission:** Provide engineering technical support to aid in conserving wildlife and providing access with the public.

**Program Facts:** The Conservation Engineering program is made up of one major sub-program, listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Conservation Engineering	7.0	\$ 557,340

*\* Includes permanent positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

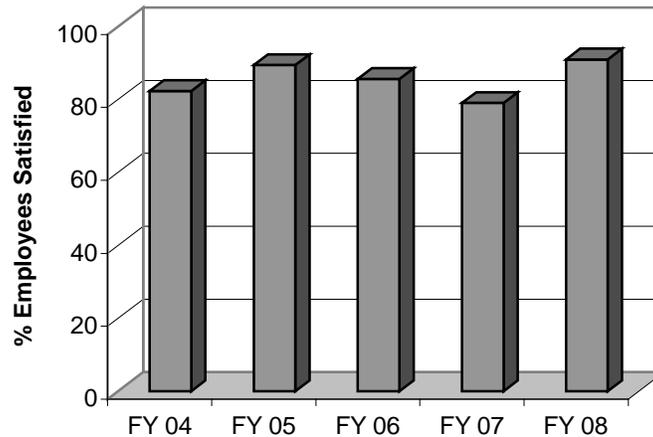
This program consists of Engineering, Surveying, and Drafting and is located in the Department Headquarters Office in Cheyenne.

**Primary Functions of the Conservation Engineering Program:**

- **Engineering technical support** is provided *through* engineering, surveying, and drafting to maintain the Department’s physical structure of offices, housing, hatcheries, research facilities and Wildlife Habitat Management Areas, boating access facilities, and Public Access Areas often using private sector consultants.
- **Engineering technical support** is provided *by* acting as caretaker of the Department’s water rights statewide and routinely make water rights filings for new permits, alterations, or research problems that arise.
- **Engineering technical support** is provided *by* the Drafting section for the Department’s statewide signage with design, purchase, and coordination with field personnel and WYDOT in the installation of said signs.
- **Engineering technical support** is provided *through* the Drafting section in most of the Department’s mapping, including herd unit maps, floating access, public access, and maintaining the Department’s land status maps.
- **Engineering technical support** is provided *through* the Survey section for boundary surveys of all Commission-owned properties.

- **Engineering technical support** for all major new construction projects is provided *through* the Civil Engineer for design, bid, and construction management using in-house professionals and private sector consulting firms.
- **Engineering technical support** *through* the Drafting section provides many types of displays for all Divisions and some outside agencies for use at various functions such as Commission meetings, the Hunting and Fishing Heritage Expo, Private Lands Public Wildlife, court displays, and public meetings.

**Performance Measure #1:** Percent of employees satisfied with the level of courteousness and professionalism



**Story behind the performance:**

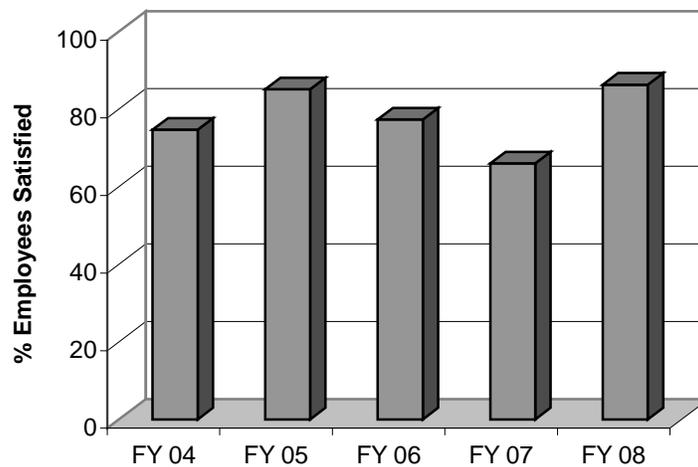
Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. In many respects, the ability of the Department to provide services to the external clients depends on the ability of employees to satisfy the needs of their internal clients.

Conservation Engineering has struggled with appropriate manpower since the 1995 reduction in force. The workload has increased with major hatchery projects, Regional Office renovations, the Private Lands Public Wildlife (PLPW) Program, and the Hunting and Fishing Heritage Expo (Expo) added to routine projects. On top of all of this, multiple retirements, employee turnover and difficulty in recruiting qualified candidates have proven most difficult for managing a successful program. Conservation Engineering provides a service to wildlife and fisheries management employees and ultimately, wildlife and fisheries enthusiasts who enjoy the resource. Consisting of a small core of specialists, performance is greatly affected by the number of personnel and the workload, as can be seen in the satisfaction chart. Having consistent, qualified staff along with firm, customer-friendly leadership base is believed to have improved employee satisfaction. Other than the dip in FY 07, with 79.0 percent of Department employees being satisfied with the level of courteousness and professionalism, the five-year average has remained above the 80 percent mark, with satisfaction levels in FY 08 reaching 91 percent.

**What we propose to improve performance in the next two years:**

- With the retirement of the Chief Engineer in the first quarter of FY 08, Conservation Engineering was short staffed for six months of the year. With a change in leadership and despite being down a key employee, Conservation Engineering was able to implement some adaptive changes and showed positive signs of transitioning into improving courteousness and professionalism. This is reflected in the FY 08 rating, 90.9 percent satisfaction by Department employees. With the addition of a new assistant engineer on board as well as consistent and improved communications amongst Conservation Engineering staff, a high level of performance in this area is expected to be sustained or increased above this year’s effort.

**Performance Measure #2:** Percent of employees satisfied with the level of attention and timeliness provided



**Story behind the performance:**

Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. In many respects, the ability of the Department to provide services to the external clients depends on the ability of employees to satisfy the needs of their internal clients.

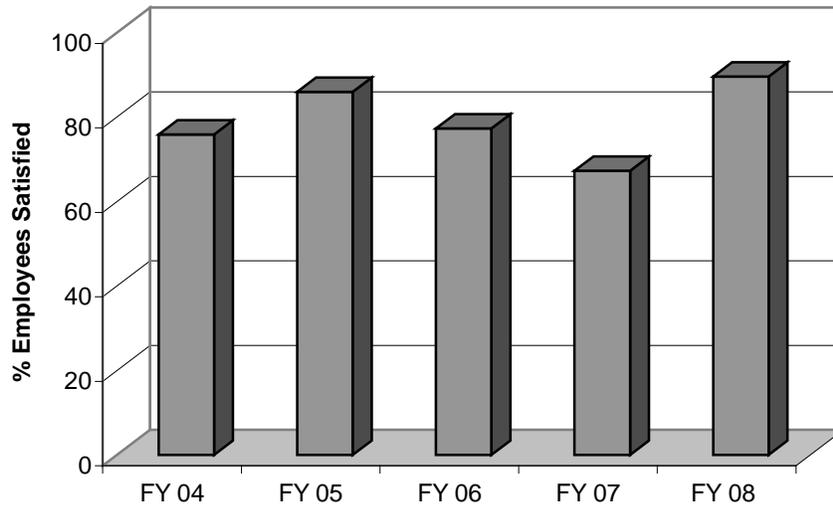
Conservation Engineering replaced the Chief Engineer, Assistant Engineer, Surveyor and two Draftsmen over the last several years. With new, qualified employees now in these positions, Conservation Engineering has improved our relationship and communication with other employees and subsequently the attention and timeliness of the service provided. With a five-year average of 77.9 percent, the FY 08, 86.3 percent satisfaction rate indicates that Department employees who interact with Conservation Engineering staff noticed efforts towards attention and timeliness.

**What we propose to improve performance in the next two years:**

- With a full compliment of employees on board and having a new direction in leadership within the Conservation Engineering Program as supported by Services

Division Administration, immediate strides in improving performance over the last year with ratings of 66 percent in FY 07 and 86.3 percent in FY 08 respectively are apparent. Redoubling efforts towards being attentive and timely to clients as well as maintaining qualified, responsible and responsive employees is expected to reflect improvement over the next two years.

**Performance Measure #3: Percent of employees satisfied with services provided**



**Story behind the performance:**

Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. In many respects, the ability of the Department to provide services to the external clients depends on the ability of employees to satisfy the needs of their internal clients.

The percent of employees satisfied with the Conservation Engineering services has steadily declined over the previous three years. With a concerted effort in FY 08 by program employees to focus on customer service, the percentage rate of satisfaction increased over 22 percent from the prior year, with 67 percent of employees in FY 07 indicating that they were satisfied with services provided to a satisfied rating by 76 percent of employees in FY 08.

**What we propose to improve performance in the next two years:**

- The current staff coupled with improved communication, diligent work ethic and client responsiveness to needs is expected to lift this performance measure on a consistent path. In addition, continuing education of the program’s professional staff with attendance and participation in national organizations will augment the ability to stay current with conservation engineering trends.

**Program:** Customer Services

**Division:** Services

**Mission:** To effectively respond to customer requests and provide guidance to hunters, anglers, and non-consumptive users.

**Program Facts:** The Customer Services program is made up of five sub-programs, listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Supervisor	1.0	\$ 0
Telephone Information Center	5.5	292,892
Telecommunications Services	0.5	0
Alternative Enterprises	1.5	0
Mailroom	1.0	<u>718,632</u>
TOTAL	10.0	\$ 1,011,524

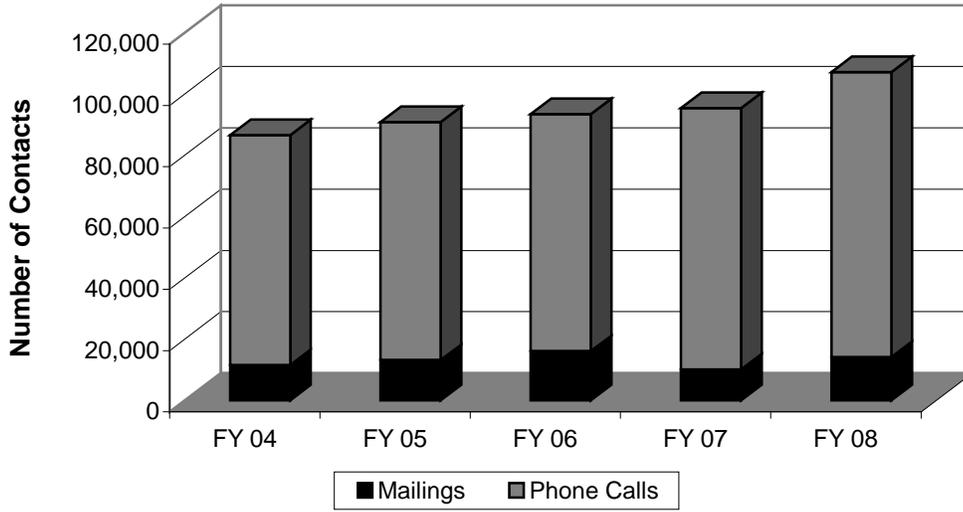
*\* Includes permanent and contract positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

This Customer Services program is located in the Department Headquarters Office in Cheyenne.

**Primary Functions of the Customer Service Program:**

- **Serve external customers** *by* providing regulation and other agency information via telephone and mailings.
- **Serve internal customers** *by* providing telecommunications, mailroom and staffing assistance.
- **Serve people and wildlife** *by* offering products and publications that generate revenue that contribute to the support of Department programs.

**Performance Measure #1: Volume of customer contacts**



**Story behind the performance:**

The Department's license issuance process, associated statutes, regulations and other responsibilities are complex. A main point of contact serves as an important resource for the customer. These contacts are typically done by telephone although many contacts are also made in person and via mail. Volume is tracked through Avaya's weekly report of incoming calls volume. The mail requests are tracked using a database.

The volume of customer contacts has increased due to an increase in staffing. The current staff is overburdened with calls during peak times, such as license application deadlines and when license drawing results are made available. Should there be a decrease in staffing levels we will expect the incoming call volume to decrease due to inaccessibility and the customer satisfaction level drop.

In FY 08, we saw an increase in mailings. This is partially because the department opted to mail postcards to prior year applicants encouraging them to apply online with an option to contact the Customer Service Center (CSC) to request mailing. More and more customers are directed to the Department's website to retrieve applications and other information. We saw an increase in calls for FY 08. This is likely due to the new preference point application period and the online application system. Calls were also generated by various correspondences from the Department.

Also in FY 08 we and began extended hour IPOS Help Desk support. The small call volume has been easily absorbed, yet the strain is extended hour staffing resulting in less business hour staffing and IPOS users inability to contact agency during high volume days. It has been and will continue to be necessary to have IT personnel staff the help desk during these times.

Most calls are currently related to:

1. Application procedure
2. Hunt area demand, land status and harvest information

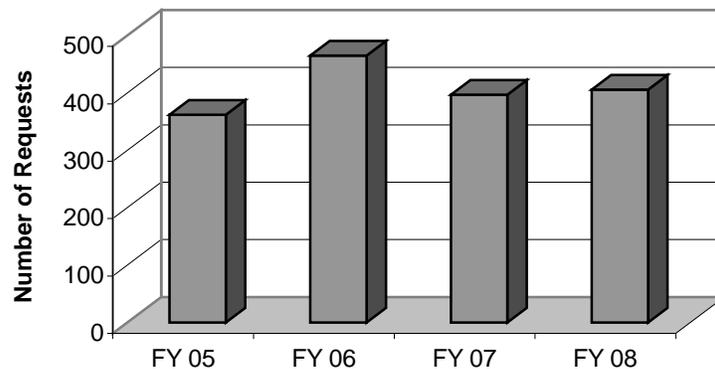
3. Request for regulations, applications
4. Drawing results
5. Fishing information
6. Watercraft related questions
7. Alternative Enterprise orders
8. Hunter Safety information
9. General regulations

Since FY 04, the average annual number of mailings has been 12,947. The average annual number of phone calls has been 81,661. In FY 08, the Customer Service staff managed 14,079 mailings and over 93,000 phone calls.

**What we propose to improve performance in the next two years:**

- Continue to serve our customers via telephone and mailings while seeking additional ways to meet the changing needs of our customers. As technology advances, we expect that changes will also evolve in the manner in which our customers receive their information.
- We will advocate for the customer by continuing to proactively communicate with the Information Technology (IT) section to optimize customer benefit. Awareness of website changes will allow efficiency in assisting customers navigate the website and provide feedback to IT to facilitate productive changes.

**Performance Measure #2:** Number of Departmental telecommunication requests handled



**Story behind the performance:**

In 2002, the Telecommunication Liaison duties were a full-time permanent position. Upon that employee's retirement, the Department assigned the liaison duties to an existing position within the CSC. Currently, one customer service employee staffs this sub-program as part-time duties. The employee's main duties are serving as the customer service center lead worker. As the Telecommunications Liaison, this employee serves as the point of contact for Department employees, Information Technology Division, and private vendors for all telecommunication related issues. This sub-program has been relied on more than in the past due to the rapid pace of the cellular environment. This is expected to continue as the cellular industry moves away from support of analog cellular service.

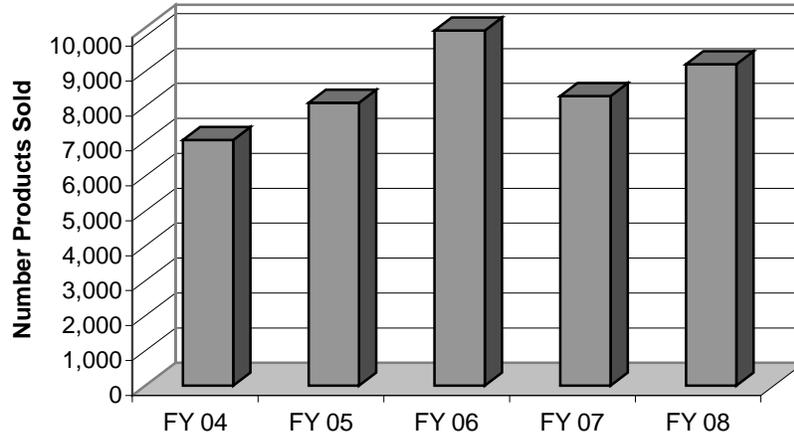
The main PBX switch is on-site at the Department of Transportation (WYDOT) in Cheyenne where WYDOT telecommunication staff is devoted to programming and other service needs of the switch. The Department utilizes their staff as part of a Memorandum of Understanding (MOU) with DOT. In the past year, the DOT has increasingly referred the liason to an outside vendor through their Information Technology Division (ITD) for telecommunication needs, which has the tendency to slow the completion of a telecommunication request.

In FY 08, the number of telecommunication requests (TC1) from Department employees was 406. The number of TC1's submitted to the Department of Administration and Information, ITD via state TPX network was 217.

**What we propose to improve performance in the next two years:**

- On-going training of the Telecommunications Liaison on Avaya Site Administration software to increase the ability of the Department to be more self-sufficient by having a person onsite with the access and the knowledge to make minor changes in the PBX switch. These minor changes include activating and deactivating existing lines, programming some extension moves, changing telephone displays, cover paths and pick up groups. Due to high volume of incoming calls in FY 08, training has not been completed as of July 2008.

**Performance Measure #3: Number of products sold to customers**



**Story behind the performance:**

The products offered by Alternative Enterprise (AE) feature the logo "Wyoming's Wildlife Worth the Watching" and the Departments new "Official Gear" line introduced in FY 06. The distribution of products help promote the Department's brand as well as build awareness and approval of the Department's mission and work while providing an opportunity for all persons to financially contribute to the Department's conservation efforts.

The products sold relate to wildlife, the Department and its programs, so the number of products sold is an indication of how successful this program is at promoting the Department to the public. The products are sold above cost so an increase in number of

products sold will also reflect in the profit generated. The target market includes residents, nonresidents, consumptive and non-consumptive users. The profit generated by product sales is used exclusively for habitat restoration and conservation, hunting and fishing access and other wildlife programs.

Since FY 04, the average number of products sold annually was 8,558. In FY 08, the number of products sold in was 9,519. Advertisement in the Department’s monthly magazine continues to generate sales.

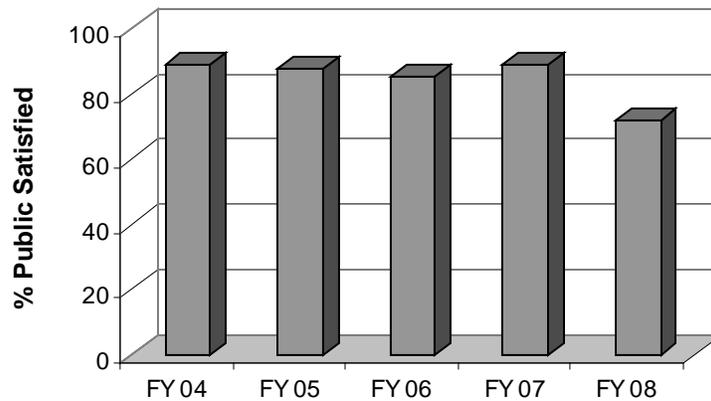
The product sales section is continuing work on the “Official Gear” logo. The Department’s product selection process will broaden once we have a trademarked logo to seek alternative vendors.

In FY 08, the online store generated over \$50,000 in gross sales from 1046 orders. In an effort to liquidate existing inventory, a tent sale of discounted items was held at Cheyenne Headquarters. The sales generated over \$3,000 in revenue over the course of three days. During the year nine new products were introduced.

**What we propose to improve performance in the next two years:**

- Identify new products to increase sales and promote the Department brand.
- Products are currently available at the Headquarters in Cheyenne and the Lander Regional office. We intend to have the products available at regional offices and initiate the opportunity for License Selling agents to sell our products in their stores.
- Identify stipulations for affiliate programs and explore tracking methods
- Accommodate for additional staffing and secure permanent status for current staff when sales increase by 50 percent.

**Performance Measure #4:** Percent of general public that are satisfied with how their information needs are handled.



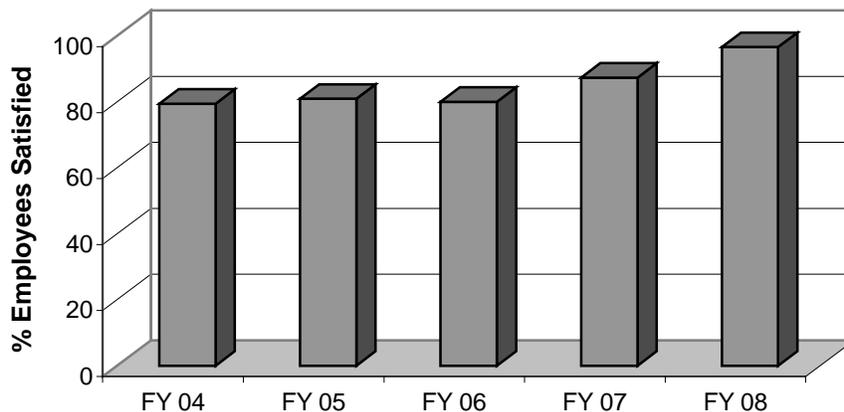
**Story behind the performance:**

The Customer Service Center (CSC) staff is often the only contact the customer has with the Department until they meet a warden or biologist in the field. Their opinion of the Department and the Department’s credibility are formed as a result of the contact. The information given to hunters and anglers by the customer service representative needs to be accurate, current and communicated in a professional manner.

Annually, the External Client Satisfaction survey is distributed to randomly selected members of the public that had purchased hunting and fishing licenses the previous year. The survey provides the opportunity for the public to measure the performance of select Department programs. Since FY 04, an average of 84.6 percent of the public that had interacted with the CSC staff were satisfied with how their information needs had been handled. These needs often included questions related to drawing odds, application requests and assistance in filling out the application. Annually, percent of the public that were satisfied ranged from 71.8 percent (FY 08) to 89.1 percent (FY 04). When the number of residents that utilize the CSC services is compared to nonresidents, we find that between FY 02-FY 04, more nonresidents utilized our services (annual average of sample: 68 residents vs. 160 nonresidents). Beginning in FY 05, the number of residents that utilized the services surpassed the number of nonresidents. This recent increase in use by residents is likely due to questions associated with the implementation of a new Preference Point System. In regards to satisfaction levels, the percent of people satisfied was slightly higher among nonresidents in each year, and 2008 was no exception (2008 results: 70.5 percent residents satisfied vs. 73.3 percent nonresidents satisfied). While nonresidents typically require assistance filling out their applications, resident callers respond to media reports or issues that surpass the general information provided by CSC staff.

We see a decrease in satisfaction in FY 08. This is likely due to staffing levels. While the CSC staff can handle approximately 500 calls per day, during high peaks customers are unable to get an available representative resulting in long waits in the “Q” system which instructs via recording to await for next available agent.

**Performance Measure #5:** Percent of employees satisfied with mailroom services provided



**Story behind the performance:**

Mailroom services are provided by one FTE who is responsible for handling approximately 1.2 million pieces of incoming and outgoing mail each year. This includes thousands of UPS or Fed Ex packages, priority and express mail. In FY 08, more than 115,000 licenses were mailed using the departments inserting machine. The mailing of the resident and nonresident deer and antelope licenses and resident elk licenses is the largest annual individual mailing this work unit handles. Also in FY 08 the mailroom began using Fed Ex as the main carrier for outgoing packages to take advantage of the estimated 10 percent savings over UPS.

Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. Since FY 04, an average of 84.8 percent of employees that had interacted with Mailroom personnel were satisfied with the services provided.

**What we propose to improve performance in the next two years:**

- Continue ongoing discussions with Postal Service representatives to improve mail delivery and reduce costs.
- Cross-train customer service employees to provide mailroom backup

**Appendix A. New Proposed Performance Measure**

A new performance measure proposed in FY 07 is currently being evaluated. By completing various mailing projects throughout the year, the CSC provides needed support to various sections within the Department. The assistance has long been provided but previously not tracked. We proposed introducing a new performance measure to track this effort by the number of man-hours serving internal customers. By recording man-hours worked on other projects a clear picture will develop on whether there is room to solicit more projects or simply determine whether the staffing levels affect the Department in ways other than "dropped calls".

It is important to note that during FY 07 the Department mailroom was added to the Customer Services Section. This performance measure may overlap the mailroom performance measures since the CSC is cross-trained in mailroom duties in addition to working closely to complete projects.

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**Program:** Department Administration

**Division:** Office of the Director

**Mission:** Provide leadership for wildlife conservation in Wyoming.

**Program Facts:**

The Department Administration program is made up of three major subprograms, listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-program</u>	<u>#FTEs*</u>	<u>2007 Annual Budget</u>
Office of the Director	5.0	\$ 861,419
Commission	0.8	99,666
Division Administration	17.7	2,093,696
Policy and Development	2.0	264,167
TOTAL	25.5	\$ 3,300,948

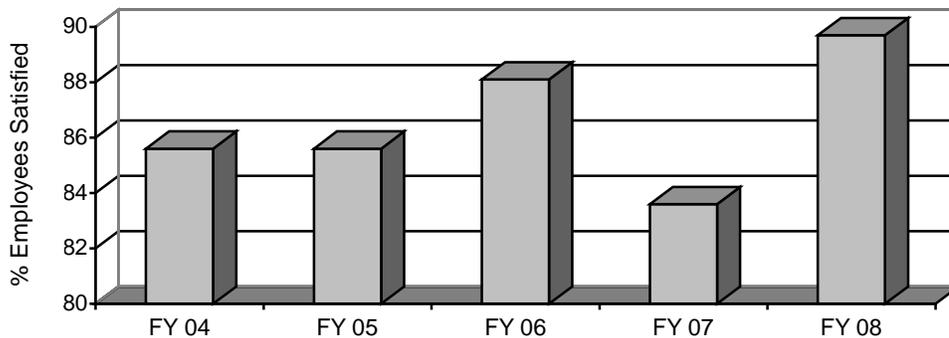
*\*Includes permanent, contract and temporary positions authorized in the FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

This program is located in the Department Headquarters Office in Cheyenne.

**Primary Functions of the Department Administration program:**

- **Provide leadership for wildlife conservation in Wyoming** by establishing strategic direction, empowering people, aligning Department programs and systems, and modeling high personal and professional integrity.
- **Serve people** by advocating for wildlife, coordinating with entities and representing the people of Wyoming as stewards of their wildlife resources.
- **Provide policy-level support for wildlife** by implementing the policies and decisions of the Wyoming Game and Fish Commission regarding wildlife and wildlife habitat management, including scientific data collection, law enforcement, wildlife/human conflict management, research, habitat conservation and wildlife health services.

**Performance Measure #1:** Internal satisfaction with performance (courteous and professional treatment).



**Story behind the performance:**

These data are taken from the Strategic Internal Client Survey conducted annually. In FY 08, 51 percent of Department employees indicated that they had some interaction with at least one subprogram within this program. The largest percentage (38 percent) indicated they interacted with the Director’s Office. Only about nine percent indicated that they interacted with Policy and Development.

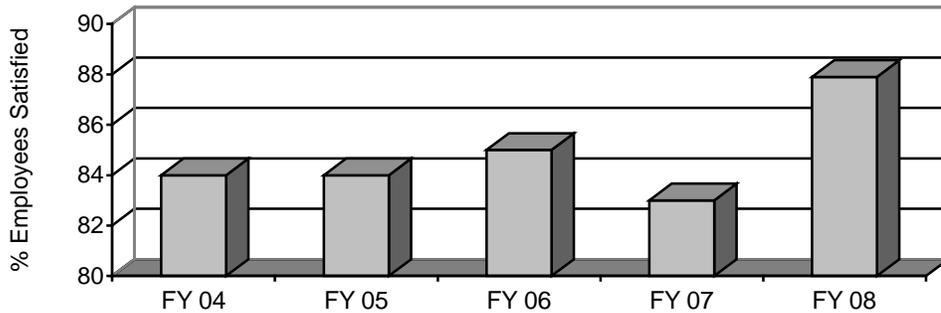
Internal constituent satisfaction with the courteous and professional treatment they received from the Department Administration program is high, at 89 percent. The graph

above summarizes mean scores of the Directors Office, Division administration (all divisions) and Policy and Development subprograms.

**What we propose to improve performance in the next two years:**

- Continue monitoring internal constituent satisfaction of the courteous and professional treatment they receive from subprograms within the Department Administration program. This valuable measure of constituent satisfaction is important as an indicator of professional leadership.

**Performance Measure #2:** Internal satisfaction with performance (attention and timeliness).



**Story behind the performance:**

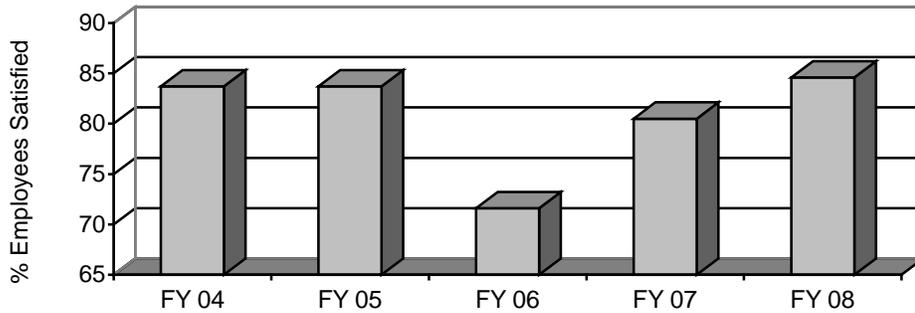
Internal constituent satisfaction with the attention and timeliness they received from the Department Administration program is high, at 88 percent. The graph above summarizes mean scores of the Directors Office, Division administration (all divisions) and Policy and Development subprograms.

These data are taken from the Strategic Internal Client Survey conducted annually. In FY 08, 51 percent of Department employees indicated that they had some interaction with at least one subprogram within this program. The largest percentage (38 percent) indicated they interacted with the Director’s Office. Only about nine percent indicated that they interacted with Policy and Development.

**What we propose to improve performance in the next two years:**

- Continue monitoring internal constituent satisfaction of the attention and timeliness they receive from subprograms within the Department Administration program. This valuable measure of constituent satisfaction is important as an indicator of professional leadership.

**Performance Measure #3:** Internal satisfaction with performance (overall direction).



**Story behind the performance:**

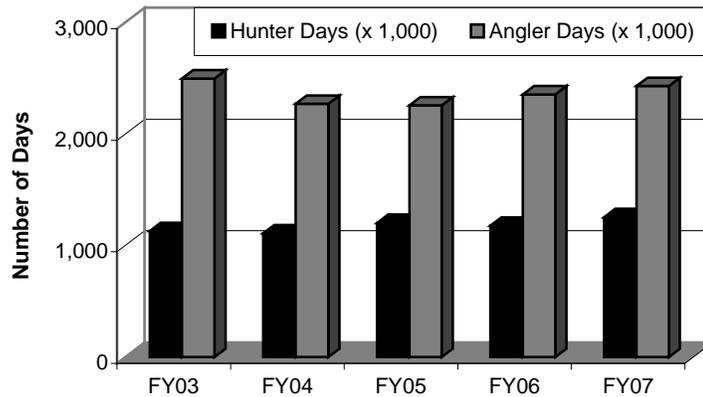
Approval of the Department's overall direction, as expressed by employees, stands at 84 percent. With stable leadership and clear direction, despite the turbulent nature of wildlife conservation in Wyoming, confidence in the overall direction of the agency is solid.

Current approval of overall Department direction is high, but future leaders will determine the Department's future direction. Most of the current leadership of the agency are or soon will be eligible for retirement. The problem is not simply that of developing leaders. More precisely, the agency must develop many leaders at the same time because of the number of existing leaders who will be eligible to retire at the same time. Further, the Department is developing workforce/succession plans.

**What we propose to improve performance in the next two years:**

- Continue to focus on maintaining the integrity and respect essential to the leadership of the agency, including providing a clear sense of overall direction, empowering people to carry out their responsibilities as defined and implementing appropriate systems of compensation and performance review.
- Continue implementation of the Department's Leadership Development Program, which identifies, prepares and provides incentives for the next generation of leaders in the WGFD.
- Develop succession plans, especially for leadership positions within the Department.

**Performance Measure #4:** Number of days in the field by hunters and anglers.



**Story behind the performance:**

The number of days hunters spend in the field annually remains low, relative to the 1990's. This is due primarily to low deer and pronghorn fawn production and recruitment caused by drought-related habitat conditions. The result has been reduced license quotas, especially for nonresidents, and shorter hunting seasons. Declining access for hunting has also affected hunter days. Angler days have declined relative to the 1990's and through 2001 primarily because of poor water conditions in Wyoming's lakes and rivers, a result of persistent drought. Angler days stabilized somewhat and were higher than 2005 and 2004 but still 4 percent less than angling days documented in the 2001 nationwide survey of angling participation by the U.S. Fish and Wildlife Service. The modest increase of over 100,000 days from 2005 was somewhat heartening given the persistent drought conditions that continue to plague waters and our fisheries statewide. Several extraordinary water years will be needed to resuscitate many important major sport-fishing lakes in the southeast quarter of the state. Collectively these waters are now only supporting a fraction of the million angler days they have provided in the past.

In 2004, angler days and hunter days dropped to some degree due to the license fee increases that were implemented on January 1, 2004. Short-term reductions in hunter and angler numbers, and associated days of recreation generated, frequently accompany fee increases, but seldom last more than two to three years. In addition, increases in gasoline and diesel prices, now at or around \$4 per gallon, may continue to negatively affect angler and hunter recreation days.

Since FY 03, Wyoming residents and nonresidents have expended an average of 1,174,240 and 2,361,501 hunter and angler days respectively. In FY 07, 1,253,614 hunter recreation days were provided, excluding furbearers hunting and trapping efforts. A total of 2,429,757 angler recreation days were provided in FY 08. Values in FY 04, FY 05, FY 06, and FY 07, in the graph above, reflect Lifetime License holders included in the estimate of angler recreation days.

**What has been accomplished:**

Long-term declines in access for hunting and fishing are being addressed through the Department's Private Lands Public Wildlife (PLPW) Access program. We will continue to encourage participation in this program among users and private landowners. Acres enrolled in Walk-In Areas increased approximately 28.3 percent to 698,220 acres, and privately owned acres enrolled in Hunter Management Areas increased 1.34 percent to 850,802 acres in calendar year 2007. The program now has 153 lake acres and 98 stream miles enrolled. The PLPW program is an important strategy for increasing hunting and fishing access in Wyoming. Funding for the PLPW program is provided in the existing Department budget. We continued to secure additional permanent access easements adjacent to and within several towns and cities this year, providing for more future access by the license holding public.

The Department continues to provide access and related facilities for hunters, anglers and other wildlife users on wildlife habitat management areas and public access areas. In FY 07, we concentrated on extending and modifying existing boating access developments to ensure continued access to reservoirs affected by low water levels. These areas were developed with boat ramps, parking areas, and outhouses. In addition, additional funding was secured in FY 07 for six comfort stations (\$180,000), two handicap accessible fishing piers, and one handicap accessible duck blind (these projects equal \$30,000).

The Department continues to manage wildlife populations as needed through elk feedgrounds, fish hatcheries and bird farms. Veterinary Services' efforts to address terrestrial wildlife diseases were approved, as were funds to prevent whirling disease in two fish culture facilities. These improvements to fish culture facilities are expected to lead to advancement in disease prevention techniques and allow for greater flexibility in the stocking trout both in numbers and size in order to meet angler needs.

**What we propose to improve performance in next two years:**

Drought is affecting both fishing and hunting opportunities. It has caused low water levels, high water temperatures, poor motorboat access to lakes and reservoirs, poor forage conditions and low population recruitment in many of our aquatic and terrestrial species. The drought may continue to depress the number of hunting and fishing recreation days as long as these conditions persist. Changes in private land ownership, which is affecting public access, the primary and secondary effects of mineral development and changes in societal interests are also compounding the problem. The Department will continue to encourage hunting and fishing recruitment, seek ways to maintain and increase access, pursue additional funding to expand our access program, improve habitat, and advertise the opportunities Wyoming offers. However, environmental conditions, land management decisions, and development will have the greatest influence over recreation opportunities in the next two years.

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Program: External Research

**Division:** Office of the Director

**Mission:** Conduct timely, applied research on fish and wildlife management issues.

**Program Facts:** Scientific investigations are typically conducted by researchers associated with the Wyoming Cooperative Fish and Wildlife Research Unit, universities and independent researchers. The external research program funds no Department personnel but by agreement, \$40,000/year is used to help fund administration of the Wyoming Cooperative Fish and Wildlife Research Unit; listed below is the 2008 budget:

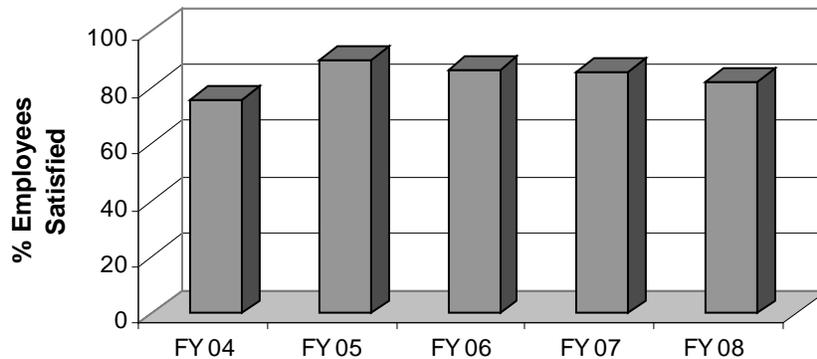
<u>Sub-program</u>	<u># FTEs</u>	<u>2008 Annual Budget</u>
External Research/ Coop	0	\$ 441,171

The External Research program was formerly referred to as the Coop Unit Research Program (Strategic Plan FY 04-FY 07, November 2003).

**Primary Functions of the External Research Program:**

- **Conduct research to provide answers to wildlife management questions or issues that require rigorous, scientific study** by developing research proposals and budgets in cooperation with the Department, hiring and overseeing researchers and/or graduate students to conduct research that is designed to have immediate application by fish and wildlife managers.

**Performance Measure #1:** Department employee satisfaction with the *quality* of the research conducted by or overseen by the Wyoming Cooperative Fish and Wildlife Research Unit.



**Story behind the performance:**

The Department is responsible for developing proposals for applied research projects to improve future management of Wyoming's wildlife resources. However, with increased costs associated with conducting research, Department personnel develop the applied research projects in cooperation with the Wyoming Cooperative Fish and Wildlife Research Unit (Coop Unit) and other researchers. These proposals are ranked and prioritized by Fish and Wildlife Divisions for funding. With the exception of some

wildlife veterinary research, all Department research is outsourced to the Coop Unit, universities and other contracted researchers. Therefore, we rigorously seek qualified researchers to assist us with our research questions. Typically, the majority of the research funding has gone to funding researchers hired or directed by the Coop Unit.

Annually, the Department evaluates the research product in terms of quality, especially whether the research product is applicable to current wildlife management questions and in fact addressed the wildlife management questions posed in our proposals. This evaluation is conducted via the Internal Client Satisfaction survey, which is distributed to Department personnel.

Starting with the FY 03 survey, two separate questions were created to recognize the distinction between quality and quantity. Since FY 04, an average of 84 percent of Department employees who had interacted with the members of the Coop Unit were satisfied with the quality of research conducted or completed. The percentage was highest in FY 05 (90 percent) and lowest in FY 04 (76 percent). In FY 08, 82 percent of Department employees were satisfied with the quality of research conducted or completed.

In the past several years, the Coop Unit lost the services of two experienced and renowned researchers, one of which specialized primarily in big and trophy game, and the other in nongame. The Coop Unit replaced the big game research position early in 2007, and in 2008 the Coop hired an Academic Research Professional to increase capacity for nongame research especially for species of greatest conservation need. Subsequently the budget for FY 08 increased by \$40,000 to support this increased capacity. Based on these various factors, average employee satisfaction with quantity of research conducted was 79 percent for FY 04-FY 08. In FY 08, 80 percent of Department employees were satisfied with the quantity of research conducted or completed in FY 08.

**What has been accomplished:**

The Snowy Range Moose project was funded for the final year. The project focused on developing and validating a prediction model for identifying potential winter moose habitat; describing winter food habits; evaluating preferred forage production and utilization of winter habitat and estimate potential habitat carrying capacity. The final year of the Jackson Moose Study was funded. This project documented movement patterns of Jackson moose adjacent to U.S. highway 287/26 using global positioning system (GPS) collars to identify roadway characteristics that facilitate or impede wildlife movements prior to and during construction. Funding was provided for the Buffalo Valley Elk project, which would identify spatial distribution of abortion and births and selection of parturition habitat by winter free-ranging elk for comparison to feedground-dependent elk.

Completed in 2008 were two projects: the Salt River Spawning project, which successfully assessed location and importance of spawning habitats for Snake River cutthroat trout; and the first of two Green River Catostomidae projects which identified

threats and long term conservation strategies needed to preserve native catostomids in the Big Sandy River. The second project of this three-year effort was initiated in FY 08, it seeks to obtain information on movements and habitat associations of blue head, flannel mouth, and white suckers needed to develop conservation strategies for the native sucker species in Little Sandy River and tributaries. Also continuing this year was a second year of field work on the Powder River that will establish how variations in physical habitat during the summer affects native fish assemblages. In FY 08 fieldwork for a burbot project was completed for populations in the lakes and reservoirs in the Wind River watershed. A second year of tracking and enumerating Colorado River cutthroat trout movements in isolated, headwater stream segments of the North Fork Little Snake River and tributaries was also continued. Initiated this year was a project to assess roundtail chub abundance and develop conservation strategies for the very unique glacial lake habitats near Pinedale, Wyoming. This year we also contracted with Colorado State University to continue work that shows promise in determining the effects of livestock grazing management strategies on trout diet and foraging strategies.

**What we propose to improve performance in the next two years:**

- Seek to recover funding needed for applied research in the fields of native species of concern, wildlife diseases, big game, game bird and sport fisheries.
- Focus of this additional research capacity was gained through General Appropriations to the Commission and Governors Endangered Species Office. Much of this additional funding will be used to contract additional research through the Wyoming Cooperative Fish and Wildlife Research Unit, University of Wyoming, Colorado State University and other entities. Virtually all of this work should increase our capacity to address concerns addressed in the Comprehensive Wildlife Conservation Strategy implementation funding.

**Program:** Feedgrounds

**Division:** Wildlife

**Mission Statement:** To maintain Commission population objectives and control elk distribution in an effort to minimize conflicts with human land uses.

**Program Facts:** The Feedgrounds program operates 22 feedgrounds and is made up of one sub-program, listed below with number of staff and fiscal year 2008 (FY 08) budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Feedgrounds	2.0	\$ 1,588,715

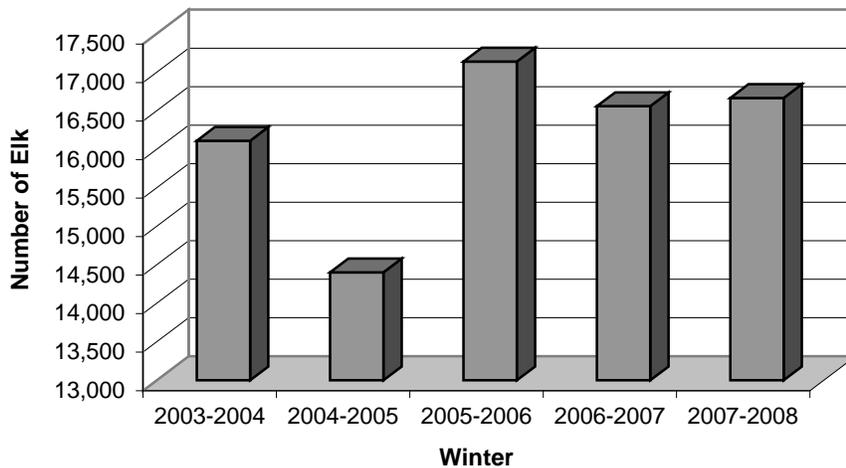
This program is uniquely organized in that it is statewide, but located in the Pinedale Region. Personnel are assigned in Pinedale and Etna. The program is supervised by the Pinedale Regional Wildlife Supervisor.

*\* Includes permanent positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

**Primary Function of the Feedground Program:**

- **Maintain elk population objectives and control elk distribution** by providing supplemental feed. Supplemental feeding will assist in the prevention of damage to personal property and assist in the prevention of commingling with livestock to reduce opportunities of disease transmission.

**Performance Measure #1:** Number of elk attending feedgrounds (Personnel from this program will work to feed at least 14,934 elk).



**Story behind the performance:**

Elk feedgrounds have been an important management tool since the early 1900s. Elk conflicts with agriculture, such as damage to stored hay and feedlines, risk of cattle exposure to brucellosis because of commingling, deep snow accumulations, and loss of native ranges to development significantly impact the ability of elk to utilize native ranges without conflict. During most winters, elk feedgrounds maintain a significant percentage of the total elk populations, while native ranges support relatively few elk. Wyoming constituents are accustomed to the increased elk hunting opportunities afforded by high elk numbers that are possible because of feeding.

About 16,666 elk were fed during the winter of 2007-2008. This is 490 more than the average since winter 2003-2004. The increase may be attributed to the drought conditions suppressing forage production and growing elk populations or the severity of the 2007-2008 winter. The number of elk attending the feedgrounds has ranged between 14,402 elk (winter 2004-2005) and 17,140 elk (winter 2005-2006). In order to reduce damage/commingling conflicts and prevent excessive starvation, about 85 percent of all elk in the Region were fed.

Western Wyoming has been under the influence of drought conditions for the past 12-18 years. Winter conditions during 2007-2008 started out mild and allowed for delayed feeding start dates on several feedgrounds. Heavy, deep snow conditions began mid January and persisted later into the spring causing later than normal feeding end dates for several feedgrounds. Overall, the feeding season was 123 days in length. This is five days less than the average feeding season of 128 days. This can be attributed to the later starting dates on many of the feedgrounds. Wolves chase elk from and between feedgrounds. These factors can influence the number of elk counted on feedgrounds and/or fed. Thirteen of the 22 feedgrounds had elk numbers in excess of the individual quotas. Nine of 22 feedgrounds were under the individual quota. Fall Creek elk herd unit (EHU) feedgrounds and Piney EHU feedgrounds are 1,028 and 836 elk over objective respectively.

Between 73 percent and 89 percent of the elk in the Region are fed each year. This is because adequate native range is not available. These locations are selected as feedgrounds because elk can be attracted to the areas. Feeding at these locations assists in keeping the elk away from potential commingling/damage situations. While elk attend feedgrounds, they are fed adequate hay (quantity and quality) to reduce starvation. Public acceptance for elk mortality on feedgrounds is low. Long-term average mortality from all causes do not exceed 1.5 percent on all feedgrounds combined. Mortality resulting from old age, hunter crippling, wolf predation, vaccination, and elk trapping cannot be prevented by feedground management techniques. Other causes of mortality (goring, some diseases, malnutrition) may be related to feedground management. Feedground managers should utilize available techniques to minimize those causes of mortality that may be attributed to feedground management. Percent winter mortality for 2007-2008 was 0.7 percent.

In addition to helping support elk population numbers in northwest Wyoming and hunting opportunities, elk attendance on feedgrounds provides an opportunity to vaccinate elk for brucellosis and reduce conflict with private landowners.

**What has been accomplished:**

- The feeding season was five days shorter than average at 123 days. We began feeding 12 days later in the fall than average and fed seven days longer than average in the spring.
- 85 percent of the elk attended feedgrounds.
- Mortality was less than one percent.
- Wolves caused elk mortality at five of the 22 feedgrounds. There were 15 elk documented by elk feeders to have been killed by wolves.

**What we propose to improve performance in the next two years:**

- Continue to work with terrestrial wildlife biologists and game wardens during their winter survey effort to obtain accurate feedground counts to compare to elk counted on native ranges.
- Direct elk feeders to record all deaths and to attempt to determine the cause of death. Continuing to document and identify the major causes of winter elk mortality on

feedgrounds is helpful in addressing public concerns and helps feedground personnel improve management efforts, thus resulting in more productive feeding efforts.

- Keep the public informed of situations that may lead to unfavorable public opinion. Feedground personnel, game wardens, and terrestrial wildlife biologists need to be aware of situations that have the potential of causing public concern and take the lead in developing a media approach.
- Be prepared to quickly notify and work with the Department’s Veterinary Services if disease issues are causing unexpected numbers of elk to die.
- Forest Park and Green River Lake feedgrounds do not serve to prevent damage and commingling with livestock. Their sole purpose is to prevent excessive winter elk losses. Feeding strategies can be adjusted at these locations to feed less hay to save on feeding costs and reduce potential intra-specific disease transmission.

**Program:** Financial Management

**Division:** Fiscal Division

**Mission:** Ensure accountability of all Department assets to the Department’s publics, including financial compliance with federal and state requirements and assist in management planning and decision-making by providing financial information.

**Program Facts:** The Financial Management Program is listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Revenue Collection & Licensing**	20.2	\$ 1,821,217
Asset Management	2.5	514,745
Disbursements	4.0	229,788
Financial Systems	1.5	158,878
TOTAL	28.2	\$ 2,724,628

*\*Includes permanent, contract and temporary positions authorized in the FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

*\*\*Includes one ¾ fiscal specialist position.*

This program is located in the Department Headquarters Office in Cheyenne.

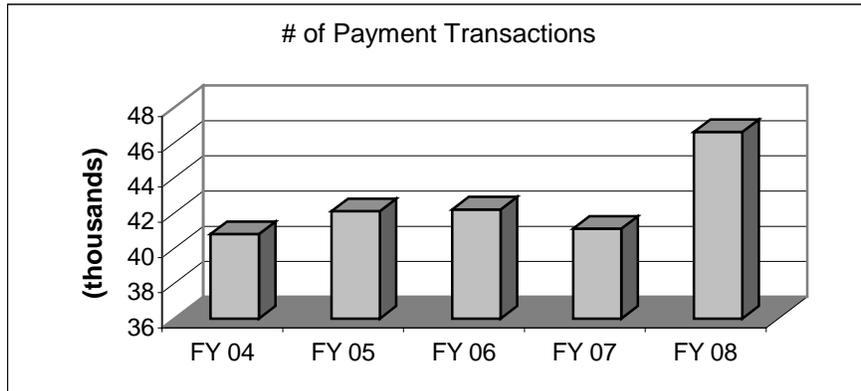
**Primary Functions of the Financial Management Program:**

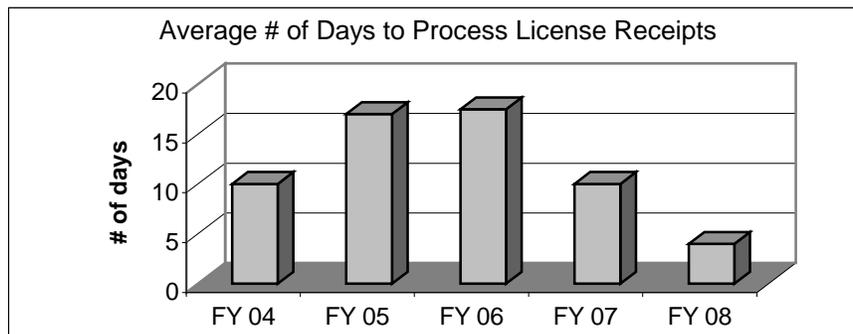
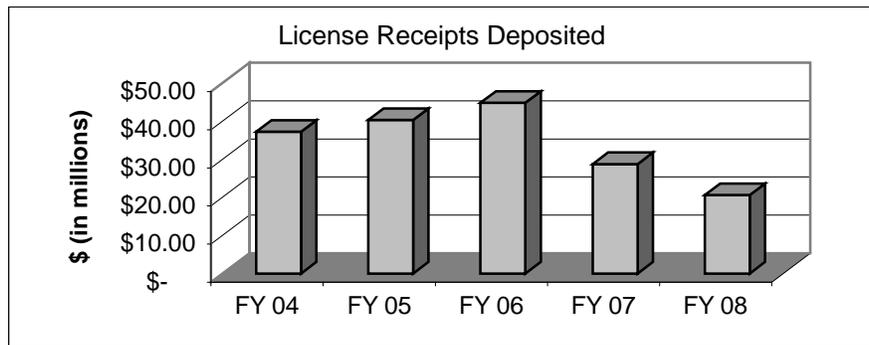
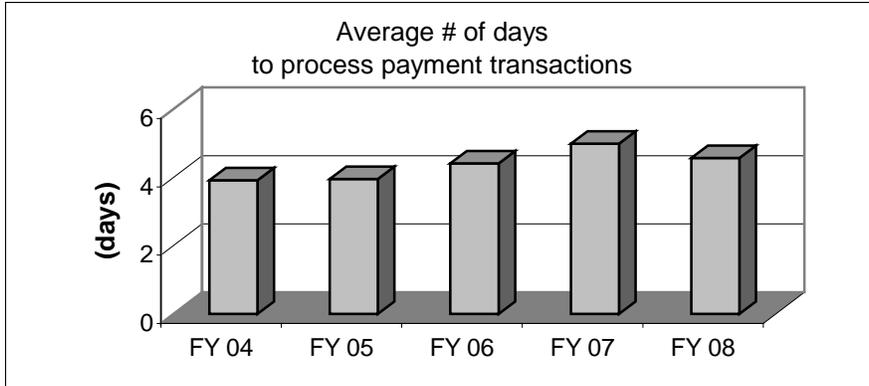
- **Ensure accountability and compliance** by being responsible for billing, collecting, and accounting for all Department revenues and administering the systems to accommodate administration of all Department revenues including issuance of personal hunting and fishing licenses, permits, tags and stamps, watercraft registration, commercial hatchery, taxidermist and bird farm licenses, and federal,

state, local and private grants and donations, to include receipts in excess of \$56 million annually. In addition, we initiate, review and process in excess of 50,000 payment transactions in accordance with state requirements.

- **Ensure accountability and compliance** by maintaining and updating the financial records of all Department fixed assets to include personal property (vehicles, office and shop equipment, leasehold improvements) and real property (buildings, infrastructure, land improvements).
- **Assist in Department management planning and decision-making** by developing and monitoring the Department's annual budget to ensure compliance with state requirements. In addition, we provide monthly and annual financial reports to agency personnel and external publics.

**Performance Measure #1:** Timeliness of Processing Payment Transactions and Depositing License Draw receipts.





**Story behind the performance:**

In the last two years, the volume of payment transactions has increased approximately 12 percent; however, for the first time in several years, the section did not experience personnel turnover during the year. This allowed the section to absorb the increased volume without any corresponding increase in the average number of days to complete a transaction, which remained between four and five days to process payments, the same as last year. However, due to having to learn the new state accounting system, which went into effect July 1, 2007, the average number of days to complete a transaction approximated six days during the first six months of the fiscal year, but dropped to between 3 and 3.5 days during the second half of the fiscal year.

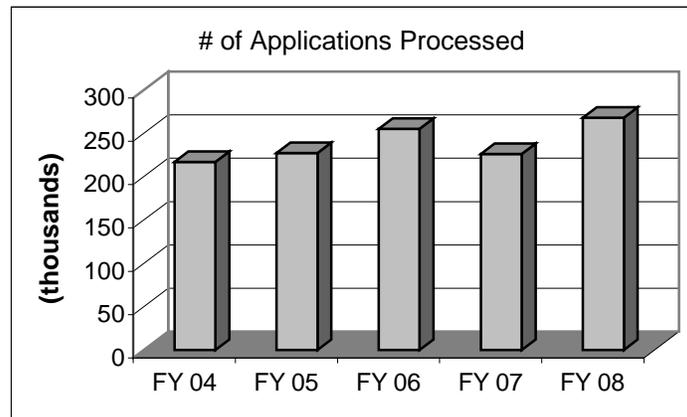
Accordingly, it appears that during the next fiscal year, if personnel turnover is not encountered, the average number of days to complete a transaction for the year may decrease.

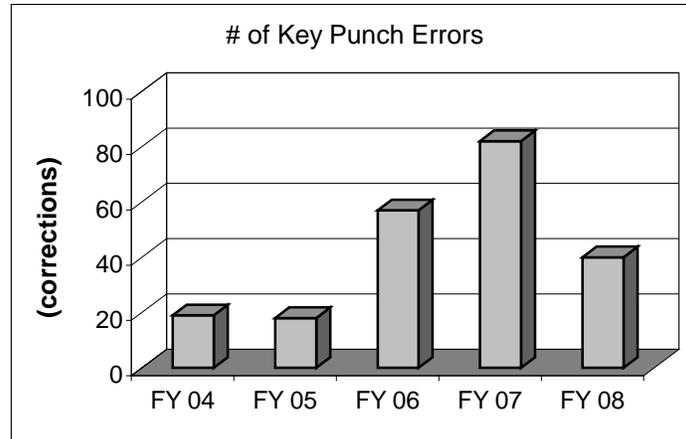
In the area of receipts, the License Draw section saw a second year decrease in manual applications, as internet applications climbed to over 50 percent of applications received by the Department. While the total number of applications for licenses and preference points climbed to over 260,000, the licensing section was able to process transactions more efficiently due to the decrease in manual applications. The increase in overall applications was due to more preference point purchases, as actual license applications declined slightly. In fact in FY 08, approximately \$3.4 million was received from preference points, with \$2.1 million of that amount from applicants, who elected to purchase points in lieu of applying for a license. Due to the shift from manual applications to internet applications, the Department was able to reduce the average number of days to deposit license receipts from 17 days in FY 06 to 4 days in FY 08. This decrease followed a lesser decline from the FY 06 figure of 17 days to 10 days in FY 07. Additionally, the license section was able to also reduce the number of temporary personnel utilized to process manual applications to less than 10 personnel during peak periods, down from between 20 and 25 personnel, working two shifts in FY 06.

**What we propose to improve performance in the next two years:**

- In the area of disbursements, as part of the Department’s enhancement of our new license draw system, we will be looking at an interface to reduce entry time for revenue refunds for the majority of license refunds. We are also looking at expanding fiscal training for field personnel to reduce the number of payment documents that must be corrected prior to entry due to incomplete data or errors. continue to review.
- In the License Draw area, we anticipate that the volume of internet applicants will continue to increase, although at a slower rate than in the last two years, which should only increase the efficiency in depositing funds and reduction in need for temporary personnel for data entry.

**Performance Measure #2:** Number of External Customer License Inquiries resulting in Department correction of errors





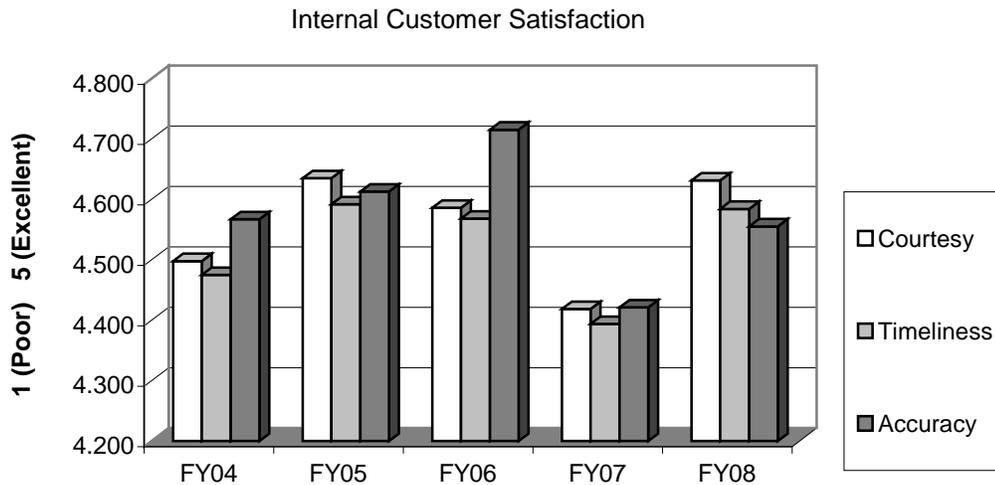
**Story behind the performance:**

Beginning in FY 07, the license draw section, in accordance with regulatory changes approved by the Wyoming Game and Fish Commission, incorporated two major changes in its license draw process. First, Internet applications for limited quota moose, sheep, goat, deer, antelope, elk, turkey and bison licenses were initiated, which resulted in reduced data entry requirements for manual licenses. Additionally, the period for preference point purchases was changed to July 1 through September. These two innovations helped to reduce the volume of manual applications received during the five-month window (January 1 – May 31) during which draw applications are processed. In response to these changes, several benefits to both the Department and hunters were realized. With less manual applications, the number and cost of temporary personnel for processing applications was cut by approximately 50 percent from FY 06. Additionally, due to the decreased volume of manual applications, the number of Department errors was reduced by 50 percent from FY 06, the year in which nonresident deer, antelope and elk preference points were initiated. In FY 08, less than 50 keypunch errors, necessitating license changes or refunds, were made by Department personnel. Finally, all draws were able to be conducted between 3-7 days earlier than in previous years, providing hunters with earlier information to plan their hunting trips.

**What we propose to improve performance in the next two years:**

- Continue to perform quality control by reviewing all applications entered prior to running the draw and issuing licenses
- Encourage applicants through media and mailings to apply through the Internet which has edits to help reduce errors made by applicants in completing applications.
- Annually review suggestions by both license applicants and Department personnel on enhancements to improve the Department’s web pages for license applicants and incorporate those enhancements that are cost effective and applicant friendly.

**Performance Measure #3:** Employee satisfaction with service level provided by Financial Management



**Story behind the performance:**

The Fiscal Division is responsible for providing customer service to Department employees while insuring compliance with federal and state requirements. Additionally, it must interface its financial systems with those mandated by the State Auditor, State Personnel, State Purchasing and the State Budget Office. Accordingly, much of the Division’s ability to meet the needs of agency personnel is dependent on the directives of these other entities while still ensuring that the agency’s financial records provide accountability and auditability.

To meet these objectives, the division believes that its primary focus should be on courtesy to individuals, timeliness of information and ability to answer questions (completeness), as these items are indicative of the service level that all of the employees within the division are providing. The above graph is a composite (mean) of the individual results of the four sub-programs. The reporting information changed somewhat in 2007 as there was no differentiation in results between very satisfied and somewhat satisfied, which may have caused the results to show slightly lower when compiled then in the previous years. Additionally, late in FY 06, the Division had several vacancies, resulting in several new hires in FY 07, which many have caused some delays in timeliness of processing information and some confusion in information provided. Based on the satisfaction survey, FY 08 showed improvements in all areas. Additionally, we continue to believe that an indicator of 4 or above (somewhat satisfied) on a 1 to 5 satisfaction scale demonstrates that an acceptable level of service is being provided, while still being cost efficient.

**What we propose to improve performance in the next two years:**

- We propose to continue to maintain service levels where employees can be provided assistance in a timely, complete and courteous manner. This was a challenge in FY 08 due to the adoption of a new State Accounting system that delayed some transaction processing and report availability. However, increasing availability to

online information for regional administrative personnel has assisted those individuals in answering questions by field personnel and we will continue to work on making more online information available to all personnel and to expand training to field personnel, especially through video conferencing, a cost effective alternative to extensive travel.

**Program:** Habitat

**Division:** Fish and Wildlife

**Mission:** Holistically manage, preserve, restore and/or improve habitat to enhance and sustain Wyoming's fish and wildlife populations for current and future generations.

**Program Facts:** The Department Habitat program is made up of three major sub-programs, listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Terrestrial Habitat Management	14.7	\$ 1,409,461
Aquatic Habitat Management	12.4	1,354,278
Water Management	2.6	216,195
TOTAL	29.7	\$ 2,979,934

*\* Includes permanent, contract and temporary positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

The Habitat program formerly included the Habitat and Access Management sub-program (Strategic Plan FY 04-FY 07, November 2003). While this sub-program has since been removed, the Habitat program has incorporated the Water Management sub-program (formerly a sub-program in Aquatic Wildlife Management program).

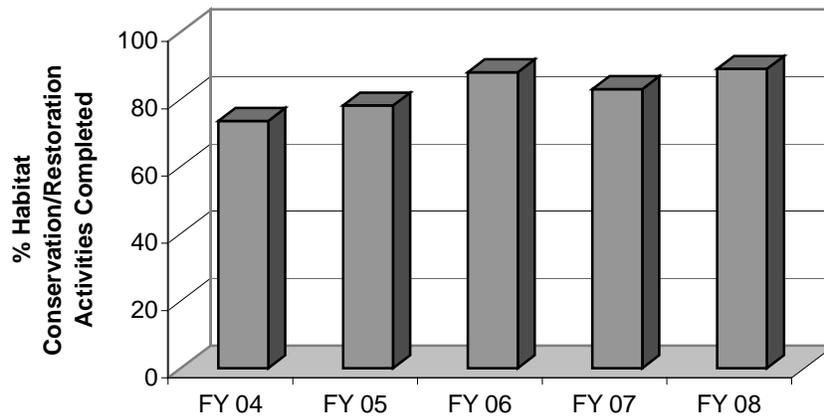
The Habitat program has statewide responsibilities. Permanent personnel are located in Buffalo (1), Casper (3), Cheyenne (4) Cody (3), Green River (2), Jackson (2), Lander (2), Laramie (3), Pinedale (2) and Sheridan (2).

**Primary Functions of the Habitat Program:**

- **Manage, preserve and restore habitat for long-term sustainable management of fish and wildlife populations** by inventorying wildlife habitat conditions, determining where conditions are limiting, and plan and implement projects at watershed and landscape scales in order to conserve and restore habitat quality. This is accomplished by integrating various land uses while involving the general public, private landowners and land management agencies.

- **Increase fish and wildlife based recreation through habitat enhancements that increase productivity of fish and wildlife populations** by designing and implementing habitat improvement projects in cooperation with private landowners and/or public land managers.

**Performance Measure #1:** Terrestrial Habitat Management – Percent of terrestrial habitat goals completed that addressed habitat conservation or restoration activities for wildlife within priority areas and/or habitat types (Personnel in this program will work to complete at least 70 percent of planned activities).



**Story behind the performance:**

This measure of habitat preservation or restoration goals is tied to the accomplishments of Department terrestrial habitat personnel. Prior to each fiscal year, habitat personnel develop work schedules and performance goals consistent with the Strategic Habitat Plan (SHP) priority areas and opportunities to collaborate with private landowners, land management agencies and conservation groups. These goals are then tracked individually and reported collectively in terms of accomplishing a percentage of the performance goals completed for the fiscal year. Information is compiled from annual and monthly activity highlight reports, daily activity reports, annual performance appraisal evaluations as related to the annual work schedules and the annual SHP report for calendar year 2007.

Tracking of performance goals improves the Departments’ ability to measure the habitat program success and quality over time, sometimes decades, for long-term conservation and restoration efforts for large-scale landscapes projects. In this way the Department is better able to measure success and quality of habitat preservation and restoration activities.

**What has been accomplished:**

In FY 08, 89 percent of the terrestrial habitat goals addressing habitat conservation or restoration activities were completed. The increase over FY 07 and the long-term average (FY 04-FY 08) is largely due to increased implementation of shrub-steppe and aspen projects, additional funding sources, the focus of personnel on large scale, long-term projects and, follow-up planning, coordination, funding, and implementation of

these large projects. Many of these large projects are on-going in nature and scheduled for several years. Projects not completed or implemented were largely beyond habitat personnel control and included weather, outside partner funding or completion of required documents to conduct activities on federal lands, such as, the National Environment Policy Act (NEPA) documents, other administrative priorities and timelines, and an insufficient number of personnel.

A few examples of accomplishments by terrestrial habitat personnel during FY 08 are discussed below. Sheridan habitat personnel worked with the Lake DeSmet Conservation District, Natural Resources Conservation Service, other funding partners and private landowners to fund sagebrush-grassland restoration projects and design livestock grazing programs in northern Johnson County to enhance overall rangeland condition and health with a focus on sage grouse. Habitat personnel provided wildlife-related inventories for planning and project implementation on an additional 91,000 acres with seven new landowners. This brings the total to 24 large ranches totaling approximately 376,000 acres enrolled in the program. Habitat personnel in the Jackson and Pinedale area were able to help negotiate a successful allotment adjustment and forage reserve on approximately 58,000 acres of valuable wildlife habitat in the Wyoming Range with the grazing permits, U. S. Forest Service and various partners. Various partners and funding through the Wyoming Wildlife and Natural Resources Trust Fund successfully funded several large watershed projects. Habitat personnel designed whole-ranch domestic livestock grazing management plans to benefit wildlife for over 100,000 acres during the fiscal year. In addition, 20 acres of new wetlands were established along with restoration of several acres of ponds, reservoirs and existing wetlands. Terrestrial habitat personnel developed cooperative restoration projects with 194 private landowners, completed two conservation easements and are continuing to work on several other conservation easements. Personnel also helped develop the Wyoming mule deer initiative and began working on the Wyoming Range and Platte Valley mule deer management plans as templates for future management.

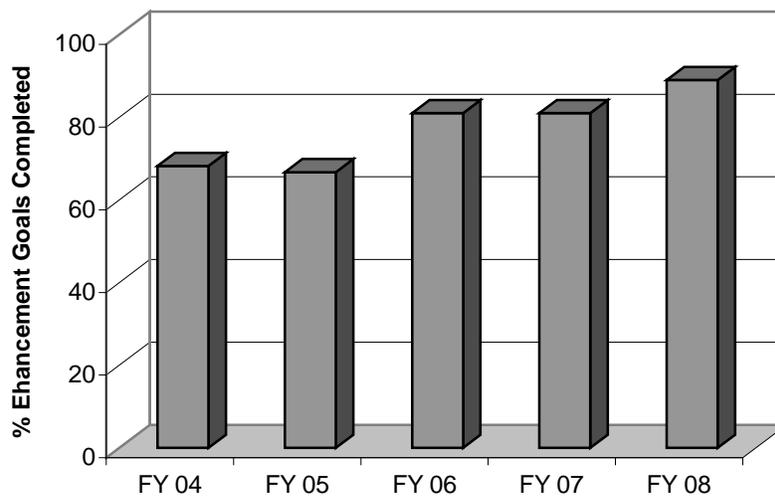
Additional work would have been accomplished but there was a prolonged vacancy in one of the three habitat extension positions. Habitat biologists have also lost productivity due to the lead role they play in the mitigation of habitats disturbed from energy development, Resource Management Plan activities and Forest Service Plan activities and revisions. Besides reducing time available for planning and implementing on-the-ground habitat enhancement projects, biologists have had less time to seek funding and develop partnerships with landowners and land managers.

**What we propose to improve performance in the next two years:**

- Complete Department's SHP revisions and continue implementing the goals and strategies in priority habitat areas and priority habitats delineated in the SHP to maintain or increase wildlife populations. Funding is provided in existing budgets and through partnerships with other agencies, private landowners and conservation groups.

- In coordination with the SHP habitat policy oversight group and habitat technical advisory group, annually evaluate and assess the SHP goals, strategies and priority areas and make recommendations for the five-year update of the plan.
- In synchrony with the Department budget process, continue to develop additional proposals to submit for funding to the Wyoming Wildlife and Natural Resources Trust, Wyoming Landscape Conservation Initiative Team, U.S. Department of Agriculture Farm Bill Program, conservation groups and other funding source partners. These additional funds will allow for the funding of more conservation and restoration projects.

**Performance Measure #2:** Terrestrial Habitat Management – Percent of terrestrial habitat goals completed that address habitat enhancements within priority areas and/or priority habitat types to improve the quantity or quality of wildlife (Personnel in this program will work to complete at least 70 percent of planned activities).



**Story behind the performance:**

This measure of habitat enhancement goals is tied to the annual accomplishments of Department terrestrial habitat personnel. Prior to each fiscal year, habitat personnel develop work schedules and performance goals consistent with the Strategic Habitat Plan (SHP) priority areas and opportunities to collaborate with private landowners, land management agencies and conservation groups. These goals are then tracked individually and reported collectively in terms of accomplishing a percentage of the performance goals completed for the fiscal year. Information is compiled from annual and monthly activity highlight reports, daily activity reports, annual performance appraisal evaluations as related to the annual work schedules and the annual SHP report for calendar year 2007.

Tracking of performance goals improves the Departments’ ability to measure the habitat program success and quality of habitat treatments over time for long-term enhancement efforts. In this way the Department is better able to measure success and quality of habitat enhancement activities.

**What has been accomplished:**

In FY 08, 89 percent of the terrestrial habitat goals that addressed habitat enhancement activities were completed. The increase over FY 07 and the long-term average (FY 04-FY 08) is largely due to increased implementation of shrub-steppe and aspen projects, additional funding sources, the focus of personnel on large scale, long-term projects and, follow-up planning, coordination, funding, and implementation of these large projects. Many of these large projects are on-going in nature and scheduled for several years. Projects not completed or implemented were largely beyond habitat personnel control and included weather, outside partner funding or completion of required documents to conduct activities on federal lands, such as, the NEPA documents, other administrative priorities and timelines, and an insufficient number of personnel.

A few examples of habitat enhancement related performance goals include seeking funding and contracting trappers to transplant more than 49 beavers to unoccupied suitable habitats to improve riparian/wetland habitat. During FY 08 personnel completed or assisted in the completion of 4,000 acres of prescribed fire, mechanically treated 1,700 acres of aspen and 490 acres of juniper habitats, mowed approximately 900 acres of big sagebrush, used a Lawson aerator on nearly 3,400 acres, used herbicides on roughly 1,400 acres to control salt cedar and Russian olive and about 2,500 acres of cheatgrass infested habitats, planted 1,100 trees and shrubs, directly developed habitat enhancement projects with 194 private landowner, and completed a habitat assessment with management recommendations for moose on nearly 100,000 acres in the Jackson area among many other habitat enhancement activities.

Additional work would have been accomplished, but there was a prolonged vacancy in one of the three habitat extension positions. Habitat biologists have also lost productivity due to the lead role they play in the mitigation of habitats disturbed from energy development, Resource Management Plan activities and Forest Service Plan activities and revisions. Besides reducing time available for planning and implementing on-the-ground habitat enhancement projects, biologists have had less time to seek funding and develop partnerships with landowners and land managers.

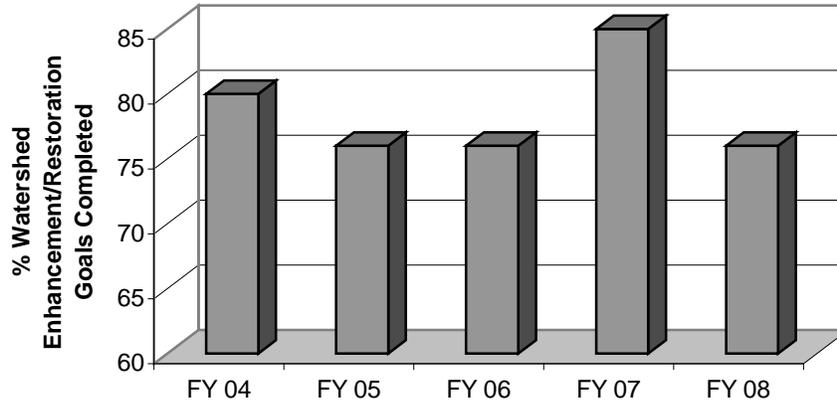
**What we propose to improve performance in the next two years:**

- Complete Department's SHP revisions and continue implementing the goals and strategies in priority habitat areas and priority habitats delineated in the SHP to maintain or increase wildlife populations. Funding is provided in existing budgets and through partnerships with other agencies, private landowners and conservation groups.
- In coordination with the SHP habitat policy oversight group and habitat technical advisory group, annually evaluate and assess the SHP goals, strategies and priority areas and make recommendations for the five-year update of the plan.
- In synchrony with the Department budget process, continue to develop additional proposals to submit for funding to the Wyoming Wildlife and Natural Resources Trust, Wyoming Landscape Conservation Initiative Team, U.S. Department of Agriculture Farm Bill Program, conservation groups and other funding source

partners. These additional funds will allow for the funding of more conservation and restoration projects.

- In collaboration with the Natural Resource Conservation Service, continue to seek funding for additional habitat extension positions as prioritized by location in the SHP.

**Performance Measure #3:** Aquatic Habitat – Percentage of watershed restoration and habitat enhancement activities accomplished annually (Personnel in this program will work to complete at least 75 percent of planned activities).



**Story behind the performance:**

This measure tracks progress toward goals that are identified prior to each fiscal year to meet habitat management, restoration and enhancement goals. These include: number of trust fund (internal and external) projects and grants developed, number of watersheds surveyed, partnerships initiated or developed, and number of projects planned, funded or implemented. We track both designed and implemented projects because often a project is planned and designed but is not implemented for reasons beyond our full control (funding, loss of partners, weather conditions, etc). Often the work done and plans developed then become the catalyst for future projects. So the work is important to track even if it does not immediately result in on-the-ground projects. Also, we often plan, design and fund habitat restoration efforts but a third party may be responsible for implementation. Hence, implementation is not an accurate measure of all that is done to accomplish habitat restoration at the watershed scale. In FY 08, productivity on the ground was limited by time spent commenting on Bureau of Land Management (BLM) Resource Management Plans and energy development proposals.

**What has been accomplished:**

The Aquatic Habitat Section completed or initiated 137 habitat projects in FY 08 (76 percent of the 180 planned projects). This is similar to FY 07 when 126 projects were tallied. The list of aquatic habitat projects includes WGFD Trust Fund and Wyoming Wildlife Natural Resource Trust projects, watershed inventories, major monitoring efforts, fish passage investigations, warm water stream assessments, shared agency projects, BLM and USDA Forest Service management planning assistance and other habitat projects implemented or completed. Only those extension and other efforts that resulted in substantial assistance with planning, design or implementing habitat projects

were counted. Through the efforts of an at-will employment contract (AWEC) fisheries biologist, data in the section's Wyoming Habitat Assessment Methodology (WHAM) database were thoroughly reviewed and updated and over 50 new inventories were conducted throughout the state. Significant personnel effort went into the collaborative Wyoming Landscape Conservation Initiative and the Lander BLM Resource Management Plan revision in addition to commenting on wildlife effects associated with energy development. In particular, multiple lease proposals and oil and gas exploration activity in the southwest portion of the state called for extensive effort in evaluating impacts.

The section's fish passage efforts included developing a database for storing and prioritizing passage issues on waterways throughout the state and working with the University of Wyoming to link this system with GIS capabilities. Planning continued on investigating the merits of developing a formal passage program with dedicated funds and personnel to pursue fish passage solutions statewide. Several groups of highly qualified fish passage contractors were interviewed and one was selected to pursue high priority fish passage projects. This contractor began looking at developing passage and screening solutions for a diversion on the South Fork Shoshone River, diversions on the Nowood River, and diversions on the Department's Spence Moriarty Wildlife Habitat Unit. Further fish passage work included several fish passage investigations (e.g. Clear Creek, East Fork Wind River, Bear Creek) and the development of block grants to the Lake DeSmet Conservation District and the Sheridan County Conservation District to rehabilitate and provide fish passage at over six diversion structures. The availability of internal and external funds for fish passage investigations and projects has increased substantially and an AWEC position supported our Cody Regional Aquatic Habitat Biologist in fish passage efforts.

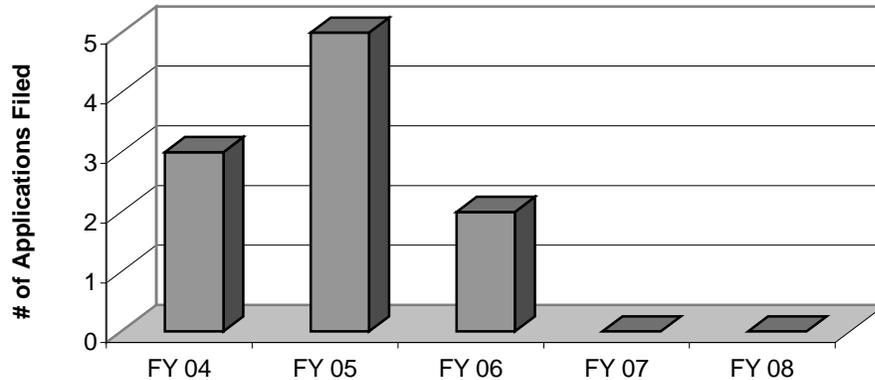
The Wyoming Game and Fish Commission adopted the Strategic Habitat Plan (SHP) in December 2001 with implementation effective July 1, 2002. The Habitat Technical Advisory Group began revising the SHP overall goals and objectives in early 2008. At the same time, habitat program section personnel are working with regional personnel on development of revised priority areas and objectives. A final draft is anticipated in late 2008 and will be presented to the Wyoming Game and Fish Commission for review and approval for implementation in FY 10. Personnel worked extensively in FY 08 on this plan.

**What we propose to improve performance in the next two years:**

- A proposal has been prepared for developing a formal fish passage program. With focused effort and coordination under such a program, increased passage opportunities for aquatic wildlife should become increasingly common.
- We have a number of ongoing projects that require diligent project management. To ensure success, project managers of ongoing projects will be encouraged to complete these efforts before taking on additional projects.
- Work to improve habitat conditions following the revised strategic plan, which identifies priority areas for conservation and enhancement.

- Continue to work closely with the Natural Resource Conservation Services (NRCS) over the next couple of years. Provide updates on our revised priority watersheds and work to fund mutual fish passage priorities.
- Improve the link between watershed inventory and identification of management alternatives in priority watersheds to project implementation.

**Performance Measure #4:** Water Management/Instream Flow – The number of applications for instream flow water rights filed (Personnel in this program will work to file at least three instream flow water rights applications per year).



**Story behind the performance:**

One of the primary responsibilities of Water Management is the filing of applications for instream flow water rights. The applications are the culmination of many years studying the interrelationship between physical habitat and hydrology of individual stream segments. This measure shows the number of instream flow water rights applications that are filed with the State Engineers Office. In FY 08, no instream flow water rights were filed. The lack of filing activity was a consequence of transitioning from the former field leader, who was promoted within the department, to a new person assuming these duties. The new staff person is fulfilling expected duties and filings will resume in FY 09.

**What we propose to improve performance in the next two years:**

- Continue to work closely with regional personnel in all Divisions and assist them with their water right and management decisions to make certain the water use maintains and protects the water rights and overall property rights of the Game and Fish Commission.
- Public awareness of instream flow needs and issues is lacking; we will continue to provide information regarding the benefits of instream flows to the general public and private landowners via articles, presentations. Work is already underway to improve the section’s web page so visitors to the site can better grasp the accomplishments and challenges faced by this section.
- The instream flow biologist position has been filled and training is occurring so that filings will resume.

**Appendix A. New proposed performance measure:**

Besides instream flow water rights that are actually held by the state, the Wyoming Game and Fish Commission holds water rights that need to be properly managed to maintain and improve the quantity and quality of fish and wildlife habitat on habitat units or fish production at fish hatcheries. Types of water rights that are managed solely by the Department or in cooperation with other agencies include water rights for irrigation, wetlands, fish production, instream flow, minimum/conservation reservoir pools and tailwater discharge rates maintained by agreement with federal and state agencies. Future performance measures will include the number of instream flow and aquatic habitat assessment field studies done.

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**Program:** Habitat and Access Management

**Division:** Services

Mission Statement: **Manage and protect commission property rights for the benefit of the Commission, Department and people of Wyoming.** Wildlife Habitat Management and Public Access Areas are managed in a cost-effective and efficient manner while technical knowledge and habitat development services are provided to the Department.

**Program Facts:** The Habitat and Access Management program manages and administers Wildlife Habitat Management Areas and Public Access Areas for the Wyoming Game and Fish Department. In addition, the branch will complete project requests for other divisions within any single fiscal year. Listed below are the number of staff and 2008 (FY 08) budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Habitat and Access Management	25.0	\$ 2,801,328

*\* Includes permanent, contract and temporary positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

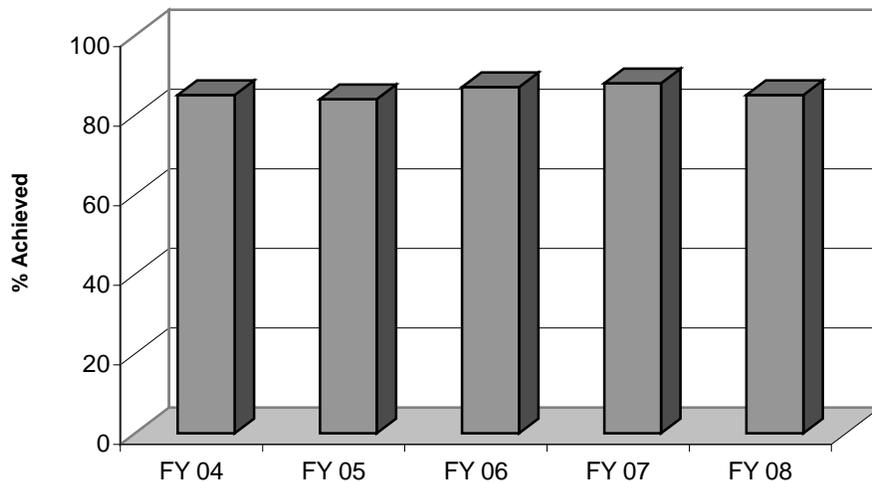
The program is located statewide with personnel in Jackson, Pinedale, Cody, Lovell, Sheridan, Laramie, Yoder, Lander, Dubois and Casper.

**Primary Functions of the Habitat and Access Management Program:**

- **On behalf of the Wyoming Game and Fish Commission, we manage and protect commission property rights for the benefit of the Commission, Department and people of Wyoming** by facilitating wildlife conservation through conserving and improving wildlife habitat on Wildlife Habitat Management Areas. We serve the public by providing for safe and reasonable public recreation of the wildlife resource on Wildlife Habitat Management Areas while maintaining a balance between habitat conservation and public recreation on those lands.

- **On behalf of the Commission, we manage and protect commission property rights for the benefit of the Commission, Department and people of Wyoming** through providing for safe and reasonable public access and recreation of the wildlife resource on Public Access Areas.
- **Provide technical knowledge and development services to the Department** by working on project requests, which, conserve wildlife habitat through the Department's Strategic Habitat Plan and increase public recreational opportunities within the state.
- **Operate in a cost-effective and efficient manner** through the balance of private sector contracts and trained Department crews.

**Performance Measure #1: Percent of work plan elements achieved**



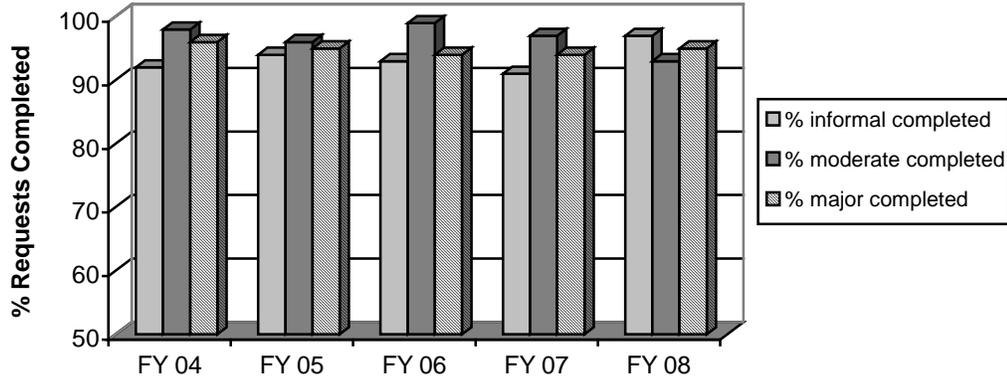
**Story behind the performance:**

The program is responsible for administering and managing 36 unique Wildlife Habitat Management Areas (WHMAs) and 104 Public Access Areas (PAAs). The WHMAs and PAAs are managed according to the Managed Land and Access Summary (MLAS) developed for each individual area. The work plans are developed prior to each fiscal year in an attempt to address major anticipated needs and requirements of the MLAS for administering and managing the WHMAs and PAAs. The percent of work plan elements achieved is considered to be excellent because the majority of priorities and necessary services (85 percent) are being provided. As illustrated above, this has been fairly consistent for the last five years and 2008 is no exception. However, there are two reasons that a higher percentage of work plan elements are not achieved annually. The first is the program addresses Department priorities foremost and not program priorities. Numerous higher priority Department projects (project requests) develop after the work plan is completed, and therefore some elements initially planned within the work plan are canceled or delayed. Finally the program has had substantial turnover of employees in the last three years. This has impacted the ability of all program personnel to accomplish work plan elements because of open positions, lost time to recruiting efforts, lower productivity due to extensive training requirements, and a steep learning curve for new personnel.

**What we propose to improve performance in the next two years:**

- Concentrate on hiring and promoting quality personnel to help with the long-term stability, integrity and services provided by the program.
- Complete the procedure manuals, which were initiated in 2005 to guide, and assist employees with their job responsibilities, duties and tasks. The procedure manuals will provide task guidance through detailed descriptions of techniques and duties. In addition, the manuals will contain a calendar of deadlines to facilitate planning and preparation. The procedure manuals should be completed by May of 2010.
- Continue efforts to work on Department priorities and not just program priorities. The program must stay flexible to continue to provide the people of Wyoming the best possible wildlife habitat and recreational opportunities possible.
- Increase communication efforts with Division administration by scheduling quarterly meetings to clarify operational priorities.

**Performance Measure #2: Percent of project requests completed**



**Story behind the performance:**

The Habitat and Access program is requested to assist or provide services for other programs within the Department. On average, 125 (95 percent) of these requests will be completed yearly. In order to track, schedule and complete the requests (project requests) they are broken into three categories: informal, moderate and major project requests. Informal requests take less than two employee days to complete, moderate project requests will take up to ten employee days to complete and major projects are projects which require more than ten employee days. The vast majorities of requests are major and address the Department’s Strategic Habitat Plan. The project requests are for assistance or services that only this program can provide within the Department. Project requests vary from large-scale habitat manipulation projects, such as aspen and sagebrush treatments, to minor heavy equipment work on a hatchery.

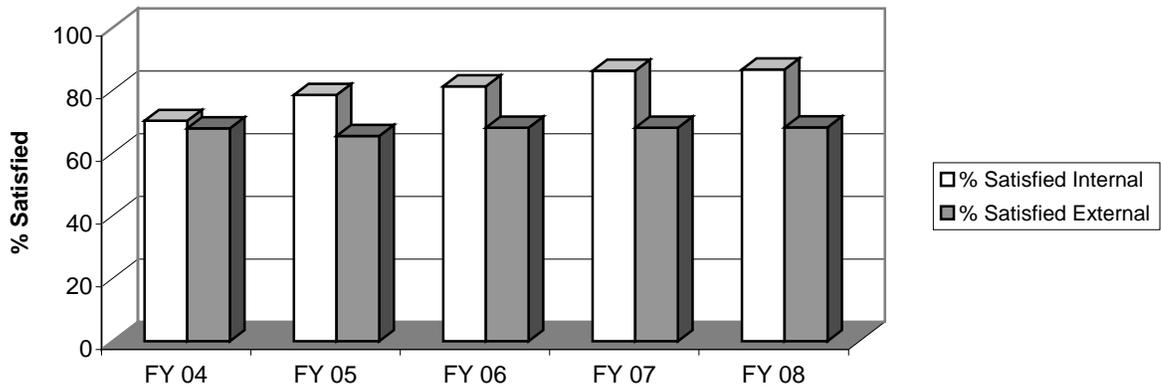
The percent of project requests completed has been fairly consistent and considered “very good” within the constraints of manpower and budget capacity. The percent of project requests completed has been consistent between 2002 and 2008 with an average of 91.5 percent of all informal, 96.5 percent of moderate and 93.8 percent of all major projects requests being completed. Results for 2008 varied minimally from this average with 97 percent of informal, 93 percent of moderate and 95 percent of major project

requests being completed within the year. However, there are three reasons that a higher percentage of project requests are not completed. The first is the program addresses Department priorities foremost and not individual program priorities. It is extremely important for the program to stay flexible in order to accommodate Department priority projects that may develop after the initial project requests are scheduled. Second, in order to accommodate as many project requests as possible, schedules are developed utilizing 100 percent of all possible personnel time. If a project request is delayed, canceled or changed by the requestor, it affects the percent of project requests completed. The final reason is personnel turnover. The program has had substantial turnover of employees in the last three years. This has resulted in impacting all program personnel's ability to complete projects because of open positions, lost time to recruiting efforts, lower productivity due to extensive training requirements and a steep learning curve for new personnel.

**What we propose to improve performance in the next two years:**

- Concentrate on hiring and promoting quality personnel to help with the long-term stability, integrity and services provided by the program.
- Continue to work closely with terrestrial and aquatic habitat sections to receive more complete information for project requests so that the percentage delayed, canceled or changed by the requestor is decreased.
- Continue efforts to work on Department priorities and not just program priorities. The program must stay flexible to continue to provide the people of Wyoming the best possible wildlife habitat and recreational opportunities possible.
- Complete the procedure manuals, which were initiated in 2005 to guide, and assist employees with their job responsibilities, duties and tasks. The procedure manuals will provide task guidance through detailed descriptions of techniques and duties. In addition, the manuals will contain a calendar of deadlines to facilitate planning and preparation. The procedure manuals should be completed by May of 2010.
- Increase communication efforts with Division administration by scheduling quarterly meetings to clarify operational priorities.

**Performance Measure #3:** Percent of public and Department employees satisfied with the management and maintenance of facilities on Wildlife Habitat Management Areas and Public Access Areas



**Story behind the performance:**

Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. In many respects, the ability of the Department to provide services to the external clients depends on the ability of employees to satisfy the needs of their internal clients. Similarly, the External Client Satisfaction survey is distributed annually to randomly selected members of the public who purchased hunting and fishing licenses the previous year. The survey provides the opportunity for the public to measure the performance of selected Department programs.

The majority of Wyoming residents, non-residents and Department employees appreciate the efforts of the Department on providing opportunities to access hunting and fishing within the state. Average percent of Department employees that were satisfied with the maintenance of facilities on Department land and access areas is 81 percent. Average percent of satisfied public is 67.6 percent. The program has received relatively consistent marks among the public for its efforts on managing and maintaining facilities such as roads, restrooms, parking areas, signs and fences on the WHMAs and PAAs – with a narrow range of 65.5 percent (FY 05) to 68.2 percent (FY 08). Internal satisfaction improved from FY 04 to FY 08 (70 percent to 87 percent), and is believed to be a result of an increased effort to communicate with Department employees about the program. However, the general public or Department employees do not always understand management objectives on WHMAs or PAAs. Those objectives should be better communicated to the public and within the Department. In addition, with numerous state and federal agencies providing recreational opportunities across the state, the majority of public is confused as to whether the area is managed by the Department or by another agency. A high turnover rate within the personnel of the branch also affects the overall condition of the areas. The branch has been in a constant hire and train mode for the last several years.

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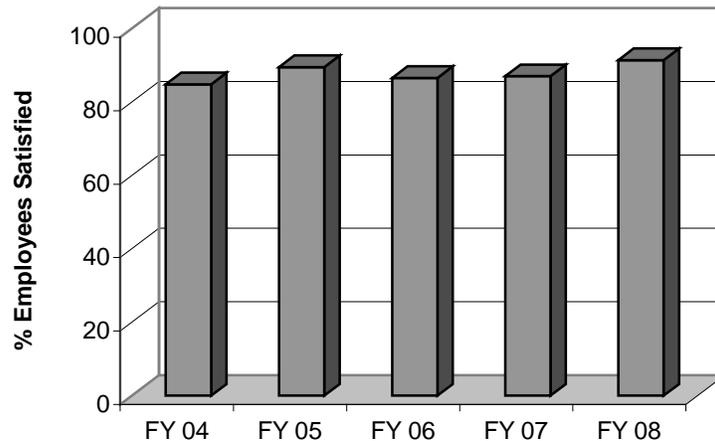
**What we propose to improve performance in the next two years:**

- With the completion of the Managed Land Access Summary, the management of each area will be better defined. An effort will be implemented to educate Department personnel and the public on the management objectives of each WHMA or PAA. This will be done in cooperation with the Department's Information and Education Program.
- An increased effort will be made to better define Department WHMAs and PAAs through signing and maps. Area entrances and signs will be standardized throughout the state. In addition, a distinctive look will be developed in conjunction with the Department's Information and Education Program to differentiate Department areas from other areas managed by different agencies. This effort is on going with the anticipated distribution date of the first signs to be in July of 2008 and the completion of the effort in October of 2010.
- Concentrate on hiring and promoting quality personnel to help with the long-term stability, integrity and services provided by the program.
- Complete the procedure manuals, which were initiated in 2005 to guide, and assist employees with their job responsibilities, duties and tasks. The procedure manuals will provide task guidance through detailed descriptions of techniques and duties. In addition, the manuals will contain a calendar of deadlines to facilitate planning and preparation. The procedure manuals should be completed by May of 2010.

**Data development agenda:**

While the public survey provides valuable information, there is a high probability that the public is commenting on areas, which are not managed by the Department. A method to survey only the public that actually utilizes Department areas is being investigated and hopefully implemented in 2009.

**Performance Measure #4:** Percent of employees satisfied with the services provided



**Story behind the performance:**

Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. In many respects, the ability of the Department to provide services to the external clients depends on the ability of employees to satisfy the needs of their internal clients.

The program prides itself on addressing Department priorities, while striving to provide the best service to the wildlife resource, public and the Department. The program could easily be inundated by working on only the assigned duties (management and maintenance of WHMAs and PAAs) but feels that it should be flexible and constantly striving to address Department priorities. The program accomplishes this by providing technical knowledge and development services to the rest of the Department through project requests. The majority of assistance is for habitat development projects that address the Strategic Habitat Plan. Only 15 percent of the program's efforts are project requests and this performance measure relates to that 15 percent. There are problems in that some project requests are poorly designed, delayed or canceled by the requestor. It has been extremely difficult to address additional project requests with the personnel turnover that has been associated with this program. Both of these conditions directly relates to the satisfaction of the program by other Department personnel. Overall, the average for the last four years has been that 88 percent of the Department personnel are satisfied with the program's services. In FY 08, 91 percent of Department personnel were satisfied with the program.

**What we propose to improve performance in the next two years:**

- Concentrate on hiring and promoting quality personnel to help with the long-term stability, integrity and services provided by the program.
- Complete the procedure manuals, which were initiated in 2005 to guide, and assist employees with their job responsibilities, duties and tasks. The procedure manuals will provide task guidance through detailed descriptions of techniques and duties. In

addition, the manuals will contain a calendar of deadlines to facilitate planning and preparation. The procedure manuals should be completed by May of 2010.

- Continue to work closely with terrestrial and aquatic habitat sections to receive more complete information for project requests so that the percentage delayed, canceled or changed by the requestor is decreased.
- Continue efforts to work on Department priorities and not just program priorities. The program must remain flexible to continue to provide the public the best possible wildlife habitat and recreational opportunities possible.
- Educate Department employees on program priorities and limitations through presentations and discussions at FY 09 and FY 10 Wildlife, Fish and Services Supervisors meeting and at the region Coordination Team meetings.

**Data development agenda:**

While the percent satisfaction is important data, future internal survey will be modified to be more specific to employee satisfaction of the handling and completion of project requests. Therefore, the future data should relate to project requests.

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**Program:** Habitat Protection

**Division:** Office of the Director

**Mission:** Coordinate reviews and evaluations of land use plans and projects within our agency and with other agencies, and develop and negotiate planning and mitigation strategies.

**Program Facts:** The Habitat Protection program is made up of one major subprogram, listed below with number of staff and 2008 (FY 08) budget:

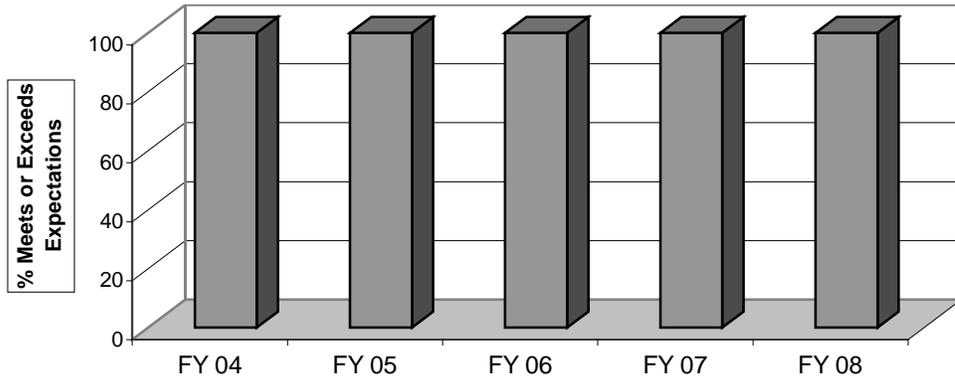
<u>Subprogram</u>	<u># FTEs</u>	<u>2008 Annual Budget</u>
Habitat Protection Program	7.0	\$ 321,332

This program is located in the Department Headquarters Office in Cheyenne.

**Primary Functions of the Habitat Protection Program:**

- **Coordinate Department review and evaluation** of land use plans, projects, policies, and activities that affect fish, wildlife, and their habitats, and make recommendations consistent with Department and Commission policies, position statements, and strategies.
- **Develop and negotiate planning and mitigation strategies** regarding energy development.

**Performance Measure #1: Performance appraisals**



**Story behind the performance:**

The Department is responsible for conserving over 800 species of fish and wildlife for the benefit of the citizens of Wyoming. Most of the management focus for maintaining viable populations of these species depends on availability of suitable habitat. The Department actively manages only a very small percentage of that habitat, and thus a large part of our responsibility toward maintaining and supporting our citizens’ fish and wildlife resource entails advising the land use actions of other parties so that negative impacts on species and habitats can be avoided, minimized, or mitigated, and positive effects are supported and enhanced.

Review and evaluation of land use actions, active liaison with other parties that have authorities and roles in those actions, formulation of strategies to minimize negative impacts, and active negotiation to assure implementation of those strategies are key action items of the Department. Support of these functions by the Office of the Director is necessary for their successful implementation, and Performance Appraisals of program personnel are the key Department measure of the success of the program. The Performance Appraisals include items that the Office of the Director uses to describe and reflect program effectiveness with other agencies, based on their awareness of our relationship and positive communication with those agencies. These include Performance Standards #1 (policies, procedures, and planning), #3 (teamwork), #5 (quantity), #7 (communication), and #11 (program organization and output). An average rating of “meets expectations” or “exceeds expectations” for the three professional positions within Habitat Protection Program will indicate satisfactory performance in addressing the Primary Functions of the program. Since FY 02, the three professional positions have consistently had a score of 100 percent, indicating that all categories met or exceeded expectations.

**What we propose to improve performance in the next two years:**

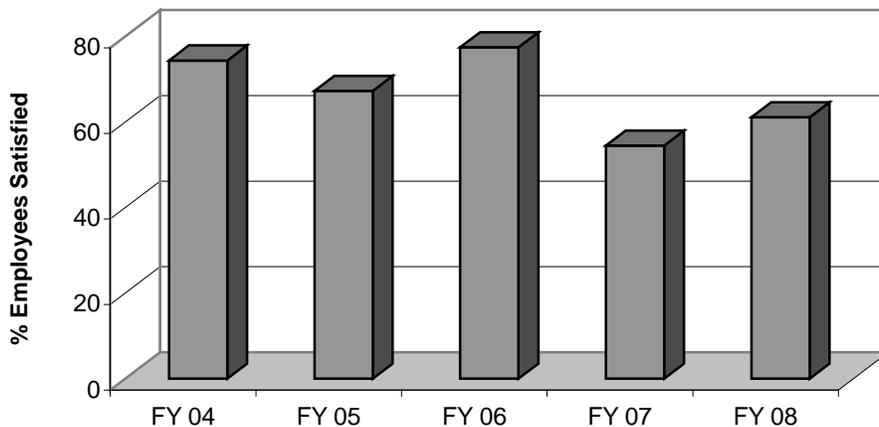
- The Habitat Protection program will need to expand if it is to adequately continue its current function. Energy development is currently the major land use impact for fish and wildlife in Wyoming, is increasing at an unprecedented rate, and is expected to continue at a high rate for at least the next 20 years. Additional personnel will be

necessary to adequately evaluate the numerous energy-related plans that will be prepared in the near future, provide meaningful input to lead agencies, and formulate and negotiate development plans that minimize impacts to fish and wildlife.

**Data development agenda:**

The Office of the Director’s evaluation of the effectiveness of the program’s input into land use actions through the use of Performance Standards in Performance Appraisals is necessarily qualitative, as the influence of our input on eventual management decisions is very difficult to quantify. However, the need does exist for a more definitive feedback on the value and effectiveness of our input to other parties in influencing land use decisions regarding fish and wildlife habitat. This would allow the Department to focus on and provide the most effective input.

**Performance Measure #2:** Percent of employees satisfied with program’s process to make assignments, obtain comments and recommendations, and provide feedback/assistance



**Story behind the performance:**

The ability to adequately conserve fish and wildlife for the citizens of Wyoming requires input on many land use actions from a number of Department personnel throughout the state. The process of effectively and efficiently disseminating information about land use actions, gathering and collating input, and providing Department recommendations regarding the fish and wildlife resources requires a streamlined and effective system of communication among Department personnel. The effectiveness of this system is best determined by the people who work with it. Thus, the Department’s Internal Survey is used as a measure of that effectiveness. Distributed annually to Department personnel, the Internal Client Satisfaction survey provides the opportunity for employees to measure the overall performance of 14 Department programs. Specific to the Habitat Protection program, the question “How satisfied were you with the process that the Habitat Protection Program staff uses to make assignments, obtain comments and recommendations, and provide feedback/assistance?” is a direct measure of the satisfaction and workability of program process within the Department.

Since FY 04, an average of 67 percent of Department employees that had interacted with the Habitat Protection program and responded to the question were satisfied with the program's process to make assignments, obtain comments and recommendations, and provide feedback/assistance. Among all five years, the percentage was lowest in FY 07. The reason for this decline in employee satisfaction was likely due to additional work loads associated with the federal planning process, especially the federal energy planning process. Because of employee input not previously required prior to the current energy boom, additional work has been delegated to Department personnel, many of who are already taxed in their duties. In FY 08, 61.1% of Department employees that had interacted with the Habitat Protection program and responded to the question were satisfied with program's process.

**What we propose to improve performance in the next two years:**

- Continue using the Internal Survey to gauge the level of satisfaction among Department personnel with our current process of providing input into land use actions.
- Encourage additional comments from field personnel and staff in the Internal Survey to improve feedback and effectiveness of the Internal Survey information.

**Program:** Information

**Division:** Services

**Mission:** Disseminate information to promote public understanding and support for wildlife, wildlife habitat, wildlife conservation and the Department's management programs.

**Program Facts:** The Information program is made up of two major sub-programs, listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-programs</u>	<u>#FTEs*</u>	<u>2008 Annual Budget</u>
Information	4.0	\$ 61,567
Publications	5.0	436,632
TOTAL	9.0	\$ 498,199

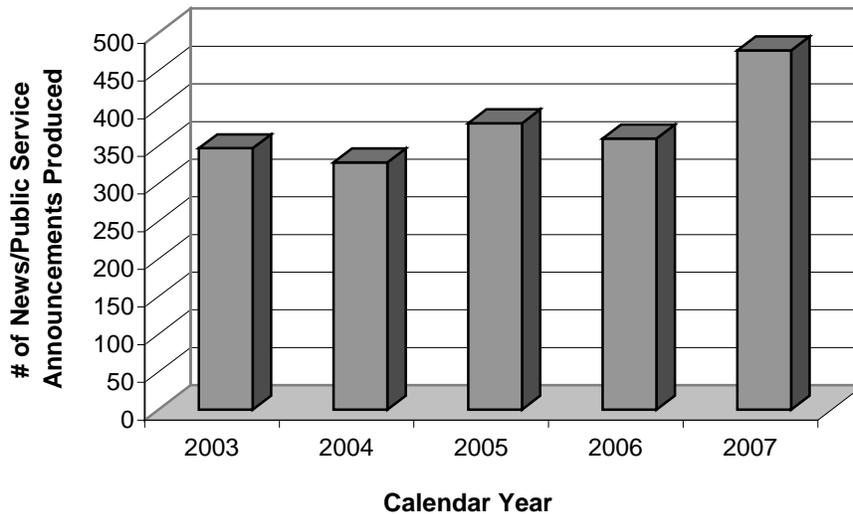
*\* Includes permanent positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

The Information program includes the following sub-programs: Information (formerly Customer Service) and Publications. This program is located in the Department Headquarters Office in Cheyenne.

**Primary Functions of the Information Program:**

- **Disseminate information to promote public understanding and support for wildlife, wildlife habitat, and wildlife conservation** *through* audio, video, print and other media, and personal contact with constituents. These efforts to provide wildlife-related information facilitate the development of informed support for Department programs.
- **Encourage involvement and cooperation of the Department’s management programs** *through* proactive outreach strategies, including three external publications that encourage interest in wildlife and wildlife habitat and provide information on current Department management practices. These publications, provided consistently throughout the fiscal year, facilitate the development of informed support for Department programs.
- **Serve people** *by* providing wildlife, hunting and fishing related information through the news media.

**Performance Measure #1:** Number of radio news, television news, public service announcements and print news releases produced



**Story behind the performance:**

The Information program produces and distributes weekly print, radio and television news. The weekly radio program includes a 10 minute, 3 minute and 30 second program. Radio stories are produced in digital format and available for download via the Department Web site. Currently, approximately 17 radio stations around the state utilize the program, reaching an audience of more than 100,000 each week.

Weekly television news programs air on two Wyoming and one Nebraska network and cable stations, reaching an audience of more than 150,000 weekly. Video public service announcements air on approximately nine Wyoming and two out-of-state stations. This year, the Game and Fish formed a partnership with MyOutdoorTV.com to provide Game and Fish video via the Internet. Beginning in February 2008, the Department's television news features were posted online weekly, significantly increasing the reach and audience

of our video news. Where appropriate, the video news stories are cross-referenced with print news stories, providing exposure to this expanding area.

Print news release packets are prepared and distributed weekly via an e-mail distribution list and traditional mail to each of Wyoming's 43 local newspapers, representing 175,000 Wyoming households. The packet is also distributed to the Associated Press, radio stations and participating license vendors. The packet can be viewed on the Department's Web site.

The average information dissemination for the last five years is 378 individual print, radio or television news releases or public service announcements distributed. In 2007, the number of news and public service announcements distributed was 477. This number increased by about 117 news announcements from 2006. The number of news releases distributed will fluctuate depending on the issues and challenges the Department faces each year. The increase in 2007 is likely due to an expanded topic base and an improved work planning process implemented through the Department's new annual information and education strategic planning sessions. The Information work unit now has a more clearly defined list of issues and topics to cover over the course of the year, and a coordinated work scheduling effort helps ensure that emerging issues are identified readily.

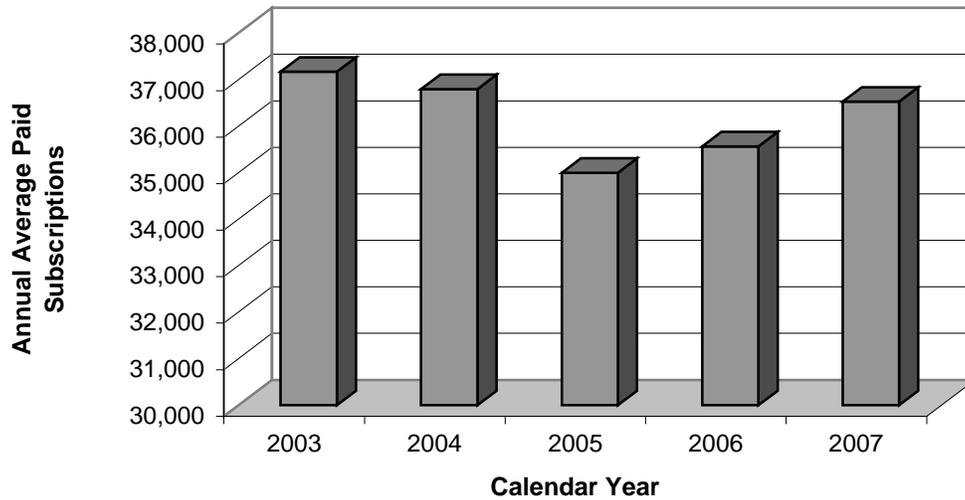
While the Information work unit distributes a great deal of the Department's news and information, it is not the only work unit or division developing news. One challenge is to coordinate our public outreach efforts, to ensure the Department maintains a consistent position on issues and covers all issues efficiently.

Some of the key issues and events addressed through news, radio and television stories in 2007 included the Laramie Peak bighorn sheep transplant, new chronic wasting disease hunt areas identified, grizzly bear education and habitat condition updates.

**What we propose to improve performance in the next two years:**

- Continue efforts in strategic media planning to identify the most efficient use of staff, resources and medium to disseminate information to the external public.
- Expand web-based video distribution. This is a cost-effective way to increase the reach of our video news programs and feature videos. Investigate alternative distribution methods, such as podcasting, and secure funding for marketing to make more customers aware of new feature.

**Performance Measure #2:** Paid subscriptions of *Wyoming Wildlife* magazine and *Wyoming Wildlife News*



**Story behind the performance:**

The Publications sub-program produces two regular publications, *Wyoming Wildlife* magazine a monthly, 4-color publication; and *Wyoming Wildlife News*, a semi-monthly tabloid newspaper. Average monthly readership for the magazine was more than 32,000 and distribution of the *News* is approximately 30,000 per issue, including a per-issue average of 3,730 subscribers. Both publications are tools used by the Department to raise awareness of Departmental and wildlife news and issues.

The *Wyoming Wildlife News* target audience is sportsmen and women and other outdoor enthusiasts. The focus of the *News* is hunting, fishing and trapping information, along with sections on fish and wildlife management. The *News* is distributed free of charge at Game and Fish offices, license selling agents and other vendors across Wyoming, and also through subscriptions.

The *Wyoming Wildlife* magazine target audience is largely wildlife advocates and enthusiasts who may or may not be active hunters or anglers. The magazine offers lengthier feature articles than the *News* or our weekly news releases to provide a more in-depth analysis of wildlife species, habitat or issues.

These two publications are the only Department public relations tools that defray much of their own cost. New subscribers ensure the Department's messages are being communicated to as large and as wide a base as possible and maximize the efficiency of publication production.

At the end of 2007, the Information and Publications work units were restructured to balance workloads and better address information and education priorities within the Department. A staff writer position was moved from the Information work unit to the Publications work unit. The new Publications staff writer position will better help the

magazine and News address internal topics and prepare articles on key Department issues. This position should also help alleviate some of the publications' dependence on freelance writers.

The average for both the newspaper and the magazine over the last five years is 36,214 paid subscriptions per year. Subscriptions for 2007 were slightly above average at 36,528. Subscriptions for *Wyoming Wildlife* magazine increased in 2007, with an average circulation of 32,528, slightly above the total last year of 31,962. Subscriptions to *Wyoming Wildlife News* have fallen slightly. Because of a lack of funding, no research has been conducted on subscription renewal rates or potential subscriber interest, making it difficult to pinpoint the reasons for varied subscription rates from year to year.

The Publications work unit relies on freelance articles and photographs for the *Wyoming Wildlife* magazine and *Wyoming Wildlife News*, resulting in increased costs related to purchasing articles and photos, and an out-of-date photo file. Additionally, there is a need for additional funds for a survey tool to understand readers' desires and opinions, and marketing funds to increase circulation. A direct marketing campaign for the magazine will begin in FY 09 in an effort to increase readership and monthly subscriptions.

**What we propose to improve performance in the next two years:**

- Create and maintain a web presence of both publications. With the e-newsletter receiving more than 1,300 subscribers through its first four months of publication, it appears a significant number of the Department's constituents visit the Web site and gather information electronically. A web presence would further increase visibility of the magazine and expand the potential subscriber base. In 2007, the magazine received only 445 new subscriptions via the Game and Fish Web site, accounting for less than 1 ½ percent of total subscriptions. The Department's Web site remains a cost-effective marketing tool to increase readership and subscribers.
- Cross-promote all publications and outreach efforts to increase visibility and expand potential subscriber base. Articles, photographs and teasers for both publications will appear in the e-newsletter. Wherever possible, print and radio news releases should include mention of *Wyoming Wildlife* magazine and *Wyoming Wildlife News*. A television commercial specifically promoting the two publications will also air as part of the new Game and Fish television show.
- Given adequate funding, implement a readership survey to assess current subscriber satisfaction and demographics of both *Wyoming Wildlife* magazine and *Wyoming Wildlife News*. This will provide the Department with baseline data on our readership and give hard data to determine how adjusting the focus, content, delivery or price of either publication will affect current readership.
- Given adequate funding, secure digital film equipment for the editors of both *Wyoming Wildlife News* and *Wyoming Wildlife* magazine. Shooting supporting photos in a digital format would save staff time by eliminating the need to scan prints manually for inclusion in the publications, and would reduce budget expenditures on film, film processing and print reproduction.

**Appendix A. New proposed performance measures:**

- With the creation of the e-newsletter, the Department has an additional information tool to disseminate information. Subscription rates for the e-newsletter are easily tracked, and should serve as a future outcome measure for the Information sub-program. At the end of 2005, the e-newsletter had 1,682 subscribers; at the end of 2006, the e-newsletter had 3,005 subscribers; and at the end of 2007, the e-newsletter had 4,716 subscribers.
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**Program:** Information Technology

**Division:** Services

**Mission:** Provide high quality, secure technology solutions, services and support to the Wyoming Game and Fish Department and external constituents to allow for sound fiscal and management decisions.

**Program Facts:** The Information Technology program is made up of one major sub-program, listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Information Technology	18.0	\$ 2,236,047

*\* Includes permanent, contract and temporary positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

Payroll for two FTE and two AWEC positions was funded in FY 08 out of the 2F15 Electronic License System budget. We anticipate that funding for these positions will be included in the 4Y10 IT budget in FY 09. Payroll for the AWEC GIS Analyst position was funded in FY08 with SWG monies. We anticipate that funding for this position will be included in the 601A CWCS General Fund budget.

The Information Technology program was previously referred to as the Information Technology Systems (Strategic Plan FY 04-FY 07, November 2003). In addition, the Information Technology sub-program was previously referred to as the Management Information Services sub-program. The current program is made up of administration and three sections: Application Development, Operations and Support, and Geographic Information Systems.

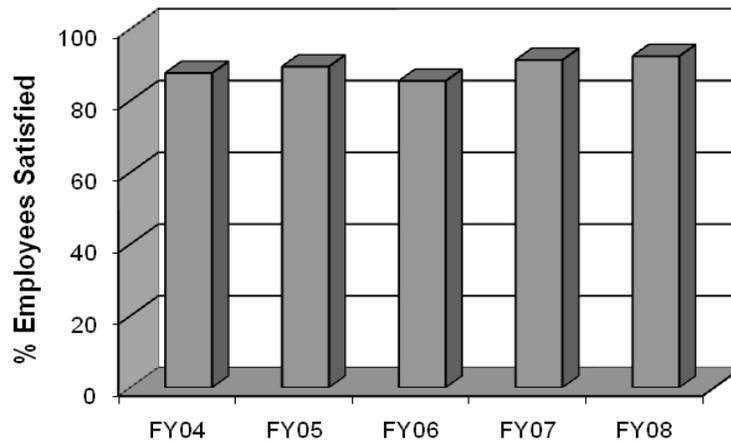
This program is located in the Department Headquarters Office in Cheyenne.

**Primary Functions of the Information Technology Program:**

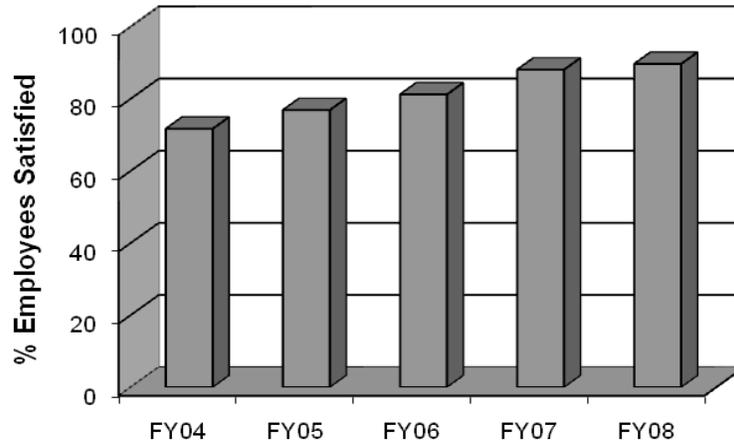
- **Provide high quality, secure technology solutions to the Department** that support the overall mission and empower personnel to achieve completion of their workload *through* the use of technology in a successful, efficient, timely and cost effective manner.
- **Provide services and support to ensure** data integrity and security.
- **Provide support to external constituents** *by* providing and supporting an Internet hardware and software framework to facilitate better Department communication with our constituents and to provide a means for dynamic interaction between the Department and the general public.
- **Facilitate sound fiscal decisions** *by* evaluating technology to identify the best solution to a given problem, challenge, or situation and leverage Information Technology network architecture, hardware and software to identify opportunities for cost savings.
- **Facilitate sound management decisions** *by* developing and maintaining Department data standards and applications to support Department-wide centralization of data; identifying and developing technical options for resolving application or system problems; researching new technology and making recommendations on the adoption of new methods or the acquisition of new technical hardware and software tools to improve agency operations; and monitoring emerging technologies to effectively evaluate opportunities to improve current agency operations by incorporating or migrating to viable new hardware, software, and technology implementations.

**Performance Measure #1:** Percent of employees satisfied with IT/GIS program

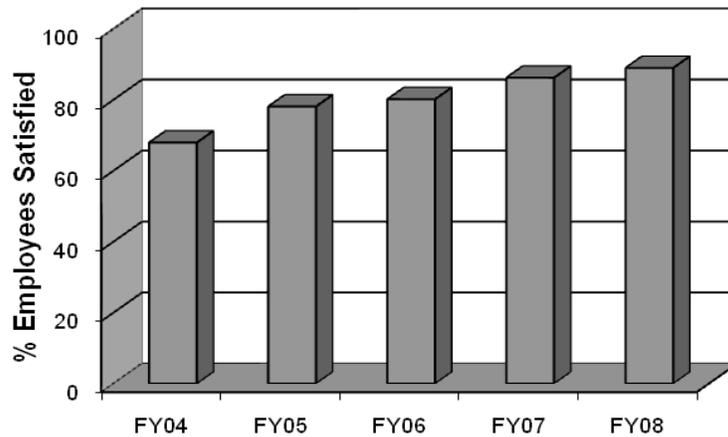
Level of courteousness and professionalism:



Level of attention and timeliness:



Quality of services:



**Story behind the performance:**

Since the mid-1970s, the Department has utilized both computers and associated electronic information systems and networks to facilitate the efficient exchange of information both among employees and between employees and outside entities. Originally, specific computer expertise was not necessary and many technically savvy Department personnel wrote their own computer applications. Since that time, computers and computerized equipment have been used to expand and enhance the volume and variety of tasks that can be performed by individual employees and/or groups of employees. As this capacity has grown and permeated every facet of the Department's operations, a broad array of responsibilities has developed that must be addressed at every level of the Department's hierarchy.

In 1996, the Geographic Information Systems (GIS) Section was organizationally combined with Information Technology (IT) to form what is now called the IT/GIS

Branch. Then in early 2004, due to the increased workload, an increasingly clear division of labor, and statewide IT Governance initiatives, the IT portion of this branch was split into two distinct subsections with a separate supervisor over each. With this change, the IT/GIS Branch is now made up of three separate subsections (Operations and Support, Application Development, and GIS), in addition to branch administration. These subsections are responsible for managing 30 physical servers, 8 virtual servers, and 500 personal computers located in the headquarters office, eight regional offices, and remote locations throughout Wyoming; developing and supporting 55 mission critical applications; and maintaining approximately 60 layers of statewide GIS data and associated GIS applications. They are also responsible for procurement and support of a wide range of peripheral devices ranging from printers to digital cameras, GPS units and all related software.

To make effective technology strategy recommendations, IT/GIS personnel must maintain a thorough understanding of the Department's goals, objectives, and methods by which the Department's various programs intend to reach these. Continual changes to the environment in which the applications operate (interfaces to other applications, changes to hardware, software, and operating systems; new data from users) requires a dedicated team of informed operations specialists, application developers, and GIS analysts working cooperatively to maintain and improve these systems.

System and service failures can rapidly impact large numbers of customers, suppliers, and internal staff. Network outages, server failures, e-mail downtime, and broken desktop computers can significantly reduce the productivity of the entire Department. Thus, reduced or failed service of even one day can influence employee perception of the IT/GIS program, especially if this occurs during critical work periods. Conversely, when the operations team is executing effectively and achieving the most success, it is invisible since the technology is performing as employees expect.

An example of this was seen in July of 2004 and July of 2005 when serving up Big Game License Draw results via our Internet Website. While systems had been running seamlessly throughout the years, they were not able to handle a significant increase in traffic generated by hunters and outfitters looking for draw results. This contributed to an overload of phone calls to the Department Telephone Information Center, resulting in unsatisfied internal and external customers.

Since that time, IT personnel conducted extensive research, testing and revamping of our systems and telecommunications lines in order to make this application stable for 2006. This work, along with re-writing the License Draw Results Application using Microsoft .NET technologies, has significantly enhanced the performance of this system, resulting in significant application up time especially during critical big game license application periods. This improved customer satisfaction and has illustrated that the entire Department Internet site needs to be rewritten in the same technologies to permanently resolve this issue.

In addition to this work, the Application Development Section enhanced the On-Line Big Game License Application System, which allows sports persons to apply for the big game license drawings via the Internet. They also wrote a Data Entry Application to process mailed in applications and a Random Draw Application to conduct the actual Big/Small Game Draws. This year we have processed over 255,460 applications, 60 percent of which were taken online, resulting in \$52,384,054.00 so far for this calendar year.

The IT Program also enhanced and deployed an Internet Point of Sale system to over 140 License Selling Agents throughout Wyoming. 252,083 items have been sold through this system, resulting in \$5,650,855.00 in revenue to date.

IT/GIS Branch personnel continue to face challenges with integrating and centralizing many Department computer applications, specifically related to keeping them running. This challenge came with a large number of applications originally developed by Department employees and ultimately integrated into a centralized system. Several employees still want to retain the ability to make changes to these applications, many of which have caused the applications to fail and warranted someone within IT/GIS to troubleshoot and fix the problems. Not only has this reduced customer satisfaction with applications not working, but these situations take a considerable amount of IT support time that could be put towards helping to improve customer satisfaction by developing new applications.

In addition to system failures, the IT help desk and IT governance (the rules and regulations under which an IT department functions and a mechanism put in place to ensure compliance with those rules and regulations) are large drivers of internal customer satisfaction.

The help desk interacts with Department personnel on a constant basis and there are few, if any other entities within the Department that regularly interact with and impact virtually every employee daily. Response time, courtesy of the representative, level of follow-up/follow-through, and resolution speed are all factors that drive customer satisfaction. Similar to service failure, a single mistake by IT/GIS personnel can impact the reputation of the entire program because of the potential actual and perceived ramifications of the error. Several other areas that affect the user base include user administration, capacity planning, disaster recovery, and security.

When looking at the IT Operations Section, which houses the IT help desk, 92.6 percent of the respondents indicated satisfaction with services provided, up from 90.0 percent in the previous year. We added two At-Will employees to our help desk staff during FY 06 in preparation to support the Electronic License System. In addition, we added a help desk call tracking software package to better track and address help desk calls. These two changes to our IT help desk, along with more concentration on customer service, have resulted in much more timely responses to help desk calls and improved the capability of the team to correct problems and minimize potential for recurrence, which in turn has led to a significant increase in internal customer satisfaction.

Regarding the IT governance aspect, during the 2002 budget session the Wyoming Legislature created a state Chief Information Officer Position and we began to see significant affects to the Department beginning in 2003. With this position came a statewide Information Technology Governance Structure, which began implementation of centralized common IT services throughout state government and included technology procurement. This process has also required a significant amount of effort and time commitment, especially for the Department IT Manager, which in turn has reduced time available to address Department specific IT issues. This, along with agency conformance to the statewide governance structure and accompanying changes in IT policy and technology procurement methods (initially driven by this initiative) has undoubtedly had a negative impact on Department employee satisfaction in quality of services in previous years. We anticipate that this will continue to require a large amount of time in order to ensure that Department interests are considered throughout the IT Governance Structure.

Another factor that has affected customer satisfaction since early 2003 is an Electronic Licensing System we have been developing in conjunction with Fiscal Division and an outside contractor. Aside from mission critical applications, this project has been the number one priority for IT Administration and the Development and Operations Subsections within our branch.

The time and effort dedicated to this project has resulted in many other Department projects being placed on hold until this work is completed and this has undoubtedly had an affect on internal customer satisfaction. At the same time, the Application Development Section has been working on various smaller projects as they are able and this work has resulted in a substantial increase in internal customer satisfaction for that work group. 94.7 percent of the respondents indicated satisfaction with the attention and timeliness provided, up from 86.3 percent the previous year. In addition, 93.5 percent of the respondents indicated satisfaction with the overall services provided, up from 94.5 percent in the previous year.

A similar effort driving customer satisfaction can be seen in the centralization and reduced fragmentation of GIS work throughout the Department. We are beginning to see less negative reactions towards this initiative, specifically with resistance to centralizing GIS data and applications. This may be due to individuals beginning to see value in collaboration benefits of centralized data. A GIS Working Group was created to help address agency-wide GIS consolidation and has already seen successes with recent budget approval to begin building the framework for this project. At the end of FY 08, the paperwork to officially transfer a vacant position to the GIS Section was initiated. This position will facilitate the centralization of geospatial data, advance the concept of a Department enterprise GIS program, and contribute to ongoing technical support of the program's end-users.

At the same time, Department-wide demand for GIS work has continued to rise significantly over the past year. Examples of these demands include assignments to the Wyoming Landscape Conservation Initiative's Data Committee (WLCI) and the Western Wildlife Habitat Council's Western Renewable Energy Zones State Wildlife Task Group,

a product of the Western Governors Association. We anticipate that as more efforts are initiated to address concerns associated with species and their habitats (WLCI, sage-grouse implementation recommendations, Comprehensive Wildlife Conservation Strategy revision and implementation, Strategic Habitat Plan revision, etc.), all of which base data needs, analyses and products on GIS technologies, such impacts will only increase. With these additional Department priorities, our ability to address projects and activities planned at an earlier date will be delayed as priorities are reevaluated, thus customer perceptions of our service in this area will undoubtedly decline.

Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. Since FY 04, the average percent of employees satisfied with the level of courteousness and professionalism in the IT/GIS Branch was 89.3 percent, the level of satisfaction with attention and timeliness was 81.5 percent, and satisfaction with quality of services provided was 80.3 percent. In FY 08, the level of satisfaction for courteousness and professionalism was 92.4 percent, 89.7 percent for attention and timeliness, and 89.0 percent for quality of services provided.

We expect that splitting the IT portion of this branch into two distinct subsections continues to be a primary cause for the increase in employee satisfaction beginning in 2004 and reflected in the FY 08 survey results. By implementing this organizational change, we have spread out the day-to-day administrative workload and subsection supervisors now oversee the routine efforts within their work units. This has enhanced our ability to regularly address user requirements and allowed more time for branch evaluation, communications, planning, administration, and focus on customer service throughout the IT/GIS Branch, thus helping us to provide better service to our customers and increase employee satisfaction.

**What we propose to do to improve performance in the next two years:**

- Continue refinement of our problem tracking system to further identify trends in an effort to increase the capability of the team to correct problems and minimize potential for recurrence, thereby lowering overall IT support costs in the future. We have now implemented this in the IT/GIS Branch and plan to gradually expand the use of this software to other entities throughout the Department. Our ability to accomplish this expansion will be largely dependent on time allocated to bringing up the new ELS Internet Point-of-Sale system, which has been given our number one priority.
- Define and document the application architecture (the description of all software applications and how they interface with each other) in order to prioritize applications, maintenance and development on a Department-wide basis.
- Rewrite the Department Internet site in Microsoft .NET technologies to permanently improve performance, especially during critical use times.
- Continue to prioritize the GIS workload and work closely with Services Division and Department Administration to find ways to address the increasing demand for GIS technologies.

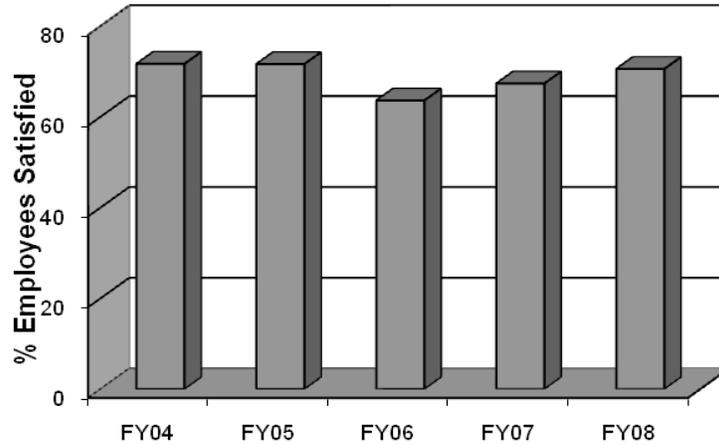
- Promote information sharing across the Department and other state agencies by actively working with personnel to integrate and centralize their applications and data. We have been centralizing databases into our SQL database server on a continual basis and we plan to continue this work as a part of our promotion and facilitation of agency-wide data sharing.
- Because communication is possibly the single most important task we can do to affect the perception of performance, we will proactively engage in public relations efforts to highlight our successes and ensure that our efforts are recognized by Department personnel. This will include revising a packet of technology related information specifically pertinent to new employees (IT/GIS Branch structure, policies, procurement process, how-to's, a description for help information that is available on the Intranet) that they should find helpful when beginning employment.
- Continue participation in the statewide IT Governance process to ensure that the Department interests are considered throughout the IT Governance development. This will help ensure that mandates that may negatively impact Department employee work are kept to a minimum, thus helping to improve internal satisfaction.
- Utilize administrative assistants more regularly and where appropriate to assist us with paperwork and documentation.
- Use the comments section of the annual survey to glean specific information on areas of concern to the Department and act on them accordingly. Depending on the level of action taken, make employees aware of our recognition of the problem/concern and actions taken.

**Data development agenda:**

In the past, we have based measurement of our progress towards strategic plan objectives solely on the annual employee internal satisfaction survey. While this input still provides valuable information, as serving internal constituents remains a high priority of the IT Branch, it fails to describe how the IT/GIS Branch is satisfying the overall technology requirements of the Department and constituents in order to accomplish the Department's mission. With additional functions for which this branch is now responsible, it may be reasonable to use additional metrics and possibly separate and track performance by subsection to determine how each subsection is doing in relation to our strategic plan goals. Examples include measuring response time, reaction to help desk/trouble tickets, and employee assistance measures.

In addition, starting with the 2006 Internal Customer Service Survey, the questions relating to the IT/GIS Branch have been separated out to distinguish satisfaction level with specific subsections of the Branch. We believe that this change to the format of the survey will allow for a greater understanding of subsection strengths and weaknesses, facilitating the ability to make improvements where deemed feasible and necessary.

**Performance Measure #2:** Percent of employees satisfied with computer equipment



**Story behind the performance:**

Initially driven by the statewide Information Technology Governance Structure, the Department centralized technology budgeting and procurement in October of 2003. Prior to this, Department employees were at liberty to purchase any technology item (under \$500) without any kind of oversight. While this change in policy may be considered an inconvenience to individuals within the Department, the ongoing purpose of a centralized technology budget has been to allow administration the ability to oversee the direction of technology throughout the agency and to manage technology expenditures, which have increased significantly over the past several years.

Over time, technology has evolved and become increasingly more complex. The practice of gathering and storing data on local PCs and networks has also changed with the need for sharing of programs and data across the entire Department. While Department personnel have become accustomed to purchasing the technology they deemed necessary to accomplish their work, technical support of these various technologies has become overwhelming for the limited number of support personnel in the IT Branch, thus a need for standardization has become essential for all technologies throughout the Department.

To address these issues, the Information Technology Oversight Committee was created early in 2000. This working group is made up of one Deputy Director, Assistant Division Chiefs and the Information Technology Manager, who meet quarterly to approve Department technology purchases and make decisions regarding the direction of technologies.

We have found that technology procurement greatly influences internal customer satisfaction. Since FY 04, the average percent of employees satisfied with the computer equipment provided was 68.9 percent. In FY 08, based on the number of people that responded to the specific question, the level of satisfaction was 70.5 percent, which is up slightly from 67.3 percent last year. Though technology procurement is largely based on

budget and standardization, we believe that through persistent evaluation and improvement of our processes for Department employees to get necessary technologies, along with regular communication regarding their needs, employee satisfaction should continue to increase in this area.

As seen in the graph above, employee satisfaction with available computer equipment was on the decline in 2004. We believe there are two main reasons for this. During the 2002 Budget Session, the Wyoming Legislature created a state Chief Information Officer position and we began to see significant affects to the Department beginning in 2003. With this position came a statewide Information Technology Governance Structure, which began implementation of centralized common IT services throughout state government and included technology procurement. This process has also required a significant amount of effort and time commitment, especially for the Department IT Manager, which in turn has reduced time available to address Department specific IT issues. This, along with agency conformance to the statewide governance structure and accompanying changes in IT policy and technology procurement methods has undoubtedly had a negative impact on Department employee satisfaction related to computer equipment, as well as a slight drop in some areas of IT Administration. The IT Manager, along with Services Division Administration and IT/GIS Branch personnel has taken a proactive approach to further educate Department personnel on the technology budgeting and procurement process, which we believe is responsible for the continued upward trend in this metric during FY 08.

**What we propose to do to improve performance in the next two years:**

- Help guide agency IT investment priorities by continuing to work with the IT Oversight Committee on the direction of technologies and accompanying budget.
- Continue to communicate with Department employees through individual discussions, regular attendance at regional team meetings, and various other avenues to keep abreast of employee technology needs, as well as work to help them understand technology procurement methodologies and procedures. Through better communication, we hope to improve overall employee satisfaction related to equipment needed to do their work.
- Continue working with the Department GIS Working Group, which consists of representatives from Services, Fish and Wildlife Divisions to compile recommendations by which Department administration can address increasing future GIS demands. This group developed an initial plan to begin eliminating fragmentation of GIS work. We have budget approval to purchase servers, software and licenses to begin implementation of this plan. A vacant position will be transferred to the GIS Section in FY09 to implement centralization of geospatial data and to contribute to development of an enterprise GIS program.
- Continue to prioritize the GIS workload and work closely with Services Division and Department Administration to find ways to address the increasing demand for GIS technologies.
- Continue to evaluate, purchase and implement improvements to the Department network infrastructure to facilitate better Department internal communication and to

provide a means for dynamic interaction between the Department and the general public.

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**Program:** Legislatively Mandated Expenses

**Division:** Fiscal Division

**Mission:** Ensure funding availability and statutory compliance on those programs, which the Department is required to earmark funds to meet Wyoming statutory provisions.

**Program Facts:** The Legislatively Mandated Expenses program is listed below with the 2008 (FY 08) budget:

<u>Sub-Programs</u>	<u>#FTEs</u>	<u>2008 Annual Budget</u>
Damage Claims	0	\$ 500,000
Landowner Coupons	0	595,000
Retiree Assessment	0	82,932
Salec	0	300,000
TOTAL		1,477,932

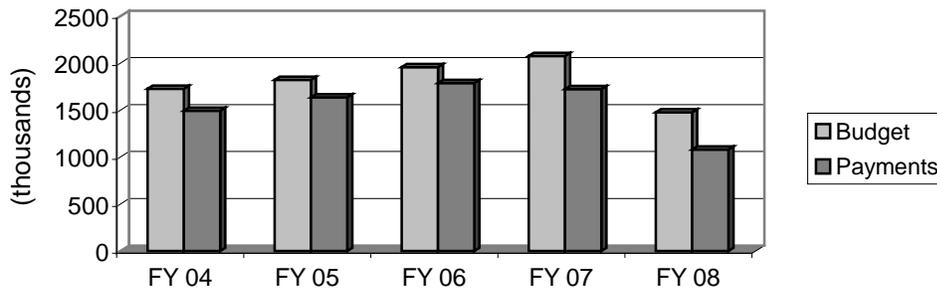
This program is administered in the Department Headquarters Office in Cheyenne.

**Primary Function of the Legislatively Mandated Expenses Program:**

- **Ensure funding availability and statutory compliance by establishing and monitoring specific budgets** and processing all payments that are required for these programs in accordance with Wyoming state statutory and/or regulatory requirements.

**Performance Measurement #1:** Commission approved budget is sufficient to meet annual payments

Legislatively Mandated Costs



**Story behind the performance:**

Between 2004 and 2007, these costs have escalated 16 percent, from \$1.5 million in FY 04 to \$1.73 million in FY 07. However, in 2008, the state Budget office, with the approval of the Governor’s office, discontinued the charge for cost allocation, which had increased to over \$600,000 annually by FY 06. The Budget office began assessing this charge to Wyoming Game and Fish in the mid 1990’s, when the state’s economic picture was significantly less favorable than in the last two to three years. Whether this moratorium will continue beyond the next two years is not known at this time, as the amount of cost allocation, if charged the Department in FY 09, would be in excess of \$800,000. Additionally, landowner coupon payments have increased 12 percent in the last two years due primarily to increased doe fawn deer and antelope license issuance and are expected to increase by an additional 35 percent or \$200,000 in FY 09, to reflect the increased coupon rate from \$13.00 to \$16.00 effective for the 2008 hunting season. The payments reflected above—damage claims, landowner coupons, peace officer retiree assessment, cost allocation and salec are non-discretionary as the payment amounts are either set by legislation, regulation or are pass-through costs of other state agencies.

**What we propose to improve performance in the next two years:**

The Department, based on concurrence of the Governor and Legislature is hoping to continue the moratorium on cost allocation, which will allow the Department to use those savings on projects that benefit wildlife enthusiasts, rather than on administrative overhead.

**Program:** Personnel Management

**Division:** Office of the Director

**Mission:** Institute and administer policies, procedures and programs that facilitate recruitment and retention of effective and productive employees to meet the needs of the Commission, Department and Citizens of Wyoming.

**Program Facts:** The Personnel Management program is made up of one subprogram, listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-program</u>	<u># FTEs</u>	<u>2008 Annual Budget</u>
Personnel Management	3.5	\$232,734

This program is located in the Department Headquarters Office in Cheyenne.

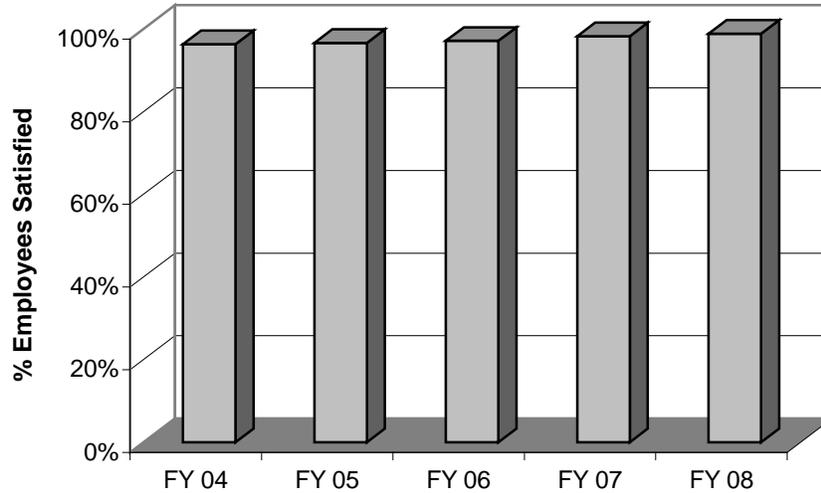
**Primary Functions of the Personnel Management Program:**

- **Facilitate recruitment and retention of effective and productive employees,** Personnel Management conducts recruitment activities, training, compensation analysis, benefit administration, payroll services, discipline guidance, performance

appraisal training, rule and law advice and general counsel to employees and administrators of the Department.

- **Develop and maintain effective and productive employees** through recommendation and implementation of policies, procedures, programs and practices developed with employee and managerial input.

**Performance Measure #1:** Percent of employees satisfied with level of courteousness and professionalism



**Story behind the performance:**

Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. In many respects, the ability of the Department to provide services to the external clients depends on the ability of employees to satisfy the needs of their internal clients.

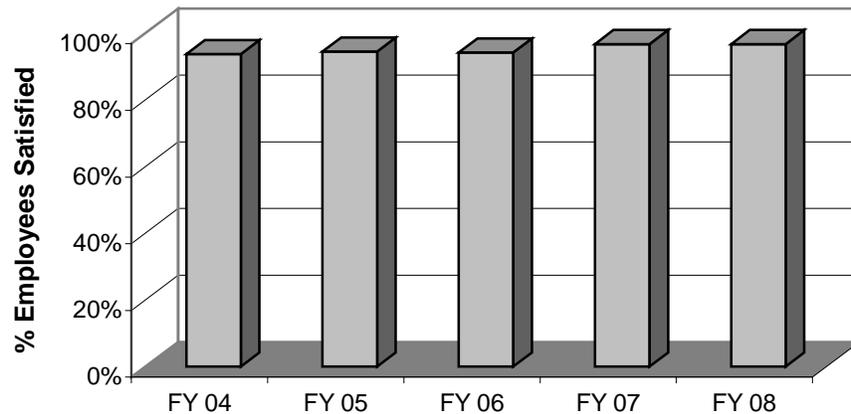
A total of 80.9 percent of all permanent employees who were surveyed and responded indicated they had interacted with Personnel Management staff. Internal constituent satisfaction with the courteous and professional treatment they received from the Personnel Management Program is one of the highest in the Department. Since FY 04, an average of 97.4 percent of Department employees who had interacted with the Personnel Management staff were satisfied with the level of courteousness and professionalism. For FY 08, 98.8 percent of all respondents indicated they had been treated courteously and professionally.

Personnel Management’s mission to recruit and retain effective and productive employees can only be met if employees and administrators feel valued and respected. Providing professional courteous treatment is a critical factor in conveying value and respect to the individual employee and is believed to weigh heavily in overall employee effectiveness and productivity.

**What we propose to improve performance in the next two years:**

- Continue to monitor internal constituent satisfaction in the area of courteous and professional treatment to determine how improved communication and education efforts impact this measurement.
- The retirement of the Human Resource Officer will provide the opportunity to review the form and function of the Personnel Management section. Sweeping changes in the statewide administration of human resource functions will necessitate a review and realignment of duties and responsibilities.

**Performance Measure #2:** Percent of employees satisfied with level of attention and timeliness provided



**Story behind the performance:**

A total of 80.9 percent of all Department employees who were surveyed and responded indicated they had interacted with Personnel Management staff. Internal constituent satisfaction with the level of attention and timeliness they received from the Personnel Management Program is one of the highest in the Department. Since FY 04, an average of 95.2 percent of Department employees who had interacted with the Personnel Management staff were satisfied. For FY 08, 96.7 percent of all respondents indicated they were satisfied with the level of attention and timeliness.

An effective and productive workforce relies on timely receipt of information and responses to questions in keeping with the self-prescribed expectations in their work behaviors.

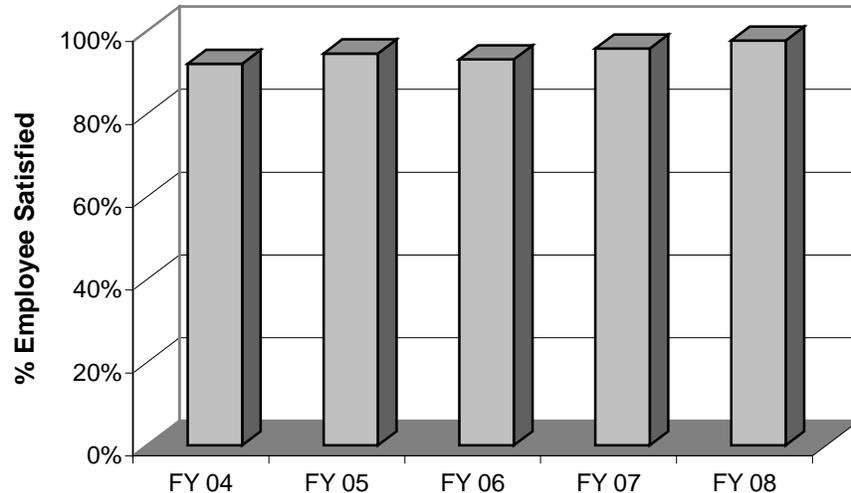
The confidence employees develop, through experience, in the attention and timeliness they can expect from Personnel Management creates significant positive impacts that result in the employee’s productivity and effectiveness.

**What we propose to improve performance in the next two years:**

- Continue to monitor levels of internal constituent satisfaction with the attention and timeliness they received in regard to their contacts with Personnel Management staff.

- Increased uses of web based technology to deliver Personnel Management products and information will be pursued. This will be specific to the areas of vacancy recruitment announcements, training and applicant selection.
- Expanded uses of technology within the Personnel Management work unit will be implemented to better provide timely delivery of information and services to employees and administrators.

**Performance Measure #3: Percent of employees satisfied with services provided**



**Story behind the performance:**

A total of 80.9 percent of all employees who were surveyed and responded indicated they had interacted with Personnel Management staff. Internal constituent satisfaction with the services they received from the Personnel Management Program in FY 08 was 97.7 percent. Since FY 04, an average of 94.7 percent of Department employees who had interacted with the Personnel Management staff were satisfied with the services provided.

**What we propose to improve performance in the next two years:**

- Continue to monitor levels of internal constituent satisfaction with the services they receive from the Personnel Management Staff to insure, at a minimum, the current high level of satisfaction with service delivery.
- Improvements in the use of technology for delivery of services will be implemented in the next two years. This includes videoconference training for a number of subjects that are required such as defense driving, supervisor performance appraisal training and sexual harassment prevention. Reduced travel time and ease of attendance for employees will be achieved through this improvement.
- Human Resource Manager will attend various Department employee meetings to obtain direct feedback on service delivered by the Personnel Management work unit.

**Program:** Property Rights (Lands) Management

**Division:** Services/Wildlife

**Mission:** To administer and monitor currently owned Wyoming Game and Fish Commission property rights. To acquire property rights to restore and conserve habitat to enhance and sustain wildlife populations now and in the future. To acquire property rights, provide public access and public recreation, such as hunting and fishing access on private and landlocked public land.

**Program Facts:** The Property Rights Management program is made up of two major sub-programs, listed below with number of staff and 2008 (FY 08) budgets.

<u>Sub-programs</u>	<u>#FTEs*</u>	<u>2008 Annual Budget</u>
Property Rights (Lands) Admin. **	2.0	\$ 387,266
PLPW Access Sub-Program	7.4	1,354,045 ***
TOTAL	9.4	\$ 1,741,311

\* *Includes permanent, contract and temporary positions.*

\*\* *Includes Property Rights Administration and Strategic Habitat Plan.*

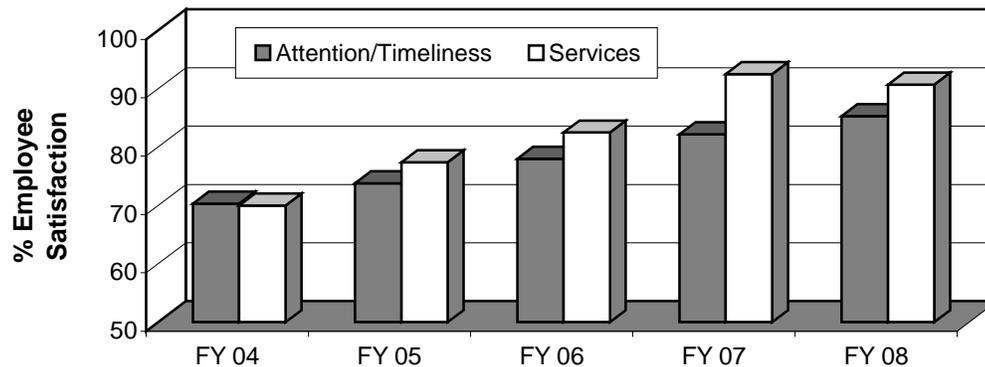
\*\*\* *Includes personnel, operations and easement payments.*

Property Rights Administration sub-program is located in Services Division and is based out of the Department Headquarters in Cheyenne. The Private Lands Public Wildlife (PLPW) Access sub-program is located in the Wildlife Division and is based out of the Casper Regional Office.

**Primary Functions of the Property Rights Management Program:**

- **Administer Commission property rights** by providing support and technical expertise to Staff and Commission members on all real property rights management issues and we address requests for assistance and information. By providing assurance that all real property rights issues follow state and federal laws, rules, guidelines and policies.
- **Monitor Commission property rights** by annual physical inspections to evaluate possible encroachments and provide recommendations for Commission action.
- **Acquire property rights to restore and conserve habitat** by assisting in the implementation of the Strategic Habitat Plan to identify wildlife habitats where habitat quality should be preserved through fee title acquisitions, conservation easements, leases, and agreements, by acquiring public access and public recreations rights, and by seeking funding partners.
- **Acquire property rights which provide public access and public recreation** by maintaining and enhancing public hunting and fishing access on private and public lands through Hunter Management and Walk-in Areas.

**Performance Measure #1:** Percent of employees satisfied with Property Rights (Lands) Management personnel’s attention, timeliness, and service on Department assignments.



**Story behind the performance:**

Program staff interacts with Regional personnel, Department administration and the Wyoming Game and Fish Commission members in the implementation of projects. These internal constituents focus on the program’s service and timeliness in completing projects and providing information. The final outcome of completing any assigned project can be contingent on internal and external politics and funding constraints, which are outside the control of the Property Rights Administration staff members.

Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. In many respects, the ability of the Department to provide services to the external clients depends on the ability of employees to satisfy the needs of their internal clients.

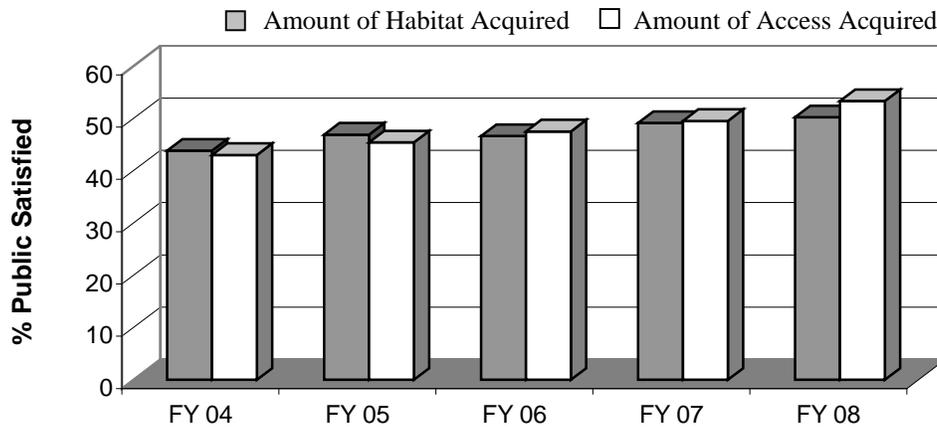
Of all respondents, 23.5 percent, indicated that they had interacted with either the Property Rights Management personnel or the Private Lands Public Wildlife (PLPW) Access Program staff.

Of respondents that interacted with the Property Rights Management personnel, 94.7 percent indicated they had been treated courteously and professionally, 85.3 percent were satisfied by the attention and timeliness provided, and 90.7 were satisfied by the services this staff provided.

**What we propose to improve performance in the next two years:**

- Continue to improve communications with Regional personnel, Department administration and Commission members on project status and implementation.
- Continue to address priority acquisition of habitat and public access for fishing and recreation.
- Continue to identify funding partners.
- Continue real property inspections and monitoring to ensure compliance of permitted use(s) and potential encroachments that may cause loss of control of Commission-owned or administered lands or waters.

**Performance Measure #2:** Percentage of general public satisfied with the amount of critical habitat acquired in the state and the percentage of general public satisfied with the amount of public and recreation access acquired in the state



**Story behind the performance:**

The Wyoming Game and Fish Commission owns 165,470 acres and administers another 244,000 acres of federal, state and private lands, which conserve and sustain wildlife populations and provides public access and recreation. In addition, the Game and Fish Commission has acquired permanent public access to over 121 miles of streams and rivers around the state. The performance measures the general public’s attitude for the amount of habitat available for wildlife and the amount of public access in the state. This information is collected in an annual survey that is distributed randomly to residents and nonresidents who purchased hunting and fishing licenses in the previous year.

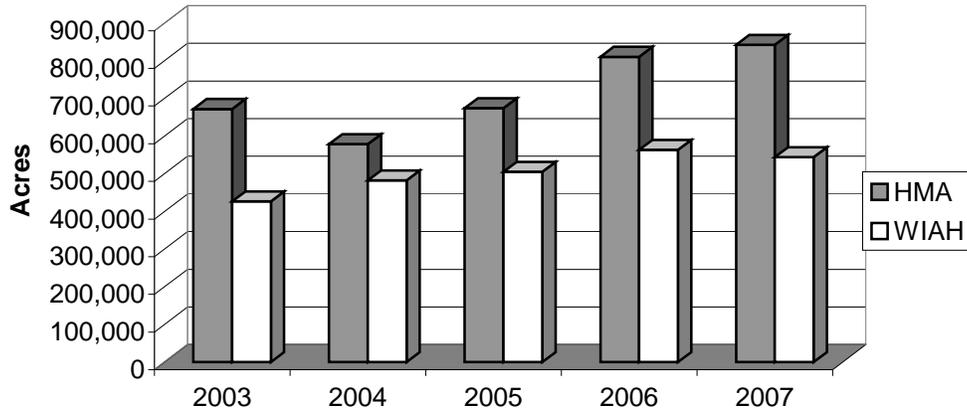
In regards to the amount of habitat acquired, since FY 04 an average of 52.2 percent of the sampled public has been satisfied. In regards to the amount of access acquired, an average of 47.7 percent of the public has been satisfied. Results for FY 08, sampled from license holders, were slightly higher on both questions with 50.2 percent of the public satisfied with habitat acquired, and 53.3 percent satisfied with access acquired. Given the narrow range in satisfaction levels across the years, it is doubtful that the general public satisfaction will ever be much higher than indicated over the last five years. These consistent results may be due in part to lack of familiarity with the volume of habitat and access that the Property Rights (Lands) Management program acquires every year.

**What we propose to improve performance in the next two years:**

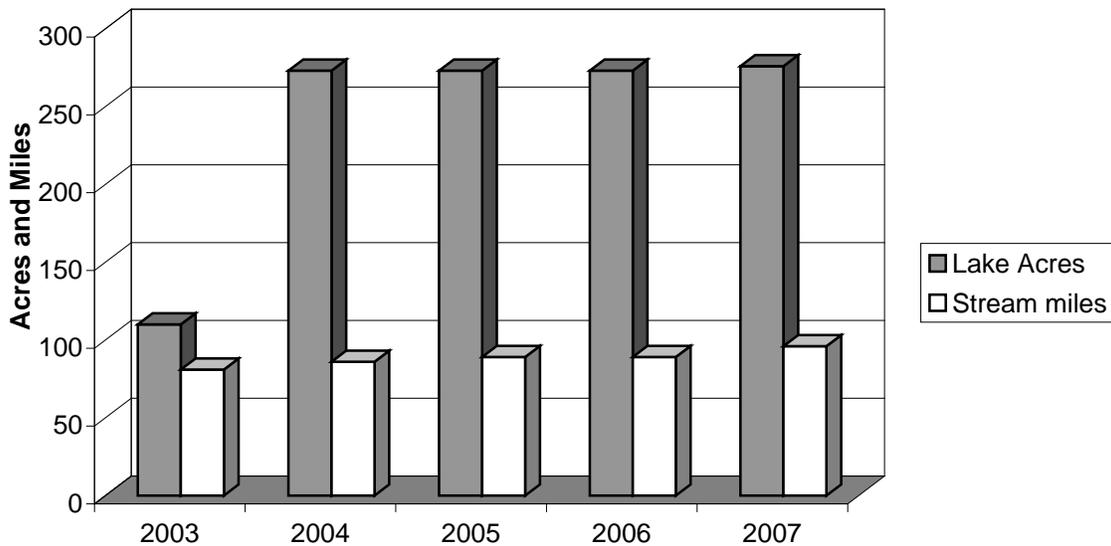
- Continue with implementation of the Department’s Strategic Habitat Plan (SHP) by providing technical expertise to conserve and enhance wildlife habitat through fee title acquisitions, conservation easements, leases, and agreements.
- Continue with implementation of Commission priorities in acquiring public access for fishing and recreation.
- Continue to identify funding partners.
- Continue real property inspections and monitoring to ensure compliance of permitted use(s) and potential encroachments that may cause loss of control of Commission-owned or administered lands or waters.

**Performance Measure #3:** Hunting and fishing access to private and public land (Personnel in this program will work to maintain public hunting access to at least 1.25 million acres of private land, public fishing access to at least 273 lake acres, and public fishing access to at least 100 stream miles).

Number of Private Hunting Acres in Hunter Management and Walk-in Areas.



Number of Fishing Acres and Stream Miles in Walk-in Fishing Areas.



**Story behind the performance:**

In 2001, the Wyoming Game and Fish Commission adopted the Private Lands Public Wildlife (PLPW) Access Program as a permanent part of the Department. The PLPW Access Program works with Wyoming’s private landowners to maintain and enhance hunter and angler access onto private and landlocked public lands. With the assistance of field biologists and wardens, the PLPW Access Program continues to provide extensive areas to hunt and fish.

The enrollment in each program for 2007 are Hunter Management, 842,538 acres; Walk-in Hunting, 544,415 acres; Walk-in Fishing lake acres, 275.9 acres; and Walk-in Fishing stream miles, 96 miles. The average enrollment in each program for 2003-2007 is Hunter Management, 715,756 acres; Walk-in Hunting, 504,513 acres; Walk-in Fishing lake acres, 241 acres; and Walk-in Fishing stream miles, 88 miles. Enrollment in either a Walk-in or Hunter Management Area is dependent on the amount of available Access Yes funds. During 2007, easement payments almost reached the Access Yes donations collected by the Department. The number of acres and stream miles should remain fairly constant, as long as, Access Yes funding levels are maintained.

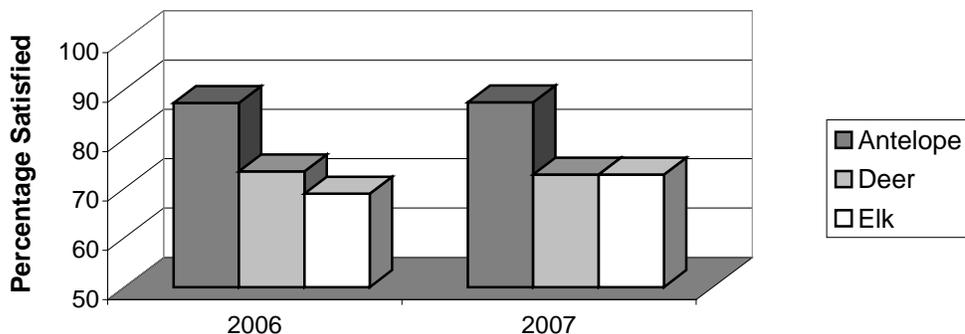
**What has been accomplished:**

Combined with public lands that were associated with the enrolled private lands, the PLPW Access Program provided around 2.9 million acres of hunting access for the fall 2007/spring 2008 hunting seasons. Fishing opportunities are continually sought out for increased opportunity.

**What we propose to improve performance in the next two years:**

- PLPW staff will continue to encourage Access Yes donations from hunters and anglers by working with License Selling Agents and an advertising program.
- PLPW staff will continue to foster cooperative relationships with Department employees for increased assistance with the program.
- PLPW will continue to evaluate new funding sources.
- PLPW will continue to pursue an additional Regional PLPW Access Coordinator to alleviate the workload on current employees and improve the quality of services offered to Department personnel and the general public.

**Performance Measure # 4:** Percent of Big Game Hunters Satisfied with the hunting opportunity provided by the PLPW Walk-In Area and Hunter Management Area programs. (Personnel in this program will work to ensure that at least 75 percent of big game hunters are satisfied with the hunting opportunities provided by the PLPW programs).



**Story behind the performance:**

This is a new performance measure that was started with the 2006 hunter harvest surveys. The harvest surveys are beginning to obtain baseline data of hunter satisfaction the

PLPW Access Program. It will take several years of information before trends can be determined. The figure represents information collected from the 2006 and 2007 hunter harvest surveys.

**What has been accomplished:**

The satisfaction with the PLPW Access Program remains high. The comparison in overall satisfaction between the two years is as follows: antelope, 87.34 percent in 2007 and 87.3 percent in 2006; deer, 72.83 percent in 2007 and 73.1 percent in 2006; and elk, 72.76 percent in 2007 and 68.9 percent in 2006. Satisfaction with a hunting experience can mean a variety of things from harvesting a record-book animal to having a place to go. From the two years of information, we can determine that overall; satisfaction is high amongst big game hunters using a PLPW Access Program area.

**What we propose to improve performance in the next two years:**

- PLPW staff will continue to encourage Access Yes donation from hunters and anglers by working with License Selling Agents and an advertising program.
- PLPW staff will continue to foster cooperative relationships with Department employees for increased assistance with program.
- PLPW will continue to evaluate new funding sources.
- PLPW will continue to pursue additional Regional PLPW Access Coordinator position.

**Appendix A. New proposed performance measure:**

In addition to direct assignment of projects from Department administration, the Lands Administration sub-program receives numerous requests for information and assistance on current projects as well as historical information regarding past property rights transactions and data. Requests come from regional Department personnel, other government agencies, private landowners, realtors, appraisers, lawyers, private sector companies and others. With the increase of mineral development in the state, additional demands will be placed on the sub-program to address requests for the use(s) and occupancy of Commission-owned or administered lands, which will also create an increased need to monitor for compliance and encroachments. Mitigation for loss of habitat due to future mineral development will increase the program's workload in providing technical expertise to Department personnel. The amount of services supplied to address additional assignments and provide information may serve as another appropriate performance measure in the future.

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**Program:** Regional Information and Education Specialist

**Division:** Services

**Mission:** Work cooperatively with Department personnel to increase understanding and appreciation of Wyoming's wildlife resources. Provide media outreach and wildlife conservation education programs for students, teachers, and other citizens of Wyoming.

**Program Facts:** The Regional Information and Education Specialist program consists of a single sub-program, listed below with staff numbers and 2008 (FY 08) budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Regional Information & Education	7.0	\$ 632,996

*\* Includes permanent positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

This program is located statewide. One Regional Information and Education Specialist (RIES) is assigned to each seven of the Department's regional offices. The Jackson position is assigned to both the Jackson and Pinedale regional offices. The Laramie position has divided responsibilities: primarily that of Supervisor of the RIES work unit, and a shared responsibility for Laramie RIES functions.

**Primary Functions of the Regional Information and Education Specialists Program:**

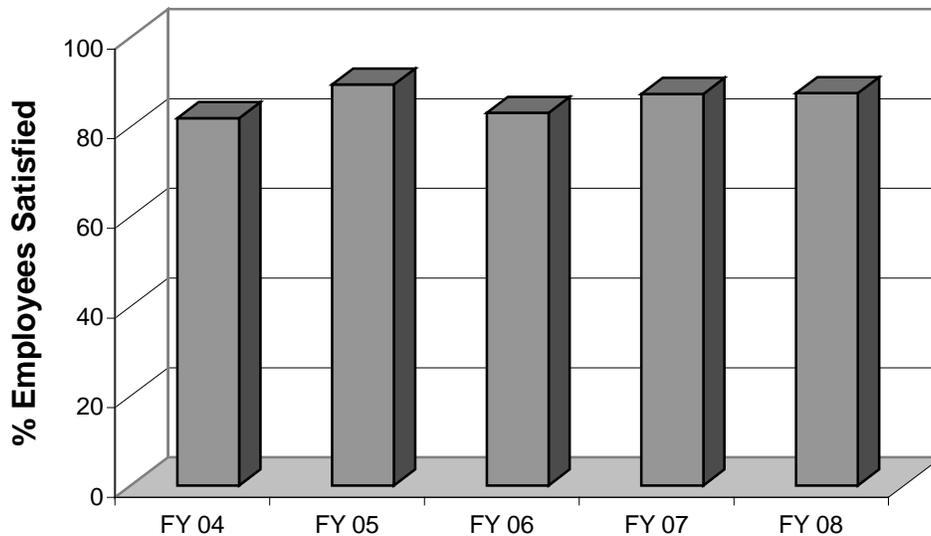
- **Work cooperatively with Department personnel to increase understanding and appreciation of Wyoming's wildlife resources** by providing information and education support to other branches within the Services Division and other divisions within the Department. The RIES program supports the Department's Information Branch by contributing to the E-newsletter, *Wyoming Wildlife News*, *Wyoming Wildlife Magazine*, and the weekly Department news release packet. Each RIES Specialist also maintains a Regional web page. The RIES program assists the Conservation Education Branch through the instruction of traditional hunter education courses and internet field days and the Hunter Education New Instructor Academy. It also assists with Becoming an Outdoors Woman, WILD About OREO (Outdoor Recreation Education Opportunities) teacher and youth conservation camps, youth fishing days, the annual Hunting and Fishing Heritage Expo (EXPO), 4-H Shooting Sports state shoot and Wyoming's Wildlife Worth the Watching interpretive projects.
- **Provide regional and statewide media outreach** by developing and distributing news releases, conducting media tours designed to provide the media and public with detailed information on important issues facing wildlife, conducting radio programs, conducting radio and television interviews, and television and streaming video public service announcements.

- **Provide regional wildlife conservation education programs** in the form of presentations and hands-on workshops to students, civic groups, conservation groups and others.

**Major Accomplishments for FY 08:**

1. Incorporated information and education outreach priorities from staff and the regions into regional I&E work plans and successfully addressed these priorities throughout the year.
2. Completely revamped and standardized regional web page appearance by organizing each regions web page content under consistent headers.
3. Assisted the Conservation Education program with Wyoming Hunting and Fishing Heritage EXPO, Hunter Education, Project WILD, WILD About OREO youth and teacher camps, 4-H Shooting Sports state shoot and aquatic education programs throughout the state.
4. Took on a more prominent role as contributors to the Department's E-newsletter, Wyoming Wildlife Magazine and Wyoming Wildlife News.
5. Facilitated the initial meeting of the Wyoming Range Mule Deer Working Group; two RIES specialists became working group members.
6. Improved work unit communication through monthly teleconferencing and group calendar scheduling.

**Performance Measure #1:** Percent of employees satisfied with information and education services provided.



**Story behind the performance:**

The Regional Information and Education Specialists are responsible for working collaboratively with Department personnel both statewide and in their respective region. The Department’s Internal Client Survey is conducted annually to assess the level of satisfaction regional personnel have with various aspects of RIES work duties. Specifically, the survey asks respondents to rate their level of satisfaction with services provided by RIES in particular regions. Due to the different number of responses for

each region, calculations are based on weighted average of percent satisfied normalized by the region with the largest sample size.

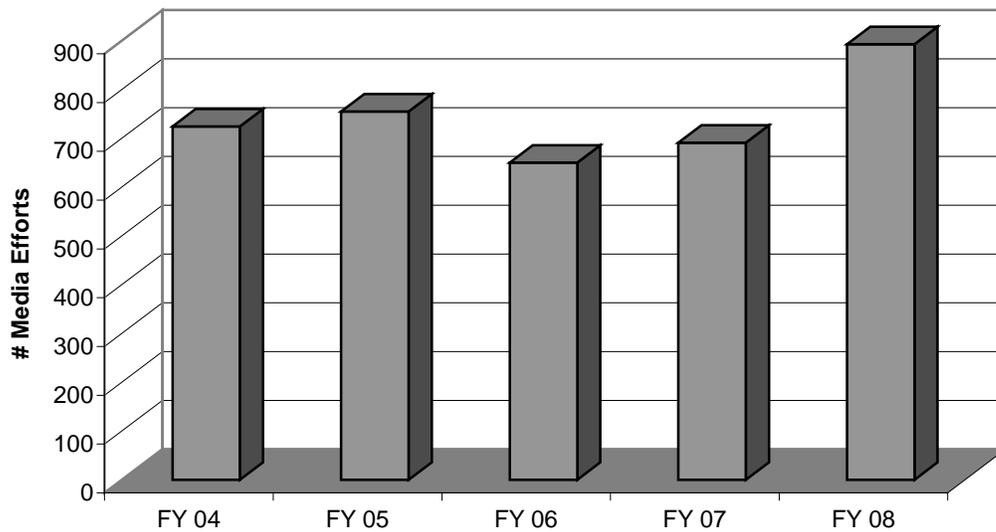
The survey is voluntary and typically does not represent all those who request and receive services. Each year, survey recipients are asked to identify their level of satisfaction with the services provided by each of the seven RIES. On average, where each employee's response receives equal weight, 87.5 percent of employees were satisfied with the services provided by I&E Specialists. Where each region received equal weight, percent of satisfied personnel with specific regional Specialists ranged from 74.6 percent to 95.2 percent.

Annually, Department personnel are asked to identify and prioritize regional issues requiring information and education outreach. These priorities, in conjunction with statewide priorities established by staff, are used as the basis for the development of detailed RIES work plans. Works plans are discussed and reviewed at the Regional Coordination Team (RCT) level and help to identify monthly work tasks for regional personnel. On average, where each employee's response receives equal weight, 85 percent of employees were satisfied with the I&E Specialists ability to address regional priorities. Where each region received equal weight, percent of satisfied personnel with specific regional Specialists ranged from 75 percent to 95.2 percent.

**What we propose to improve performance in the next two years:**

- Continue to communicate monthly with the Regional Information and Education Specialist supervisor through teleconferencing to ascertain Divisional directives and planning goals.
- Continue to request in January and/or February of each year, a prioritized list of statewide issue related outcomes from Department Staff and Divisional I&E priorities within each region to be used in creating detailed work plans.
- Participate in an all I&E Branches planning meeting to review I&E priorities and implement the most effective communications outreach when disseminating messages to Wyoming citizens and non-resident customers.
- Annually update regional personnel at RCT meetings on Internal Client Survey result
- Acknowledge actions by RIES staff to address regional issues that were/were not accomplished monthly. This will be accomplished by copying RCT core team with each RIES monthly summary currently provided to the RIES lead worker.

**Performance Measure #2:** Number of media interviews, news releases, radio programs, radio interviews, and television public service announcements provided.



**Story behind the performance:**

Many issues affect Wyoming’s wildlife. In holding with the Department’s mission of serving people, it is important to keep the state’s citizens informed of these various issues. This is done through a variety of communications programs and activities.

With the implementation of formal work plans and subsequent discussion within the Information & Education leadership team, additional effort was put into the development of media outreach using common tools such as opposite the editorial (op-ed) articles, news releases, meeting announcements, public service announcements, interviews and on-site media field trips. This effort is primarily focused on identified Department, Division, and Regional information and education priorities.

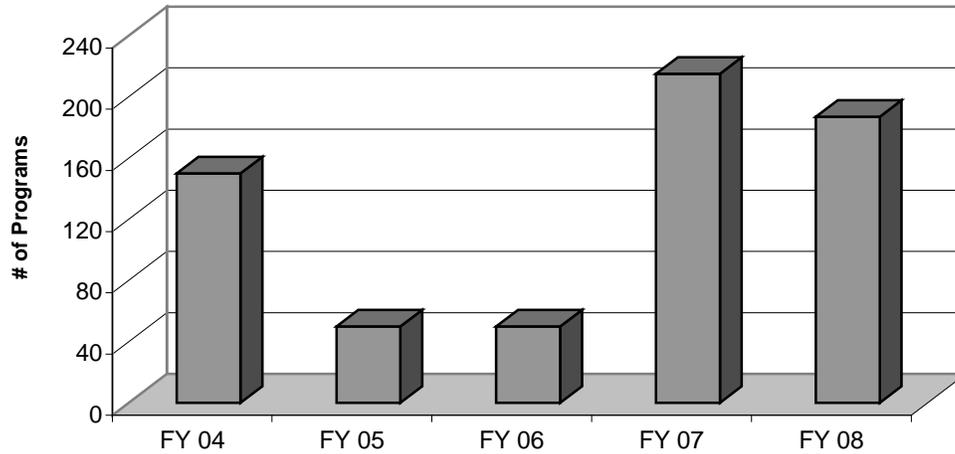
As previously stated, the Laramie position now serves the dual function of being both the Laramie Region RIES and also being the statewide supervisor of the RIES work unit. Although future media outreach efforts from this position are not expected to be similar in performance to those of the other regions, a strategy is being implemented in an attempt to improve regional satisfaction.

**What we propose to improve performance in the next two years:**

- The Laramie Regional I&E Specialist will seek assistance with local media outreach responsibilities from the work units of the Information Branch.
- Continue to use the monthly record spreadsheet to improve RIES record keeping.
- Continue to improve regional work plans to focus on Department information and education priorities and link our accomplishments to the Services Division monthly reporting process.
- Pursue in-service training opportunities to improve media outreach skills.

- Utilize the I&E Leadership Team to coordinate work schedules each spring and to facilitate completion of other priorities that come up throughout the year.

**Performance Measure #3:** Number of wildlife conservation education programs



**Story behind the performance:**

The regional information and education specialists work collaboratively with Education Branch personnel to provide conservation education programs to the public. Those programs include; traditional Hunter Education courses and Internet field days, Aquatic Education, Becoming An Outdoors Woman Workshop, WILD About OREO Teacher and Youth camps, Project WILD workshops, Staying Safe in Bear, Lion, and Wolf Country seminars, Wyoming Hunting and Fishing Heritage EXPO, Youth Fishing Clinics, and 4-H Outdoor Skills Competition.

The regional information and education specialists provide outdoor skills training, field trips, tours of Department education centers, and conservation education programs to primary and secondary schools and colleges, civic clubs, and conservation groups within their respective regions.

In 2004, the RIES position was removed from the Conservation Education program and reorganized as a separate RIES program. Prior to reorganization, the data regarding conservation education programs were sometimes reported in aggregate. This inconsistency in reporting is reflected in the performance measure graph above. The numbers reported for FY 04 (n=50) and FY 05 (n=50) should be considered minimums.

In July 2006, a more rigorous documentation process was implemented to more accurately document the regional conservation education efforts. This action now provides consistent data over time.

**What we propose to improve performance in the next two years:**

- Each regional will use a monthly record spreadsheet to improve RIES record keeping.
- Meet with the Conservation Branch personnel each spring to plan outreach efforts and coordinate work schedules.

- Balance work unit information outreach and conservation education outreach in annual RIES work plans.
- Actively seek opportunities to provide educational outreach specific to Department information and education priorities.

**Program:** Regional Terrestrial Wildlife Management

**Division:** Wildlife

**Mission Statement:** Coordinate management of terrestrial wildlife and enforce laws and regulations to ensure long-term health and viability of terrestrial wildlife for the people of Wyoming, while providing recreational opportunity and minimizing conflicts.

**Program Facts:** The Regional Terrestrial Wildlife Management program is made up of three major sub-programs, listed below with the number of staff and 2008 (FY 08) budget.

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Regional Terrestrial Wildlife Administration	11.1	\$ 1,492,807 **
Regional Terrestrial Wildlife Biologists	27	2,806,439
Regional Game Wardens	54	5,754,342
TOTAL	95.5	\$ 10,053,588

\* *Includes permanent positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

\*\* *Does not include federal cost share dollars (50 percent) that support eight wildlife technician positions.*

The sub-programs that comprise the Regional Terrestrial Wildlife Management program were previously part of the Terrestrial Wildlife Management program (Strategic Plan FY 04-FY 07, November 2003).

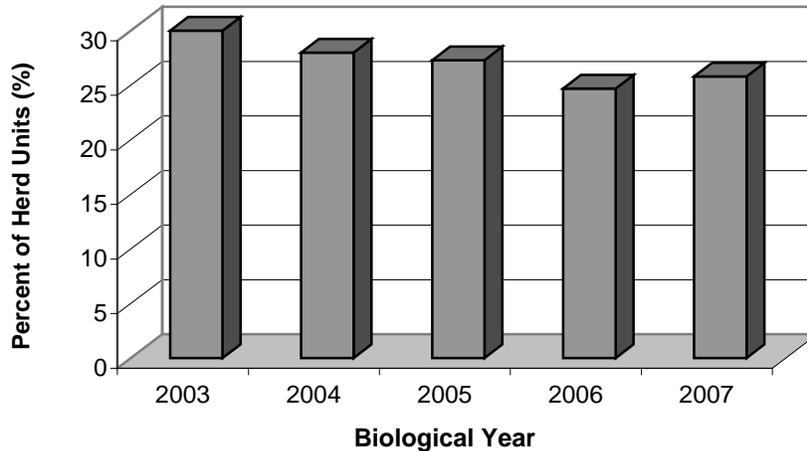
The Regional Terrestrial Wildlife Management program is located statewide.

**Primary Functions of the Regional Terrestrial Wildlife Management Program:**

- **Coordinate management of terrestrial wildlife**, to collect and analyze data, ensure big game management strategies are designed to achieve population objectives, review projects with potential to impact wildlife and their habitats, coordinate with other state and federal agencies and to educate, inform, and seek public input on wildlife management issues. Support, training and leadership are provided to ensure regional objectives and goals are being met.
- **Enforce laws and regulations** to ensure viable wildlife populations and public safety, inform and educate the public about wildlife laws, regulations and their

necessity, and to address wildlife damage and wildlife/human conflict complaints. Support, training and leadership are provided to ensure the efficient enforcement of state laws, regulations, and to address wildlife damage and wildlife/human conflict complaints.

**Performance Measures #1:** Percent of big game herds within 10 percent of population objective (Personnel in this program will work to ensure that at least 30 percent of big game herds are within  $\pm$  10 percent of the population objective).



**Story behind the performance:**

While the Department is responsible for managing over 800 species of wildlife in Wyoming, many of our constituents are focused on the management of big and trophy game species. In addition, most of the Department’s annual income is derived from license sales for those species. Management of these species is the responsibility of the regional terrestrial wildlife biologists, regional game wardens and the regional terrestrial wildlife administration. The species included in this performance measure include pronghorn, white-tailed deer, mule deer, elk, moose, bighorn sheep, mountain goat, and bison. Values are based on individual species values taken from annual Big Game Hunting Season Recommendation Summaries (2003-2006) and from the final big game Job Completion Reports (2007).

Hunting seasons and harvest quotas developed by the Department are the primary tools for managing big and trophy game animals. Hunting seasons and harvest quotas are designed to manage herds for population objectives and desired male to female ratios.

Public access to some hunt areas, especially in eastern Wyoming, limits the Department’s ability to obtain desired harvest levels, which often allows herds to remain above their population objectives. In other areas, loss of habitat to development and other disturbances continues to impact the Department’s ability to maintain terrestrial wildlife populations at historic levels.

Since 2003, an average of 27 percent of big game herds across Wyoming were within 10 percent of the population objectives. Though the percentage was lower in 2007 (25.8

percent), the number between years ranged from 25 percent to 30 percent. Of the total 151 big game herds in Wyoming in 2007, 39 herds were at objective (+/- 10 percent), 55 (36.4 percent) were above objective, 33 (21.9 percent) were below objective, and 24 herds (15.9 percent) had incomplete data.

Weather conditions (drought, severe winters) limit productivity of many deer and pronghorn herds, and many of these herds remain below objective. Elk populations are, in general, near objective after increasing cow harvest in recent years. The health of some elk herds in western Wyoming is compromised by brucellosis. Landscape-scale habitat improvements are needed in many areas and could be funded under the Wyoming Wildlife and Natural Resource Trust, the Wyoming Governor's Big Game License Coalition, and other sources.

The Department continues to manage for objective in all big game herds. It is not possible to reach objective in a single year in those herds that are above or below objective. Outside factors such as access, weather and disease affect the Department's efforts to reach objective levels. Some herds are intentionally managed below objective because of the effects drought has on habitat conditions. Even if the drought breaks, it will take several years for habitat conditions to improve enough to allow many herds to move towards objective.

Values reported in the graph above differ slightly from what was reported in the 2005 Strategic Plan. These former values did not include bison and excluded herds from the total that had incomplete data.

**What has been accomplished:**

We continued to implement the Department's Strategic Habitat Plan (SHP), including incorporating nongame priority areas with those previously identified for big game. We continue to emphasize the need for habitat management and habitat condition monitoring to federal land management agencies and to the public. The Department continues to make land management agencies and landowners aware of our habitat priorities and when funding and resources are available, to undertake joint habitat improvement projects. Implementation of the SHP depends upon the cooperation of land management agencies and private landowners.

The Department employs habitat biologists in each region and habitat extension biologists in eastern Wyoming that focus on habitat monitoring and improvements on both public and private lands. Much of their effort pertains to big game, and they pool funding from the many sources now available to address priorities in the SHP. Wildlife Division personnel continued to apply for habitat improvement funds from a variety of sources, including many non-governmental organizations (NGOs), federal programs, the Wyoming Governor's Big Game License Coalition, and the Wyoming Wildlife and Natural Resource Trust.

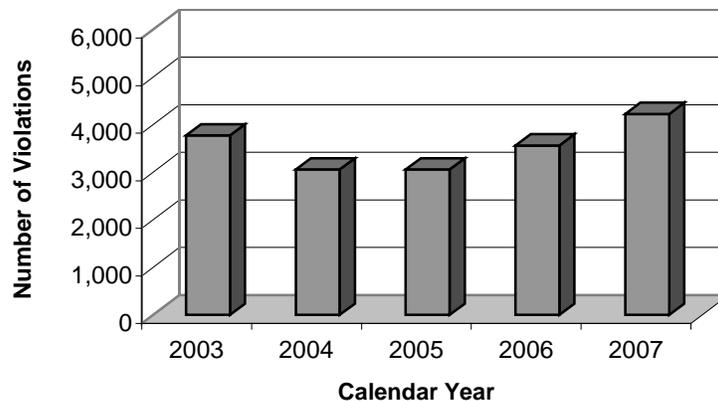
Big game disease surveillance and research continue to be high priorities. These activities as they pertain to brucellosis in northwest Wyoming and chronic wasting

disease in much of eastern Wyoming have expanded incrementally each year. Funding for the Department's Veterinary Services program remained at approximately \$1.46 million in FY 08. In FY 08, the Department continued to vaccinate on the state's feedgrounds to reduce the prevalence of brucellosis in elk. The Department continues to implement the five-year test and slaughter pilot project in the Pinedale elk herd, as recommended by the Governor's Brucellosis Coordination team. The Jackson and Absaroka Bison herd Brucellosis Management Action Plans (BMAPs) have been completed.

**What we purpose to improve performance in next two years:**

We are recommending big game populations, especially deer and pronghorn, be reduced temporarily to levels that can be supported by drought-stressed rangeland habitats. The Department also continues to promote hunter access to private lands in order to obtain adequate harvests. Access is declining and has become a significant impediment to management of big game herds in parts of the state. Access fees and outfitters monopolizing access are additional problems. The Department continues the Private Lands Public Wildlife Access program in an effort to improve access to hunting for the general public.

**Performance Measure #2:** Number of law enforcement investigation reports (LIERs, Total cases entered annually into the case management system). (Personnel in this program will work to enter at least 4,250 reports into the case management system.)



**Story behind the performance:**

Enforcing wildlife and watercraft safety statutes and regulations is an integral component of terrestrial and aquatic wildlife management. Formal attempts at case management and law enforcement reporting systems have been used by the Department since the late 1970's. Beginning in 1996, records began to be computerized. However, the system was quite cumbersome to use and to keep updated. A new case management system (CMS) went online in May of 2007. It is more user-friendly and has data-entry parameters that help prevent entry errors. The new system allows enforcement personnel and SALECS dispatch to have access to all closed cases statewide. Individual cases are downloaded to the main system and the statewide cases are uploaded to the individual during a one-step synchronization process.

Common violations include fishing without a license, failure to tag a big or trophy game animal, over limits of big game or fish, trespass, shoot from the road, take big game out of season, and failure to provide proper safety equipment on watercraft. In 2007 law enforcement personnel discovered 6,023 violations. This is a 17 percent increase over the number of violations discovered in 2006. Increasing demands on game warden time and rapid growth in human populations in some areas of the state make it increasingly difficult to ensure adequate compliance with current wildlife and boating statutes and regulations.

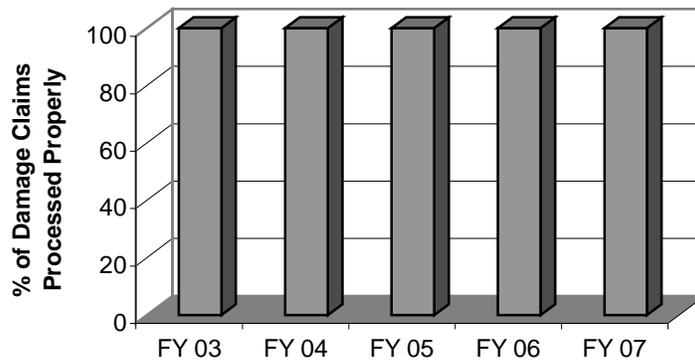
**What has been accomplished:**

- The new CMS system has been fully implemented.
- Completed a comparison of Wildlife Violator Compact data and Department license information.

**What we propose to improve performance in the next two years:**

- Continue to evaluate the location and duties of game wardens and wildlife technicians to ensure enforcement needs are being addressed.
- Continue to use a task force approach to address chronic, high profile or newly emerging enforcement issues.
- Continue to compare data in the Wildlife Violator Compact with Department license information on a routine basis.
- Continue to address the enhancement needs of the CMS system.
- Change the location of the link to the Stop Poaching program application from its current location within the Department's website to the Department's home page. This will make the program more prominent and the application more readily accessible.

**Performance Measure #3:** The percentage of damage claims received/processed each year in accordance with Wyoming statutes and Commission regulations (Personnel in this program will work to ensure that 100% of damage claims are processed accordingly).



**Story behind the performance:**

Wyoming statutes require that the Department, through regional terrestrial wildlife personnel, address damages by big game, trophy game and game birds. Addressing damage is completed by several methods including providing damage prevention materials, moving or removing the offending wildlife, setting seasons to reduce the number of animals in an area, doing habitat improvement projects or paying monetary compensation for damages caused by the wildlife. Damage prevention and evaluation work by regional terrestrial wildlife personnel varies statewide and is greatly influenced by species present and environmental conditions.

Since FY 03 100 percent of all damage claims received are processed each year in accordance with Wyoming statutes and Commission regulations. Damage claim numbers fluctuate yearly based on many factors including weather severity, drought, population levels and mitigation measures by the Department.

**What has been accomplished:**

Considerable efforts were made by Department personnel to prevent damage including hazing, zon guns, providing materials for stackyard fences, relocating trophy game animals, increasing harvest, depredation seasons, and as a last resort, “kill” permits. Department personnel continue to work to educate landowners and process damage claims.

**What we propose to improve performance in the next two years:**

Continue to work with landowners to mitigate damages by providing damage materials, moving or removing the offending animals, educating landowners, and processing damage claims.

**Program:** Specialized Statewide Law Enforcement

**Division:** Wildlife

**Mission Statement:** To provide support for Boating Safety and Stop Poaching programs throughout the state. To provide for specialized wildlife law enforcement investigations, issuance of permits and record keeping to all wildlife regions.

**Program Facts:** The Specialized Statewide Law Enforcement program is made up of two major sub-programs, listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Law Enforcement Administration & Boating Safety	3.0	\$ 317,231**
Law Enforcement Investigative Unit	7.0	643,614
TOTAL	10.0	\$ 960,845

\* *Includes permanent positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

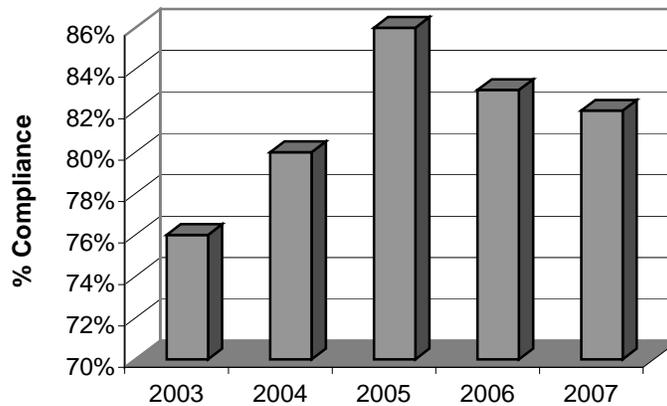
\*\* *Does not include federal cost share dollars.*

The program is located statewide with personnel in Jackson, Green River, Cody, Sheridan, Laramie, Lander, Casper, and Cheyenne. These positions coordinate all the law enforcement programs and law enforcement reporting systems and administer the boating safety and stop poaching programs for the Department.

**Primary Functions of the Specialized Statewide Law Enforcement Program:**

- **Provide support for Boating Safety Education and Enforcement** *by* providing boating safety courses for the public and providing boating safety enforcement on the State's waterways
- **Provide support for the Stop Poaching Program** *by* increasing public involvement in detecting and reporting wildlife violators and by providing rewards for information relating to crimes against.
- **Provide for specialized Wildlife Law Enforcement Investigations** *through* the detection, apprehension and prosecution of wildlife law violators via complex multi-suspect, multi-jurisdictional investigations.
- **Provide for overall Law Enforcement Administration** *by* handling permits, law enforcement record keeping, and routine law enforcement administration.

**Performance Measure #1:** Watercraft safety compliance rate as documented by wildlife law enforcement technician annual reports. (Personnel in this program will work to achieve an 80 percent compliance rate).



The Department is responsible for providing boating safety and education information to the public. Wyoming experiences fatalities to boaters each year as a result lack of life jacket use. Wyoming boaters are spread out among large reservoirs, rivers, small lakes and ponds across the state making it difficult to address all their boating safety needs. Limitations on law enforcement personnel time, and sometimes location, create a unique situation in addressing boating safety and education on a statewide basis. Responsibility for educating the public about boating safety, and the enforcement of boating safety laws and regulations, lies with the regional game wardens, trainees, wildlife technicians, and wildlife administration.

During 2007, up to seven wildlife technicians each spent approximately five man-months of time on watercraft safety and enforcement duties. Funding is received annually from the U.S. Coast Guard to assist with this effort.

Since 2003 the average compliance rate has been 81 percent. The highest compliance rate was in 2005 with an 86 percent and 2003 had the lowest compliance rate with 76 percent. The watercraft Regulations with the lowest compliance rate for 2007 were: fail to provide throwable flotation device, fail to provide fire extinguisher, fail to provide life jackets, operate unnumbered boat, and fail to operate watercraft in accordance with buoys or markers.

**What has been accomplished:**

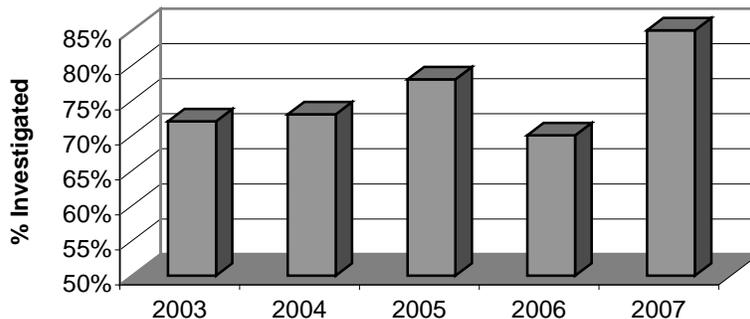
- Four wildlife technicians were hired and assigned to watercraft enforcement.
- Four wildlife technicians received training at the Marine Patrol Officer Course in Charleston, South Carolina. The U.S. Coast Guard operates the facility and provides the instructors and curriculum.
- Two Game Wardens attended a boat accident investigation class. This class is facilitated through the U.S. Coast Guard, NASBLA (National Association of Boating Law Administrators).

- The renewal of one boating Internet education curriculum program was approved. The other five Internet courses were not due for renewal approval in 2007.
- Special permit authorization letters were issued for seven watercraft events. The events included such things as regattas and parades. The boating safety of both the participants and the public was evaluated before granting any request.
- Enforcement officers spent a total of 8,226 hours on boating safety. This includes time spent on law enforcement, safety and education programs, and search and rescue events.
- New Commission Regulation was passed requiring children 12 and under to wear life jackets while aboard boats underway unless each child is riding in an enclosed cabin. This regulation will go into effect in 2008.
- A two-day visit in Wyoming with the U. S. Coast Guard program coordinator. The program coordinator met with the Boating Law Administrator and other Department representatives.

**What we propose to improve performance in the next two years:**

- Continue to increase the availability of boating safety courses to the public by utilizing Internet course providers.
- Continue to administer a proactive boating safety program through public service announcements, boating education courses, and enforcement programs.
- Coordination with U. S. Coast Guard to continue funding provided for the Department’s recreational boating safety program.
- Annual evaluations are conducted on our boating safety program to maximize our education and enforcement efforts. Wildlife Technicians compile annual reports and statistics covering their boating season enforcement efforts.

**Performance Measure #2:** The Percentage of Stop Poaching tips, received through the hotline, that are investigated. (Personnel in this program will work to investigate 100 percent of tips received through the hotline).



**Story behind the performance:**

Wildlife crimes often go undetected due to the remote locations where they take place. Wildlife law enforcement officers conduct routine patrols for violators, but cannot be in every location to prevent all of these crimes. The wildlife of this state belongs to the

people of this state, and it is paramount that the public assists our officers in apprehending wildlife violators.

The Stop Poaching program is based on a calendar year. During the five years prior to 2007, an average of 523 poaching reports were received, 256 cases closed, \$59,663 in fines/restitutions paid, and \$2,770 in rewards paid annually. These reports and subsequent cases are all a direct result of the Department's Stop Poaching Hotline. During 2007, there were a total of 519 stop poaching reports received. Of these reports, enforcement actions resulted in 465 closed cases. A total of \$91,780 in fines/restitutions was paid to county courts and \$9,150 in rewards was paid to informants during 2007.

Fines and restitution vary widely from year to year due to the severity of the crimes committed and the sentences handed out by the courts. On occasion, a single case will result in several thousand dollars being paid out in fines/restitution. The amount of fines/restitution paid in 2007 was the third highest in the history of the program.

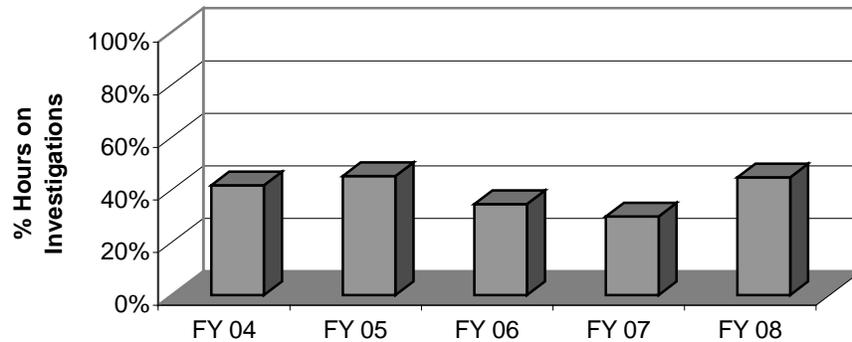
**What has been accomplished:**

- A wide variety of promotional items were purchased and distributed to the public to promote awareness of the program.
- Decals advertising the new Stop Poaching phone number are being placed on all new wildlife division vehicles.

**What we propose to improve performance in the next two years:**

- Continue to provide a 24-hour information hotline for the public to report wildlife violators.
- Continue to approve monetary rewards and to provide certificates of appreciation for those people who turn in wildlife violators.
- Continue to increase awareness of this program through tailgate decals on Department vehicles advertising the Stop Poaching phone number. Promotional items will again be purchased and distributed to advertise the Stop Poaching program and toll free hotline.
- Relocate the link to the Stop Poaching web application from its current location within the Department's website to the Department's home page where the program will be more prominent and the link more readily accessed.

**Performance Measure #3:** Percentage of time spent on law enforcement/case investigations by the Investigative Unit. (Personnel in this program will work to spend 70 percent of their time working on investigations).



**Story behind the performance:**

The Law Enforcement Investigative Unit is comprised of six full-time Wildlife Investigators stationed at or near regional offices. The Unit is supervised by one supervisor/investigator stationed at the Casper Regional Office. Unit members operate with unmarked vehicles and typically out of uniform. Personnel are equipped with modern evidence, surveillance, tracking, and other equipment.

The Unit initiates many cases, but the bulk of cases are referred from District Wardens and other sources. The Unit conducts investigations that are generally complex, long-term wildlife violation cases utilizing specialized methods and equipment and beyond the time commitment Wardens can devote. Cases may be overt or covert in nature and are selected based on established priorities.

The Unit also carries a large “assisted” caseload. They assist Wardens from Wyoming as well as other jurisdictions including the U. S. Fish and Wildlife Service. Most of these cases take a great deal of time and can be active for several years. Each case may contain many defendants and many charges/violations. The Unit also has a large number of cases that are not worked due to time constraints and priorities.

Since FY 04, an average of 5,643 investigative hours were completed annually. In FY 08, the Unit was involved in hundreds of cases of all sizes and spent 6,869 hours investigating cases. Several undercover cases have also been worked.

**What has been accomplished:**

- Six Wildlife Investigators and one Investigator Supervisor were able to spend 6,689 hours working to solve wildlife crime.
- Many cases have progressed including several covert cases.
- Investigators have received more training to accomplish their work assignments.

**What we propose to improve performance in the next two years:**

- Continue to aggressively investigate wildlife violations.
  - Develop and utilize innovative techniques and technology to assist with our mission.
  - The Unit will seek updated surveillance equipment for investigations and provide training to investigators in information technology based crime and the latest in Information Technology forensics. The Unit will also work with the electronic licensing program in this regard.
  - Continue to evaluate Investigator duties and focus on major investigations through supervision and quarterly Investigative Unit meetings.
- 

**Program:** Statewide Terrestrial Wildlife Management

**Division:** Wildlife

**Mission:** Lead specialized, statewide conservation and management of native terrestrial wildlife species, and assist with regional management of resident game species.

**Program Facts:** The Statewide Terrestrial Wildlife Management program is made up of seven major sub-programs, listed below with number of staff and 2008 (FY 08) budget.

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Biological Services	6.3	\$ 872,749
Terrestrial Nongame	6.8	596,941
Migratory Game Bird (Waterfowl)	1.0	136,136
Trophy Game Mgmt. & Research	3.0	354,517
Trophy Game Conflict Resolution	6.1	517,785
Sage-Grouse Conservation	2.0	678,080
Predator Management	0.0	100,000
TOTAL	25.2	\$3,256,208

*\* Includes permanent and contract positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

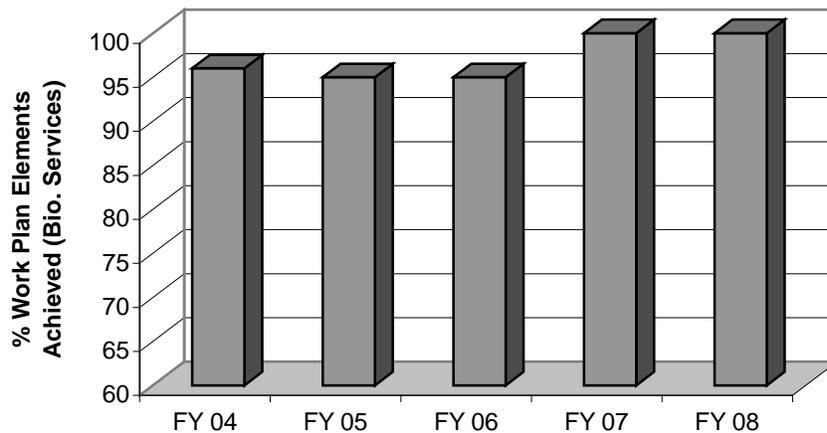
The sub-programs that comprise the Statewide Terrestrial Wildlife Management program were previously part of the Terrestrial Wildlife Management program (Strategic Plan FY04-FY07, November 2003). The Migratory Game Bird sub-program was previously referred to as the Waterfowl sub-program. The Trophy Game Management and Research sub-program was previously referred to as the Trophy Game sub-program. In addition, the Sage-Grouse Conservation sub-program was created and added as its own sub-program.

This program has statewide responsibilities that are based in various locations throughout the state.

**Primary Functions of the Statewide Terrestrial Wildlife Management Program:**

- **Assist with recovery and conservation of species that are threatened, endangered or in greatest conservation need** by developing and implementing plans and strategies, providing technical and financial assistance, collecting data, coordinating with other agencies and organizations, and conducting research.
- **Participate in statewide terrestrial wildlife management** by providing policy, data and environmental analyses, planning and evaluation, data collection, and trophy game conflict resolution; by compiling and administering statewide management data; and by representing the division or agency in multi-disciplinary and multi-organization conservation and management efforts.
- **Contribute to harvest management of game species** by conducting annual harvest surveys, compiling and analyzing harvest information; making recommendations on harvest strategies; and interstate coordination.
- **Serve internal and external customers** by providing and interpreting data, disseminating information about wildlife and its management, and providing additional related services.

**Performance Measures #1:** Biological Services - Major work plan elements achieved (Personnel in this program will work to complete at least 95 percent of the major work elements which are planned for a single year).



**Story behind the performance:**

The number of major and minor work plan elements achieved continue to be the sole measure of Biological Services’ annual performance. In recent years, major work elements have ranged between 18 (FY08) and 23 (FY04) annually, and minor work elements have ranged between 16 (FY04) and 19 (FY05) annually. These work elements are selected based on the importance of these particular products and services to the Department and to external customers. As in FY 07, considerable time was spent by the Cheyenne Staff Biologist assisting with wolf delisting issues. And, the section as a whole devoted considerable time and effort to scanning historic documents including annual harvest reports and job completion reports in order to post on the Department’s intranet site for easy access by agency personnel.

Over the past five years, the Biological Services sub-program has completed an average of 97 percent of its major work plan elements. In FY 08, 100 percent (18 of 18) of the major work plan elements were completed. Accomplishing all of the elements has routinely been a challenge because the section faces a number of unplanned, urgent or higher priority assignments delegated to it each year. The section's personnel include some latitude in their annual schedules in anticipation of these unplanned assignments.

In FY 08, significant unplanned work elements include the Cheyenne Staff Biologist being assigned to a number of tasks associated with the continuing effort to delist the wolf that made him, for the most part, unavailable to the section for large blocks of time. He was also required to continue helping with other policy, regulation and document reviews. He did make some progress on the Wetland Strategic Plan that he and a multi-disciplinary group have been trying to develop, but was diverted to other things before accomplishing much.

The major and minor work plan elements identified annually constitute a large percentage of, but not all, the duties and tasks for which the section is responsible. The major work plan elements listed are, for the most part, not expendable. Each is important to someone, and in some cases, is significant to a broad range of internal and external customers.

**What has been accomplished:**

All of the major and minor work plan elements were accomplished. The major work plan elements for FY 08 were: conduct big and trophy game harvest surveys; conduct small and upland game harvest surveys; print and distribute annual harvest survey reports, big game job completion reports and other special reports for the division; provide information and assistance to the local public regarding urban and injured wildlife situations; coordinate Convention on International Trade of Endangered Species (CITES) tagging of harvested bobcats and prepare the annual CITES bobcat tagging and population analysis report; supervise the Nongame and Migratory Game Bird programs; provide technical assistance to the division and Department administrations; prepare the Commission season setting notebook; prepare the weather appendix for the big game job completion reports; assist with preparation of the Department's annual report; represent the Department on flyway council technical committees; compile black bear and mountain lion harvest data and maintain the hunt area quota hotlines; manage statewide population and harvest databases; participate on the Habitat Advisory Technical Group, including revision of the Habitat Strategic Plan, review and ranking of proposals for funding, and revision of the Comprehensive Wildlife Conservation Strategy (CWCS); review big game hunting season proposals; fiscal planning and administration; assist the administration with wolf delisting documents and issues; and participate in interstate sage-grouse conservation planning.

The minor work plan elements include: maintain herd unit files; continue preparing legacy job completion reports for posting on the intranet; assist regions with wildlife surveys, hunter check stations and chronic wasting disease surveillance; order and distribute supplies for tooth sampling in some big game herds; format and print

documents; interagency coordination; fulfill Wildlife Observation System (WOS) report requests; policy and other analyses; document review and comment; participate (represent the agency on) the Wyoming Bird Record Committee, Wyoming Natural Diversity Database Advisory Board and Wyoming Landscape Conservation Initiative; interagency coordination and outreach; intra-agency committees (Mule Deer Working Group, Pronghorn Working Group); develop databases and data transfers; maintain bird banding records and administer the agency's banding permit; coordinate mourning dove coo count surveys; develop the wetland component of the Wyoming State Comprehensive Outdoor Recreation Plan; and assist other work units.

**What we propose to improve performance in the next two years:**

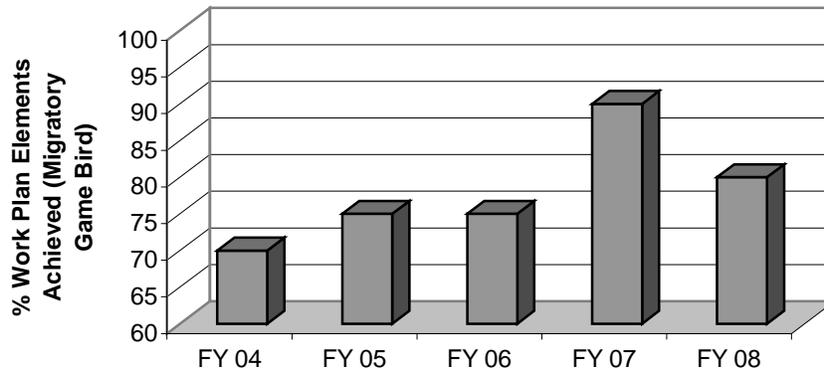
- We will continue to plan the work schedules of section personnel to accomplish the tasks we can anticipate and accommodate unplanned assignments (possibly at the expense of not completing some of the less critical work plan elements).
- We will also continue to clarify to administration the roles and responsibilities appropriate for the positions in Biological Services and the need for the sub-program to remain focused on its established purpose.

**Data development agenda:**

While the number of work elements achieved annually provides some measure of success, it does not address the primary, overarching function of the Biological Services sub-program, which is providing information, assistance and technical support to internal and external customers. The number of work elements achieved is a measure of effort, but not of effect. Although no single performance measure adequately portrays the sub-program's performance, by necessity only one must be selected. We propose to determine annually through the Internal Client Satisfaction Survey the level of satisfaction with the information and technical assistance provided by Biological Services.

As a secondary measure, we will also query internal clients regarding the timeliness of services received. This latter measure will be tracked primarily by the sub-program for our own, internal purposes; but it will be discussed in "The Story Behind the Performance" section. The information gathered about this second measure may explain responses related to the satisfaction question associated with information and technical assistance. Questions about the section's performance have been asked in last year's and this year's internal satisfaction survey. We anticipate that next year, with three data points, we can convert to the performance measure of satisfaction rather than the work elements achieved that we have been using the preceding several years. We will continue efforts to determine measures that better represent the broad responsibilities of the sub-program.

**Performance Measures #2:** Migratory Game Bird - Major work plan elements achieved (Personnel in this program will work to complete at least 75 percent of the major work elements which are planned for a single year).



**Story behind the performance:**

This sub-program was formerly called “Waterfowl Management”. Major annual work plan elements for the Migratory Game Bird sub-program include: population surveys, harvest surveys, hunting regulation recommendations, Central and Pacific Flyway Technical Committee functions and responsibilities, Bump-Sullivan Managed Goose Hunt, budget preparation, dissemination of information, advocating protection/mitigation of migratory game bird habitat, annual completion reports, and management of goose nesting structures.

Annual work plan elements are identified by program personnel prior to the fiscal year. The number of major work plan elements achieved has been the sole measure of the sub-program’s performance. Work plan elements reflect primarily the duties within the mission of the sub-program and are vital to manage migratory game birds at state and interstate scales. Since FY 04, the Migratory Game Bird Management sub-program completed an average of 78 percent of its annual major work plan elements. In FY 08, 80 percent (eight of 10) of the major annual work plan elements (and 100 percent of the minor work plan elements) were completed. Of the 10 major work plan elements listed, one was not attainable due to drought and lack of water in Bump-Sullivan Reservoir. The other element not attained was completion of the annual job completion report (JCR) in a timely manner.

Duties for the Pacific Flyway are divided among the Central Flyway Migratory Game Bird Biologist, Jackson Nongame Biologist and the Alpine Staff Biologist. The Central Waterfowl Biologist and the Nongame Biologist conduct migratory game bird surveys. The Alpine Staff Biologist represents the Department at the Pacific Flyway Technical Committee meetings and is responsible for recommending migratory game bird seasons in the Pacific Flyway in collaboration with the Central Flyway Migratory Game Bird Biologist.

Banding remains a priority and an experimental mourning dove banding trial was initiated during FY 08. Preparations were made to band Canada geese in early FY 09. The Migratory Game Bird Section is providing financial support to help fund the preseason duck banding effort being carried out in the Central Flyway.

Another priority is to maintain and evaluate over 1,000 goose nesting structures throughout the state. In response to reductions in personnel and funding, and considering the breeding population of Canada geese in Wyoming has increased 32 percent over the past 20 years, the Department is evaluating the need and ability to annually replace bedding and maintain the structures. Less effective structures, which geese don't regularly nest are being eliminated where possible.

The Migratory Game Bird Section participates in cooperative annual surveys to estimate waterfowl populations and provides information necessary for setting waterfowl seasons. These surveys include the September crane, mid-winter waterfowl, and Canada goose breeding surveys. In addition, a goose molting survey is conducted every third year.

The Migratory Game Bird Section remains strongly involved in migratory game bird management, development and revision of management plans for the various migratory game bird populations, and annual season setting in both the Central and Pacific Flyways. These processes require representatives from Wyoming to participate in the Flyway Technical Committee meetings held in December/January, March and July.

The Migratory Game Bird Section is also directly or indirectly involved in the management of migratory nongame birds in the two Flyways. For example, the section has been increasingly involved with trumpeter swan management.

**What has been accomplished:**

The Migratory Game Bird Biologist coordinated surveys to collect waterfowl and sandhill crane harvest and population data, analyzed the data, prepared recommendations for the migratory game bird hunting seasons, and represented the Department at the Central Flyway Technical Committee meetings. The Alpine Staff Biologist represented the Department at the Pacific Flyway Technical Committee meetings and, in collaboration with the Central Flyway Migratory Game Bird Biologist, recommended migratory game bird seasons in the Pacific Flyway. The Central Flyway Migratory Game Bird Biologist participated in the Central Flyway Wingbee.

The Migratory Game Bird Section participated in cooperative annual surveys to estimate migratory game bird populations and provide information necessary for setting hunting seasons. These surveys are done in cooperation with the U.S. Fish and Wildlife Service and included mourning dove, September crane, mid-winter waterfowl, and Canada goose breeding surveys.

The Migratory Game Bird Section remains strongly involved in Central and Pacific Flyway administrative processes including migratory game bird management, development and revision of management plans, and setting annual hunting seasons.

These processes require attendance at the Flyway Technical Committee meetings in December/January, March and July.

The goose nesting structure database was updated with current information. The 2007 annual completion report was written and filed with Biological Services. Information and data were provided in response to all inquiries.

The annual budget was prepared and funding support to the Central Flyway preseason duck banding effort was provided. That crew banded ducks in North Dakota during FY08.

Construction of a new goose trap was completed in preparation of trapping in July 2008.

Another spring light goose hunting season was conducted under the Arctic Tundra Habitat Emergency Conservation Act in the Central Flyway portion of the state.

The Section advocated conservation of migratory game bird habitat through its involvement in the Intermountain West and Northern Great Plains Joint Ventures, and participation in the Statewide Wetland Strategy working group.

The Section made additional headway with the breeding duck density project. Database and spreadsheet capabilities were used to rank breeding duck densities obtained from past breeding duck surveys in Wyoming. The preliminary results were depicted in geographic information system (GIS) format.

The Alpine Staff Biologist and Jackson Nongame Biologist worked with the Pacific Flyway Study Group to complete revision of the Rocky Mountain Population (RMP) trumpeter swan management plan.

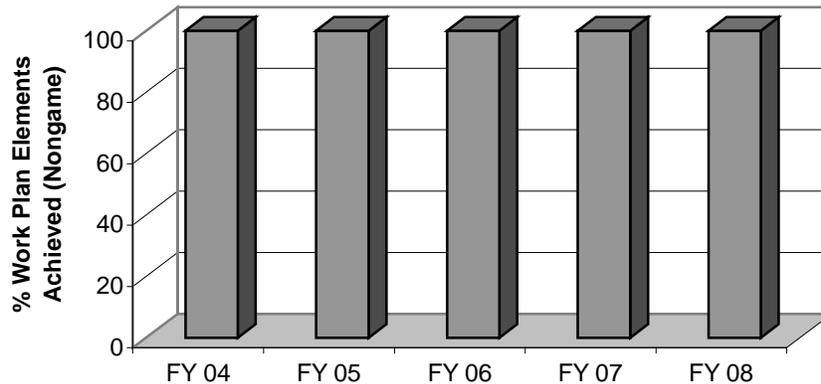
**What we propose to improve performance in the next two years:**

- Prioritize work elements; some work simply will not get done due to staffing limitations and other demands.
- Improve coordination and communication with other Department personnel whose duties may have some bearing on goals and objectives of the Migratory Game Bird Section, and with those personnel who are occasionally requested to assist with surveys, banding, and other functions.
- Submit a request for a student intern annually.
- Investigate other pathways to increase technical and clerical assistance.
- Continue to justify the need for another full-time Migratory Game Bird biologist to cover the western (Pacific Flyway) portion of the state.
- Continue to plan work schedules to accomplish those tasks we can anticipate and accommodate unplanned assignments, possibly by not completing some of the less critical work plan elements.

**Data development agenda:**

While the number of work elements achieved annually is not an ideal measure of success, it seems to provide the most workable single measure of success given the diversity of duties within the sub-program. An alternative would be the number of (hunter) annual recreation days associated with migratory game birds. However, there are many things that influence that number, including bird reproduction and survival in other parts of the continent, weather during the migration period and changes in the federal regulatory frameworks, which are beyond the influence of the Migratory Game Bird sub-program personnel. As well, the number of recreation days is only one of the outputs that might be important to the external customers of this sub-program. We will continue to investigate better performance measures for the sub-program.

**Performance Measure #3:** Nongame – Major work plan elements achieved (Personnel in this program will work to complete at least 95 percent of the major work elements which are planned for a single year).



**Story behind the performance:**

This sub-program is responsible for monitoring, management and dissemination of information on over 300 species of birds and 100 species of mammals. Since FY 04, the Nongame Section has consistently accomplished 100 percent of the major work plan elements identified prior to each fiscal year.

Major work plan elements include strategy administration and planning; monitoring population trends of bald eagles, peregrine falcons, trumpeter swans, common loons, colonial nesting water birds; coordination of Partners in Flight and Wyoming Bird Records committee; black-footed ferret reintroduction and monitoring; inventory of bats and habitats associated with caves and mines; black-tailed prairie dog surveys; swift fox surveys; raptor surveys in eastern Wyoming; completion of State Wildlife Grants projects, and reports and dissemination of information. Grassland ecosystem monitoring and management planning to assist with implementation of the State's Comprehensive Wildlife Conservation Strategy (CWCS) were added as major elements.

We continue to plan and focus on a limited number of elements that can reasonably be completed with existing personnel. Funding will never be sufficient to address all species

or management concerns and the strategy consistently faces a large discrepancy between work that needs to be accomplished and work that can be accomplished. The increase in the number of species proposed for listing and the need to work on many of these before listing has greatly increased workloads without adequate funding and personnel. New Federal appropriations such as State Wildlife Grants have provided additional funding and some assistance. However, the long-term effectiveness of additional funding is limited without additional permanent personnel and the short-term or inconsistent nature of Federal money.

**What has been accomplished:**

- As outlined in Appendix VII of the CWCS the bird and mammal inventory and monitoring plan was continued and includes several levels of monitoring intensity. In FY 08, annual monitoring of population trends was conducted on species such as American white pelican and other colonial nesters, bald eagle, common loon, long-billed curlew, peregrine falcon, trumpeter swan, and black-footed ferret. Species with baseline data and repeat surveys every three to five years were surveyed and included American bittern, harlequin duck, mountain plover, upland sandpiper, black-tailed prairie dog, several species of bats, Canada lynx, pygmy rabbit, swift fox, white-tailed prairie dog, and wolverine. The Department coordinated monitoring efforts that serve as a coarse filter for early detection of species that may need to be included in Wyoming's species of greatest conservation need (SGCN) list. This effort included 60 roadside breeding bird survey routes, 164 point count transects, and several riparian transects and one banding station. Cooperators and Department personnel also initiated baseline surveys for the yellow-billed cuckoo, and three-toed and black-backed woodpeckers.
- As identified in the CWCS, recovery efforts for the black-footed ferret continued and in FY 08 included habitat mapping; monitoring a portion of the ferret population (732 personnel hours conducting spotlight surveys that identified over 70 individual ferrets in the core population); reintroduction (53 ferrets were released approximately 20 miles south of the recovering core population); and needed research was completed on population dynamics as it relates to habitat use and recovery efforts. One paper was published in *Science* on August 10, 2007 and another paper has been accepted by the *Journal of Wildlife Management*. Both papers are likely to significantly change and improve the national paradigm of black-footed ferret recovery efforts.
- A conservation effort for sagebrush obligates and sage-grouse continue as outlined in the CWCS, the National Conservation Strategy and other state and local conservation planning documents. The massive effort includes: increased monitoring and improved databases, habitat mapping, and many projects implemented by cooperating entities with state and matching funded grants.
- Progress continued on the Department's Green River Basin Trumpeter Swan Summer Habitat Planning Project (State Wildlife Grant 2003-2004) to develop habitat for the expanding population that was established through release of captive-raised stock in the Green River drainage (1994-2004). Department personnel prepared, submitted and obtained funding for three swan wetland habitat project proposals on private lands in the Green River basin. These projects were initiated in FY 08. A number of additional wetland project proposals were reviewed that could benefit swans.

- We initiated the seven terrestrial and three aquatic Landowner Incentive Program (LIP) projects developed during FY 07. These projects are all progressing and are at various stages of completion and total more than 36,000 acres and two stream miles. Monitoring programs are established and data were collected. Project implementation and monitoring was extremely time consuming this fiscal year.
- We also re-enrolled the four landowners in the Thunder Basin National Grasslands area with contracts to protect the reestablishment of 487 acres of black-tailed prairie dogs after sylvatic plague had greatly reduced their population numbers. These landowners are also in the primary black-footed ferret release area for the Thunder Basin. Prairie dog incentive payments are particularly important in the Thunder Basin and Shirley Basin because of their importance to black-footed ferret recovery.
- We initiated a new project in the Thunder Basin to provide at least 1,000 acres annually of high quality sage grouse nesting habitat by chemically controlling cheatgrass, Japanese brome, and common pepperweed in a 3,270 acre pasture through an aerial application of Plateau herbicide this fall. The pasture will then be grazed only during the winter, approximately Nov 15–March 1 of each year. Grazing will be concentrated around one of two watering points each year. The landowner will accomplish this by only turning on one of the watering points each year and feeding supplements and hay only near the active watering point. This will result in an uneven graze of the whole pasture and increase nesting cover in the parts of the pasture that the cows will not graze.
- We are also working on implementing several other grassland projects that are still being planned.
- The LIP program is building on relationships established with landowners in the Thunder Basin National Grassland, the Shirley Basin, and around the City of Cheyenne to develop LIP projects that promote grassland heterogeneity and restoration, a primary objective of our CWCS. In addition, LIP personnel are cooperating with scientists from the Agricultural Research Station and Environmental Defense to develop ideas and incentives to promote grassland heterogeneity on working ranches for the benefit of grassland wildlife.
- This effort has lead to the development of a two-day workshop that will be attended by more than 80 wildlife and range professionals during October 2008. We plan to use our LIP project funding to implement ideas and project leads generated from this workshop. This cooperative effort has also lead to the development of a publication for rangelands concerning grazing strategies that promote grassland heterogeneity and wildlife diversity. We are also conducting meeting and outreach to range and wildlife professionals and landowners to promote managing for grassland heterogeneity.
- Finally the LIP program is cooperating with the Rocky Mountain Bird Observatory in southeastern Wyoming to fund projects they develop through their landowner outreach program.

**What we propose to improve performance in the next two years:**

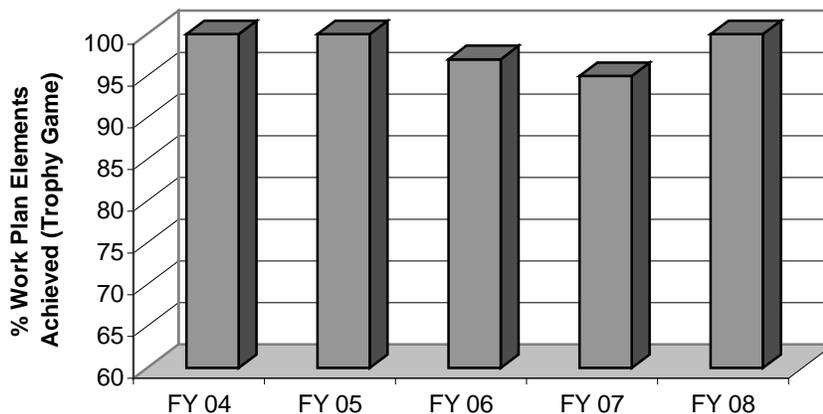
- Increase efforts for implementation planning to assure that high priority major work plan elements are attained while accommodating short-term projects.
- Focus on writing proposals and attaining funding that is long-term and can be appropriately planned.

- Continue to seek additional permanent positions through legislative and other long-term funding.
- Continue to build a reliable base of volunteers and suitable projects through outreach to conservation organizations and schools.

**Data development agenda:**

While the number of work elements achieved annually provides some measure of success, it does not adequately reflect accomplishments of the program that internal and external publics can readily evaluate. We are currently investigating better performance measures.

**Performance Measure #4:** Trophy Game Management and Research – Major work plan elements achieved (Personnel in this program will work to complete at least 95 percent of the major work elements which are planned for a single year).



**Story behind the performance:**

The primary measure of this sub-program’s performance has been the number of major work plan elements that have been achieved annually. These work plan elements include such things as annual grizzly bear observation surveys; aerial monitoring of radio collared bears; research trapping; management of several databases for grizzly bears; analysis of annual black bear and cougar harvest data and management of the databases for this information; participating on the Interagency Grizzly Bear Study Team (IGBST); fulfilling information requests; preparation of various annual reports; and implementation of new monitoring techniques. All aspects of wolf management were transferred to a new Section this fiscal year. All (100 percent) of the annual work plan elements have been met each year. Several additional work elements were completed this fiscal year that were not initially identified. This branch has to contend with numerous unplanned higher priority assignments from the administration. There is typically little latitude to adjust section personnel’s assignments. While we do anticipate several unplanned events annually, the frequency and number cannot be predicted.

**What has been accomplished:**

- Management/Research trapping of grizzly bears.
- Conduct aerial monitoring of radio collared grizzly bears.
- Conduct and coordinate observation flights.
- Manage database for telemetry flights.
- Conduct numerous information and education programs.
- Manage black bear and mountain lion harvest databases and prepare annual harvest summaries.
- Maintained black bear bait site database.
- Participated in the IGBST, Yellowstone Grizzly Coordinating Committee (YGCC), and Interagency Grizzly Bear Committee (IGBC) committees.
- Assisted Department Administration on wolf issues as required.
- Sampled two black bear den sites per ongoing fecundity study.
- Finalized remote sensing study to count female grizzly bears with cubs of the year, prepared report.
- Prepared chapters for annual IGBST Report.
- Obtained additional funding through the Yellowstone Grizzly Bear Conservation Strategy to assist with data collection, nuisance management, and information and education efforts.
- Represented the Department on Western Association of Fish and Wildlife Agencies (WAFWA) meetings to revise cougar management guidelines.
- Completed a six-year summary of cougar harvest in Wyoming.
- Assisted with the development of a cougar web site.
- Completed all reporting requirements for Federal Section 6 funds.
- Developed new Observation Units for grizzly bears and initiated flights.
- Continued to develop internal hunting regulations for grizzly bears.
- Prepared draft memorandum of understanding for allocating grizzly bear mortality.
- Completed a budget analysis of future needs for the Section following loss of Federal funds.

**What we propose to improve performance in the next two years:**

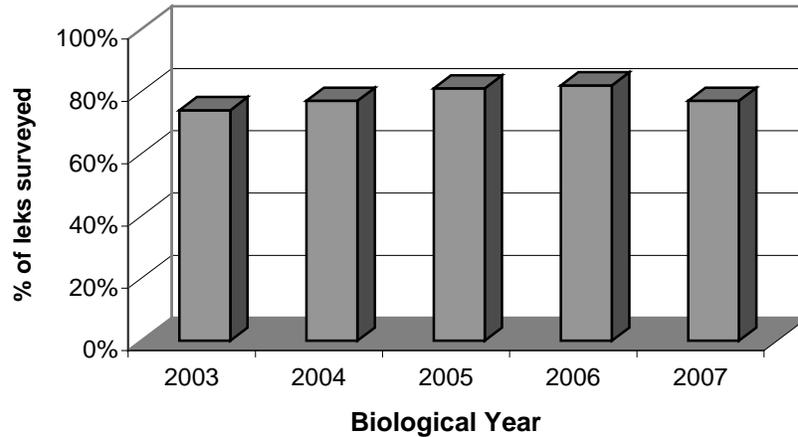
- Continue to meet the major and minor work plan efforts annually.
- Continue development of draft hunting regulations for grizzly bears.
- Prepare proposal for cougar research in Black Hills.
- Expand coordination with WGFD Regions related to cougar and black bear hunting issues.

**Data development agenda:**

Because of the diversity of tasks this sub-program is expected to perform and the inability to determine a single alternate performance measure that satisfactorily represents the sub-program's annual performance, we propose continuing to use work elements achieved as a performance measure. The number of work elements achieved does not address the performance of the sub-program that would be apparent or important to many of its publics, which is a fundamental criterion for establishing performance measures for this new strategic planning effort. We will continue to investigate measures that satisfy this

criterion and will supplant the current one with something more appropriate if one can be found.

**Performance Measure 5:** Percentage of known leks surveyed. (Personnel in this program will work to survey at least 75 percent of the known sage grouse leks).



**Story behind the performance:**

As of the spring of 2008 (end of biological year 2007) there are 1,984 known occupied leks. Department personnel, together with personnel from other agencies, volunteers and consultants, surveyed 77 percent of these leks at least once. Heavy spring snowpack in some areas of the state reduced access to leks resulting in a slight decline in the proportion of leks surveyed compared to last year.

The Wyoming Greater Sage Grouse Conservation Plan (2003) established an objective of a minimum of 1,650 known occupied leks. Monitoring sage-grouse population trends requires knowledge of the location of all or most leks along with the average number of males attending the leks each year. While we suspect we know the location of most leks, new leks are discovered each year. The effort to monitor sage-grouse population trends has increased dramatically since 1998 and therefore, the number of known occupied leks, as well as the proportion of leks surveyed has increased. However, we also know the numbers of inactive and unoccupied leks is increasing due to continued habitat disturbance and fragmentation primarily associated with increasing human infrastructure (subdivisions, roads, power lines, gas wells, compressor stations, etc.) and the activity associated with it. These impacts are being increasingly documented and quantified by research in Wyoming.

The Wyoming Greater Sage Grouse Conservation Plan (2003) also established an objective of an average ‘count’ of 28 males/lek. The average number of male sage grouse observed on leks also indicates population trend if the number of leks is stable. From biological years 1999-2003 the number of known occupied leks increased due to increased monitoring effort. At the same time the average number of males observed decreased, in large part to drought, but also due to increasing disturbance and fragmentation associated with natural gas development. In bio-years 2004-2005, the

average number of males/lek increased due to timely spring precipitation that resulted in a large hatch and high survival of chicks. Most of the increase occurred in habitats relatively undeveloped with human infrastructure. The return of drought conditions in calendar years 2006 and 2007 have resulted in declining sage-grouse numbers over the last two years.

**What has been accomplished:**

- The eight local sage grouse working groups established in 2004 completed preparation of their respective conservation plans in 2006 and 2007. The plans are currently being implemented utilizing Wyoming General Fund appropriations together with other public and private funding sources. To date, approximately 70 individual projects have been implemented to benefit sage grouse ranging from on-the-ground habitat improvements, applied research, monitoring, and public outreach. While the recent sage-grouse population trends cannot be attributed to these projects, long-term monitoring will ultimately measure their effectiveness. Additional projects will be implemented over the coming biennium as a result of new General Fund appropriations.
- Annual job completion reports for sage grouse were prepared. These reports provide sage grouse population status and management updates from the eight conservation planning areas along with a statewide analysis. These documents aids in the analysis, interpretation and distribution of sage grouse population and management information in Wyoming.
- In July 2007 Governor Freudenthal appointed a statewide Sage Grouse Implementation Team tasked to provide a list of actions that could be implemented quickly to benefit sage-grouse in Wyoming and provide additional justification for the U. S. Fish and Wildlife Service (USFWS) to determine the Greater Sage Grouse is not warranted for listing under the Endangered Species Act of 1973 (ESA). This group had a more statewide perspective than the local working groups and presented its recommendations to the Governor in September 2007. The first recommendation to be implemented was developing statewide sage grouse habitat maps. The first phase of this mapping effort will be complete in December 2008. The Implementation Team also developed a map of core sage grouse areas that was adopted by the State of Wyoming and presented for use via a Governor’s Executive Order in July 2008. This Executive Order also included management actions for the core areas.
- A state “ID Team” was assembled to compile information to provide to the USFWS for use in their court ordered ESA listing decision process. The ID Team was comprised of representatives from the Governor’s Office, the Game and Fish Department, Bureau of Land Management (BLM), U.S. Forest Service, Natural Resource Conservation Service, Wyoming Association of Conservation Districts and the USFWS.
- The sage grouse program is now funded via appropriations from the Wyoming General Fund as a result of the Governor’s Budget Request and its passage by the Legislature. In addition to funding implementation of local conservation plans and statewide mapping efforts, one of the results of this legislation is that the previously contracted geographic information system (GIS) mapping technician has been converted to an full-time, permanent position (FTE).

**What we propose to improve performance in the next two years:**

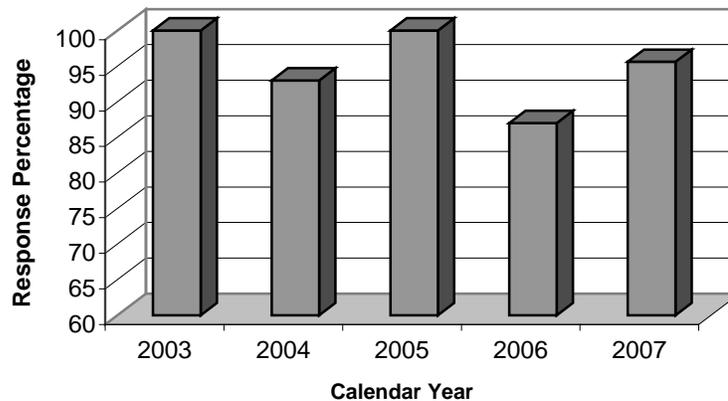
- While weather events and the nation’s energy policy will greatly determine future trends in Wyoming’s sage-grouse population, efforts to proactively manage sage-grouse and their habitats will continue via implementation of the eight local working group plans and the recommendations of the Governor’s Sage Grouse Implementation Team.
- A statewide Candidate Conservation Agreement with Assurances will be developed with the USFWS under the leadership of the Governor’s Office.

**Data development agenda:**

While the number of occupied leks and average males/lek provides sage grouse population trend information, it does not provide a statistically defensible population estimate. Efforts are underway within the WAFWA Sage Grouse Technical Committee to develop better population estimation techniques.

Also, almost all of the ultimate performance of this sub-program is dependent on entities outside the supervision of this program. These entities include a cadre of volunteers, Department employees outside the chain-of-command of this program, other State and Federal agencies and branches of government, corporations, and the weather.

**Performance Measure #6:** Trophy Game Conflict Management – Conflict response rate (Personnel in this program will respond to 95 percent of trophy game/human conflicts).



**Story behind the performance:**

The measure of this sub-program’s performance has been the response rate to the number of reported conflicts between trophy game animals and humans. Actions involved in responding to trophy game conflicts vary by incident type and severity, but may include relocating animals, removing animals, preventative measures, education, monitoring, investigation, or no action. Since 2003, the Trophy Game Conflict Management Section has responded to an average of 95 percent of the conflicts reported by the public. Some conflicts are reported well beyond the time when a response is appropriate and are only logged in the database. Because the section spends a great deal of time responding to conflicts, the number and nature of which are difficult to predict, personnel allow for a certain amount of uncommitted time in their annual work schedules, especially during the black and grizzly bear non-denning period. The number of conflicts managed annually

constitutes a large percentage of, but not all, the duties and tasks for which the section is responsible.

**What has been accomplished:**

The section responded to 95.6 percent (n=369) of reported (n=386) conflicts between humans and black or grizzly bears during the reporting period. The section investigated, managed or mitigated all conflicts where a response was appropriate. Some conflicts are reported long after the incident making a site response unnecessary.

**What we propose to improve performance in the next two years:**

- Continue to respond to and manage the majority of conflicts reported by the public.
- Accommodate unplanned assignments.

**Data development agenda:**

We will continue to track the trend in number and types of conflicts as an index to response demand. The conflict Management sub-program will determine its effectiveness by calculating the percentage of reported conflict situations responded to by section personnel.

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**Program:** Strategic Management

**Division:** Services

**Mission Statement:** Facilitate the Department's ability to make informed wildlife conservation decisions through improved future planning efforts and management effectiveness.

**Program Facts:** The Strategic Management program is made up of one major sub-program, listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Strategic Management	1.0	\$122,745

*\*Includes permanent and contract positions authorized in FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

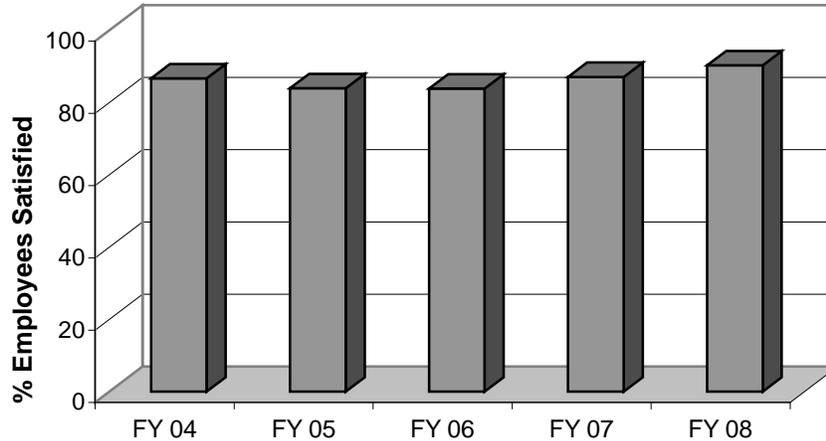
This program is located in the Department Headquarters Office in Cheyenne.

**Primary Functions of the Strategic Management Program:**

- **Facilitate the Department's ability to make informed wildlife conservation decisions** through improved future planning efforts. By assisting in the development of strategic plans, we improve the Department's ability to determine priorities and measure progress in achieving them.

- **Facilitate the Department’s ability to make informed wildlife conservation decisions** *through* improved management effectiveness. By applying social sciences to natural resource-related issues, we improve the Department’s ability to identify and understand a diverse group of stakeholders, thus leading to more informed and publicly supported management decisions.

**Performance Measure #1:** Percent of employees satisfied with services provided (Personnel in this program will work to ensure that at least 85% of employees are satisfied with the services provided).



**Story behind the performance:**

The Strategic Management Coordinator works closely with other divisions within the Department to measure public satisfaction, Department effectiveness, public support, and trend forecasting. The Strategic Management Coordinator also assists management with the creation of and annual reporting on the Department Strategic Plan. In FY 08, several changes took place in this position. A new employee was hired to the position and it was moved to the Services Division. It was also modified to include the title of Human Dimensions Coordinator, which is the component of the position that handles the public involvement and input mentioned above. Additionally during FY 08, personnel in this position assisted with the coordination of the Department’s Leadership Development Program. Receiving feedback from Departmental personnel regarding these services is critical in maintaining high quality products that meet the needs of the Department, and ultimately the demands of the public the Department serves.

Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. In many respects, the ability of the Department to provide services to the external clients depends on the ability of employees to satisfy the needs of their internal clients.

Since FY 04, an average of 86 percent of Department employees who had interacted with the Strategic Management Coordinator and responded to the question were satisfied with

the services provided. During the given time period, FY 06 had the lowest satisfaction level among Department personnel in the past five years at 84 percent. Since that time, that number has risen, and in FY 08, 90 percent of employees who had interacted with the Strategic Management Coordinator indicated that they were satisfied with the services provided. During FY 08, a process for prioritizing human dimensions projects through communication with each division and the Director's office was implemented, which may have contributed to the increase in satisfaction with services.

Similar trends in results were found relating to survey questions about (1) attention and timeliness and (2) courteousness and professionalism. For FY 08, satisfaction with the level of courteousness and professionalism displayed by the Strategic Management Coordinator had a slightly higher percentage at 95.9 percent. Satisfaction with attention and timeliness was down somewhat at 91.4 percent. This decline may be due to the transitional period during which the new Strategic Management Coordinator was acclimating to the Department. Both of these measures had higher five-year averages than the average of satisfaction with services provided. The similarity in trend reflects the inter-relatedness of the questions and the influence that major workloads can have on the perceived performance of personnel.

**What we propose to improve performance in the next two years:**

- Continue to create a prioritized list of projects for each year, created jointly with Department administration. Work with Division administration to ensure practical timelines and priorities based on workload constraints. When other tasks are assigned that were not originally on the prioritized list, examine their level of importance and reevaluate the list. Should it be determined that the proposed task not be a priority, in a timely and professional manner, clearly explain to requesting personnel the thought process behind the decision. This effort should maintain communication between the Strategic Management Coordinator and Department personnel.
- Continue to work with Division personnel to refine the process of submitting and compiling necessary information for both the Department's Strategic Plan and Annual Report. By doing so, communication with the Strategic Management Coordinator should be improved, adding to internal customer satisfaction both with that facet of collaboration and with timeliness of this service.
- Further identify the purview of the Strategic Management Coordinator to clarify the duties inherent to the position as well as anticipated time spent on each of the categories of duty in order to aid in the prioritization of project and recurring Departmental needs.

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**Program:** Support Facilities and Personnel

**Division:** Fiscal and Services Division

**Mission:** Provide adequate administrative support services and workspace for Cheyenne headquarters and regional office personnel in Department facilities.

**Program Facts:** The Support Facilities and Personnel Program is listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Regional Office Management	19.5	\$ 1,240,583
Headquarters and Regional Office Buildings	2.5	1,569,496
TOTAL	22.0	\$ 2,810,079

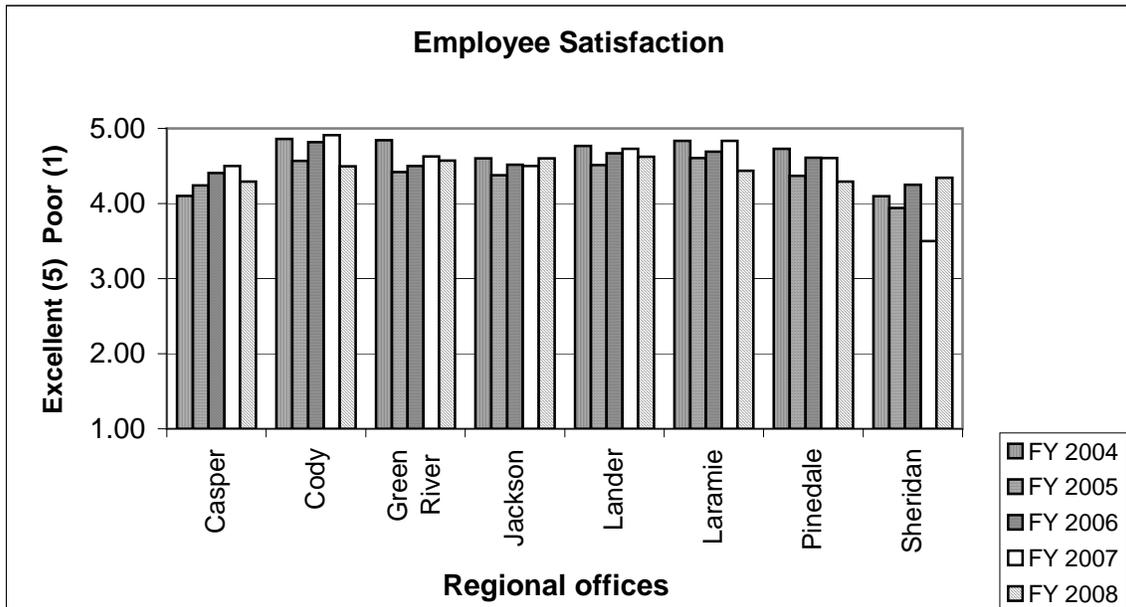
*\*Includes permanent, contract and temporary positions authorized in the FY 08 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

This program is located in eight regional office locations statewide plus the Department Headquarters Office in Cheyenne.

**Primary Functions of the Support Facilities and Personnel Program:**

- **Ensure administrative support levels at regional facilities** to provide adequate clerical, logistical and financial services for field personnel so that their primary functions can be satisfactorily completed.
- **Ensure that office environments are adequate for Department employees** by ensuring routine maintenance is performed and adequate office space is provided so employees can accomplish their primary job functions.

**Performance Measure #1:** Employee satisfaction with level of regional office management support.



**Story behind the performance:**

Regional office managers were tasked with utilizing a new point of sale system that was put in place by the licensing section in early 2008. This system required personnel

training in addition to personnel having to work through new input criteria, deposit procedures and reports. In addition, one of the regional offices, Sheridan, encountered a 100 percent turnover in their administrative support personnel during the year.

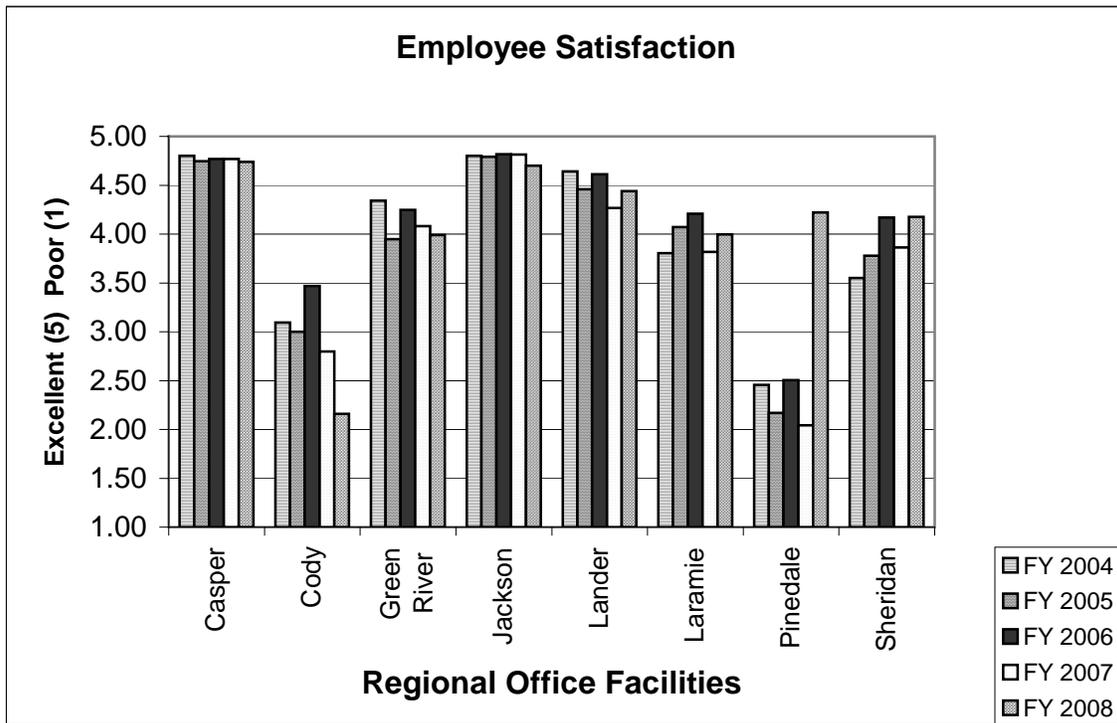
Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. In many respects, the ability of the Department to provide services to the external clients depends on the ability of employees to satisfy the needs of their internal clients.

Overall in FY 08, the regional offices received a score of 4.5 on a scale of 1 (poor) to 5 (excellent) based on employee satisfaction with the level of regional office management support. The highest score 4.6 was received by the Lander region and the lowest score 4.3 was received by the Pinedale and Casper offices. While the internal customer satisfaction survey showed a slight decline in the majority of regional offices, two of the offices, actually experienced an increase in customer satisfaction over last fiscal year. Based on these survey results, the majority of regional office personnel are highly satisfied with the service levels provided by administrative personnel in their offices.

**What we propose to improve performance in the next two years:**

- Ongoing regional team meetings with all divisions represented and with attendance from staff level personnel on an as needed basis will help to insure that all employees housed in the regional offices are being provided the level of support necessary for them to accomplish the administrative and fiscal functions within their positions.
- Regional office managers can best handle workloads if administrators review and shift priorities, if needed, on an ongoing basis so that office managers can accommodate the level of support required.

**Performance Measure #2:** Employee satisfaction with the workspace provided by the facility in which employees are housed.



**Story behind the performance:**

Annually, the Internal Client Satisfaction survey is distributed to permanent personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. In many respects, the ability of the Department to provide services to the external clients depends on the ability of employees to satisfy the needs of their internal clients.

During FY 08, with the assistance of legislative funding, the Department was able to replace the Pinedale regional office with a new and larger complex, which previously housed the federal agency, Bureau of Land Management. In response to this change, overall satisfaction with the Pinedale office facility increased from dissatisfied to satisfied, with 0 percent of the personnel expressing dissatisfaction with the facility. At this time, all regional offices, with the exception of Cody, have either been replaced or had some type of upgrade made in the past twenty years. The Cody office, built in 1978, has limited storage and office space and with the addition of wolf management personnel, no longer has adequate space for all personnel working out of the region. Accordingly, at this time, it is the only regional office facility that personnel experienced overall dissatisfaction, due to overcrowding in the facility. It is believed that satisfaction levels at offices are directly proportional to the newness of the facility and amount of workspace provided employees.

Overall in FY 08, the regional offices received a score of 4.1 on a scale of 1 (poor) to 5 (excellent) based on employee satisfaction with the workspace provided by the facility in

which they are housed, an increase from 3.8 in FY 07. The highest score 4.75 was received by the Casper region and the lowest score 2.2 was received by the Cody region.

While the Cheyenne headquarters facility is not listed in the overall satisfaction surveys above, approximately 50 percent of the personnel were satisfied with the facility, while another 50 percent were dissatisfied.

**What we propose to improve performance in the next two years:**

- During the next annual budget review process, storage needs for the Cody office will be reviewed, to determine if an onsite storage facility might help alleviate some of the overcrowding problems at the office
- Office space needs in the Cheyenne office should be addressed during 2010 as the Department's request for funding for renovation and expansion of the Cheyenne headquarters building was approved in the 2008 legislative session. An appropriation to the Department of Administration Construction Management office of approximately \$14 million will be utilized for this work.

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**Program:** Wildlife Health and Laboratory Services

**Division:** Services and Wildlife

**Mission:** Use advanced technology and laboratory procedures to enhance and protect the integrity of Wyoming's fish and wildlife resources.

**Program Facts:** The Wildlife Health and Laboratory Services program is made up of two major sub-programs, listed below with number of staff and 2008 (FY 08) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2008 Annual Budget</u>
Laboratory Services	7.5 **	\$ 542,326
Veterinary Services	16.0 ***	1,433,241
TOTAL	23.5	\$ 1,975,567

\* Includes permanent, contract and temporary positions authorized in the FY 08 budget.

\*\* Management Specialist is shared with Veterinary Services and is counted as one-half.

\*\*\* Five of these positions are federally funded; the rest of the budget is paid for by general appropriations.

The Laboratory Services sub-program was previously referred to as the Game and Fish Laboratory sub-program (Strategic Plan FY 04-FY 07, November 2003).

Laboratory Services is located on the University of Wyoming campus. The Laboratory section of Veterinary Services is located at the Wyoming State Veterinary Lab. The headquarters and research unit is located at the Tom Thorne and Beth Williams Wildlife

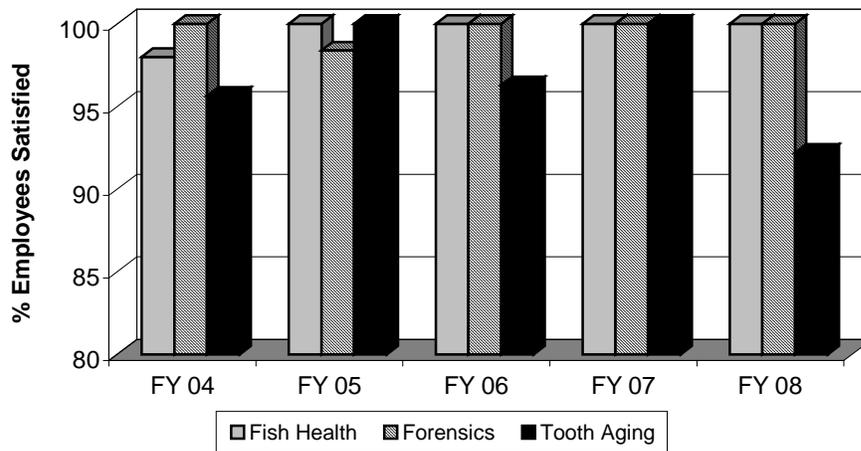
Research Unit at Sybille and numerous brucellosis biologists are located in Pinedale and Jackson.

**Primary Functions of the Wildlife Health and Laboratory Services Program:**

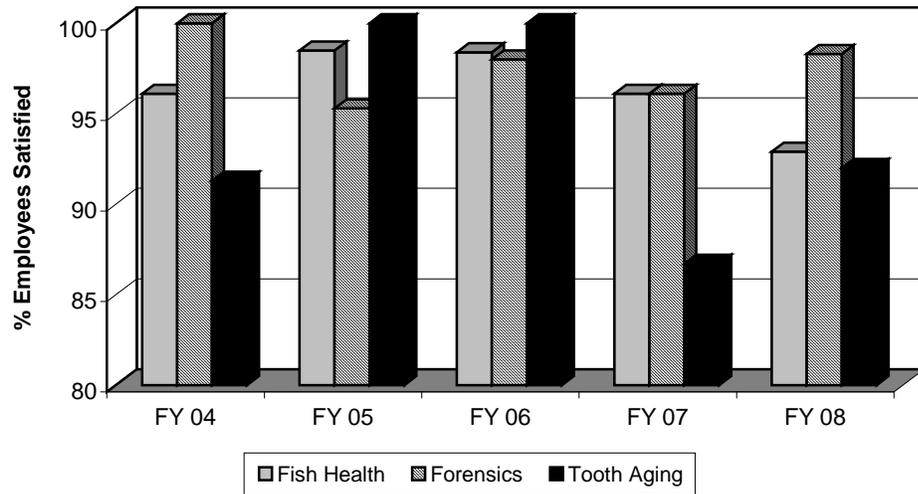
- **Enhance and protect the integrity of Wyoming’s fish and wildlife resources** *by* monitoring, diagnosing, and reporting on diseases and implementing disease control measures for wildlife and fish species the Department has statutory authority to regulate.
- **Enhance and protect the integrity of Wyoming’s fish and wildlife resources** *through* laboratory research, propagation, confinement, and confiscation facilities.
- **Enhance and protect the integrity of Wyoming's fish and wildlife resources** *by* providing timely and accurate information and essential laboratory and technological support in the areas of tooth aging, fish health, and wildlife forensics.

**Performance Measure #1:** Percent of employees satisfied with Laboratory sub-program (Personnel in this program will work to ensure at least 90 percent of employees are treated in a courteous and professional manner, 90 percent of employees will be satisfied with the attention and timeliness provided, and 90 percent of employees are satisfied with the services provided).

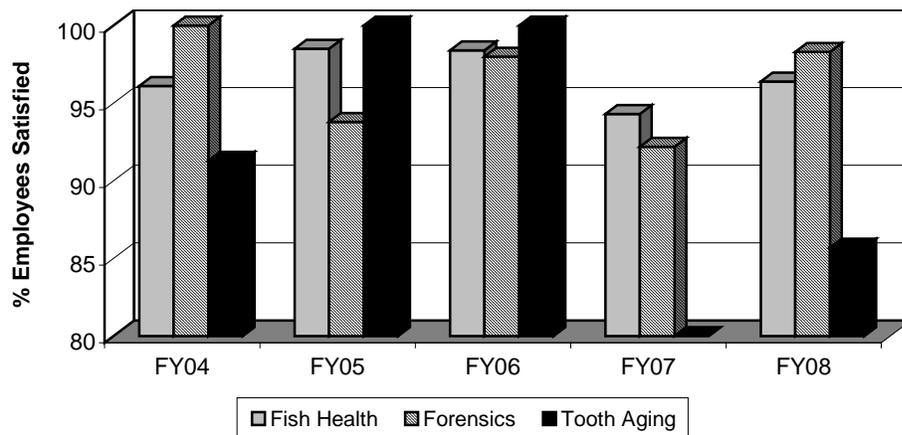
Level of Courteousness and Professionalism:



Level of Attention and Timeliness:



Quality of Services:



**Story behind the performance:**

Annually, the Internal Client Satisfaction survey is distributed to Department personnel providing employees the opportunity to measure the overall performance of Department programs. In many respects, the ability of the Department to provide services to the external clients depends on the ability of employees to satisfy the needs of their internal clients. For greater understanding of subsection strengths and weaknesses and to facilitate the ability to make improvements where deemed feasible and necessary, questions related to the Laboratory sub-program are divided into three sections: Fish Health, Forensics, and Tooth Aging.

As most all of our clients are internal, this survey is one of the most important indicators of effectiveness of the Laboratory. The Laboratory provides big game teeth aging

services to biologists. The Department uses this information for valuable population data and hunters are also made aware of the age of harvested animals. The Fish Health section maintains and improves the quality of fish health in the hatcheries and wild populations through annual inspections and vigilant attention to the prevention of bacterial, viral and parasitic diseases of fish. By minimizing the spread and impact of fish diseases, the disease prevention program increases the number of wild and sport fishing opportunities in Wyoming, which aids in overall satisfaction of the public with the Department. Finally, Forensics aids in the conviction of suspected poachers by providing state of the art laboratory analysis of evidentiary items in the form of serological and DNA testing for species, gender identification, minimum number of animals and matching.

In FY 08, among respondents that had interacted with personnel and responded to the specific questions, a total of 100 percent of employees were either “Very Satisfied” or “Somewhat Satisfied” with the level of courteousness and professionalism exhibited by Forensics and Fish Health, and 92.2 percent were satisfied with the Tooth Aging. When asked about the level of attention and timeliness, 98.3 percent of employees were either “Very Satisfied” or “Somewhat Satisfied” with Forensics, 92.9 percent with Fish Health, and 92 percent were satisfied with Tooth Aging. Of those who had interacted with the Laboratory personnel, 98.3 percent of employees were either “Very Satisfied” or “Somewhat Satisfied” with the quality of services offered by Forensics, 96.4 percent with Fish Health, and 85.7 percent satisfied with Tooth Aging.

**What has been accomplished:**

The overall satisfaction in all three areas questioned for all three sections of the laboratory is 95 percent. This would indicate that a large majority of our customers are happy with the services provided by the laboratory. All three sections received a greater than 90 percent score when internal customers were asked if they were treated courteously and professionally and when asked about the level of attention and timeliness. The attention and timeliness section was up slightly from last year for forensics and tooth aging but down slightly for fish health. As far as the third question, all three sections saw an increase in satisfaction for “Services Provided”.

**What we propose to improve performance in the next two years:**

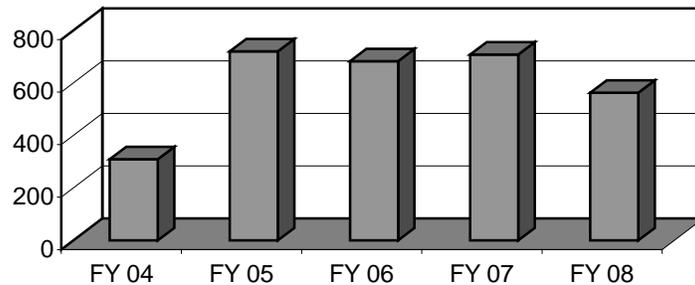
- For the second year in a row, the laboratory is fully staffed with personnel, who have been in the laboratory a minimum of eighteen months. All personnel are well trained in their area of expertise and most have been cross trained somewhat in all three sections. This has significantly decreased turn-around time for analyses and increased internal client satisfaction. Due to increased salaries in all positions, permanent, as well as, At-Will Employee Contract (AWEC), the prospect of retaining trained technicians is greater, thus decreasing down time between new contract and permanent employees. We propose to attempt to maintain a full staff as this has a great deal to do with customer satisfaction.
- Three new molecular biology viral confirmatory tests are currently being optimized.

- The forensic section of the laboratory has started optimizing and validating sequence analysis for species identification of problematic samples. This will decrease the number of samples that cannot be identified to the species level.

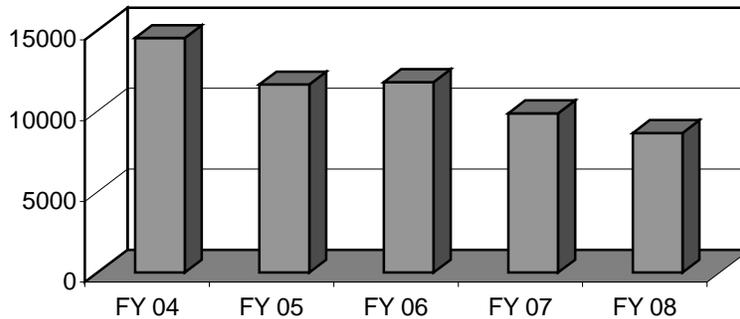
**Performance Measure #2:** Laboratory Productivity (Personnel in this program will maintain the capacity to receive and process at least 650 Forensic samples, 11,500 Fish Health samples, and 800 Tooth Aging samples).

Number of samples received:

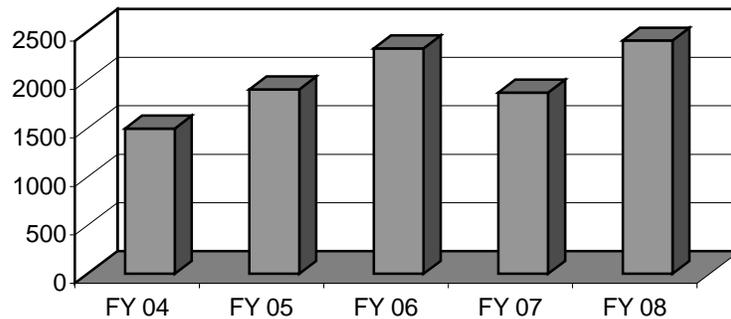
**Forensics**



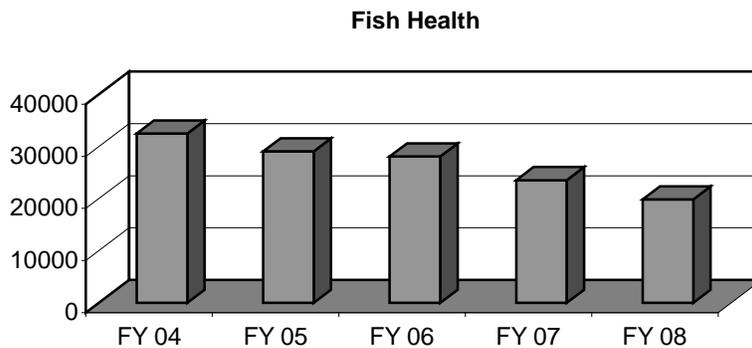
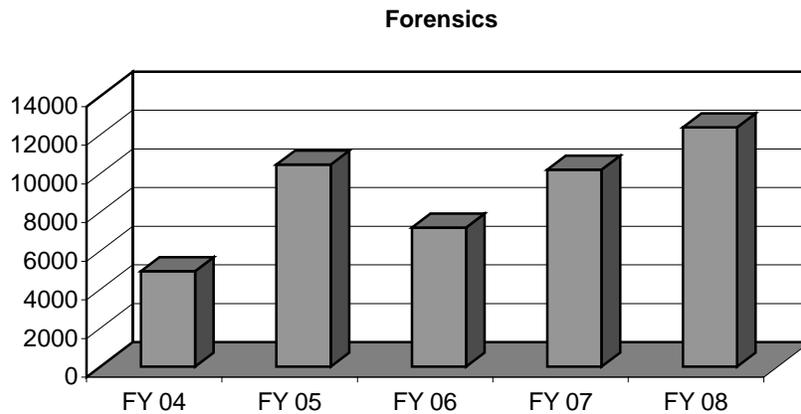
**Fish Health**



**Tooth Aging**



Number of tests performed:



**Story behind the performance:**

The number of samples submitted to the Laboratory is somewhat correlated to the efficiency/effectiveness of the Laboratory. As we increase the number and types of procedures and protocols and as we become more efficient, we can be of service to more and varied personnel/sections in the Department. The exception to this is regulatory Fish Hatchery inspections, which are set by regulation and thus have remained relatively constant over the last 10 years due to the limited number of water sources in Wyoming.

Law enforcement personnel submit the majority of samples received in the Forensic section. Samples come in the form of evidence, including, but not limited to, antlers, carcasses, hides, horns, clothing, arrows, bows, cans, or knives in a suspected poaching case. For numerous years (including years previous to the chart) there was a steady increase in the number of items submitted to the Forensic Section of the Laboratory as more law enforcement personnel became aware of the capabilities of the lab. The exception was 2004 when submissions actually decreased, resulting in fewer tests performed; and this year. During this fiscal year, the number of items decreased, but the number of tests increased indicating the average complexity of each case increased. This is the second year in a row that item numbers have decreased while the numbers of tests have increased. Other than FY 06, which had 94 requests for forensic analyses, the numbers of submissions have stayed relatively constant. It should be noted, however, the

manner in which tests were counted in Forensics changed in 2003 to more closely correlate to the method used in Fish Health. Therefore, there was a large jump in the number of tests performed in 2003 from 2002, but there was only a small increase in the number of samples. The Forensic section also receives additional samples in the form of biological samples for species or gender identification. Additional sample submission and tests conducted in this section should indicate an increase in assistance with law enforcement. If more poachers are prosecuted, there will be a greater awareness of the capabilities of the lab by the general public. In this manner, we can assist the resource through deterrence, allowing the resources to be protected for the legitimate hunter.

The majority of fish health samples submitted to the Laboratory come from inspections conducted by Fish Health Section personnel at state and private hatcheries, as well as, fish from feral spawning operations. These samples most often consist of kidney, spleen, ovarian or seminal samples, and fish heads. A number of fish are also submitted for necropsies or diagnostic analysis following die-offs or when fish become sick in a culture situation. The frequency of regulatory fish health inspections is set by Wyoming Game and Fish Commission Chapter 10 regulations and the Fish Health Section of the American Fisheries Society (AFS) sets sample size numbers. The number of hatchery inspections in Wyoming continues to remain relatively constant due the limited availability of water sources for state hatcheries and the restrictive commercial market for private hatcheries.

In most instances, the number of tests conducted is directly correlated to the number of samples received in the Fish Health section. Both charts look similar because there is a small dip in the number of tests in 2002 and a large increase for 2004. However, the number of diagnostic cases increased from 42 cases last year to 65 this year, an increase of 54 percent. This large increase in diagnostic cases is due to hatchery renovation, imposed stocking restrictions resulting from the presence of the whirling disease parasite at several of the hatcheries and due to some hatcheries incrementally increasing their stock densities to compensate for statewide fish production losses. As part of the disease prevention program, Wyoming Game and Fish regulations require that all hatcheries have a certificate of disease free status prior to receiving approval for public or private stocking. This disease prevention program is essential to maintaining healthy fish populations in the state.

It should be noted that numerous tests are performed on each sample in both the Fish Health section and the Forensic section. The number of tests performed, is dependent on the sample type and the requested analysis by the submitting officer or biologist. This flexibility in analysis accounts for the variability in the number of tests performed annually.

The number of samples submitted to the Tooth Aging section of the Laboratory is equal to the number of test performed; therefore, the first figure comprises both statistics. Hunters and Department biologists submit these samples. Only critical herd units/species are still being analyzed in the Laboratory.

**What has been accomplished:**

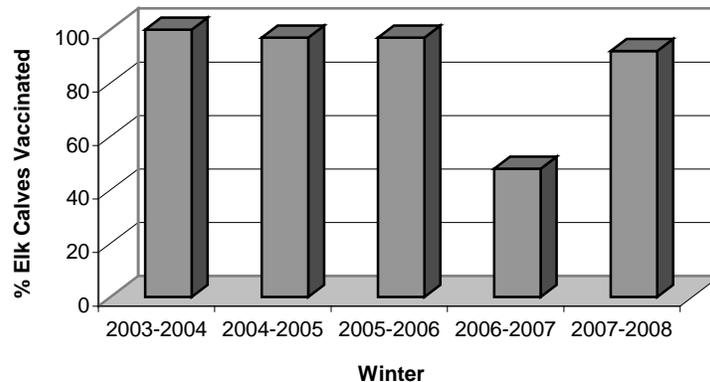
The forensic section of the laboratory acquired an additional new DNA sequencer during this fiscal year. The second sequencer was purchased with monies secured by the Wildlife Heritage Foundation. Having two new sequencers on-line has greatly increased the throughput in the forensic section of the laboratory.

The American Fisheries Society certified the laboratory's third Aquatic Animal Health Inspector during this fiscal year. This certification came after three years of "On the Job" training and eight credits from the University of Wyoming in microbiology (General and Pathogenic Microbiology). The addition of a third person that has the credentials to perform an inspection at a hatchery or a feral spawning operation has greatly increased the efficiency of the fish health section. It has also assisted with decreasing the travel time of the Fish Health Pathologists who traditionally log 12,000 to 15,000 miles per year.

**What we propose to improve performance in the next two years:**

- The Laboratory has set up an account/fund with the Wildlife Heritage Foundation called the "Donation Fund for the Advancement of Wildlife Forensics". Donations will be accepted in law enforcement cases, and outside agencies will be solicited for donations.
- Continue to work on expanding more open lines of communication between the Laboratory personnel and Wildlife and Fish Division personnel by having annual joint coordination meetings with agency staff. Requests for new technical procedures are continually evaluated and feasibility studies initiated if needed. These new procedures will then be brought on-line in the Laboratory. These changes in procedures often result in expanded use of the Laboratory services by field personnel.
- Continued education of all new fish culture and law enforcement personnel of the department will result in more knowledge of the laboratory sampling requirements and will improve the quality of sample submission and will facilitate better overall utilization of the capabilities at the laboratory.
- Additional disease confirmation tests will be brought on-line in the Fish Health Section of the Laboratory, following the current guidelines of the American Fisheries Society's Standards. The Aquatic Animal Health Inspector will work with the Forensic Program Manager to validate and update several molecular procedures.
- The Aquatic Animal Health Inspector is currently working toward the five years of experience and formal education required to become a Fish Health Pathologist. She is currently enrolled in a four hour Pharmacology class and will need an additional nineteen hours in Parasitology, Virology, Immunology, Histopathology and Nutrition before taking a written and oral tests for certification through American Fisheries Society.
- Additional analysis in the area of tooth aging is being pursued during the traditional down times of spring and summer. Analysis of bison teeth from the National Park Service was conducted this year during the late summer and this alliance will most likely continue in future years.

**Performance Measure #3:** Percent of elk calves ballistically vaccinated with Strain 19 on 22 of 23 elk feedgrounds in western Wyoming (Personnel in this program will work to vaccinate at least 95 percent of elk calves that use WGFD feedgrounds).



**Story behind the performance:**

The Brucellosis-Feedground-Habitat (BFH) program was created in 1989 as an integrated approach to control brucellosis in free-ranging elk associated with feedgrounds. This approach combines four ongoing Department programs (feedground vaccination, feedground management, habitat enhancement, and elk/cattle separation) with the ultimate goal of eliminating brucellosis in elk and maintaining spatial and temporal separation of elk and cattle during potential brucellosis transmission periods.

In controlled studies, *Brucella abortus* strain 19 vaccination was shown to reduce abortion rates in elk. Ballistic strain 19 vaccination in elk was initiated in 1985 at the Greys River Feedground, and was expanded over the next 17 years to 22 of 23 feedgrounds, which include state operated feedgrounds and the National Elk Refuge (NER). Dell Creek feedground elk have never been vaccinated, as this population serves as a control to measure efficacy (via brucellosis seroprevalence) of the strain 19 vaccination program. This performance measure examines vaccination efforts in 22 distinct areas.

During the height of elk feedground attendance of each winter (typically early February), elk are classified by age (calves/juveniles, cows, spike bulls, branch-antler bulls). A maximum number of juvenile elk are vaccinated on 22 of 23 feedgrounds annually. Biodegradable bullets composed of hydroxypropylcellulose and calcium carbonate and loaded with lyophilized strain 19 vaccine are ballistically implanted into the large muscle mass of the hindquarter, which dissolve within several hours. The percentages displayed in the graph above are based on the number of calves classified. Approximately 76,000 doses of vaccine have been administered to date.

Vaccination efforts have resulted in over 87 percent calf coverage over the past five years. Some feedgrounds, such as Soda Lake, Bench Corral, and those in the Gros Ventre drainage, have poor elk attendance during light to moderate severity winters due to availability of native foraging opportunities. Elk must be concentrated on feed lines for the vaccination program to be effective. Thus, recent year's vaccination coverage

should be considered the maximum and increased effort will not increase percent of calves vaccinated.

Efforts since winter 2003-2004 have yielded very high percent vaccinations with the exception of the 2006-2007 winter. Feedground attendance was low due to decreased snow coverage and increased forage availability on adjacent winter ranges. Poor habitat conditions and the early arrival of snow in winter 2003-2004 brought a greater number of elk on the feedgrounds (16,111). The ability to vaccinate 100 percent of elk calves that winter was likely attributable to deep snow conditions, resulting in greater tolerance of elk to disturbances associated with the vaccination effort. During winter 2007-2008, winter conditions were again harsh, which facilitated 92 percent of all elk calves attending feedgrounds to be vaccinated.

**What has been accomplished:**

Strain 19 calfhood vaccination was again successful this winter with a majority of the feedgrounds reporting 100 percent calfhood coverage. Many feedgrounds reported over 100 percent coverage, which suggests yearling females were boosted at several areas. More severe winter conditions (average to above average snowpack, cold temperatures) this year contributed to 92 percent of all calves classified on feedgrounds being vaccinated. Relatively low percentages of calves were vaccinated on the NER and on the feedgrounds in the Gros Ventre, depressing overall percent. A total of 3,870 calves were vaccinated on 19 state feedgrounds during winter 2007-2008.

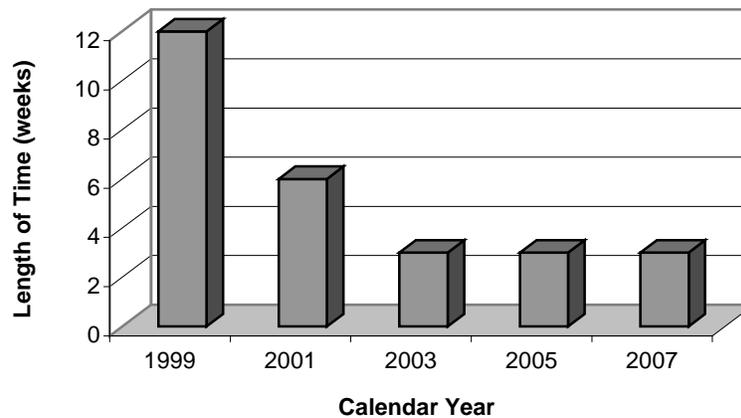
**What we propose to improve performance in the next two years:**

Although winter conditions and availability of native forage affect elk tolerance of the vaccination efforts, and are likely the primary factors influencing this performance measure, BFH personnel will continue to maintain vaccination equipment in proper functioning condition and work closely with Feedground personnel to ensure vaccination equipment is delivered promptly when conditions are most conducive for vaccination.

**Data development agenda:**

The percent of elk calves vaccinated for those classified on feedgrounds is important information to document the success of the strain 19-vaccination program delivery method. However, the successful delivery of the vaccine does not ensure the program is efficacious in reducing the occurrence of brucellosis in elk, specifically brucellosis transmission among elk and from elk to cattle. Current research using vaginal implant transmitters has been expanded to vaccinated and non-vaccinated feedgrounds to better determine abortion prevention rates afforded by strain 19 in marked elk.

**Performance Measure #4:** Complete and rapid analysis and reporting of samples submitted for laboratory testing (Personnel in this program will work to analyze samples and report findings within four weeks of submission).



**Story behind the performance:**

Over the past nine years, the Wildlife Disease Laboratory has undergone some major shifts in its role and duties within the Wyoming Game and Fish Department. One of the major changes was the decision to do “in-house” testing for brucellosis using the federal standard brucellosis serologic tests. In conjunction with this, a cELISA was developed for the differentiation of field strain and vaccine strain antibodies. These assays were undertaken by the Laboratory to significantly decrease the reporting time and provide a complete brucellosis serology panel for feedground and hunter-killed elk surveillance. Over the past nine years, the reporting time has been reduced from over one year to less than a month. During test and slaughter operations, serologic results must be returned in less than 12 hours.

In 2003, the Wildlife Disease Laboratory also adopted in-house testing for chronic wasting disease. Testing for this disease was traditionally conducted by the Wyoming State Veterinary Laboratory, but extended reporting times of six months or more made management actions impossible. Analysis for chronic wasting disease are now generally completed and reported in less than three weeks.

**What has been accomplished:**

- The reduced reporting timeframe for brucellosis diagnostics by implementation of an interactive database was scrapped due to the high cost of development.
- Over the past year, the laboratory has instituted a quality control measure to track serology results and samples. This was accomplished by utilizing barcodes and the current database. Results thus far have been very positive with improved accuracy in reporting and cataloging of storage.
- Through the budget process, the laboratory has submitted a request for two permanent positions to the legislature.
- The implementation of fee-for-service with the Wyoming State Veterinary Laboratory (WSVL) has been moderately successful. While the Wyoming Game & Fish Department is now paying for diagnostics, which has improved our relationship with WSVL, our case turn-around time has not been significantly improved. The

mean final reporting time is between four and eight weeks, some cases are much, much longer. The WSVL has experienced a shortage of pathologists for the past two years, which has had a marked effect on case completion.

**What we propose to improve performance in the next two years:**

- During FY 09 the Laboratory plans to continue the procedure implementation for quality control and tracking of diagnostic serum samples by modification to the current labeling and tracking system.
  - If the request for permanent positions is unsuccessful in the 2008 legislative session, the laboratory will continue efforts to convert contract positions to permanent to aid in the retention of competent and efficient Laboratory personnel.
  - The Wyoming State Veterinary Laboratory is now in the process of hiring two new pathologists. It is anticipated this addition of personnel will result in a significant reduction in the amount of time necessary for diagnostic results to be made available to the Department case coordinator, and thus, a significant reduction in the amount of time between submission of the case and delivery of the final report. Dr. Cynthia Tate will be responsible for tracking the number of days between submission of a clinical case by a biologist and delivery of a final report.
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APPENDIX A:  
INDIVIDUAL MANAGEMENT  
PROGRAMS



# **BIG GAME**

Pronghorn

Elk

Mule Deer

White-tailed Deer

Moose

Bighorn Sheep

Rocky Mountain Goat

Bison



## PRONGHORN

### 2007:

<b>Population:</b>	<b>558,314<sup>a</sup></b>	<b>Licenses Sold:</b>	<b>65,322</b>
<b>Population Objective:</b>	<b>461,950<sup>b</sup></b>	<b>License Revenue:</b>	<b>\$ 5,898,677</b>
<b>Harvest:</b>	<b>51,883</b>	<b>All Other Agency Revenue*:</b>	<b>\$ 3,631,803</b>
<b>Hunters:</b>	<b>52,744</b>	<b>Total Program Revenue:</b>	<b>\$ 9,530,480</b>
<b>Success Rate:</b>	<b>98%</b>	<b>Program Costs:</b>	<b>\$ 3,785,765</b>
<b>Recreation Days:</b>	<b>169,419</b>	<b>Hunter Expenditures:<sup>1</sup></b>	<b>\$ 20,725,822</b>
<b>Days/Animal:</b>	<b>3.3</b>	<b>Cost Dept. Per Animal:</b>	<b>\$ 73</b>
		<b>Economic Return per Animal:</b>	<b>\$ 399</b>

<sup>a</sup>Statewide population was calculated from 41 of 44 pronghorn herds. Population estimates for the other 3 herds were not available.

<sup>b</sup>Statewide population objective calculated from 43 of 44 pronghorn herds. There is no objective for 1 herd.

Wyoming's statewide pronghorn population remained stable from 2006 to 2007 after increasing steadily for a number of years. In 2007, the state population was estimated to be 558,314 animals compared to the objective of 461,950. The state population increased beyond its objective despite declining range conditions due to the prolonged drought, mainly because of mild winters with low mortality, hunter access limitations and the Department's inability to issue sufficient licenses to obtain harvests that will control the species. Very poor range conditions and extensive loss of habitat from escalating mineral development are of great concern to managers. The Department continues to monitor habitat condition, recommend improvements where necessary, seek mitigation of habitat lost to development, and promote hunting seasons that move the population toward the objective.

The Department increased license quotas in 2002-2007 in an attempt to reduce the number of animals the state's drought-depleted habitats must support, however limited access continues to be an impediment. The Department continues to work to improve hunter access through efforts such as the Private Lands Public Wildlife program. The 2007 harvest of 51,883 animals was a 14 percent increase over the 2006 harvest. Hunter effort remained at 3.3 days per animal harvested, equaling the five-year average.

Five-year trends in Wyoming's pronghorn program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Year	Harvest	Rec. Days	Success	Days/Animal	Lic. Sold	Lic. Rev. (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	34,393	109,948	93%	3.2	43,826	3,819,118	2,497,594	11,441,887
2004	36,383	113,577	96%	3.1	44,850	4,756,674	3,025,576	12,214,009
2005	39,526	132,625	93%	3.4	51,430	4,931,280	2,881,194	14,860,450
2006	45,615	151,874	96%	3.3	58,456	5,266,144	3,167,032	17,527,792
<b>2007</b>	<b>51,883</b>	<b>169,419</b>	<b>98%</b>	<b>3.3</b>	<b>65,322</b>	<b>5,898,677</b>	<b>3,785,765</b>	<b>20,725,822</b>

<sup>1</sup>The 2004 calculations were derived from the report, *Wyoming Resident and Nonresident Deer, Elk and Antelope Hunter Expenditure Survey*, 2004. Data for this survey were collected during the 2003 season. Hunter Expenditure in 2004 was calculated from the 2003 cost per day expenditure, corrected for inflation using the Consumer Price Index (2003 per day expenditure x 1.033 = 2004 per day expenditure, 2003 per day expenditure x 1.068 = 2005 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).

\*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.

## ELK

**2007:**

<b>Population:</b>	<b>94,936<sup>a</sup></b>	<b>Licenses Sold:</b>	<b>59,384</b>
<b>Population Objective:</b>	<b>83,140</b>	<b>License Revenue:</b>	<b>\$ 8,203,437</b>
<b>Harvest:</b>	<b>22,523</b>	<b>All Other Agency Revenue*:</b>	<b>\$ 4,996,793</b>
<b>Hunters:</b>	<b>52,151</b>	<b>Total Program Revenue:</b>	<b>\$ 13,200,230</b>
<b>Success Rate:</b>	<b>43%</b>	<b>Program Costs:</b>	<b>\$ 12,415,185</b>
<b>Recreation Days:</b>	<b>387,973</b>	<b>Hunter Expenditures:<sup>1</sup></b>	<b>\$ 37,762,858</b>
<b>Days/Animal:</b>	<b>17.2</b>	<b>Cost Dept. Per Animal:</b>	<b>\$ 551</b>
		<b>Economic Return per Animal:</b>	<b>\$ 1,677</b>

<sup>a</sup>Statewide population was calculated from 27 of 35 elk herds. Population estimates for the other 8 herds were not available.

The Department continues to manage for a reduction in Wyoming's elk population. The population decreased by seven percent in 2007 and is now 14 percent above the statewide objective of 83,140 animals.

The harvest increased four percent from 2006 to 2007 and was above the five-year average (21,306). Hunter success increased slightly in 2006 and 2007 to 43 percent and was above the five-year average (41 percent). Hunter effort (days/animal) increased from 2006 to 2007, but the 2007 effort value was slightly below the five-year average (17.8 days/animal).

Overall, management strategies will continue to focus on decreasing the statewide population, however some herds are at objective and will be managed for their current numbers. Access continues to impede obtaining adequate harvest in many herds. The Department will continue to work to improve hunter access.

Five-year trends in Wyoming's elk program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Year	Harvest	Rec. Days	Success	Days/ Animal	Lic. Sold	Lic. Rev. (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	21,365	397,458	40%	18.6	59,428	7,415,739	8,837,890	33,213,218
2004	21,252	380,219	41%	17.9	58,182	7,733,361	8,833,834	32,802,943
2005	19,708	365,256	39%	18.5	56,550	7,565,022	10,789,073	32,562,491
2006	21,680	360,463	43%	16.6	57,682	7,677,240	11,183,083	33,099,252
<b>2007</b>	<b>22,523</b>	<b>387,973</b>	<b>43%</b>	<b>17.2</b>	<b>59,348</b>	<b>8,203,437</b>	<b>12,415,185</b>	<b>37,762,858</b>

<sup>1</sup> The 2004 calculations were derived from the report, *Wyoming Resident and Nonresident Deer, Elk and Antelope Hunter Expenditure Survey*, 2004. Data for this survey were collected during the 2003 season. Hunter Expenditure in 2004 was calculated from the 2003 cost per day expenditure, corrected for inflation using the Consumer Price Index (2003 per day expenditure x 1.033 = 2004 per day expenditure, 2003 per day expenditure x 1.068 = 2005 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).

\*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$807,048) and interest earned on Department cash balances.

## MULE DEER

### 2007:

<b>Population:</b>	<b>525,337<sup>a</sup></b>	<b>Licenses Sold: <sup>1</sup></b>	<b>91,014</b>
<b>Population Objective:</b>	<b>564,650<sup>b</sup></b>	<b>License Revenue: <sup>1</sup></b>	<b>\$ 9,387,890</b>
<b>Harvest:</b>	<b>41,106</b>	<b>All Other Agency Revenue*:</b>	<b>\$ 5,360,910</b>
<b>Hunters:</b>	<b>65,503</b>	<b>Total Program Revenue:</b>	<b>\$14,748,800</b>
<b>Success Rate:</b>	<b>63%</b>	<b>Program Costs:</b>	<b>\$ 5,819,403</b>
<b>Recreation Days:</b>	<b>328,020</b>	<b>Hunter Expenditures: <sup>2</sup></b>	<b>\$34,975,853</b>
<b>Days/Animal:</b>	<b>8.0</b>	<b>Cost Dept. Per Animal:</b>	<b>\$ 142</b>
		<b>Economic Return per Animal:</b>	<b>\$ 851</b>

<sup>a</sup>Statewide population was calculated from 36 of 39 mule deer herds. Population estimates for the other 3 herds were not available.

<sup>b</sup>Statewide population objective calculated from 38 of 39 mule deer herds. There is no objective for 1 herd.

Wyoming's mule deer population remained stable from 2006 to 2007 and is now approximately 93 percent of the statewide objective. There is continuing concern about the persistent drought, the resulting poor range conditions, and their effect on reproduction and survival. The Department will continue to monitor habitats and recommend improvements where necessary. Field personnel are proposing a further reduction in some herds to lessen the impacts of deer on drought-depleted browse plants until moisture conditions improve. However, further reducing mule deer numbers is counter-intuitive to some publics, and there is resistance to it despite its long-term benefits.

Harvest and hunter success increased slightly in 2007. The 2007 harvest is well above the five-year average of 37,711, and the 63 percent success rate is above its five-year average (59 percent). Hunter effort increased slightly in 2007, and the 2007 value is approximately ½ day below the five-year average (8.4 days/animal). The Department has been working to address access and habitat issues through its Private Lands Public Wildlife program, habitat improvement projects and strong advocacy for mitigation of impacts related to mineral extraction. However, the greatest improvement in habitat conditions will come with improved moisture conditions. There has been some improvement, perhaps only temporary, in the past two years.

Five-year trends in Wyoming's mule deer program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Year	Harvest	Rec. Days	Success	Days/Animal	Lic. Sold <sup>1</sup>	Lic. Rev. (\$) <sup>1*</sup>	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>2</sup>
2003	35,382	328,720	54%	9.3	84,557	8,021,018	5,260,386	30,089,124
2004	36,733	299,922	58%	8.2	82,049	9,520,324	4,735,670	28,343,737
2005	35,266	307,256	57%	8.7	84,533	9,482,629 *	4,813,400	30,007,186
2006	40,067	313,402	62%	7.8	88,405	9,319,734	5,145,752	31,525,638
<b>2007</b>	<b>41,106</b>	<b>328,020</b>	<b>63%</b>	<b>8.0</b>	<b>91,014</b>	<b>9,387,890</b>	<b>5,819,403</b>	<b>34,975,853</b>

<sup>1</sup> Includes both mule deer and white-tailed deer.

<sup>2</sup> The 2004 calculations were derived from the report, *Wyoming Resident and Nonresident Deer, Elk and Antelope Hunter Expenditure Survey*, 2004. Data for this survey were collected during the 2003 season. Hunter expenditure in 2004 was calculated from the 2003 cost per day expenditure, corrected for inflation using the Consumer Price Index (2003 per day expenditure x 1.033 = 2004 per day expenditure, 2003 per day expenditure x 1.068 = 2005 per day expenditure). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).

\*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (68,894) and interest earned on Department cash balances.

## WHITE-TAILED DEER

**2007:**

<b>Population:</b>	<b>57,700<sup>a</sup></b>	<b>Licenses Sold: <sup>1</sup></b>	<b>91,014</b>
<b>Population Objective:</b>	<b>52,000<sup>b</sup></b>	<b>License Revenue: <sup>1</sup></b>	<b>\$ 9,387,890</b>
<b>Harvest:</b>	<b>13,955</b>	<b>All Other Agency Revenue*:</b>	<b>\$ 5,360,910</b>
<b>Hunters:</b>	<b>25,008</b>	<b>Total Program Revenue:</b>	<b>\$14,748,800</b>
<b>Success Rate:</b>	<b>56%</b>	<b>Program Costs:</b>	<b>\$ 411,374</b>
<b>Recreation Days:</b>	<b>113,668</b>	<b>Hunter Expenditures: <sup>2</sup></b>	<b>\$12,167,089</b>
<b>Days/Animal:</b>	<b>8.1</b>	<b>Cost Dept. Per Animal:</b>	<b>\$ 29</b>
		<b>Economic Return per Animal:</b>	<b>\$ 872</b>

<sup>a</sup>Statewide population was calculated from 2 of 5 white-tailed deer herds. Population estimates for the other 3 herds were not available.

<sup>b</sup>Statewide population objective calculated from 3 of 5 white-tailed deer herds. There is no objective for 2 herds.

It is difficult to collect data on Wyoming's white-tailed deer populations because of the habitats in which the species lives and its elusive behavior. So, estimating population characteristics and trends is generally not possible. Most white-tailed deer inhabit private lands in eastern Wyoming and the riparian areas of major watercourses there and in other parts of the state. In both cases, access for hunting has become difficult to obtain and is often expensive. This adds to the difficulty of managing white-tailed deer. Management throughout the state is primarily dictated by local perceptions of deer numbers and by landowner tolerances. The white-tailed deer is an undesirable species to some landowners and hunters while with others it has gained a status equal to other big game species.

The 2007 white-tailed deer harvest was 13 percent and one percent higher than the 2005 and 2006 harvests, respectively. Hunter numbers increased two percent from 2006 and six percent from 2005. Hunter success in 2007 equaled that of 2006, and effort increased slightly between those years.

Five-year trends in Wyoming's white-tailed deer program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Year	Harvest	Rec. Days	Success	Days/Animal	Lic. Sold <sup>1</sup>	Lic. Rev. (\$) <sup>1</sup>	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>2</sup>
2003	10,328	78,383	49%	7.6	84,557	8,021,018	362,474	7,197,675
2004	10,733	82,083	49%	7.6	82,049	9,520,324	412,043	7,790,860
2005	12,333	97,416	52%	7.9	84,533 *	9,482,629 *	520,579	9,550,710
2006	13,858	107,181	56%	7.7	88,405*	9,319,734*	456,980	10,823,317
<b>2007</b>	<b>13,955</b>	<b>113,668</b>	<b>56%</b>	<b>8.1</b>	<b>91,014</b>	<b>9,387,890</b>	<b>411,374</b>	<b>12,167,089</b>

<sup>1</sup> Includes both mule deer and white-tailed deer.

<sup>2</sup> The 2004 calculations were derived from the report, *Wyoming Resident and Nonresident Deer, Elk and Antelope Hunter Expenditure Survey*, 2004. Data for this survey were collected during the 2003 season. Hunter expenditure in 2004 was calculated from the 2003 cost per day expenditure, corrected for inflation using the Consumer Price Index (2003 per day expenditure x 1.033 = 2004 per day expenditure, 2003 per day expenditure x 1.068 = 2005 per day expenditure). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).

\*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.

## MOOSE

**2007:**

<b>Population:</b>	<b>10,443<sup>a</sup></b>	<b>Licenses Sold:</b>	<b>769</b>
<b>Population Objective:</b>	<b>14,680</b>	<b>License Revenue:</b>	<b>\$ 201,665</b>
<b>Harvest:</b>	<b>669</b>	<b>All Other Agency Revenue*:</b>	<b>\$ 718,013</b>
<b>Hunters:</b>	<b>750</b>	<b>Total Program Revenue:</b>	<b>\$ 919,678</b>
<b>Success Rate:</b>	<b>89%</b>	<b>Program Costs:</b>	<b>\$ 1,022,124</b>
<b>Recreation Days:</b>	<b>4,674</b>	<b>Hunter Expenditures:<sup>1</sup></b>	<b>\$ 660,586</b>
<b>Days/Animal:</b>	<b>7.0</b>	<b>Cost Dept. Per Animal:</b>	<b>\$ 1,528</b>
		<b>Economic Return per Animal:</b>	<b>\$ 987</b>

<sup>a</sup>Statewide population was calculated from 8 of 10 moose herds. Population estimates for the other 2 herds were not available.

Although Wyoming’s largest moose populations are in the west and northwest of the state, moose occur in other areas. The species inhabits the Bighorn Mountains; and it has expanded into the mountain ranges of south central Wyoming from an introduced population in northern Colorado, which is providing additional viewing and hunting opportunities.

Management strategies for moose in Wyoming are quite conservative, and as a result, success rates are traditionally excellent for those hunters fortunate enough to draw a license. The 2007 hunting season was the tenth year in which a restriction against harvesting a cow moose accompanied by a calf was in effect. This restriction has improved calf survival, which has the potential to increase hunting opportunities. However, recent declines in moose numbers in northwest Wyoming, for reasons that have yet to be fully understood, have resulted in significant license quota reductions over the past several years. After reductions over the previous five years, license quotas in 2006 and 2007 remained the same. Harvest increased by five percent from 2006 to 2007, hunter success remained stable and hunter effort decreased. The 2007 hunter success was slightly above average (87 percent), and hunter effort was slightly below average (7.1 days/animal). Permit quotas for western hunt areas will be reduced again in 2008 in response to low population estimates.

Five-year trends in Wyoming's moose program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Year	Harvest	Rec. Days	Success	Days/Animal	Lic. Sold	Lic. Rev. (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	999	7,530	87%	7.5	1,189	252,323	646,341	939,520
2004	770	5,026	84%	6.5	927	218,524	1,004,466	638,793
2005	682	4,673	88%	6.9	798	214,029	928,822	604,914
2006	636	4,729	87%	7.4	768	174,694	699,814	630,528
<b>2007</b>	<b>669</b>	<b>4,674</b>	<b>89%</b>	<b>7.0</b>	<b>769</b>	<b>201,665</b>	<b>1,022,124</b>	<b>660,586</b>

<sup>1</sup> The 2003 calculations were derived from the report, *Hunting and Trapping Expenditures in Wyoming During the 2001 Season*, 2002 using average per day expenditures. Hunter expenditure was calculated from the 2001 cost per day expenditure, corrected for inflation using the Consumer Price Index (2001 per day expenditure x 1.043 = 2003 per day expenditure, 2001 per day expenditure x 1.078 = 2004 per day expenditure, 2001 per day expenditure x 1.115 = 2005 per day expenditure). 2006 and 2007 Hunter expenditure was calculated from the previous year’s Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).

\*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.

## BIGHORN SHEEP

**2007:**

<b>Population:</b>	<b>5,681<sup>a</sup></b>	<b>Licenses Sold:</b>	<b>244</b>
<b>Population Objective:</b>	<b>8,435</b>	<b>License Revenue:</b>	<b>\$ 93,181</b>
<b>Harvest:</b>	<b>201</b>	<b>All Other Agency Revenue*:</b>	<b>\$ 708,507</b>
<b>Hunters:</b>	<b>237</b>	<b>Total Program Revenue:</b>	<b>\$ 801,688</b>
<b>Success Rate:</b>	<b>85%</b>	<b>Program Costs:</b>	<b>\$ 1,284,207</b>
<b>Recreation Days:</b>	<b>2,225</b>	<b>Hunter Expenditures:<sup>1</sup></b>	<b>\$ 674,327</b>
<b>Days/Animal:</b>	<b>11.1</b>	<b>Cost Dept. Per Animal:</b>	<b>\$ 6,389</b>
		<b>Economic Return per Animal:</b>	<b>\$ 3,355</b>

<sup>a</sup>Statewide population was calculated from 10 of 15 bighorn sheep herds. Population estimates for the other 5 herds were not available.

The estimated number of Wyoming’s bighorn sheep remained stable in 2007. Larger herds maintained or slightly increased population size while some smaller populations continued to struggle. Bighorn sheep are highly susceptible to severe weather events and disease outbreaks. Poor habitat conditions predispose bighorn sheep to these mortality factors and limit population increases in some herds.

The 2007 bighorn sheep harvest was larger than 2006 and was well above the five-year average (189). The 2007 hunter success equaled that of 2006, and hunter success remained above the five-year average (82 percent). Hunter effort increased in 2007 and was above the five-year average (10.7 days/animal harvested).

The Department will continue to set conservative bighorn sheep hunting seasons. It will continue to monitor disease, evaluate habitat conditions, and implement habitat improvement projects; and it will do supplementary transplants as the need and opportunity arises.

Five-year trends in Wyoming's bighorn sheep program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Year	Harvest	Rec. Days	Success	Days/ Animal	Lic. Sold	Lic. Rev. (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	183	2,192	78%	12.0	248	142,949	986,233	562,978
2004	205	2,089	89%	10.2	251	136,538	1,229,246	554,780
2005	172	1,923	74%	11.2	236	130,853	1,066,634	533,798
2006	186	1,654	85%	9.0	240	57,611	1,199,696	472,901
<b>2007</b>	<b>201</b>	<b>2,225</b>	<b>85%</b>	<b>11.1</b>	<b>244</b>	<b>93,181</b>	<b>1,284,207</b>	<b>674,327</b>

<sup>1</sup> Calculations prior to 2003 were based on the report, *1989 Hunting and Fishing Expenditure Estimates for Wyoming*, 1990. However, these calculations could not be reproduced. The 2003 calculations were derived from the report, *Hunting and Trapping Expenditures in Wyoming During the 2001 Season*, 2002 using average per day expenditures. Hunter expenditure was calculated from the 2001 cost per day expenditure, corrected for inflation using the Consumer Price Index (2001 per day expenditure x 1.043 = 2003 per day expenditure, 2001 per day expenditure x 1.078 = 2004 per day expenditure, 2001 per day expenditure x 1.115 = 2005 per day expenditure). 2006 and 2007 Hunter expenditure was calculated from the previous year’s Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).

\*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.

## ROCKY MOUNTAIN GOAT

**2007:**

<b>Population:</b>	<b>322</b>	<b>Licenses Sold:</b>	<b>20</b>
<b>Population Objective:</b>	<b>250</b>	<b>License Revenue:</b>	<b>\$ (5,101)</b>
<b>Harvest:</b>	<b>19</b>	<b>All Other Agency Revenue*:</b>	<b>\$ 22,414</b>
<b>Hunters:</b>	<b>20</b>	<b>Total Program Revenue:</b>	<b>\$ 17,313</b>
<b>Success Rate:</b>	<b>95%</b>	<b>Program Costs:</b>	<b>\$ 48,575</b>
<b>Recreation Days:</b>	<b>113</b>	<b>Hunter Expenditures:<sup>1</sup></b>	<b>\$ 39,835</b>
<b>Days/Animal:</b>	<b>5.9</b>	<b>Cost Dept. Per Animal:</b>	<b>\$ 2,557</b>
		<b>Economic Return per Animal:</b>	<b>\$ 2,097</b>

Mountain goats inhabit some of the most rugged and remote areas in northwest Wyoming. Successful transplant operations in Montana and Idaho years ago resulted in mountain goat populations that extended into Wyoming. The Department manages these populations as the Beartooth (northwest of Cody) and Palisades (southwest of Jackson) Herds.

Prior to 1999, only the Beartooth Herd was hunted. The Palisades population increased to a point where it has been able to sustain a limited annual harvest since that year. The Department will continue to closely monitor both populations and will continue to set hunting season those small populations can support.

Five-year trends in Wyoming's Rocky Mountain goat program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Year	Harvest	Rec. Days	Success	Days/ Animal	Lic. Sold	Lic. Rev. (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	15	59	100%	3.9	16	8,381	90,268	14,665
2004	15	61	100%	5	16	10,500	68,613	20,551
2005	19	51	100%	3.2	20	10,520	35,806	16,467
2006	20	69	100%	3.4	20	(7,914)	59,229	22,947
<b>2007</b>	<b>19</b>	<b>113</b>	<b>95%</b>	<b>5.9</b>	<b>20</b>	<b>(5,101)</b>	<b>48,575</b>	<b>39,835</b>
<sup>1</sup> Calculations prior to 2003 were based on the report, <i>1989 Hunting and Fishing Expenditure Estimates for Wyoming</i> , 1990. However, these calculations could not be reproduced. The 2003 calculations were derived from the report, <i>Hunting and Trapping Expenditures in Wyoming During the 2001 Season</i> , 2002 using average per day expenditures. Hunter expenditure was calculated from the 2001 cost per day expenditure, corrected for inflation using the Consumer Price Index (2001 per day expenditure x 1.043 = 2003 per day expenditure, 2001 per day expenditure x 1.078 = 2004 per day expenditure, 2001 per day expenditure x 1.115 = 2005 per day expenditure). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

## BISON

**2007:**

<b>Population:</b>	<b>971</b>	<b>Licenses Sold:</b>	<b>277</b>
<b>Population Objective:</b>	<b>500</b>	<b>License Revenue:</b>	<b>\$ 125,315</b>
<b>Harvest:</b>	<b>267</b>	<b>All Other Agency Revenue*:</b>	<b>\$ 143,031</b>
<b>Hunters:</b>	<b>277</b>	<b>Total Program Revenue:</b>	<b>\$ 268,346</b>
<b>Success Rate:</b>	<b>96%</b>	<b>Program Costs:</b>	<b>\$ 336,837</b>
<b>Recreation Days:</b>	<b>824</b>	<b>Hunter Expenditures:<sup>1</sup></b>	<b>\$ 148,135</b>
<b>Days/Animal:</b>	<b>3.1</b>	<b>Cost Dept. Per Animal:</b>	<b>\$ 1,262</b>
		<b>Economic Return per Animal:</b>	<b>\$ 555</b>

The bison population in the Jackson Herd has increased steadily over the years to a size far greater than is reasonable for the Jackson valley. The post-harvest objective for this herd is 500 bison. The population has increased 69 percent since 2000; however, the population decreased 11 percent from 2006 to 2007. The Department shares management responsibility of the Jackson Herd with the National Elk Refuge (NER), Grand Teton National Park and the Bridger-Teton National Forest. Bison of the Jackson Herd spend summers in and around Grand Teton National Park, and most spend winters on the NER, so it has been difficult to obtain an adequate harvest. Hunting opportunity and the potential for a larger annual harvest increased considerably in 2007 with the inclusion of a significant portion of the NER in the area where bison hunting is allowed. The participation rate increased (to 277) in 2007 and higher rates will be maintained in the future. The Department notified 369 hunters on the bison list in 2007. Of those, 277 (75 percent) participated in the hunt. With better notification and public awareness about better success due to improved hunting access, we expect participation rates closer to 90 percent (350 hunters) in future years.

Bison harvest increased 580 percent in 2007 from the previous years' average. Hunter success in 2007 was 96 percent compared to 92 percent in 2006, and was well above the five-year average (78.6 percent). Hunter effort was 3.1 days/bison harvested, which is a substantial decrease from 5.0 days/bison harvested in 2006 and is below average (6.3 days/bison harvested). Social and political concerns continue to influence management of the bison herd.

Five-year trends in Wyoming's bison program.							
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.							
Year	Harvest	Rec. Days	Success	Days/Animal	Lic. Sold	Lic. Rev. (\$)	Program Costs (\$)
2003	40	245	71.4	6.1	56	21,815	69,759
2004	31	100	59.6	10.5	52	24,173	33,162
2005	36	270	73.5	6.8	49	23,219	15,728
2006	48	273	92.3	5.0	52	30,732	21,928
<b>2007</b>	<b>267</b>	<b>824</b>	<b>96.0</b>	<b>3.1</b>	<b>277</b>	<b>125,315</b>	<b>336,837</b>

<sup>1</sup> Calculations prior to 2003 were based on the report, *1989 Hunting and Fishing Expenditure Estimates for Wyoming*, 1990. However, these calculations could not be reproduced. The 2003 calculations were derived from the report, *Hunting and Trapping Expenditures in Wyoming During the 2001 Season*, 2002 using average per day expenditures. Hunter expenditure was calculated from the 2001 cost per day expenditure, corrected for inflation using the Consumer Price Index (2001 per day expenditure x 1.043 = 2003 per day expenditure, 2001 per day expenditure x 1.078 = 2004 per day expenditure, 2001 per day expenditure x 1.115 = 2005 per day expenditure). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).

\*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$59,092) and interest earned on Department cash balances.

# **TROPHY GAME**

Black Bear  
Grizzly Bear  
Mountain Lion



## BLACK BEAR

**2007:**

<b>Population:</b>	<b>Not available</b>	<b>Licenses Sold:</b>	<b>3,252</b>
<b>Population Objective:</b>	<b>Not available</b>	<b>License Revenue:</b>	<b>\$ 201,341</b>
<b>Harvest:</b>	<b>285</b>	<b>All Other Agency Revenue*:</b>	<b>\$ 106,178</b>
<b>Hunters:</b>	<b>2,235</b>	<b>Total Program Revenue:</b>	<b>\$ 307,519</b>
<b>Success Rate:</b>	<b>13%</b>	<b>Program Costs:</b>	<b>\$ 1,076,992</b>
<b>Recreation Days:</b>	<b>20,768</b>	<b>Hunter Expenditures:<sup>1</sup></b>	<b>\$ 1,569,080</b>
<b>Days/Animal:</b>	<b>72.9</b>	<b>Cost Dept. Per Animal:</b>	<b>\$ 3,779</b>
		<b>Economic Return per Animal:</b>	<b>\$ 5,506</b>

Black bears occupy all the major mountain ranges of Wyoming, with the exception of the Black Hills. Most black bears are found in the northwestern part of the state, the Bighorn Mountains and the mountains of south central Wyoming.

Black bears are hunted in Wyoming during the spring and fall. Successful bear hunters are required to report bear harvest to a Department game warden, wildlife biologist or regional office within three days of the harvest. Accurate harvest information is vital to management of black bears in Wyoming since other forms of data are hard to collect.

The 2007 harvest is similar to the 2006 harvest. Quotas have been increased in recent years to address increasing bear/human and bear/livestock conflicts. Bear/human conflicts are most often a result of the bears' attraction or habituation to human related foods. At the same time, the drought has affected bear food sources as much as it has those of other animals, which exacerbates the problem of bears seeking access to human related foods and coming into conflict. The 2007 hunter success rate was slightly lower than the previous year and was approximately equal to the five-year average (12.8 percent). The 2007 hunter effort increased, but was below average (74.7 days/animal harvested).

Five-year trends in Wyoming's black bear program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Year	Harvest	Rec. Days	Success	Days/Animal	Lic. Sold	Lic. Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	261	21,432	12%	82.1	2,890	161,373	466,154	1,438,738
2004	294	22,471	13%	76.4	2,949	171,414	480,138	1,505,337
2005	277	21,043	12%	76.0	2,904	174,576	482,313	1,456,180
2006	280	18,570	14%	66.3	2,986	191,889	283,438	1,323,599
<b>2007</b>	<b>285</b>	<b>20,768</b>	<b>13%</b>	<b>72.9</b>	<b>3,252</b>	<b>201,341</b>	<b>1,076,992</b>	<b>1,569,080</b>

<sup>1</sup> The 2003 calculations were derived from the report, *Hunting and Trapping Expenditures in Wyoming During the 2001 Season*, 2002 using average per day expenditures. Hunter expenditure was calculated from the 2001 cost per day expenditure, corrected for inflation using the Consumer Price Index (2001 per day expenditure x 1.043 = 2003 per day expenditure, 2001 per day expenditure x 1.078 = 2004 per day expenditure, 2001 per day expenditure x 1.115 = 2005 per day expenditure). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).

\*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.

## GRIZZLY BEAR

### OBJECTIVES:

To meet those parameters identified in the Conservation Strategy for the Grizzly Bear in the Yellowstone Area.

To maintain at least 7,229 square miles of occupied grizzly bear habitat.

To obtain the informed consent of all potentially affected interests in structuring the population objectives, management strategies, and regulations.

The distribution of the Yellowstone grizzly bear population includes much of northwest Wyoming, mainly Yellowstone National Park and the Caribou-Targhee, Bridger-Teton, and Shoshone National Forests. The Yellowstone population was removed from 'threatened' status under the Endangered Species Act in 2007. That population is now being managed according to state management plans developed by Wyoming, Montana and Idaho and approved by the U. S. Fish and Wildlife Service. The Yellowstone Ecosystem Subcommittee, which was responsible for recovery, has been replaced by the Yellowstone Grizzly Coordinating Committee, which will coordinate management according to the state plans and the population's conservation strategy. A means to determine annual allowable sport harvest (in addition to agency conflict removals) has been established, and Wyoming is developing hunting strategies. The Department will continue to participate in all aspects of management of this population, including monitoring and conflict resolution.

Five-year trends in Wyoming's grizzly bear program.	
Fiscal Year	Management Costs (\$)
FY 2004	937,890
FY 2005	1,048,088
FY 2006	1,237,122
FY 2007	1,182,214
<b>FY 2008</b>	<b>1,359,017</b>

## MOUNTAIN LION

**2007:**

<b>Population:</b>	<b>Not available</b>	<b>Licenses Sold:</b>	<b>1,680</b>
<b>Population Objective:</b>	<b>Not available</b>	<b>License Revenue:</b>	<b>\$ 78,958</b>
<b>Harvest:</b>	<b>198</b>	<b>All Other Agency Revenue*:</b>	<b>\$ 55,619</b>
<b>Hunters:</b>	<b>1,068</b>	<b>Total Program Revenue:</b>	<b>\$ 134,577</b>
<b>Success Rate:</b>	<b>19%</b>	<b>Program Costs:</b>	<b>\$ 399,474</b>
<b>Recreation Days:</b>	<b>10,944</b>	<b>Hunter Expenditures:<sup>2</sup></b>	<b>\$ 1,965,213</b>
<b>Days/Animal:</b>	<b>55.3</b>	<b>Cost Dept. Per Animal:</b>	<b>\$ 2,018</b>
		<b>Economic Return per Animal:</b>	<b>\$ 9,925</b>

The mountain lion is distributed throughout much of the state and has been managed as a trophy game species in Wyoming since 1974. It prefers rugged foothills and mountainous terrain, which provide cover, den sites and suitable prey bases. The mountain lion is an opportunistic predator that occupies established and well-defended territories.

The mountain lion has been managed in Wyoming through annual mortality quotas. When a hunt area harvest quota is reached, that area is closed for the remainder of the season. Annual harvest quotas have been adjusted in recent years to limit population growth and to address lion/human and lion/livestock incidents in some areas. The state mountain lion management plan approved by the Wyoming Game and Fish Commission in 2007 and implemented by the Department describes a 'sink/stable/source areas' strategy for managing mountain lions across the state in the future.

The 2007 mountain lion harvest is six percent higher than 2006. Hunter effort increased substantially from 3.3 days per lion harvested in 2006 to 55.3 days per lion harvested in 2007. This drastic change is primarily due to a change in the way effort is calculated. Until 2007, effort was calculated for only successful legal hunters completing the mandatory check of their harvested animal. In 2007, effort of all hunters was estimated from the results of a harvest survey of the entire mountain lion hunting population.

Five-year trends in Wyoming's mountain lion program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Year	Harvest	Rec. Days	Success <sup>1</sup>	Days/Animal	Licenses Sold	License Revenue (\$)	Mgmt. Costs (\$)	Hunter Expend. (\$) <sup>2,3</sup>
2003	199	---	12%	---	1,608	69,272	250,254	122,584
2004	181	---	12%	---	1,530	67,161	335,197	100,858
2005	175	---	11%	---	1,548	71,706	393,315	100,821
2006	186	---	12%	---	1,553	68,542	444,845	104,015
<b>2007</b>	<b>198</b>	<b>10,944</b>	<b>19%</b>	<b>55.3</b>	<b>1680</b>	<b>78,958</b>	<b>399,474</b>	<b>1,965,213</b>

<sup>1</sup> Calculations prior to 2007 were based on the number of licenses sold.

<sup>2</sup> The 2003 calculations were based on the report, *Hunting and Trapping Expenditures in Wyoming During the 2001 Season*, 2002 using average per day expenditures. Hunter expenditure for 2004 was calculated from the 2003 estimate, with inflation corrected for by using the Consumer Price Index (2003 per day expenditure x 1.033 = 2004 per day expenditure, 2003 per day expenditure x 1.068 = 2005 per day expenditure). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).

<sup>3</sup> From 2000-2006, recreation days were not estimated in the harvest survey; therefore, hunter expenditures for these years were recalculated to reflect the change.

\*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.



# **SMALL GAME**

Cottontail  
Snowshoe Hare  
Squirrel



## COTTONTAIL

**2007:**

<b>Population:</b>	Not available	<b>Licenses Sold:</b>	**
<b>Population Objective:</b>	Not available	<b>License Revenue:</b>	\$ **
<b>Harvest:</b>	<b>60,511</b>	<b>All Other Agency Revenue*:</b>	\$ **
<b>Hunters:</b>	<b>7,540</b>	<b>Total Program Revenue:</b>	\$ **
<b>Animals/Hunter:</b>	<b>8.0</b>	<b>Program Costs:</b>	\$ **
<b>Recreation Days:</b>	<b>24,868</b>	<b>Hunter Expenditures: <sup>1</sup></b>	<b>\$ 6,766,271</b>
<b>Days/Animal:</b>	<b>0.4</b>	<b>Cost Dept. Per Animal:</b>	<b>\$ Not Available</b>
		<b>Economic Return per Animal:</b>	<b>\$ 112</b>

The cottontail rabbit is the most popular small game animal in Wyoming. It is found in a variety of habitats throughout the state including shrub communities, farmlands, and urban and suburban areas in middle to lower elevations. The cottontail population cannot be accurately estimated or monitored. Hunter success and harvest are directly associated with the dramatically cyclic nature of this species' abundance.

The 2007 harvest statistics, and general observations of cottontail abundance over the past year, indicate that the population is declining. Harvest decreased from a recent high of 89,823 in 2005 to 60,511 in 2007. Hunter numbers and recreation days both declined from 2006 to 2007. The number of animals harvested per hunter also decreased from 2006 and is now below the five-year average (8.5 animals/hunter). The number of days/animal remained stable from 2006 to 2007, equaling the five-year average (0.4 days/animal).

The Department will continue to maintain the current hunting season structure and bag limits since hunting has little effect on cottontail populations.

Five-year trends in Wyoming's cottontail program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Animal/Hunter	Days/Animal	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	34,996	18,655	7.2	0.5	4,882	**	**	4,365,270
2004	47,531	20,872	7.8	0.5	6,076	**	**	5,032,573
2005	89,823	30,842	10.0	0.3	8,967	**	**	7,686,134
2006	86,769	30,603	9.7	0.4	8,957	**	**	7,855,370
<b>2007</b>	<b>60,511</b>	<b>24,868</b>	<b>8.0</b>	<b>0.4</b>	<b>7,540</b>	<b>**</b>	<b>**</b>	<b>6,766,271</b>
**All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.								
<sup>1</sup> Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i> , 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003 per day expenditure, 1999 per day expenditure x 1.132 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

## SNOWSHOE HARE

**2007:**

<b>Population:</b>	Not available	<b>Licenses Sold:</b>	
<b>Population Objective:</b>	Not available	<b>License Revenue:</b>	\$ **
<b>Harvest:</b>	328	<b>All Other Agency Revenue*:</b>	\$ **
<b>Hunters:</b>	257	<b>Total Program Revenue:</b>	\$ **
<b>Animals/Hunter:</b>	1.3	<b>Program Costs:</b>	\$ **
<b>Recreation Days:</b>	1,633	<b>Hunter Expenditures: <sup>1</sup></b>	\$ 444,319
<b>Days/Animal:</b>	5.0	<b>Cost Dept. Per Animal:</b>	\$ Not Available
		<b>Economic Return per Animal:</b>	\$ 1,355

The snowshoe hare is distributed throughout most of the mountain conifer forests of the state. Snowshoe hare hunting is not as popular as other small game hunting, and most snowshoes are likely taken incidentally during big game seasons.

Snowshoe hare populations are cyclic, and hunter participation and harvest appear to follow population trends. During most years, fluctuations of hare populations are not consistent across the state; peak snowshoe harvest varies from region to region.

The snowshoe harvest decreased from 2006 and was well below the five-year average (489). Fewer hunters harvested snowshoe hares at a lower rate than in 2006 and invested more effort. The number of hares harvested per hunter in 2007 was below the five-year average (1.7 animals/hunter), and the 2007 effort rate was well above average (2.7 days/animal).

Five-year trends in Wyoming's snowshoe hare program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Animal/Hunter	Days/Animal	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	410	1,171	1.3	2.9	319	**	**	274,014
2004	343	1,004	1.0	2.9	347	**	**	242,080
2005	703	815	2.9	1.2	239	**	**	203,106
2006	660	999	1.9	1.5	349	**	**	256,429
<b>2007</b>	<b>328</b>	<b>1,633</b>	<b>1.3</b>	<b>5.0</b>	<b>257</b>	<b>**</b>	<b>**</b>	<b>444,319</b>
**All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.								
<sup>1</sup> Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i> , 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003 per day expenditure, 1999 per day expenditure x 1.132 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

## SQUIRREL

**2007:**

<b>Population:</b>	Not available	<b>Licenses Sold:</b>	**
<b>Population Objective:</b>	Not available	<b>License Revenue:</b>	\$ **
<b>Harvest:</b>	1,066	<b>All Other Agency Revenue*:</b>	\$ **
<b>Hunters:</b>	239	<b>Total Program Revenue:</b>	\$ **
<b>Animals/Hunter:</b>	4.5	<b>Program Costs:</b>	\$ **
<b>Recreation Days:</b>	1,052	<b>Hunter Expenditures: <sup>1</sup></b>	\$ 286,236
<b>Days/Animal:</b>	1.0	<b>Cost Dept. Per Animal:</b>	\$ Not Available
		<b>Economic Return per Animal:</b>	\$ 269

Red squirrels occupy mountain conifer forests at mid to upper elevations throughout the state. Fox squirrels occupy low elevation deciduous forests, cottonwood-riparian areas and agricultural and urban areas.

Squirrel hunter participation and harvest decreased in 2007. According to the 2007 harvest survey, 239 hunters harvested an estimated 1,066 squirrels. Hunters invested less effort per squirrel harvested in 2007 than 2006, and each hunter harvested about one more squirrel (30 percent) during the 2007 season than in 2006.

Squirrel hunting in Wyoming is not as popular as it is in other parts of the country. In Wyoming, most squirrel harvest is incidental to other hunting pursuits. The Department will maintain the current season structures since hunting has little effect on squirrel populations.

Five-year trends in Wyoming's squirrel program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Animal/Hunter	Days/Animal	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	1,127	1,013	4.6	0.9	245	**	**	237,042
2004	1,607	1,333	5.2	0.8	307	**	**	321,408
2005	1,434	1,242	4.7	0.9	306	**	**	309,519
2006	1,212	1,463	3.3	1.2	367	**	**	375,532
<b>2007</b>	<b>1,066</b>	<b>1,052</b>	<b>4.5</b>	<b>1.0</b>	<b>239</b>	<b>**</b>	<b>**</b>	<b>286,236</b>
**All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.								
<sup>1</sup> Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i> , 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003 per day expenditure, 1999 per day expenditure x 1.132 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								



# UPLAND GAME

Pheasant

Gray Partridge

Chukar

Sage Grouse

Sharp-Tailed Grouse

Blue Grouse

Ruffed Grouse

Mourning Dove

Turkey



## PHEASANT

**2007:**

<b>Population:</b>	Not available	<b>Licenses Sold:</b>	28,818
<b>Population Objective:</b>	Not available	<b>License Revenue:</b>	\$ 594,597
<b>Harvest:</b>	42,333	<b>All Other Agency Revenue*:</b>	\$ 1,326,328
<b>Hunters:</b>	10,186	<b>Total Program Revenue:</b>	\$ 1,920,925
<b>Bird/Hunter:</b>	4.2	<b>Program Costs:</b>	\$ 2,587,351
<b>Recreation Days:</b>	39,245	<b>Hunter Expenditures: <sup>1</sup></b>	\$10,678,073
<b>Days/Bird:</b>	0.9	<b>Cost Dept. Per Bird:</b>	\$ 61
		<b>Economic Return per Bird:</b>	\$ 252

The pheasant is not as abundant in Wyoming as it is in neighboring states, but there are many opportunities to hunt this popular upland game bird in various locations within eastern and north central Wyoming. Weather and habitat conditions are the primary influences on most of the state's pheasant populations. Pheasant hunting has improved considerably with the implementation and expansion of Wyoming's Walk-In Access Program. Department field personnel have played key roles in opening thousands of acres of private lands to hunting over the past few years. The majority of Wyoming's pheasant hunting occurs in Goshen County, but there are other opportunities near Riverton, in the Bighorn Basin and in the Sheridan area. Established pheasant populations are supplemented by releases from the Department's Downar and Sheridan Bird Farms.

The 2007 pheasant season continued a decline in harvest, recreation days and number of hunters from a high in 2005. Hunter effort has remained fairly constant since 2003. Hunter success was similar in 2006 and 2007 and was one bird per hunter below a recent high in 2005. The 2007 harvest rate was below average (4.6 birds/hunter) while hunter effort rate was average (0.9 days/bird).

Five-year trends in Wyoming's pheasant program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/ Hunter	Days/ Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	29,927	26,101	4.7	0.9	6,367	**	**	6,107,634
2004	34,322	28,691	4.6	0.8	7,529	**	**	6,917,859
2005	65,979	51,253	5.2	0.8	12,573	**	**	12,772,760
2006	46,164	40,322	4.2	0.9	11,017	**	**	10,350,105
<b>2007</b>	<b>42,333</b>	<b>39,245</b>	<b>4.2</b>	<b>0.9</b>	<b>10,186</b>	<b>594,597</b>	<b>2,587,351</b>	<b>10,678,073</b>
**All small game and small game/game bird and migratory bird license revenue and expenditure information (excepting sage grouse) is shown on the pheasant schedule as separate information is not available due to combination licenses.								
<sup>1</sup> Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i> , 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003 per day expenditure, 1999 per day expenditure x 1.132 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

## GRAY PARTRIDGE

**2007:**

<b>Population:</b>	Not available	<b>Licenses Sold:</b>	**
<b>Population Objective:</b>	Not available	<b>License Revenue:</b>	\$ **
<b>Harvest:</b>	919	<b>All Other Agency Revenue*:</b>	\$ **
<b>Hunters:</b>	609	<b>Total Program Revenue:</b>	\$ **
<b>Bird/Hunter:</b>	1.5	<b>Program Costs:</b>	\$ **
<b>Recreation Days:</b>	2,579	<b>Hunter Expenditures:</b>	\$ 701,713
<b>Days/Bird:</b>	2.8	<b>Cost Dept. Per Bird:</b>	\$ Not Available
		<b>Economic Return per Bird:</b>	\$ 764

The gray (Hungarian) partridge, which is native to eastern Europe and central and southwest Asia, is most abundant in Sheridan County and the Bighorn Basin, but it can be found in many other parts of the state. The gray partridge was introduced to Wyoming in the early 1900s to provide additional hunting opportunity for the sportsmen of Wyoming.

Wyoming's gray partridge population has suffered from prolonged drought and its influence on habitat conditions. This species' numbers have dropped considerably since the turn of the century. Between 1999 and 2003, harvest declined 90 percent, hunter numbers declined 82 percent, and recreation days declined 86 percent. Harvest and hunter numbers then increased in 2003, 2004 and 2005. In 2006, harvest and hunter numbers declined (55 percent and 47 percent, respectively); and in 2007, they declined further (42 percent and 34 percent, respectively).

Because the gray partridge is very sensitive to drought and severe winters, weather conditions can dictate its abundance and, in turn, hunter activity. This is borne out in the harvest statistics of the past 5 years. Hunting is a minor influence on gray partridge populations. Like other upland game birds, nesting and brood rearing success from the summer preceding the hunting season play a major role in hunter success and participation.

Five-year trends in Wyoming's gray partridge program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	1,719	2,360	2.5	1.4	676	**	**	552,240
2004	2,607	3,355	2.6	1.3	993	**	**	808,944
2005	3,520	5,335	2.0	1.5	1,750	**	**	1,329,535
2006	1,582	3,190	1.7	2.0	925	**	**	818,829
<b>2007</b>	<b>919</b>	<b>2,579</b>	<b>1.5</b>	<b>2.8</b>	<b>609</b>	<b>**</b>	<b>**</b>	<b>701,713</b>
**All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.								
<sup>1</sup> Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i> , 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003 per day expenditure, 1999 per day expenditure x 1.132 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

## CHUKAR

**2007:**

<b>Population:</b>	Not available	<b>Licenses Sold:</b>	**
<b>Population Objective:</b>	Not available	<b>License Revenue:</b>	\$ **
<b>Harvest:</b>	7,609	<b>All Other Agency Revenue*:</b>	\$ **
<b>Hunters:</b>	1,795	<b>Total Program Revenue:</b>	\$ **
<b>Bird/Hunter:</b>	4.2	<b>Program Costs:</b>	\$ **
<b>Recreation Days:</b>	6,121	<b>Hunter Expenditures:</b>	\$ 1,665,447
<b>Days/Bird:</b>	0.8	<b>Cost Dept. Per Bird:</b>	\$ Not Available
		<b>Economic Return per Bird:</b>	\$ 219

The chukar partridge, which is native to Europe and Asia, was first released in Wyoming in the 1930s. Small populations of chukars are scattered throughout Wyoming in rocky, steep habitats, but the largest concentrations are found in the Bighorn Basin.

Chukar populations have been affected by prolonged drought and poor habitat conditions, and they have dropped considerably since 1999. Harvest declined 10 percent in 2004, almost tripled in 2005 for reasons that are not understood, then decreased 24 percent in 2006 and another eight percent) in 2007. Hunter numbers decreased nine percent from 2006 to 2007, and recreation days decreased seven percent from 2006 to 2007. The result for 2007 was a harvest per hunter that exceeded the average (3.7) and an effort rate that was below average (0.9 days/bird).

Because the chukar is very sensitive to drought and severe winters, weather conditions can dictate its abundance and the resulting hunter interest. Hunting seems to play a minor role in chukar abundance. Like other upland game birds, nesting and brood rearing success from the summer preceding the hunting season play a major role in hunter success and participation.

Five-year trends in Wyoming's chukar program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	4,146	4,210	3.1	1.0	1,323	**	**	985,140
2004	3,715	4,347	2.8	1.2	1,327	**	**	1,048,131
2005	10,909	8,302	4.4	0.8	2,465	**	**	2,068,941
2006	8,315	6,558	4.2	0.8	1,963	**	**	1,683,348
<b>2007</b>	<b>7,609</b>	<b>6,121</b>	<b>4.2</b>	<b>0.8</b>	<b>1,795</b>	<b>**</b>	<b>**</b>	<b>1,665,447</b>
**All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.								
<sup>1</sup> Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i> , 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003 per day expenditure, 1999 per day expenditure x 1.132 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

## SAGE-GROUSE

**2007:**

<b>Population:</b>	<b>Not available</b>	<b>Licenses Sold:</b>	<b>**</b>
<b>Population Objective:</b>	<b>Not available</b>	<b>License Revenue:</b>	<b>\$ **</b>
<b>Harvest:</b>	<b>10,378</b>	<b>All Other Agency Revenue*:</b>	<b>\$ 592,007</b>
<b>Hunters:</b>	<b>5,180</b>	<b>Total Program Revenue:</b>	<b>\$ 592,007</b>
<b>Bird/Hunter:</b>	<b>2.0</b>	<b>Program Costs:</b>	<b>\$ 2,536,600</b>
<b>Recreation Days:</b>	<b>10,699</b>	<b>Hunter Expenditures:</b>	<b>\$ 2,911,064</b>
<b>Days/Bird:</b>	<b>1.0</b>	<b>Cost Dept. Per Bird:</b>	<b>\$ 244</b>
		<b>Economic Return per Bird:</b>	<b>\$ 281</b>

Depressed sage-grouse populations have been a concern for states within the historic range of the species since sharp declines were detected in the early 1990s. Wyoming's sage-grouse populations are considered to be well below desired and historic levels. They continue to sustain the light harvest allowed by conservative season structures. Harvest has little effect on sage-grouse populations compared to the influence of habitat loss and condition. However, since 1995, sage-grouse seasons have been shortened and have opened later in the year to protect hens with broods. Closures have been in effect in parts of the state since 2000 to protect small populations in isolated or severely degraded habitats or where West Nile Virus caused significant declines in sage-grouse numbers in the Powder River Basin. Sage-grouse seasons were again conservative in 2007.

The 2007 harvest, hunter numbers and recreation days decreased from 2006 (20 percent, 4 percent and 11 percent, respectively). Harvest rate also declined from 2006 to 2007, while effort remained stable. Harvest rate was below the five-year average (2.2 birds/hunter), and hunter effort was average (1.0 days/bird).

The Department is involved in interstate sage-grouse conservation efforts. It will continue to monitor sage-grouse populations, press for minimization and mitigation of environmental impacts in sagebrush habitats, and try to improve habitat conditions throughout the state.

Five-year trends in Wyoming's sage grouse program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	5,263	5,946	2.1	1.1	2,504	**	**	1,391,364
2004	11,783	13,296	2.2	1.1	5,436	**	**	3,205,878
2005	13,176	12,176	2.5	0.9	5,231	**	**	3,034,381
2006	12,920	11,981	2.4	0.9	5,412	**	**	3,075,359
<b>2007</b>	<b>10,378</b>	<b>10,699</b>	<b>2.0</b>	<b>1.0</b>	<b>5,180</b>	<b>**</b>	<b>2,536,600</b>	<b>2,911,064</b>
<p>**All small game and small game/game bird and migratory bird license revenue is shown on the pheasant schedule as separate information is not available due to combination licenses. Expenditures for sage grouse include \$531,192 in general funds.</p> <p><sup>1</sup>Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i>, 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003 per day expenditure, 1999 per day expenditure x 1.132 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).</p> <p>*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.</p>								

## SHARP-TAILED GROUSE

**2007:**

<b>Population:</b>	Not available	<b>Licenses Sold:</b>	**
<b>Population Objective:</b>	Not available	<b>License Revenue:</b>	\$ **
<b>Harvest:</b>	1,589	<b>All Other Agency Revenue*:</b>	\$ **
<b>Hunters:</b>	800	<b>Total Program Revenue:</b>	\$ **
<b>Bird/Hunter:</b>	2.0	<b>Program Costs:</b>	\$ **
<b>Recreation Days:</b>	2,936	<b>Hunter Expenditures:</b>	\$ 798,849
<b>Days/Bird:</b>	1.8	<b>Cost Dept. Per Bird:</b>	\$ Not Available
		<b>Economic Return per Bird:</b>	\$ 503

Sharp-tailed grouse occur, and are harvested in, eastern Wyoming. Thousands of acres of marginal farmlands in the state were converted to wildlife habitat that benefits sharp-tailed grouse beginning in the mid 1980s as part of the Conservation Reserve Program. And, the Department's Walk-In Access Program, begun in 1998, has greatly improved sharp-tailed grouse hunting opportunities.

Several consecutive years of drought in Wyoming has affected sharp-tailed grouse populations. The harvest has fluctuated over the past five years, and it decreased 32 percent from 2006 to 2007. The harvest in recent years is much lower than it was near the turn of the century. The 2007 harvest was 86 percent less than the 2000 harvest and 60 percent less than the 2001 harvest. The number of hunters and recreation days decreased from 2006 to 2007 (28 percent and 16 percent, respectively). The success rate also declined slightly in 2007 to just below average (2.1 birds/hunter). Hunter effort increased in 2007, equaling the five-year average (1.8 days/bird).

Five-year trends in Wyoming's sharp-tailed grouse program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	2,130	3,832	2.3	1.8	909	**	**	896,688
2004	1,429	3,686	1.5	2.6	959	**	**	888,754
2005	2,712	3,729	2.4	1.4	1,128	**	**	929,304
2006	2,337	3,502	2.1	1.5	1,124	**	**	898,915
<b>2007</b>	<b>1,589</b>	<b>2,936</b>	<b>2.0</b>	<b>1.8</b>	<b>800</b>	<b>**</b>	<b>**</b>	<b>798,849</b>
**All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.								
<sup>1</sup> Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i> , 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003 per day expenditure, 1999 per day expenditure x 1.132 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

## BLUE GROUSE

**2007:**

<b>Population:</b>	<b>Not available</b>	<b>Licenses Sold:</b>	<b>**</b>
<b>Population Objective:</b>	<b>Not available</b>	<b>License Revenue:</b>	<b>\$ **</b>
<b>Harvest:</b>	<b>10,384</b>	<b>All Other Agency Revenue*:</b>	<b>\$ **</b>
<b>Hunters:</b>	<b>4,523</b>	<b>Total Program Revenue:</b>	<b>\$ **</b>
<b>Bird/Hunter:</b>	<b>2.3</b>	<b>Program Costs:</b>	<b>\$ **</b>
<b>Recreation Days:</b>	<b>16,620</b>	<b>Hunter Expenditures:</b>	<b>\$ 4,522,094</b>
<b>Days/Bird:</b>	<b>1.6</b>	<b>Cost Dept. Per Bird:</b>	<b>\$ Not Available</b>
		<b>Economic Return per Bird:</b>	<b>\$ 435</b>

Blue grouse occupy most of Wyoming's mountain conifer habitats, except for the Black Hills in the northeast corner of the state. They winter among conifers and migrate to lower altitudes with more open cover for the spring and summer. The Department maintains liberal hunting seasons and harvest limitations since hunting has little influence on blue grouse populations. Blue grouse numbers fluctuate primarily due to natural factors such as weather events and, to some degree, land management practices.

Following a decline in 2006, blue grouse harvest increased in 2007. Hunter numbers increased while recreation days decreased. The 2007 harvest was 11 percent higher than in 2006, and the 2007 hunter number was 12 percent higher than in 2006. The 2007 harvest rate remained stable, while the effort rate decreased from 2006. The harvest rate was below the five-year average (2.6 birds/hunter), and the effort rate was average (1.6 days/bird).

Five-year trends in Wyoming's blue grouse program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	11,421	15,566	3.3	1.4	3,456	**	**	3,642,444
2004	12,550	20,176	2.4	1.6	5,290	**	**	4,864,756
2005	13,076	19,782	2.6	1.5	4,986	**	**	4,929,872
2006	9,324	17,134	2.3	1.8	4,051	**	**	4,398,063
<b>2007</b>	<b>10,384</b>	<b>16,620</b>	<b>2.3</b>	<b>1.6</b>	<b>4,523</b>	<b>**</b>	<b>**</b>	<b>4,522,094</b>
<p>**All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.</p> <p><sup>1</sup> Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i>, 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003 per day expenditure, 1999 per day expenditure x 1.132 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).</p> <p>*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.</p>								

## RUFFED GROUSE

**2007:**

<b>Population:</b>	Not available	<b>Licenses Sold:</b>	**
<b>Population Objective:</b>	Not available	<b>License Revenue:</b>	\$ **
<b>Harvest:</b>	6,223	<b>All Other Agency Revenue*:</b>	\$ **
<b>Hunters:</b>	2,274	<b>Total Program Revenue:</b>	\$ **
<b>Bird/Hunter:</b>	2.7	<b>Program Costs:</b>	\$ **
<b>Recreation Days:</b>	10,012	<b>Hunter Expenditures:</b>	\$ 2,724,139
<b>Days/Bird:</b>	1.6	<b>Cost Dept. Per Bird:</b>	\$ Not Available
		<b>Economic Return per Bird:</b>	\$ 438

The ruffed grouse occupies the western and northern forests of Wyoming, including the Black Hills and the Uinta Range. It inhabits dense, brushy habitats within mixed conifer and deciduous tree stands, usually in and along creek bottoms. The Wyoming Range and the mountainous areas around Jackson offer some of the best ruffed grouse habitat and provide the best hunting opportunities in Wyoming.

The ruffed grouse harvest increased in 2007 and was above the five-year average (5,742). Hunter numbers also increased in 2007, as did recreation days. Hunter effort decreased and was slightly below average (1.8 days/bird). Hunter success increased, but was slightly below average (2.8 birds/hunter).

Like blue grouse, ruffed grouse populations appear to be affected by weather and land management practices, with hunting playing a minor role in population changes.

Five-year trends in Wyoming's ruffed grouse program. Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/ Hunter	Days/ Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	6,792	10,245	3.8	1.5	1,771	**	**	2,397,330
2004	6,968	13,903	2.5	2.0	2,836	**	**	3,352,236
2005	3,182	6,940	2.2	2.2	1,475	**	**	1,729,517
2006	5,545	9,888	2.6	1.8	2,165	**	**	2,538,114
<b>2007</b>	<b>6,223</b>	<b>10,012</b>	<b>2.7</b>	<b>1.6</b>	<b>2,274</b>	<b>**</b>	<b>**</b>	<b>2,724,139</b>
<p>**All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.</p> <p><sup>1</sup> Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i>, 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003 per day expenditure, 1999 per day expenditure x 1.132 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).</p> <p>*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.</p>								

## MOURNING DOVE

**2007:**

<b>Population:</b>	Not available	<b>Licenses Sold:</b>	**
<b>Population Objective:</b>	Not available	<b>License Revenue:</b>	\$ **
<b>Harvest:</b>	<b>36,670</b>	<b>All Other Agency Revenue*:</b>	\$ **
<b>Hunters:</b>	<b>2,351</b>	<b>Total Program Revenue:</b>	\$ **
<b>Bird/Hunter:</b>	<b>15.6</b>	<b>Program Costs:</b>	\$ **
<b>Recreation Days:</b>	<b>8,256</b>	<b>Hunter Expenditures:</b>	<b>\$ 2,246,354</b>
<b>Days/Bird:</b>	<b>0.2</b>	<b>Cost Dept. Per Bird:</b>	<b>\$ Not Available</b>
		<b>Economic Return per Bird:</b>	<b>\$ 61</b>

The mourning dove is the most abundant and widespread game bird in North America. More mourning doves are harvested throughout the country than all other game birds combined. The mourning dove occupies a wide variety of native habitats in Wyoming, as well as farmlands and urban areas.

The Wyoming mourning dove harvest increased 12 percent in 2007. Hunter numbers decreased slightly, and recreation days increased (about 16 percent). The 2007 harvest rate was above the five-year average, and effort rate was average (13.8 birds/hunter and 0.2 days/bird, respectively). Mourning dove harvest in Wyoming can be greatly reduced when cold weather in late August and early September causes early migration.

Mourning dove hunting seasons are set at the national level by the U.S. Fish and Wildlife Service in accordance with the Migratory Bird Treaty. Concern over the decline in morning dove populations based on annual surveys has prompted the U.S. Fish and Wildlife Service to initiate efforts with the states throughout the Flyway system to develop a Morning Dove Strategic Harvest Management Plan. The plan will establish hunting season frameworks based on different population levels as determined through annual population surveys. To date seasons have generally been liberal since harvest was thought to have little impact on dove populations. Changes in habitat are thought to have the most impact on dove populations.

Five-year trends in Wyoming's mourning dove program.								
Fiscal Year	Harvest	Rec. Days	Bird/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	27,837	5,978	13.4	0.2	2,078	**	**	1,398,852
2004	32,142	7,645	13.0	0.2	2,471	**	**	1,843,332
2005	44,280	9,080	13.9	0.2	3,194	**	**	2,262,827
2006	32,807	7,141	13.3	0.2	2,461	**	**	1,832,997
<b>2007</b>	<b>36,670</b>	<b>8,256</b>	<b>15.6</b>	<b>0.2</b>	<b>2,351</b>	<b>**</b>	<b>**</b>	<b>2,246,354</b>
<p>**All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.</p> <p><sup>1</sup> Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i>, 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003 per day expenditure, 1999 per day expenditure x 1.132 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).</p> <p>*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.</p>								

## TURKEY

**2007:**

<b>Population:</b>	Not available	<b>Licenses Sold:</b>	8,733
<b>Population Objective:</b>	Not available	<b>License Revenue:</b>	\$ 219,072
<b>Harvest:</b>	4,674	<b>All Other Agency Revenue*:</b>	\$ 261,145
<b>Hunters:</b>	7,945	<b>Total Program Revenue:</b>	\$ 480,217
<b>Bird/Hunter:</b>	0.6	<b>Program Costs:</b>	\$ 325,686
<b>Recreation Days:</b>	21,042	<b>Hunter Expenditures:</b>	\$5,726,349
<b>Days/Bird:</b>	4.5	<b>Cost Dept. Per Bird:</b>	\$ 70
		<b>Economic Return per Bird:</b>	\$ 1,225

The wild turkey was originally introduced to Wyoming in 1935 when New Mexico traded nine hens and six gobblers of the Merriam's subspecies to Wyoming in exchange for sage-grouse. Those first birds were released near Laramie Peak. Until recently, the Merriam's has been the predominant subspecies in the state. Turkeys are found primarily in the southeastern, northeastern and north-central portions of Wyoming in riparian habitats, on private land and in low elevation conifer habitats. Wild turkey translocations and favorable winter weather over the past decade have resulted in an abundance of turkeys spread over most habitats in the state that will support them. Recent introductions of the Rio Grande subspecies to riparian habitats have further expanded the species' presence.

The turkey harvest increased 17 percent, and hunter numbers increased 15 percent from 2006 to 2007. Hunter success remained stable and equaled the five-year average (0.6 birds/hunter). As the turkey population in Wyoming has increased under the generally favorable weather regime of the past several years, managers have increased the number of hunt areas with general instead of limited quota licenses. As a result, hunter opportunity and harvest have increased.

Five-year trends in Wyoming's turkey program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	4,052	24,243	0.6	6.0	7,144	189,894	214,604	5,701,514
2004	3,956	22,238	0.6	5.6	7,094	180,837	304,936	5,358,017
2005	3,855	21,536	0.6	5.6	6,833	183,947	253,273	5,368,003
2006	3,986	20,519	0.6	5.1	6,904	190,192	211,984	5,267,944
<b>2007</b>	<b>4,674</b>	<b>21,042</b>	<b>0.6</b>	<b>4.5</b>	<b>7,945</b>	<b>219,072</b>	<b>325,686</b>	<b>5,726,349</b>

<sup>1</sup> Beginning in 2003, this figure was calculated using the report, *Wyoming Small/Upland Game Bird Expenditure Survey*, 2001 using average per day expenditures. Hunter expenditure for 2004 and 2005 were calculated from the 2003 estimate, with inflation corrected for by using the Consumer Price Index (2003 per day expenditure x 1.033 = 2004 per day expenditure, 2003 per day expenditure x 1.068 = 2005 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).

\*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.



# **WATERFOWL**

Duck  
Goose  
Sandhill Crane  
Rail, Snipe, Coot



## DUCK

**2007:**

<b>Population:</b>	Not available	<b>Licenses Sold:</b>	**
<b>Population Objective:</b>	Not available	<b>License Revenue:</b>	\$ **
<b>Harvest:</b>	68,478	<b>All Other Agency Revenue*:</b>	\$ **
<b>Hunters:</b>	7,550	<b>Total Program Revenue:</b>	\$ **
<b>Bird/Hunter:</b>	9.1	<b>Program Costs:</b>	\$ **
<b>Recreation Days:</b>	39,057	<b>Hunter Expenditures:</b>	<b>\$10,626,920</b>
<b>Days/Bird:</b>	0.6	<b>Cost Dept. Per Bird:</b>	<b>\$ Not Available</b>
		<b>Economic Return per Bird:</b>	<b>\$ 155</b>

Wyoming supports a variety of duck species throughout the year. Ducks migrate to and through the state along the Central and Pacific Flyways. They occupy most habitats in Wyoming where water is present in good quantity and quality.

Drought conditions have prevailed over many of the last several years, leading to comparatively poor breeding conditions and fall recruitment. However, water conditions were markedly improved in the springs of the past several years in the core breeding range of the Canadian prairie provinces and northern prairie states. Consequently, duck population surveys indicate the numbers of most duck species were not substantially below long-term averages.

Hunter numbers, harvest and recreation days increased significantly in 2007. The 2007 harvest rate was above the five-year average (8.9 birds/hunter), while hunter effort was average (0.6 days/bird).

The Department remains concerned about the degradation and loss of wetlands and other duck habitats and about the status of some duck species. The Department will continue to work with private landowners, other government agencies and conservation organizations to improve habitat conditions for ducks and to increase the amount of habitat available to them.

Five-year trends in Wyoming's duck program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/ Hunter	Days /Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	53,233	33,522	9.1	0.6	5,861	**	**	7,844,148
2004	50,804	32,175	9.3	0.6	5,471	**	**	7,757,907
2005	72,368	48,039	9.0	0.7	8,072	**	**	11,971,799
2006	55,545	33,834	8.0	0.6	6,910	**	**	8,684,724
<b>2007</b>	<b>68,478</b>	<b>39,057</b>	<b>9.1</b>	<b>0.6</b>	<b>7,550</b>	<b>**</b>	<b>**</b>	<b>10,626,920</b>
**All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.								
<sup>1</sup> Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i> , 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003 per day expenditure, 1999 per day expenditure x 1.132 = 2004 per day expenditure,). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

## GOOSE

**2007:**

<b>Population:</b>	<b>Not available</b>	<b>Licenses Sold:</b>	<b>**</b>
<b>Population Objective:</b>	<b>Not available</b>	<b>License Revenue:</b>	<b>\$ **</b>
<b>Harvest:</b>	<b>19,511</b>	<b>All Other Agency Revenue*:</b>	<b>\$ **</b>
<b>Hunters:</b>	<b>6,019</b>	<b>Total Program Revenue:</b>	<b>\$ **</b>
<b>Bird/Hunter:</b>	<b>3.2</b>	<b>Program Costs:</b>	<b>\$ **</b>
<b>Recreation Days:</b>	<b>29,036</b>	<b>Hunter Expenditures:</b>	<b>\$ 7,900,332</b>
<b>Days/Bird:</b>	<b>1.5</b>	<b>Cost Dept. Per Bird:</b>	<b>\$ Not Available</b>
		<b>Economic Return per Bird:</b>	<b>\$ 405</b>

Goose hunting in Wyoming has been excellent for a number of years despite drought conditions that have affected water availability. Harvest of migratory populations of Canada geese depends upon winter weather patterns, which can affect the timing and extent of the migration and the number of birds available to hunters in Wyoming. Canada geese traditionally have provided most of the goose hunting in the state, but the increasing lesser snow goose population and liberalization of hunting opportunities to address its increase have provided hunters with more recreation, especially in late winter and early spring during the Light Goose Conservation Order seasons.

The 2007 harvest decreased 14 percent from 2006. Recreation days remained stable, while hunter success and effort rates were poorer than average (4.5 birds/hunter and 1.2 days/bird, respectively). Liberal season lengths and bag limits designed to lower goose populations continue to afford hunters abundant harvest opportunities. The early goose season in the Pacific Flyway in September is designed to harvest local geese and address some damage problems associated with increasing goose numbers. Liberal seasons will continue, especially the late season Conservation Order for snow and other light geese, as the flyway councils attempt to lower populations to protect important nesting areas from overuse of sensitive forage plants.

Five-year trends in Wyoming's goose program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	23,163	28,485	4.5	1.2	5,127	**	**	6,665,490
2004	25,938	28,241	5.0	1.1	5,204	**	**	6,809,357
2005	55,678	50,406	6.4	0.9	8,729	**	**	12,561,679
2006	22,748	29,522	3.6	1.3	6,344	**	**	7,577,893
<b>2007</b>	<b>19,511</b>	<b>29,036</b>	<b>3.2</b>	<b>1.5</b>	<b>6,019</b>	<b>**</b>	<b>**</b>	<b>7,900,332</b>

\*\*All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.

<sup>1</sup> Beginning in 2003, this figure was calculated using the report, *Wyoming Small/Upland Game Bird Expenditure Survey*, 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003 per day expenditure, 1999 per day expenditure x 1.132 = 2004 per day expenditure.). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).

\*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.

## SANDHILL CRANE

### 2007:

<b>Population:</b>	Not available	<b>Licenses Sold:</b>	**
<b>Population Objective:</b>	Not available	<b>License Revenue:</b>	\$ **
<b>Harvest:</b>	138	<b>All Other Agency Revenue*:</b>	\$ **
<b>Hunters:</b>	213	<b>Total Program Revenue:</b>	\$ **
<b>Bird/Hunter:</b>	0.6	<b>Program Costs:</b>	\$ **
<b>Recreation Days:</b>	418	<b>Hunter Expenditures:</b>	\$ 113,732
<b>Days/Bird:</b>	3.0	<b>Cost Dept. Per Bird:</b>	\$ Not Available
		<b>Economic Return per Bird:</b>	\$ 824

Two populations of the sandhill crane are found in Wyoming: the Rocky Mountain Greater Sandhill Crane and the Mid-Continent Sandhill Crane. The sandhill crane is managed in cooperation with various western states and the federal government. Most crane harvest occurs in the western part of Wyoming. The Rocky Mountain Population of Sandhill Cranes has increased in size with above average recruitment in the past few years. The Mid-Continent Population of Sandhill Cranes has been relatively stable since the early 1980s, but increased slightly over the past five years.

In the 2007 season, hunters and harvest decreased from the previous year (by 29 percent and 30 percent, respectively). The success rate remained stable from 2006 to 2007, equaling the five-year average. Hunter effort was below average in 2007 (3.6 days/animal harvested).

Five-year trends in Wyoming's Sandhill Crane program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)¹	Hunter (\$) Expend.²
2003	72	348	0.5	4.8	152	**	**	81,432
2004	124	343	0.7	2.8	174	**	**	82,703
2005	116	430	0.6	3.7	196	**	**	107,160
2006	194	687	0.6	3.5	305	**	**	176,343
<b>2007</b>	<b>138</b>	<b>418</b>	<b>0.6</b>	<b>3.0</b>	<b>213</b>	<b>**</b>	<b>**</b>	<b>113,732</b>
**All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.								
¹ Management costs are for both greater and lesser Sandhill crane.								
² Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i> , 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003, 1999 per day expenditure x 1.132 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

## RAIL, SNIPE, AND COOT

**2007:**

<b>Population:</b>	Not available	<b>Licenses Sold:</b>	**
<b>Population Objective:</b>	Not available	<b>License Revenue:</b>	\$ **
<b>Harvest:</b>	<b>1,006</b>	<b>All Other Agency Revenue*:</b>	\$ **
<b>Hunters:</b>	<b>273</b>	<b>Total Program Revenue:</b>	\$ **
<b>Bird/Hunter:</b>	<b>3.7</b>	<b>Program Costs:</b>	\$ **
<b>Recreation Days:</b>	<b>1,412</b>	<b>Hunter Expenditures:</b>	<b>\$ 384,187</b>
<b>Days/Bird:</b>	<b>1.4</b>	<b>Cost Dept. Per Bird:</b>	<b>\$ Not Available</b>
		<b>Economic Return per Bird:</b>	<b>\$ 382</b>

Rail, snipe, and coot are harvested in both the Central and Pacific Flyways in Wyoming. Since these birds are not highly valued as game species or as food sources, the demand is low. Generally, these species are incidentally taken incidental to hunting other migratory and upland game birds.

Five-year trends in Wyoming's rail, snipe and coot program. Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Birds/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. <sup>1</sup>
2003	787	862	3.1	1.1	257	**	**	201,708
2004	505	1,036	2.0	2.1	250	**	**	249,796
2005	759	1,349	1.7	1.8	440	**	**	336,184
2006	1,243	1,207	3.6	1.0	346	**	**	309,820
<b>2007</b>	<b>1,006</b>	<b>1,412</b>	<b>3.7</b>	<b>1.4</b>	<b>273</b>	<b>**</b>	<b>**</b>	<b>384,187</b>
<p>**All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.</p> <p><sup>1</sup> Beginning in 2003, this figure was calculated using the report, <i>Wyoming Small/Upland Game Bird Expenditure Survey</i>, 2001 using average per day expenditures. Data for this survey were collected during the 1999 season. Hunter expenditure was calculated from the 1999 cost per day expenditure, corrected for inflation using the Consumer Price Index (1999 per day expenditure x 1.096 = 2003, 1999 per day expenditure x 1.132 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).</p> <p>*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.</p> <p>** Because program costs were negligible, they are included with other waterfowl management costs.</p>								

# **FISHERIES**

Sport Fisheries  
Commercial Fisheries



## SPORT FISHERIES

**2007:**

<b>Recreation Day Objectives:</b>	<b>2,778,000</b>	<b>License Revenue:</b>	<b>\$ 5,292,308</b>
<b>Recreation Days:</b> <sup>1</sup>	<b>2,429,757</b>	<b>All Other Agency Revenue:</b>	<b>\$ 7,066,103</b>
<b>Fish/Day:</b>	<b>2.5</b>	<b>Total Program Revenue:</b>	<b>\$ 12,358,411</b>
<b>Licenses Sold:</b>	<b>362,918</b>	<b>Program Costs:</b>	<b>\$ 15,286,495**</b>
<b>Economic Return Per Day:</b>	<b>\$68.03</b>	<b>Angler Expenditures:</b> <sup>1,2</sup>	<b>\$165,287,622</b>

In 2007, Wyoming was estimated to have provided 2.78 million angler days. Overall, numbers of fishing licenses sold continued to increase to a point where 2007 license purchases were at a five year high even though drought conditions continued to persist. While the rest of the state experienced better water conditions at the very end of the year, southeast Wyoming did not show the same gains and will enter 2008 with many reservoirs that no longer allow boat launching or worse they were virtually dry and fishless. We continued to modify and modernize existing facilities where water is less limiting; this year we improved facilities at Saratoga, Ocean and Middle Depression lakes as well as, Flaming Gorge, Keyhole, and Twin Buttes reservoirs. For angler participation expenditures, we consulted the recently published report, *2006 National Survey of Fishing, Hunting, and Wildlife-Associated Recreation*. The estimate for angler participation rate was kept constant at 19 days/year even though the 2006 report said days fishing by anglers increased since 2001 (when our estimate was derived). We anticipate being able to better estimate annual participation rate each year once our electronic licensing and surveying system has been fully deployed (2009). Historically, distribution of angling in the state has been 45% for flowing waters and 55% for standing waters. This may have shifted somewhat in favor of flowing waters given drought conditions effecting so many of our reservoir fisheries.

Five-year trends in Wyoming's sport fisheries program.						
Year	Recreation Days <sup>1</sup>	Fish/Day	Licenses Sold	License Revenue (\$)	Program Costs (\$)	Angler Expenditure <sup>1</sup>
2003	2,497,000	2.5	361,976	4,729,055	14,101,248	\$ 220,625,790
2004	2,250,000	2.5	356,252	4,604,994	14,435,377	\$ 205,472,974
2005	2,256,200	2.5	349,979	4,669,286	14,300,540	\$ 213,111,011
2006	2,354,052	2.5	357,662	4,719,065	15,226,226	\$153,978,541
<b>2007</b>	<b>2,429,757</b>	<b>2.5</b>	<b>362,918</b>	<b>\$ 5,292,308</b>	<b>15,286,495 <sup>2</sup></b>	<b>\$165,287,622</b>

<sup>1</sup> The 2003-2005, figures related to angler participation and expenditures were derived from the report, for *2001 National Survey of Fishing, Hunting, and Wildlife Associated Recreation*; 2006-2007 angler participation was derived from the *2006 National Survey of Fishing, Hunting, and Wildlife Associated Recreation*, issued in 2007. Estimates of average per day expenditures for FY07 are based on figures found in the *2006 National Survey of Fishing, Hunting, and Wildlife Associated Recreation* for FY06 but adjusted for inflation.

<sup>2</sup> Does not include general fund capital construction dollars of \$13.1 million for hatchery renovations in the FY07-08 biennium budget.

## COMMERCIAL FISHERIES

**Objectives:** The statewide objective for the program is to provide licensing, monitoring, and extension services for minnow seiners, private bait dealers, commercial hatcheries, and private fishing preserves.

**2007:**

<b>License Sold:</b>	<b>778</b>
<b>License Revenue:</b>	<b>\$ 23,853</b>
<b>All Other Agency revenue:</b>	<b>\$ 4,688</b>
<b>Total Program Revenue**:</b>	<b>\$ 28,541</b>
<b>Program Costs:</b>	<b>\$ 36,040</b>

Live baitfish and seining permits continue to show a very gradual upward trend over the last four years. Licenses or permits sold for commercial fisheries interests during 2007 included: 77 fishing preserves, 14 commercial fish hatcheries, 632 seining, and 55 live bait dealers.

Five-year trends in Wyoming's commercial fisheries program.			
Year	Licenses Sold	License Revenue (\$)	Program Costs (\$)
2003	673	\$ 19,682	\$ 20,690
2004	705	\$ 20,959	\$ 43,615
2005	754	\$ 23,894	\$ 57,201
2006	765	\$ 27,481	\$ 38,195
<b>2007</b>	<b>778</b>	<b>\$ 23,853</b>	<b>\$ 36,040</b>
** Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Game and Fish cash balances.			

# **FURBEARERS**

Bobcat  
Other Furbearers



## BOBCAT

### 2007:

<b>Bobcat Harvest<sup>1</sup>:</b>	<b>3,036</b>	<b>Licenses Sold<sup>4</sup>:</b>	<b>1,844</b>
<b>Bobcat Trappers<sup>2</sup>:</b>	<b>639</b>	<b>License Revenue:</b>	<b>\$ 79,546</b>
<b>Bobcats per Trappers<sup>3</sup>:</b>	<b>4.8</b>	<b>Other Agency Revenue*:</b>	<b>\$ 59,873</b>
<b>Recreation Days:</b>	<b>NA</b>	<b>Total Program Revenue:</b>	<b>\$ 139,419</b>
<b>Days/Animal:</b>	<b>NA</b>	<b>Program Costs:</b>	<b>\$ 665,669</b>
		<b>Benefits to the State:<sup>5</sup></b>	<b>\$ 16,030,843</b>
		<b>Cost Dept. Per Animal:</b>	<b>\$ Not Available</b>
		<b>Economic Return per Animal:</b>	<b>\$ Not Available</b>

The bobcat is one of the most popular furbearing species in the state. The number of licenses sold and the bobcat harvest increased dramatically from 2002 to 2006, reflecting the increased value of pelts. Harvest dropped in 2007, although the number of trappers continued to increase, probably in anticipation of increased harvest success and pelt prices. Consequently, the harvest rate (number of bobcats/trapper) decreased sharply in 2007.

Bobcat harvest data comes from two sources: information collected as part of the Convention on International Trade of Endangered Species (CITES) requirements for bobcat pelt tagging and the WGFD furbearer harvest survey. The Department relies on agency personnel who tag bobcats with CITES tags to collect information on age and sex of each bobcat and on effort values. This information is available for the annual CITES report and for Department use. It most accurately reflects harvest. The furbearer trapper survey provides alternate estimates since it includes all trappers, including those that are unsuccessful.

Five-year trends in Wyoming's furbearer program.							
Fiscal Year	Bobcat Statistics			Entire Furbearer Program			
	Reported Harvest <sup>1</sup>	Bobcats/Trapper <sup>2</sup>	Number Trappers <sup>3</sup>	Licenses Sold <sup>4</sup>	License Rev. (\$)	Program Costs (\$)	Benefits to the State (\$) <sup>5</sup>
2003	2,165	5.4	401	1,388	52,741	255,062	11,142,776
2004	3,120	7.3	425	1,454	59,031	267,776	11,516,695
2005	3,179	6.8	468	1,496	57,369	310,444	11,911,980
2006	3,617	7.2	499	1,623	61,448	404,019	13,310,921
<b>2007</b>	<b>3,036</b>	<b>4.8</b>	<b>639</b>	<b>1,844</b>	<b>79,546</b>	<b>665,669</b>	<b>16,030,843</b>

<sup>1</sup> The number of bobcats tagged in Wyoming.  
<sup>2</sup> The number of bobcats per successful trapper.  
<sup>3</sup> The number of trappers who had bobcats tagged.  
<sup>4</sup> The total number of furbearer licenses sold.  
<sup>5</sup> The 2003 calculations were based on the report, *Hunting and Trapping Expenditures in Wyoming During the 2001 Season*, 2002 using average per day expenditures. Hunter expenditure was calculated from the 2001 season cost per day expenditure, corrected for inflation using the Consumer Price Index (2001 per day expenditure x 1.043 = 2003 per day expenditure, 2001 per day expenditure x 1.078 = 2004 per day expenditure.). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).  
\*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.

## OTHER FURBEARERS

**2007:**

<b>Furbearer Harvest:</b>	<b>31,439</b>	<b>Licenses Sold <sup>2</sup>:</b>	<b>1,844</b>
<b>Furbearer Trappers<sup>1</sup>:</b>	<b>953</b>	<b>License Revenue:</b>	<b>\$ 79,546</b>
<b>Furbearers per Trapper:</b>	<b>33.0</b>	<b>Other Agency Revenue*:</b>	<b>\$ 59,873</b>
<b>Recreation Days:</b>	<b>NA</b>	<b>Total Program Revenue:</b>	<b>\$ 139,419</b>
<b>Days/Animal:</b>	<b>NA</b>	<b>Program Costs:</b>	<b>\$ 605,669</b>
		<b>Benefits to the State: <sup>3</sup></b>	<b>\$ 16,030,843</b>
		<b>Cost Dept. Per Animal:</b>	<b>\$ Not Available</b>
		<b>Economic Return per Animal:</b>	<b>\$ Not Available</b>

Besides bobcat, there is a variety of other fur bearing species in Wyoming. Coyote, red fox, beaver, muskrat, mink, badger, raccoon, striped skunk, weasel, and marten are the most commonly harvested. Furbearer harvest levels are determined by fur prices and by species abundance. These factors, combined with harvest quotas (where used), ensure that trapping has little impact on furbearer populations.

Due to the poor response rate for the annual furbearer harvest survey over a period of years, the Department discontinued it in 2002. It was simplified, restructured and reinstated in 2005 to collect only number of harvested animals. From that, animals/trapper can be calculated.

Five-year trends in Wyoming's furbearer program.							
Fiscal Year	Other Furbearer Statistics			Entire Furbearer Program			
	Reported Harvest	Furbearers/Trapper	Number Trappers <sup>1</sup>	Licenses Sold <sup>2</sup>	License Rev. (\$)	Program Costs (\$)	Benefits to the State (\$) <sup>3</sup>
2003	---	---	---	---	---	---	---
2004	---	---	---	---	---	---	---
2005	27,761	45.6	623	1,496	57,369	310,444	11,911,980
2006	35,809	37.8	947	1,623	61,448	404,019	13,310,921
<b>2007</b>	<b>31,439</b>	<b>33.0</b>	<b>953</b>	<b>1,844</b>	<b>79,546</b>	<b>605,669</b>	<b>16,030,843</b>

<sup>1</sup> includes bobcat trappers.  
<sup>2</sup> The total number of furbearer licenses sold.  
<sup>3</sup> The 2003 calculations were based on the report, *Hunting and Trapping Expenditures in Wyoming During the 2001 Season*, 2002 using average per day expenditures. Hunter expenditure was calculated from the 2001 season cost per day expenditure, corrected for inflation using the Consumer Price Index (2001 per day expenditure x 1.043 = 2003 per day expenditure, 2001 per day expenditure x 1.078 = 2004 per day expenditure). 2005 Hunter expenditure was calculated from the 2005 cost per day expenditure, corrected for inflation using the Consumer Price Index (2005 per day expenditure x 1.03). 2006 and 2007 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2006 was 1.03, 2007 was 1.06).  
 \*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.

# **RAPTORS**



## RAPTORS

**OBJECTIVES:**

**To provide a harvest, through capture, of 50 raptors annually.**

**To maintain a harvest success rate of 50 percent, based on capture permits issued.**

There are approximately 31 species of raptors known or thought to occur within Wyoming’s borders. Raptors include hawks, owls, eagles, and vultures. Some species are present only seasonally, and densities vary with climatic conditions and prey abundance.

In calendar year 2007, sixteen resident licenses were issued and four birds were captured, for a capture success rate of 25 percent. Seventeen nonresident licenses were issued and 11 birds were captured, for a capture success rate of 65 percent. In total, 15 raptors were captured in Wyoming for use in falconry for an overall success rate of 45 percent, which is slightly above average (44 percent). Although the number of birds captured in 2007 is less than 1/3 of the objective, the success rate is just slightly below.

Five-year trends in Wyoming’s Raptor Program					
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.					
Fiscal Year	Capture	Success <sup>1</sup>	Licenses Sold <sup>2</sup>	License Revenue (\$)	Program Costs (\$)
2003	21	49%	43	6,245	135,319
2004	16	48%	33	5,674	133,707
2005	13	31%	41	5,292	128,083
2006	16	47%	34	5,279	104,928
<b>2007</b>	<b>15</b>	<b>45%</b>	<b>33</b>	<b>7,242</b>	<b>165,296</b>

<sup>1</sup>Based on capture licenses sold.  
<sup>2</sup>Includes permits to hunt with falcon.



**NON-GAME PROGRAMS  
AND  
NON-LICENSED USES**



## **COTTONTAIL NONGAME PROGRAMS AND NON-LICENSED USES OF WILDLIFE**

Included under this heading are programs for trumpeter swan, bald eagle, peregrine falcon, black-footed ferret, wolverine, and lynx. The bald eagle and the peregrine falcon were recovered and had Endangered Species Act protections removed (they were delisted) in 2007. The other species are either federally listed as threatened or endangered, or national political pressures are pressing for listing. All continue to require special management attention and intensive restoration efforts. The nongame program also includes planning, information and education, environmental commenting, inventories, and monitoring specifically for species of special concern such as black-tailed prairie dog, swift fox, common loon, harlequin duck, ferruginous hawk, merlin, colonial nesting water birds, long-billed curlew, mountain plover, and several bat species.

The Nongame Section participates in and coordinates monitoring of many species as part of broader efforts such as the Breeding Bird Survey, Monitoring Avian Productivity and Survival Survey, and small mammal capture transects. Nongame personnel are also involved in many committees and working groups that coordinate interstate and intrastate planning and implementation efforts to maintain wildlife diversity.

The Nongame Section has been, and will continue to be, intensively involved in the implementation of the Wyoming Comprehensive Wildlife Conservation Strategy (CWCS). The CWCS will, for the most part, direct the section's inventory monitoring and survey activities. In the spring of 2007, the Department received \$1.3 million from the Governor's office and \$609,000 from the legislature for the biennium starting in FY08 for CWCS implementation. This will supplement significantly the federal State Wildlife Grant funds we receive annually and will allow us to accelerate surveys and research on aquatic and terrestrial Species of Greatest Conservation Need. The CWCS will be revised over the next couple of years so it can be submitted to the U. S. Fish and Wildlife Service in 2010 according to the state's 5-year revision schedule.

Data for 2003-2005 are based on the *2001 National Survey of Fishing, Hunting, and Wildlife-Associated Recreation*, with inflation corrected for by using the Consumer Price Index. In 2007, non-consumptive users spent approximately \$418,561,140 in Wyoming based on the *2006 National Survey of Fishing, Hunting, and Wildlife-Associated Recreation*, with inflation corrected for by using the Consumer Price Index. The number of recreation days, 3,009,000, listed for 2006-2007 is carried forward from the *2006 National Survey of Fishing, Hunting, And Wildlife-Associated Recreation*.

The Department's "Wyoming's Wildlife – Worth the Watching®" program has provided economic support for nongame, habitat, and non-consumptive projects. Department interpretive sites include the Tom Thorne/Beth Williams Wildlife Research Center at Sybille, Sheridan Visitor Center, Story Fish Hatchery, and Lander Visitor Center. Other interpretive efforts include signing at highway rest areas, cooperative Department/U.S. Forest Service signing, exhibits, nature trails on Department lands, The Wildlife Heritage Expo, and cooperative projects with some city governments. In addition, wildlife-viewing guides have been developed, and a variety of publications have been produced to inform and educate the public about nongame wildlife. Interactive educational programs include: Project WILD, O.R.E.O. (Outdoor Recreation Education Opportunities), BOW (Becoming and Outdoor Woman). Beginning in 2003, a percentage of the proceeds from the sale of big game licenses the Governor donates to conservation groups for fund raising are being made available for nongame programs in the state.

Trends in Wyoming's non-licensed uses of wildlife program.		
Year	Recreation Days	Non-consumptive Users' Expenditures (\$)
2003 <sup>1</sup>	3,924,000	276,323,033
2004 <sup>1</sup>	3,924,000	285,595,618
2005 <sup>1</sup>	3,924,000	295,398,065
2006 <sup>2</sup>	3,009,000	394,869,000
<b>2007<sup>2</sup></b>	<b>3,009,000</b>	<b>418,561,140</b>
<p><sup>1</sup> The number of recreation days and expenditures are reflective of those found in the report, <i>2001 National Survey of Fishing, Hunting, and Wildlife Associated Recreation</i>, issued in 2003. Non-consumptive users' expenditure was calculated from the 2001 survey, with inflation corrected for by using the Consumer Price Index (2001 expenditure x 1.024 = 2002 expenditure, 2001 expenditure x 1.043 = 2003 expenditure, 2001 expenditure x 1.078 = 2004 expenditure, 2001 expenditure x 1.115 = 2005 expenditure).</p> <p><sup>2</sup> The number of recreation days and expenditures for 2006 and 2007 are reflective of those found in the report <i>2006 National Survey of Fishing, Hunting and Wildlife Associate Recreation, issued in 2008</i>. Non-consumptive users' expenditure was calculated from the 2006 survey, with inflation corrected for by using the Consumer Price Index (2006 expenditure x 1.06 = 2007 expenditure).</p>		

APPENDIX B:  
HUNTER AND ANGLER  
EXPENDITURE

Estimates of 2007 Expenditures in Wyoming  
by Hunters and Anglers

Restitution Values of Game Animals



**SUMMARY OF 2007 CALENDAR YEAR HARVEST, LICENSE SALES AND EXPENDITURES IN WYOMING  
BY HUNTERS AND ANGLERS**

LICENSE	HARVEST	HUNTERS	SUCCESS RATE	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED	LICENSE SALES <sup>1</sup>	TOTAL HUNTER EXPENDITURES <sup>2</sup>
<b>ANTELOPE</b>								
RESIDENT	18,768	20,269	92.6%	66,858	3.6	25,378	\$578,119	\$8,179,053
NONRESIDENT	33,115	32,475	102.0%	102,561	3.1	39,944	\$5,320,558	\$12,546,769
<b>MULE DEER</b>								
RESIDENT	21,816	38,389	56.8%	207,169	9.5	55,144	\$1,479,958	\$22,089,850
NONRESIDENT	19,290	27,114	71.1%	120,851	6.3	35,870	\$7,907,932	\$12,886,003
<b>WHITE-TAILED DEER</b>								
RESIDENT	8,320	15,705	53.0%	81,280	9.8	-----	-----	\$8,700,259
NONRESIDENT	5,635	9,303	60.6%	32,388	5.7	-----	-----	\$3,466,830
<b>ELK</b>								
RESIDENT	17,681	42,575	41.5%	330,126	18.7	49,098	\$1,970,637	\$32,132,394
NONRESIDENT	4,842	9,576	50.6%	57,847	11.9	10,286	\$6,232,800	\$5,630,464
<b>MOOSE</b>								
RESIDENT	556	624	89.1%	3,983	7.2	640	\$54,878	\$562,926
NONRESIDENT	113	126	89.7%	691	6.1	129	\$146,787	\$97,660
<b>BIGHORN SHEEP</b>								
RESIDENT	151	176	85.8%	1,739	11.5	183	\$12,565	\$527,036
NONRESIDENT	50	61	82.0%	486	9.7	61	\$80,616	\$147,291
<b>ROCKY MTN GOAT</b>								
RESIDENT	14	15	93.3%	94	6.7	15	-\$741	\$33,137
NONRESIDENT	5	5	100.0%	19	3.8	5	-\$4,360	\$6,698
<b>BISON</b>								
RESIDENT	247	257	96.1%	788	3.2	257	\$83,901	\$141,663
NONRESIDENT	20	20	100.0%	36	1.8	20	\$41,414	\$6,472
<b>BLACK BEAR</b>								
RESIDENT	213	1,981	10.8%	19,379	91.0	2,968	\$116,447	\$1,464,137
NONRESIDENT	72	254	28.3%	1,389	19.3	284	\$84,894	\$104,943
<b>MOUNTAIN LION</b>								
RESIDENT	144	979	14.7%	10,599	73.6	1,551	\$42,892	\$1,903,262
NONRESIDENT	54	89	60.7%	345	6.4	129	\$36,066	\$61,951
<b>TURKEY</b>								
RESIDENT	3,230	6,051	53.4%	16,172	5.0	5,799	\$96,848	\$4,401,032
NONRESIDENT	1,444	1,894	76.2%	4,870	3.4	2,934	\$122,224	\$1,325,317
<b>COTTONTAIL</b>								
COTTONTAIL	60,511	7,540	802.5%	24,868	0.4	-----	-----	\$6,766,271
<b>SNOWSHOE HARE</b>								
SNOWSHOE HARE	328	257	127.6%	1,633	5.0	-----	-----	\$444,319
<b>SQUIRREL</b>								
SQUIRREL	1,066	239	446.0%	1,052	1.0	-----	-----	\$286,236

**SUMMARY OF 2007 CALENDAR YEAR HARVEST, LICENSE SALES AND EXPENDITURES IN WYOMING  
BY HUNTERS AND ANGLERS**

LICENSE	HARVEST	HUNTERS	SUCCESS RATE	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED	LICENSE SALES <sup>1</sup>	TOTAL HUNTER EXPENDITURES <sup>2</sup>
PHEASANT	42,333	10,186	415.6%	39,245	0.9	28,818	\$594,597	\$10,678,073
GRAY PARTRIDGE	919	609	150.9%	2,579	2.8	-----	-----	\$701,713
CHUKAR	7,609	1,795	423.9%	6,121	0.8	-----	-----	\$1,665,447
SAGE GROUSE	10,378	5,180	200.3%	10,699	1.0	-----	-----	\$2,911,064
SHARP-TAILED GROUSE	1,589	800	198.6%	2,936	1.8	-----	-----	\$798,849
BLUE GROUSE	10,384	4,523	229.6%	16,620	1.6	-----	-----	\$4,522,094
RUFFED GROUSE	6,223	2,274	273.7%	10,012	1.6	-----	-----	\$2,724,139
MOURNING DOVE	36,670	2,351	1559.8%	8,256	0.2	-----	-----	\$2,246,354
DUCK	68,478	7,550	907.0%	39,057	0.6	-----	-----	\$10,626,920
GOOSE	19,511	6,019	324.2%	29,036	1.5	-----	-----	\$7,900,332
SANDHILL CRANE	138	213	64.8%	418	3.0	-----	-----	\$113,732
RAIL	12	41	29.3%	75	6.3	-----	-----	\$20,407
SNIPE	334	89	375.3%	269	0.8	-----	-----	\$73,191
COOT	660	143	461.5%	1,068	1.6	-----	-----	\$290,589
RAPTOR	15	33	45.5%	-----	-----	-----	\$7,242	-----

LICENSE	HARVEST	HUNTERS	SUCCESS RATE	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED	LICENSE SALES <sup>1</sup>	TOTAL ANGLER EXPENDITURES <sup>2</sup>
SPORT FISHING	-----	-----	0.0%	2,429,757	-----	363,550	\$4,719,098	\$165,287,622
COMMERCIAL	-----	-----	-----	-----	-----	146	\$15,598	-----

LICENSE	HARVEST <sup>3</sup>	HUNTERS <sup>4</sup>	SUCCESS RATE <sup>4</sup>	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED <sup>5</sup>	LICENSE SALES <sup>5</sup>	TOTAL TRAPPER EXPENDITURES <sup>5</sup>
BOBCAT	3,036	639	475.1%	No Data	No Data	0	0	\$16,030,843
OTHER FURBEARERS	31,439	953	3299.0%	No Data	No Data	1,844	79,546	-----

<b>SUMMARY</b>								
TOTALS	437,413	259,372		3,683,371		625,053	29,820,516	350,503,343

<sup>1</sup>License Sales figures will vary slightly from Statement of Revenue and Expenditures due to timing differences between subsidiary and general ledger reporting.

<sup>2</sup>Total Hunter and Angler Expenditure figures do not include license sales.

<sup>3</sup>Only successful bobcat trappers surveyed.

<sup>4</sup>Bobcat trappers only.

<sup>5</sup>All trappers, *Derived from Hunting and Trapping Expenditures in Wyoming in the 2001 Season, 2002*

\* License sales and license revenue information related to all small game, upland game bird, and migratory game birds is presented under the pheasant schedule as separate information cannot be reliably generated due to combination licenses.

**RESTITUTION VALUES OF GAME ANIMALS TO THE STATE OF WYOMING**

The Game and Fish Department has reviewed the state's valuation of wildlife and recommends that the following monies be used in determining the restitution value of illegally killed animals. The factors used in determining the dollar values vary yearly and thus, the values will fluctuate accordingly. Questions concerning the factors used in calculating these values should be directed to the Wyoming Game and Fish Department, Wildlife Division, 5400 Bishop Boulevard, Cheyenne, Wyoming 82006.

<u>SPECIES</u>	<u>2008 DOLLAR VALUE</u>
Elk.....	\$6,000
Pronghorn.....	3,000
Mule Deer .....	4,000
White-tailed Deer.....	4,000
Moose.....	7,500
Bighorn Sheep.....	15,000
Rocky Mountain Goat.....	12,500
Black Bear.....	5,000
Grizzly Bear.....	25,000
Mountain Lion .....	5,000
Bison.....	6,000
Wolf.....	1,000

Because the factors used in determining the valuation of big game animals is not currently available for small game, waterfowl and furbearer, the best information is based on estimates of the money spent by hunters in harvesting these animals (hunter expenditures divided by harvest):

Cottontail .....	\$200
Snowshoe Hare .....	200
Squirrel – Fox, Grey and Red .....	200
Pheasant.....	300
Gray/Hungarian Partridge.....	300
Sage Grouse .....	300
Sharptail Grouse .....	300
Blue Grouse .....	300
Ruffed Grouse.....	300
Chukar.....	300
Sandhill Crane.....	250
Turkey.....	500
Duck.....	150
Goose.....	250
Mourning Dove.....	100
Rail, Snipe, Coot.....	100
Bobcat.....	550
Beaver.....	125
Other Furbearer (not designated) .....	120
Other Wildlife (not specified).....	10-100
Game Fish .....	100



APPENDIX C:  
BUDGETARY AND FINANCIAL  
SUMMARIES



## FY 09 BUDGET SUMMARY

### MAINTENANCE & OPERATIONS

Director .....	\$2,771,497
Fiscal Services .....	4,321,173
Services(1) .....	13,118,109
Fish (2) .....	12,036,348
Wildlife .....	24,656,697

<b>TOTAL M&amp;O</b>	<b>56,903,824</b>
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COUPONS .....	805,000
EARLY RETIREMENT .....	81,720
DAMAGE .....	500,000
COST ALLOCATION .....	
SALECS .....	299,924
ACCESS EASEMENTS .....	800,000
PROPERTY RIGHTS .....	285,000
ELECTRONIC LIC PROJECT .....	
NONRECURRING PROJECTS(2) .....	640,601
WILDLIFE TRUST .....	1,141,711
STATE WILDLIFE GRANTS .....	686,350
LANDOWNER INCENTIVE TIER I .....	152,625
REIMBURSED CONTRACTS .....	5,000,000

<b>FY 09 BUDGET (approved July 2008 Commission)</b>	<b>67,296,755</b>
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AUTHORIZED CARRYOVER	6,974,234
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<b>AMOUNT AUTHORIZED FOR FY 09 SPENDING*</b>	<b>74,270,989</b>
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(1) does not include FY 09-10 capital construction appropriation awarded to the State Department of Administration of \$15.75 million in construction funds for renovation and expansion of the Cheyenne headquarters building  
Does include 50% of the biennial appropriation for the general fund vet services, wolf management, sage grouse management and implementation of the comprehensive wildlife conservation strategy involving sensitive and nongame species

(2) funding for these projects was made possible by the 2008 Legislative appropriation to the State Auditor to reimburse the Department for free and reduced priced licenses required by previous legislation.  
This funding source is not being used for recurring costs, as it is subject to biennial legislative appropriation.

**FY 09 DETAIL BUDGET**  
**STRATEGIC PLAN**  
**(EXCLUDING COMPETITIVE REIMB PROJECTS )**

	FY 09	FY 08	% CHNG
<b><u>OFFICE OF THE DIRECTOR</u></b>			
ADMINISTRATION	787,413	861,419	-9%
STATEWIDE HABITAT PROTECTION	482,985	456,874	6%
PERSONNEL	437,799	470,702	-7%
COOPERATIVE RESEARCH	557,085	691,201	-19%
WY HERITAGE FOUNDATION	332,065	82,204	304%
POLICY DEVELOPMENT	215,583	264,167	-18%
CWCS COORDINATOR	114,452		
COMMISSION	108,970	99,666	9%
STRATEGIC MANAGEMENT		17,100	-100%
sub-total	3,036,352	2,943,333	3%

<b><u>FISCAL AND ADMIN SERVICES</u></b>			
REVENUE COLLECTION	1,874,967	2,426,656	-23%
LEGISLATED EXPENSES	1,686,644	1,477,932	14%
REGIONAL OFFICE MANAGEMENT	1,288,619	1,240,583	4%
ASSET MANAGEMENT	508,560	514,745	-1%
ADMINISTRATION	286,428	297,002	-4%
ACCOUNTS PAYABLE	276,216	229,788	20%
FINANCIAL SYSTEMS	157,125	158,878	-1%
sub-total	6,078,559	6,345,584	-4%

<b><u>SERVICES</u></b>			
HABITAT ACCESS & MAINTENANCE	3,030,605	3,258,800	-7%
MANAGMENT INFO SYSTEMS	2,858,675	2,274,052	26%
HEADQUARTERS & SUPP FACILITIES	1,164,082	1,569,496	-26%
PROPERTY RIGHTS	1,089,668	1,434,373	-24%
PUBLICATIONS	743,591	724,065	3%
GAME & FISH LABORATORY	705,061	664,545	6%
MAIL SERVICES	655,518	718,632	-9%
CONSERVATION ENGINEERING	648,263	632,601	2%
REGIONAL I/E	636,170	632,996	1%
CONSERVATION EDUCATION	559,160	527,804	6%
ADMINISTRATION	554,784	534,245	4%
CUSTOMER OUTREACH & INFO	546,748	423,876	29%
CUSTOMER SERVICES	364,675	292,892	25%
HUNTER EDUCATION	169,033	170,731	-1%
STRATEGIC MANAGEMENT	133,676	105,645	
sub-total	13,859,709	13,964,753	-1%

**FY 09 DETAIL BUDGET**  
**STRATEGIC PLAN**  
**(EXCLUDING COMPETITIVE REIMB PROJECTS )**

	FY 09	FY 08	% CHNG
<b><u>FISH DIVISION</u></b>			
HATCHERIES & REARING STATIONS	4,825,006	4,181,587	15%
REG AQUATIC WILDLIFE MNGT	3,558,604	3,170,214	12%
AQUATIC HABITAT MNGT	1,340,843	1,383,743	-3%
BOATING ACCESS	1,189,500	928,000	28%
ADMINISTRATION	458,614	427,497	7%
STATEWIDE WIDLIFE MNGT	441,844	506,131	-13%
FISH SPAWNING	289,650	261,989	11%
CWCS	262,860		
WATER MNGT	245,883	231,086	6%
FISH DISTRIBUTION	168,475	148,518	13%
FISH WYOMING	100,000	140,000	
subtotal	12,881,279	-	11,378,765 13%

<b><u>WILDLIFE DIVISION</u></b>			
REGIONAL GAME WARDENS	5,991,711	5,827,082	3%
REGIONAL TERRESTERIAL BIOLOGISTS	3,047,904	2,912,547	5%
WILDLIFE FEEDING	2,124,865	1,637,034	30%
TERRESTERIAL HABITAT	1,970,369	1,530,524	29%
VETERINARY SERVICES	1,879,104	1,061,706	77%
REGIONAL WILDLIFE SUPERVISORS	1,600,749	1,671,856	-4%
PROPERTY RIGHTS (ACCESS YES AMDIN)	1,494,681	1,468,506	2%
SAGE GROUSE MNGT	1,416,065	1,145,762	24%
WOLF MANAGEMENT	1,237,547	172,972	615%
TROPHY GAME & CONFLICT RESOLUTION	911,210	899,360	1%
BIOLOGICAL SERVICES	905,846	927,625	-2%
ADMINISTRATION	859,183	834,952	3%
C WCS (TERRESTRIAL NONGAME)	844,904	760,858	11%
BIRD FARMS	760,479	512,972	48%
STATEWIDE WLDLFE ENFORCEMENT	683,886	663,120	3%
BOATING SAFETY & INVEST ADMIN	442,187	363,207	22%
WATERFOWL	170,166	136,136	25%
PREDATOR MANAGEMENT	100,000	100,000	0%
sub-total	26,440,856	-	22,626,219 17%

<b>BUDGETS ON A STRATEGIC BASIS</b>	<b>\$ 62,296,755</b>	<b>\$ -</b>	<b>\$ 57,258,654</b>	<b>9%</b>
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**WYOMING GAME AND FISH COMMISSION FY 09 BUDGET**

**WILDLIFE TRUST FUND PROJECTS:**

**HABITAT PROJECTS & GRANTS**

<i>Bates Creek Watershed Restoration*</i>	35,000
Bentonite Mine Sagebrush reclamation	9,800
Cardwell Spawning Enhancement	12,000
Cheyenne River Watershed Riparian	8,000
Clark's Fork Aspen Treatment	9,000
Coal Creek Fish Passage, Phase I	5,000
Cottonwood II Vegetation Project	15,000
Currant Creek Gradient Control Structures	8,500
Currant Creek Ranch Conservation Easement	75,000
Hickey Mountain Spring Development	20,000
<i>LaBarge Watershed Project*</i>	<i>85,000</i>
<i>Lake Desmet Sagebrush Grassland Improvement Program*</i>	<i>75,500</i>
Land Cover Mapping (remote sensing)	90,000
Little Red Creek Watershed Prescribed Burn	10,000
Lower Green River Habitat Enhancement	15,211
<i>McGinnis Diamond H Ranch Conservation Easement</i>	<i>90,000</i>
<i>Moose Habitat Analysis Contract*</i>	<i>43,000</i>
Mule Deer Legume Seeding Program	40,000
North Laramie Range Habitat restoration	30,000
Peterson Conservation Easement	56,000
Peterson Fence Project	10,000
Platte Valley Mule Deer Habitat Analysis	25,000
<i>PLPW habitat grants*</i>	<i>25,000</i>
<i>Red Rim WHMA Water Development*</i>	<i>10,000</i>
<i>Renner Cheatgrass Control*</i>	<i>8,000</i>
<i>Roath Habitat Management Technical support*</i>	<i>20,000</i>
Snake River Ranch Channel Enhancement	10,000
Springer WHMA Wellnitz ponds well	10,000
Sunlight Basin WHMA Conifer removal	9,500
Thunder Basin Sagebrush restoration	30,500
<i>Weiner Creek Aspen Burn*</i>	<i>20,000</i>
Whiskey Basin WHMA Meadow Rehab	22,500
<i>Winward Technical Assistance Contract*</i>	<i>13,600</i>
<i>Wyoming Front Aspen Treatment*</i>	<i>50,000</i>
Wyoming Range Mule Deer Habitat Assessment	40,000
<i>Yellowtail CRM Invasive Plant Mngt*</i>	<i>40,000</i>

habitat projects	<b>\$ 1,076,111</b>
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**CONSERVATION EDUCATION(WORTH THE WATCHING) PROJECTS**

Bill Ridenour Education Center displays	10,000
Highway 28 Vehicle collision from Wildlife prevention	25,000
Kleenburn Ponds (Tongue River) signs	8,400
<i>Pronghorn Migration Coordinator Interpretive Exhibit*</i>	<i>15,000</i>
Trout spawning signs- North Platte River, Grey Reef Park	6,200
Waterfowl display - Casper	1,000

<b>educational projects</b>	<b>65,600</b>
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<b>TOTAL DEPARTMENT TRUST PROJECTS</b>	<b>\$ 1,141,711</b>
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**WYOMING GAME AND FISH COMMISSION FY 09 BUDGET**

**WILDLIFE TRUST FUND PROJECTS:**

**STATE WILDLIFE GRANT PROJECTS:**

Amphibian Reptile Monitoring	33,261
Forest Bat Inventory	98,727
Raptor Inventory	59,627
Cutthroat Conservation *	74,685
Horny Heat Chub**	63,360
Little Snake River Cutthroat*	8,343
NE/SE Prairie Streams Survey	163,858
Nutritional condition of Moose Browse**	26,265
Roundtail Chub * **	17,937
Salt River Spawning of Snake River CT * **	90,832
SGCN GIS *	40,505
Wind River Burbot * **	8,950

<b>TOTAL DEPARTMENT FY 09 State Wildlife Projects</b>	<b>\$ 686,350</b>
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**SPECIAL NONRECURRING PROJECTS FROM NEW FY 08 FUNDING SOURCES:**

(License recoupment fees)

Angler Creel Surveys	56,584
Casper office historic document displays	25,000
Fish Wyoming grants *	100,000
Lab remodel	45,000
LaBarge Creek Fish barriers	180,000
Laramie Peak elk survey	17,000
Mule Deer habitat Initiative	100,000
Nugget Canyon migration corridor fence monitoring project	17,517
Targee Moose herd aerial surveys	9,500
UW Coop academic professional* **	40,000
WGFD TV series	50,000

<b>TOTAL DEPARTMENT FY 09 Special Projects</b>	<b>\$ 640,601</b>
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\* ongoing projects

\*\*work being performed by the UW coop unit

**MAINTENANCE & OPERATIONS BUDGETS (FY 87 - FY 09)**

**(Does not include Enhancements, Trust Projects, Property Rights, Capital Facilities, General Funds or Reimbursed Projects)**

<b>FY 87</b>	<b>\$19,913,441</b>	Game Division	9,893,600	SALECS	217,000	Coupons	515,000	Fish Division	17,962,143
Game Division	7,483,347	Fish Division	5,708,203	<b>FY 97</b>	<b>\$30,484,636</b>	Early Retirement	305,000	Services Division	9,294,901
Fish Division	4,451,347	HATS Division	4,035,772	Wildlife Division	11,479,769	Damage	500,000	Fiscal Services	9,670,901
HATS Division	2,843,805	I&E Services Division	2,723,179	Fish Division	6,255,709	Cost Allocation	350,000	Office of Director	2,059,320
Communications Division	1,538,464	Fiscal Services Division	2,469,238	Services Division	7,033,623	SALECS	224,000	Coupons	500,000
Fiscal Division	2,359,229	Office of Director	942,412	Fiscal Services Division	2,780,604	<b>FY 02</b>	<b>\$39,727,021</b>	Early Retirement	105,274
Administration Division	1,236,638	Coupons	600,000	Office of Director	984,931	Wildlife Division	14,047,986	Damage	500,000
Coupons	750,000	Damage	500,000	Coupons	560,000	Fish Division	9,107,324	Cost Allocation	600,000
Damage	500,000	Early Retirement	200,749	Early Retirement	378,000	Services Division	8,982,248	SALECS	252,000
<b>FY 88</b>	<b>\$21,040,674</b>	<b>FY 93</b>	<b>\$29,674,362</b>	Damage	500,000	Fiscal Services Division	3,648,879	<b>FY 07</b>	<b>\$47,208,311</b>
Game Division	7,381,078	Game Division	10,561,574	Cost Allocation	300,000	Office of Director	2,081,384	Wildlife Division	18,735,410
Fish Division	4,602,523	Fish Division	6,124,559	SALECS	212,000	Coupons	475,000	Fish Division	9,769,631
HATS Division	2,920,979	HATS Division	4,114,019	<b>FY 98</b>	<b>\$33,776,380</b>	Early Retirement	262,200	Services Division	10,615,365
Communications Division	1,553,215	I&E Services Division	3,253,794	Wildlife Division	12,747,313	Damage	500,000	Fiscal Services	3,958,939
Fiscal Division	1,436,749	Fiscal Services Division	2,377,512	Fish Division	6,755,891	Cost Allocation	370,000	Office of Director	2,051,522
Administration Division	702,834	Office of Director	1,632,904	Services Division	7,332,429	SALECS	252,000	Coupons	535,000
Agency Common	1,193,296	Coupons	860,000	Fiscal Services Division	3,097,432	<b>FY 03</b>	<b>\$40,545,447</b>	Early Retirement	90,444
Coupons	750,000	Damage	500,000	Office of Director	1,822,313	Wildlife Division	14,843,001	Damage	500,000
Damage	500,000	Early Retirement	250,000	Coupons	602,000	Fish Division	8,856,919	Cost Allocation	700,000
<b>FY 89</b>	<b>\$20,465,981</b>	<b>FY 94</b>	<b>\$30,946,580</b>	Early Retirement	369,002	Services Division	9,015,519	SALECS	252,000
Game Division	7,576,046	Game Division	10,423,261	Damage	500,000	Fiscal Services Division	3,904,386	<b>FY 08</b>	<b>\$49,468,992</b>
Fish Division	4,146,592	Fish Division	6,185,826	Cost Allocation	330,000	Office of Director	2,165,017	Wildlife Division	18,339,800
HATS Division	2,540,610	HATS Division	4,539,758	SALECS	220,000	Coupons	450,000	Fish Division	10,628,900
I&E Services Division	1,583,581	I&E Services Division	3,568,632	<b>FY 99</b>	<b>\$33,582,267</b>	Early Retirement	208,605	Services Division	12,087,871
Adm. & Fiscal Svcs. Div.	1,337,388	Fiscal Services Division	2,996,836	Wildlife Division	12,155,687	Damage	500,000	Fiscal Services	4,343,886
Office of Director	689,602	Office of Director	1,687,267	Fish Division	7,017,794	Cost Allocation	350,000	Office of the Director	2,590,603
Agency Common	1,217,162	Coupons	750,000	Services Division	7,615,445	SALECS	252,000	Coupons	595,000
Coupons	750,000	Early Retirement	295,000	Fiscal Services Division	3,025,520	<b>FY 04</b>	<b>\$39,572,909</b>	Early Retirement	82,932
Damage	500,000	<b>FY 95</b>	<b>\$30,672,321</b>	Office of Director	1,824,772	Wildlife Division	14,520,159	Damage	500,000
Early Retirement	125,000	Wildlife Division	10,126,225	Coupons	515,000	Fish Division	8,780,831	Cost Allocation	0
Damage	500,000	Fish Division	6,187,409	Early Retirement	358,249	Services Division	8,921,007	SALECS	300,000
<b>FY 90</b>	<b>\$20,533,195</b>	HATS Division	4,195,529	Damage	500,000	Fiscal Services	3,622,015	<b>FY 09</b>	<b>\$53,148,847</b>
Game Division	8,084,170	I&E Services Division	3,204,102	Cost Allocation	342,200	Office of Director	2,002,835	Wildlife Division	19,477,936
Fish Division	4,406,561	Fiscal Services Division	2,692,088	SALECS	227,600	Coupons	400,000	Fish Division	11,773,488
HATS Division	2,693,910	Office of Director	1,956,424	<b>FY 00</b>	<b>\$36,238,774</b>	Early Retirement	164,062	Services Division	13,118,109
I&E Services Division	1,661,592	Coupons	650,000	Wildlife Division	12,970,024	Damage	500,000	Fiscal Services	4,276,173
Adm. & Fiscal Svcs. Div.	1,329,610	Early Retirement	150,000	Fish Division	8,377,249	Cost Allocation	410,000	Office of the Director	2,771,497
Office of Director	708,133	Damage	500,000	Services Division	7,765,569	SALECS	252,000	Coupons	850,000
Agency Common	474,219	Cost Allocation	300,000	Fiscal Services Division	3,297,221	<b>FY 05</b>	<b>\$40,720,306</b>	Early Retirement	81,720
Coupons	550,000	SALECS	217,000	Office of Director	1,860,511	Wildlife Division	14,890,882	Damage	500,000
Damage	500,000	Salary Contingency	493,544	Coupons	515,000	Fish Division	8,979,167	Cost Allocation	0
Early Retirement	125,000	<b>FY 96</b>	<b>\$31,402,001</b>	Early Retirement	325,600	Services Division	9,426,638	SALECS	299,924
<b>FY 91</b>	<b>\$22,518,236</b>	Wildlife Division	10,288,181	Damage	500,000	Fiscal Services	3,569,888	<b>FY 06</b>	<b>44,624,002</b>
Game Division	8,711,427	Fish Division	6,803,683	Cost Allocation	400,000	Office of Director	2,031,455	Wildlife Division	14,624,002
Fish Division	4,787,533	HATS Division	4,587,011	SALECS	227,600	Coupons	500,000	Fish Division	11,773,488
HATS Division	2,876,190	I&E Services Division	3,504,112	<b>FY 01</b>	<b>\$36,571,119</b>	Early Retirement	138,276	Services Division	13,118,109
I&E Services Division	1,941,699	Fiscal Services Division	3,018,908	Wildlife Division	12,900,839	Damage	500,000	Fiscal Services	4,276,173
Adm. & Fiscal Svcs. Div.	1,383,147	Office of Director	1,249,286	Fish Division	8,617,707	Cost Allocation	432,000	Office of the Director	2,771,497
Office of Director	746,640	Coupons	600,000	Services Division	7,884,777	SALECS	252,000	Coupons	850,000
Agency Common	876,600	Early Retirement	333,820	Fiscal Services Division	3,355,319	<b>FY 06</b>	<b>44,624,002</b>	Early Retirement	81,720
Coupons	600,000	Damage	500,000	Office of Director	1,917,494	Wildlife Division	14,624,002	Damage	500,000
Damage	500,000	Cost Allocation	300,000	<b>FY 01 (Continued)</b>		Fish Division	8,979,167	Cost Allocation	0
Early Retirement	95,000	<b>FY96 (Continued)</b>		<b>FY 01 (Continued)</b>		Services Division	9,426,638	SALECS	299,924
<b>FY 92</b>	<b>\$27,073,153</b>					Fiscal Services	3,569,888		

**STATEMENT OF ASSETS, LIABILITIES, AND FUND BALANCES (G&F funds only)  
ARISING FROM CASH TRANSACTIONS  
AS OF JUNE 30,**

**% CHNG  
FY 05 to**

	<b>2008</b>	<b>2007</b>	<b>2006</b>	<b>2005</b>	<b>FY 08</b>
<b>ASSETS:</b>					
PETTY CASH	\$ 16,775	\$ 14,750	\$ 14,750	\$ 14,750	14%
CASH - OPERATIONS	32,483,346	27,044,138	22,658,283	18,473,868	76%
CASH- WLDLFE TRUST INTEREST	2,404,418	2,019,654	1,630,155	1,568,387	53%
CASH- ACCESS FUND	<u>1,180,744</u>	<u>1,012,033</u>	<u>957,866</u>	<u>894,141</u>	<u>32%</u>
	36,085,283	30,090,575	25,261,054	20,951,146	72%
CASH - WLDLFE TRUST CORPUS	20,967,536	20,203,311	19,473,876	18,773,926	12%
CASH- LIFETIME LICENSE FUND	3,528,154	3,053,705	2,748,685	2,554,027	38%
CASH-ALTERNATIVE ENTERPRISES	50,371	50,000	50,013	49,978	1%
CASH - APPS/LICENSES IN PROCESS	15,420,043	13,653,774	13,221,845	18,667,441	-17%
RETURNED CHECKS	<u>1,523</u>	<u>3,234</u>	<u>8,001</u>	<u>51,349</u>	<u>-97%</u>
<b>TOTAL ASSETS</b>	<b><u>76,052,910</u></b>	<b><u>67,054,599</u></b>	<b><u>60,763,474</u></b>	<b><u>61,047,867</u></b>	<b><u>25%</u></b>
<b>LIABILITIES:</b>					
VOUCHERS PAYABLE	290	260	251,390	88,807	-100%
LICENSE AGENT BONDS	100,000	100,000	100,000	100,000	0%
COURT ORDERED RESTITUTION	71,171	31,671	40,534	42,259	68%
UNDISTRIBUTED DRAW/APPS PENDIN	15,420,043	13,653,774	13,221,845	18,667,441	-17%
RESTRICTED FEDERAL FUNDS	55	0	64,431	49,607	-100%
OTHER DEFERRED REVENUE	<u>245,050</u>	<u>187,424</u>	<u>208,907</u>	<u>205,717</u>	<u>19%</u>
<b>TOTAL LIABILITIES</b>	<b>15,836,609</b>	<b>13,973,129</b>	<b>13,887,107</b>	<b>19,153,831</b>	<b>-17%</b>
<b>FUND BALANCE:</b>					
<b>RESTRICTED</b>					
OUTSTANDING ENCUMBERANCES	6,221,348	4,371,988	4,321,386	3,921,674	59%
WLDLFE TRUST FUND CORPUS	20,967,536	20,203,311	19,473,876	18,773,926	12%
WLD TRUST FUND INTEREST	2,014,893	1,731,104	1,511,912	1,566,769	29%
ACCESS FUND CORPUS	1,162,044	993,333	933,591	877,326	32%
LIFETIME LICENSE FUND	3,528,154	3,053,705	2,748,685	2,571,939	37%
ALTERNATIVE ENTERPRISES	50,371	50,000	50,013	49,978	1%
<b>UNRESTRICTED</b>					
G&F OPERATING FUND	26,271,955	22,678,029	17,836,904	14,539,058	81%
<b>TOTAL FUND BALANCE</b>	<b><u>60,216,301</u></b>	<b><u>53,081,470</u></b>	<b><u>46,876,367</u></b>	<b><u>42,300,670</u></b>	<b><u>42%</u></b>
<b>TOTAL LIABILITIES AND FUND BALANCE</b>	<b><u>76,052,910</u></b>	<b><u>67,054,599</u></b>	<b><u>60,763,474</u></b>	<b><u>61,454,501</u></b>	<b><u>24%</u></b>

**STATEMENT OF REVENUE AND EXPENDITURES ARISING FROM CASH TRANSACTIONS  
FROM EXPENDABLE FUNDS FOR THE PERIOD ENDED JUNE 30, 2008**

<b>EXPENDABLE FUNDS</b>			<b>%PR CH</b>
<u>REVENUE RECEIVED</u>			<u>FY 07</u>
Hunting & Fish Lic@	\$ 29,816,382	\$ 28,373,221	5%
Preference Points	3,400,091	1,429,278	138%
Conservation Stamps	667,213	664,049	0%
Boating Registration	368,395	384,322	-4%
Pooled Interest Opr	2,540,385	1,728,334	47%
Pooled Interest Trt	1,266,673	888,776	43%
Income from Inv&Land	108,665	590,274	-82%
Nonfederal Grants	1,077,200	753,749	43%
Application Fees	2,039,731	1,797,358	13%
Publication Sales	152,037	182,439	-17%
Access Yes c-stamp/donations	846,268	743,865	14%
Federal Aid & Grants	13,409,982	12,560,769	7%
General Funds	1,515,397	1,590,324	-5%
License Recoupment (gen funds)	1,100,000		
Other Items	<u>75,425</u>	<u>124,725</u>	<u>-40%</u>
<b>TOTAL REVENUE EARNED</b>	<b>58,383,844</b>	<b>51,811,483</b>	<b>13%</b>
<u>EXPENDITURES MADE</u>			
Maintenance & Ops			
Office of Director	2,066,779	1,746,115	18%
Fiscal Division	3,522,576	3,264,119	8%
Services Division	10,919,330	9,160,939	19%
Fish Division	8,585,858	8,290,972	4%
Wildlife Division	<u>18,568,570</u>	<u>16,471,960</u>	<u>13%</u>
<b>TOTAL M&amp;O EXPENSES</b>	<b>43,663,113</b>	<b>38,934,105</b>	<b>12%</b>
Access Payments	710,801	709,424	0%
Trust Projects	782,455	619,607	26%
Legislated Expenses	1,038,206	1,690,866	-39%
Carryover M/O /Trust FD	<u>1,909,855</u>	<u>2,074,985</u>	<u>-8%</u>
<b>TOTAL OPERATING EXP</b>	<b>48,104,430</b>	<b>44,028,987</b>	<b>9%</b>
Licensing Project	459,020	409,770	12%
Reimbursable Contracts	2,160,165	1,600,424	35%
State Wildlife Grants	593,462	645,726	-8%
LIP Tier I Grants	108,406	76,879	41%
Property Rights	67,303	8,500	692%
Capital Facilities (administrative)	224,204		
Special Nonrecurring Projects	503,397		
Carryover	<u>515,232</u>	<u>581,127</u>	<u>-11%</u>
<b>TOTAL NONOP EXPENDTRS</b>	<b>4,631,189</b>	<b>3,322,426</b>	<b>39%</b>
<b>TOTAL EXPENDITURES</b>	<b>52,735,619</b>	<b>47,351,413</b>	<b>11%</b>
<b>DEFICIT OF REV OVER EXP</b>	<b><u>\$5,648,225</u></b>	<b><u>\$4,460,070</u></b>	<b><u>27%</u></b>

All Department revenue is recognized above excepting: 1)\$699,659 in lifetime license sales & interest earned on those licenses(W.S. provides that the corpus of the lifetime license fund cannot be spent, but up to 6% of the corpus balance may be transferred annually to the Game and Fish Operating fund;

2)\$ 1/2 or \$95,674 of lifetime conservation stamps and 37 1/2% of the c-stamp (\$667,205) revenue deposited in the wildlife trust fund;W.S. provides the corpus cannot be spent, but interest earned may be used for operations

3)access donations of \$175,405 which are deposited into an access fund & are budgeted and spent in the year following receipt; they can only be used for purchasing nonfee title access easements;

4) and \$22,728 (net profit on a cash basis for revenue of \$156,233 & expenses of \$133,505, excluding \$25,000 encumbered funds) from promotional products and publications.

All Department expenditures, excepting capital construction costs, included in a Legislative appropriation and paid directly by the Department of Administration and Information Construction Management Division, are shown

**SCHEDULE OF EXPENDITURES BY STRATEGIC PLAN OBJECTIVES  
FOR THE FISCAL YEAR ENDED JUNE 30, 2008**

	Game & Fish Opertng Fund	Wildlife Trust Fund	Access fund	Nonrec Prjcts	State Wld Grnts & LIP I	100% funded Third Party Grants	Sub-Total Agency funding	General fund (non capital constructn)	Total Agency Expenditures	% Expd
AQUATIC WILDLIFE MNGT	\$ 3,615,691				\$187,373	\$ 27,661	\$ 3,830,725		\$ 3,830,725	7.24%
BIRD FARMS	471,074					3,830	474,904		474,904	0.90%
CO-OP RESEARCH	318,173			158,566	134,125		610,864		610,864	1.15%
CONSERVATION ENGNING	600,248						600,248		600,248	1.13%
DEPARTMENT ADMIN	3,101,012					(1,362)	3,099,650		3,099,650	5.86%
EDUCATION	502,684	4,706		8,709		89,888	605,987		605,987	1.15%
FEEDGROUNDS	1,558,451			30,000		2,529	1,590,980		1,590,980	3.01%
FINANCIAL MANAGEMENT	2,285,009				35,930	2,462	2,323,401		2,323,401	4.39%
FISH CULTURE^	4,230,094						4,230,094		4,230,094	8.00%
HABITAT ^	4,616,254	817,877		244,872	72,476	390,765	6,142,244		6,142,244	11.61%
INFORMATION	1,914,945						1,914,945		1,914,945	3.62%
LEGISLATED EXPENSES(2)	1,080,232						1,080,232		1,080,232	2.04%
CUSTOMER SERVICES	251,759						251,759		251,759	0.48%
MANAGEMENT INFO SYSTEMS	2,205,431				34,635		2,240,066		2,240,066	4.23%
PERSONNEL MANAGEMENT	311,107						311,107		311,107	0.59%
PROPERTY RIGHTS	1,179,456		710,801			192,853	2,083,110		2,083,110	3.94%
REGIONAL INFORMATION/ED	605,880						605,880		605,880	1.15%
SPECIALIZED LAW ENFORCMNT	986,410					278,591	1,265,001		1,265,001	2.39%
STRATEGIC MNGT	79,318	81,683					161,001		161,001	0.30%
SUPPORT FACILITIES/PERSNL	2,751,804						2,751,804		2,751,804	5.20%
TERRESTRIAL WLD MNGT	11,978,294			11,950	265,846	511,766	12,767,856	531,192	13,299,048	25.14%
WILDLIFE HABITAT PRCTCN	256,307					275,375	531,682		531,682	1.01%
WILDLIFE HEALTH & LAB SVCS	571,663			49,300		411,019	1,031,982	984,205	2,016,187	3.81%
							-		-	
<b>TTL DEPT OBJECTIVES</b>	<b>45,471,296</b>	<b>904,266</b>	<b>710,801</b>	<b>503,397</b>	<b>730,385</b>	<b>2,185,377</b>	<b>50,505,522</b>	<b>1,515,397</b>	<b>52,020,919</b>	<b>98.35%</b>
Alternative Enterprises	158,502						158,504		158,504	0.30%
Electronic Licensing Project	714,702						714,702		714,702	1.35%
<b>TOTAL AMT SPENT DURING FY08</b>	<b>46,344,500</b>	<b>904,266</b>	<b>710,801</b>	<b>503,397</b>	<b>730,385</b>	<b>2,185,377</b>	<b>51,378,728</b>	<b>1,515,397</b>	<b>52,894,125</b>	<b>100%</b>

^(1) does not include capital construction payments out of general fund for capital construction

**STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES**

<b>BIG GAME LICENSES</b>	<b>PRICE</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Resident Antelope	\$22.00	12,970				
Resident Antelope	\$26.00		13,013			
Resident Antelope	\$27.00			13,811	14,453	15,247
Depredation Resident Antelope	\$22.00					
Resident Youth Antelope	\$15.00	2,110	2,218	2,285	2,328	2,296
Depredation Resident Youth Antelope	\$15.00					
Resident Doe/Fawn Antelope	\$20.00	4,308				
Resident Doe/Fawn Antelope	\$24.00		4,357			
Resident Doe/Fawn Antelope	\$19.00			4,788	5,923	6,723
Resident Youth Doe/Fawn Antelope	\$14.00	527	548	525	630	671
Pioneer Antelope	\$2.00	324	300	296	259	204
Pioneer Doe/Fawn Antelope	\$2.00	51	59	54	66	51
Depredation Resident Pioneer Antelope	\$2.00					
Pioneer Heritage Antelope	\$16.00		108	114	140	157
Pioneer Heritage Doe/Fawn Antelope	\$15.00		20	17	27	29
<b>TOTALS</b>		<b>20,290</b>	<b>20,623</b>	<b>21,890</b>	<b>23,826</b>	<b>25,378</b>
Nonres Special Antelope	\$285.00	1,886				
Nonres Special Antelope	\$425.00		1,455			
Nonres Special Antelope	\$426.00			1,498	761	647
NonRes Special Antelope w/Preference Point	\$456.00				860	1,044
NonRes Antelope w/Preference Point	\$256.00				2,039	3,094
NonRes Antelope Yth w/Preference Point	\$120.00				226	329
Nonres Antelope	\$185.00	12,861				
Nonres Antelope	\$225.00		13,399			
Nonres Antelope	\$226.00			14,478	13,242	13,972
Nonres Youth Antelope	\$110.00	674	830	931	809	799
Nonres Doe/Fawn Antelope	\$50.00	7,604				
Nonres Doe/Fawn Antelope	\$60.00		7,955			
Nonres Doe/Fawn Antelope	\$29.00			11,913	15,725	18,959
Nonres Youth Doe/Fawn Antelope	\$30.00	511	588			
Nonres Youth Doe/Fawn Antelope	\$19.00			720	968	1,100
<b>TOTALS</b>		<b>23,536</b>	<b>24,227</b>	<b>29,540</b>	<b>34,630</b>	<b>39,944</b>
<b>TOTAL ANTELOPE LICENSES</b>		<b>43,826</b>	<b>44,850</b>	<b>51,430</b>	<b>58,456</b>	<b>65,322</b>
Resident Bighorn Sheep	\$75.00	182				
Resident Bighorn Sheep	\$95.00		187			
Resident Bighorn Sheep	\$96.00			174	179	183
Nonresident Bighorn Sheep	\$1,500.00	66				
Nonresident Bighorn Sheep	\$1,900.00		64			
Nonresident Bighorn Sheep	\$1,901.00			62	61	61
<b>TOTAL BIGHORN SHEEP LICENSES</b>		<b>248</b>	<b>251</b>	<b>236</b>	<b>240</b>	<b>244</b>
Resident Deer	\$25.00	40,698				
Resident Deer	\$30.00		39,596			
Resident Deer	\$31.00			38,591	39,887	40,969
Resident Deer Military Combat	\$0.00				11	10
Resident Youth Deer	\$15.00	5,718	5,414	5,353	5,455	5,327
Resident Doe/Fawn Deer	\$20.00	3,790				
Resident Doe/Fawn Deer	\$24.00		4,233			
Resident Doe/Fawn Deer	\$19.00			5,479	6,728	7,529
Resident Youth Doe/Fawn Deer	\$14.00	337	435	514	627	646
Depredation Resident Doe/Fawn Deer	\$20.00					
Depredation Resident Youth Doe/Fawn Deer	\$14.00					
Pioneer Deer	\$2.00	718	628	554	461	390
Pioneer Doe/Fawn Deer	\$2.00	46	46	36	45	52
Pioneer Heritage Deer	\$19.00		138	157	172	200
Pioneer Heritage Doe/Fawn Deer	\$15.00		19	11	15	21
<b>TOTALS</b>		<b>51,307</b>	<b>50,509</b>	<b>50,695</b>	<b>53,401</b>	<b>55,144</b>
Nonres Special Deer	\$310.00	4,149				
Nonres Special Deer	\$460.00		3,278			
Nonres Special Deer	\$461.00			2,948	1,414	1,342
NonRes Deer Special w/Preference Point	\$501.00				1,314	1,376
NonRes Deer w/Preference Point	\$301.00				3,168	3,789
NonRes Deer Yth w/Preference Point	\$120.00				200	216
Nonresident Deer	\$210.00	24,933				
Nonresident Deer	\$260.00		24,076			
Nonresident Deer	\$261.00			24,569	21,011	20,103
Nonresident Youth Deer	\$110.00	1,022	1,042	1,158	972	873
Nonresident Doe/Fawn Deer	\$50.00	2,984				
Nonresident Doe/Fawn Deer	\$60.00		2,950			
Nonresident Doe/Fawn Deer	\$29.00			4,915	6,569	7,812
Nonresident Youth Doe/Fawn Deer	\$30.00	162	194			
Nonresident Youth Doe/Fawn Deer	\$19.00			248	356	359
Nonresident Depredation Deer	\$210.00					
<b>TOTALS</b>		<b>33,250</b>	<b>31,540</b>	<b>33,838</b>	<b>35,004</b>	<b>35,870</b>
<b>TOTAL DEER LICENSES</b>		<b>84,557</b>	<b>82,049</b>	<b>84,533</b>	<b>88,405</b>	<b>91,014</b>

## STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

Resident Elk	\$35.00	39,734				
Resident Elk	\$42.00		38,357			
Resident Elk	\$43.00			37,192	38,055	38,707
Resident Elk Military Combat	\$0.00				9	7
Resident Youth Elk	\$25.00	4,025	3,969	3,801	3,777	3,838
Depredation Resident Elk	\$42.00		91			
Depredation Resident Youth Elk	\$25.00		9			
Pioneer Elk	\$5.00	788	695	573	529	447
Resident Cow/Calf Elk	\$30.00	3,835				
Resident Cow/Calf Elk	\$36.00		4,038	4,229	4,687	5,260
Resident Yth Cow/Calf Elk	\$20.00	244	297	326	318	370
Pioneer Cow/Calf Elk	\$5.00	52	62	52	48	54
Pioneer Heritage Elk	\$27.00		243	294	330	369
Pioneer Heritage Cow/Calf Elk	\$23.00		30	26	34	46
<b>TOTALS</b>		<b>48,678</b>	<b>47,791</b>	<b>46,493</b>	<b>47,787</b>	<b>49,098</b>
Nonres Special Elk/Fishing	\$600.00	2,807				
Nonres Special Elk/Fishing	\$880.00		2,783			
Nonres Special Elk/Fishing	\$881.00			2,785	716	556
NonRes Elk Yth w/Preference Point	\$285.00					90
NonRes Elk Yth w/Preference Point	\$325.00				70	
NonRes Elk Special w/Preference Point	\$931.00				2,069	2,253
NonRes Elk w/Preference Point	\$531.00				1,920	2,900
Nonres Elk & Fishing	\$400.00	5,959				
Nonres Elk & Fishing	\$480.00		5,757			
Nonres Elk & Fishing	\$481.00			5,536	3,513	2,762
Nonres Youth Elk/Fishing	\$275.00	164	154	151	111	83
Nonres Cow/Calf Elk	\$200.00	1,751				
Nonres Cow/Calf Elk	\$150.00					
Nonres Cow/Calf Elk	\$240.00		1,636	1,538	1,441	1,565
Nonres Youth Cow/Calf Elk	\$75.00					
Nonres Youth Cow/Calf Elk	\$100.00	69	61	47	55	77
<b>TOTALS</b>		<b>10,750</b>	<b>10,391</b>	<b>10,057</b>	<b>9,895</b>	<b>10,286</b>
<b>TOTAL ELK LICENSES</b>		<b>59,428</b>	<b>58,182</b>	<b>56,550</b>	<b>57,682</b>	<b>59,384</b>
Resident Moose	\$75.00	1,002				
Resident Moose	\$90.00		777			
Resident Moose	\$91.00			669	636	640
Nonresident Moose	\$1,000.00	187				
Nonresident Moose	\$1,200.00		150			
Nonresident Moose	\$1,201.00			129	132	129
<b>TOTAL MOOSE LICENSES</b>		<b>1,189</b>	<b>927</b>	<b>798</b>	<b>768</b>	<b>769</b>
Resident Mountain Goat	\$75.00	12				
Resident Mountain Goat	\$100.00		12			
Resident Mountain Goat	\$101.00			15	15	15
Nonres Mountain Goat	\$1,500.00	4				
Nonres Mountain Goat	\$1,800.00		4			
Nonres Mountain Goat	\$1,801.00			5	5	5
<b>TOTAL MOUNTAIN GOAT LICENSES</b>		<b>16</b>	<b>16</b>	<b>20</b>	<b>20</b>	<b>20</b>
<b>COMMERCIAL LICENSES</b>						
Comm'l Fish Hatchery	\$125.00	16				
Comm'l Fish Hatchery	\$150.00		12			
Comm'l Fish Hatchery	\$151.00			14	13	14
Deal in Live Bait	\$45.00	62				
Deal in Live Bait	\$55.00		65			
Deal in Live Bait	\$56.00			56	57	55
Fishing Preserve	\$90.00	62				
Fishing Preserve	\$110.00		62			
Fishing Preserve	\$111.00			72	73	77
Resident Fur Dealer	\$35.00	13				
Resident Fur Dealer	\$42.00		13			
Resident Fur Dealer	\$43.00			11	14	11
Nonresident Fur Dealer	\$190.00	9				
Nonresident Fur Dealer	\$230.00		9			
Nonresident Fur Dealer	\$231.00			10	10	11
Game Bird Farm	\$90.00	108				
Game Bird Farm	\$110.00		117			
Game Bird Farm	\$111.00			115	105	105
Seine or Trap Fish License	\$25.00					
Seine or Trap Fish License	\$15.00	533	566			
Seine or Trap Fish License	\$16.00			612	622	632
Resident Taxidermist	\$45.00	157				
Resident Taxidermist	\$55.00		168			
Resident Taxidermist	\$56.00			163	161	171
Nonresident Taxidermist	\$500.00	2				
Nonresident Taxidermist	\$600.00		4			
Nonresident Taxidermist	\$601.00			5	6	4

**STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES**

<b>TOTAL COMMERCIAL LICENSES</b>		<b>962</b>	<b>1,016</b>	<b>1,058</b>	<b>1,061</b>	<b>1,080</b>
<b>FUR BEARING/TRAP LICENSES</b>	<b>PRICE</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Res Fur Bearing Trap	\$30.00	1,256				
Res Fur Bearing Trap	\$35.00		1,310			
Res Fur Bearing Trap	\$36.00			1,347	1,466	1,653
Res Youth Fur Bear Trap	\$6.00	100	113	110	115	136
Nonres Fur Bearing Trap	\$170.00	32				
Nonres Fur Bearing Trap	\$200.00		31			
Nonres Fur Bearing Trap	\$201.00			39	42	55
<b>TOTAL FUR BEARING/TRAPPING LICENSES</b>		<b>1,388</b>	<b>1,454</b>	<b>1,496</b>	<b>1,623</b>	<b>1,844</b>
<b>GAME BIRD/SML GAME LICENSES:</b>	<b>PRICE</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Res Bird/Small Game Annual	\$15.00	11,091				
Res Bird/Small Game Annual	\$18.00		10,189			
Res Bird/Small Game Annual	\$19.00			10,278	10,622	9,997
Res Daily Bird/Small Game	\$5.00	859				
Res Daily Bird/Small Game	\$6.00		1,155			
Res Daily Bird/Small Game	\$7.00			1,108	1,019	1,026
Res Bird/Small Game Military Combat	\$0.00				6	5
Nonres Bird/Small Game Annual	\$50.00	2,004				
Nonres Bird/Small Game Annual	\$60.00		1,824			
Nonres Bird/Small Game Annual	\$61.00			1,868	2,054	2,050
Nonres Daily Bird/Small Game	\$15.00	4,417	5,107			
Nonres Daily Bird/Small Game	\$16.00			6,203	6,752	6,233
Nonres Youth Bird/Small Game Annual	\$40.00	81	80	106	111	101
<b>TOTAL COMBINATION LICENSES</b>		<b>18,452</b>	<b>18,355</b>	<b>19,563</b>	<b>20,564</b>	<b>19,412</b>
<b>GAME BIRD LICENSES:</b>	<b>PRICE</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Resident Game Bird	\$10.00	7,821				
Resident Game Bird	\$12.00		8,024			
Resident Game Bird	\$13.00			7,767	7,350	7,375
3-Day Special Bird	\$15.00	74	0			
<b>TOTAL GAME BIRD LICENSES</b>		<b>7,895</b>	<b>8,024</b>	<b>7,767</b>	<b>7,350</b>	<b>7,375</b>
<b>SMALL GAME LICENSES:</b>	<b>PRICE</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Resident Small Game	\$10.00	1,658				
Resident Small Game	\$12.00		1,971			
Resident Small Game	\$13.00			2,142	2,009	2,031
<b>TOTAL SMALL GAME LICENSES</b>		<b>1,658</b>	<b>1,971</b>	<b>2,142</b>	<b>2,009</b>	<b>2,031</b>
<b>TURKEY LICENSES:</b>	<b>PRICE</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Resident Spring Turkey	\$10.00	3,814				
Resident Spring Turkey	\$12.00		4,188			
Resident Spring Turkey	\$13.00			4,165	4,148	4,302
Resident Fall Turkey	\$10.00	1,938				
Resident Fall Turkey	\$12.00		2,230			
Resident Fall Turkey	\$13.00			1,818	1,941	2,427
<b>TOTALS</b>		<b>5,752</b>	<b>6,418</b>	<b>5,983</b>	<b>6,089</b>	<b>6,729</b>
Nonres Spring Turkey	\$50.00	1,251				
Nonres Spring Turkey	\$60.00		1,414			
Nonres Spring Turkey	\$61.00			1,545	1,567	1,497
Nonres Fall Turkey	\$50.00	671				
Nonres Fall Turkey	\$60.00		572			
Nonres Fall Turkey	\$61.00			432	490	507
<b>TOTALS</b>		<b>1,922</b>	<b>1,986</b>	<b>1,977</b>	<b>2,057</b>	<b>2,004</b>
<b>TOTAL TURKEY LICENSES</b>		<b>7,674</b>	<b>8,404</b>	<b>7,960</b>	<b>8,146</b>	<b>8,733</b>
<b>GAME FISH LICENSES:</b>	<b>PRICE</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Resident Fishing Annual	\$15.00	78,750				
Resident Fishing Annual	\$18.00		73,541			
Resident Fishing Annual	\$19.00			72,932	75,872	77,087
Resident Youth Fishing Annual	\$3.00	6,780	6,368	6,255	6,440	6,327
Resident Daily Fish	\$3.00	35,565	39,862			
Resident Daily Fish	\$4.00			40,427	39,759	40,953
Resident Daily Fish Military Combat	\$0.00				8	12
<b>TOTALS</b>		<b>121,095</b>	<b>119,771</b>	<b>119,614</b>	<b>122,079</b>	<b>124,379</b>
Nonres Fishing Annual	\$65.00	17,011				
Nonres Fishing Annual	\$75.00		14,033			
Nonres Fishing Annual	\$76.00			13,842	14,579	15,479
Nonres Youth Fish Annual	\$15.00	3,733	3,554	3,371	3,673	3,707
Nonres Daily Fishing	\$6.00					
Nonres Daily Fishing	\$10.00	220,137	218,894			
Nonres Daily Fishing	\$11.00			213,152	217,331	219,353
<b>TOTALS</b>		<b>240,881</b>	<b>236,481</b>	<b>230,365</b>	<b>235,583</b>	<b>238,539</b>
<b>TOTAL FISHING LICENSES</b>		<b>361,976</b>	<b>356,252</b>	<b>349,979</b>	<b>357,662</b>	<b>362,918</b>

**STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES**

<b>LIFETIME LICENSES:</b>	<b>PRICE</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Bird/Fish/Small Game	\$400.00	162	121			
Bird/Fish/Small Game	\$401.00			100	121	299
Fishing	\$250.00	110	74			
Fishing	\$251.00			70	114	233
Bird/Fish/Small Game & Conservation Stamp	\$475.00	1,407				
Bird/Fish/Small Game & Conservation Stamp	\$550.00		195			
Bird/Fish/Small Game & Conservation Stamp	\$551.50			289	358	783
Bird/Small Game	\$250.00		23			
Bird/Small Game	\$251.00			21	23	38
Bird/Small Game & Conservation Stamp	\$400.00		3			
Bird/Small Game & Conservation Stamp	\$401.50			3	3	19
Fishing/Conservation Stamp	\$325.00	1,279				
Fishing/Conservation Stamp	\$400.00		129			
Fishing/Conservation Stamp	\$401.50			157	208	464
Conservation Stamp	\$75.00	6,032				
Conservation Stamp	\$150.00		79			
Conservation Stamp	\$150.50			86	105	232
<b>TOTAL LIFETIME LICENSES</b>		<b>8,990</b>	<b>624</b>	<b>726</b>	<b>932</b>	<b>2,068</b>

<b>OTHER LICENSES:</b>	<b>PRICE</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Resident Archery	\$10.00	10,111				
Resident Archery	\$12.00		10,836			
Resident Archery	\$13.00			11,144	12,223	12,986
Nonresident Archery	\$20.00	2,930				
Nonresident Archery	\$24.00		3,254			
Nonresident Archery	\$25.00			3,362	3,871	4,170
<b>TOTAL ARCHERY LICENSES</b>		<b>13,041</b>	<b>14,090</b>	<b>14,506</b>	<b>16,094</b>	<b>17,156</b>

Res License to Capture Falcon	\$25.00	20				
Res License to Capture Falcon	\$30.00		17			
Res License to Capture Falcon	\$31.00			19	17	17
Nonres Lic to Capture Falcon	\$170.00	21				
Nonres Lic to Capture Falcon	\$200.00		16			
Nonres Lic to Capture Falcon	\$201.00			22	16	16
License to Hunt with Falcon	\$10.00	91				
License to Hunt with Falcon	\$12.00		85			
License to Hunt with Falcon	\$13.00			99	92	86
License to Capture Fur Bearing Animal	\$15.00	3	2			
License to Capture Fur Bearing Animal	\$16.00			1	2	1
Disabled Hunter Companion Permit	\$5.00	22	74	73	69	96
Duplicate with Coupon	\$3.00	948	1,010			
Duplicate with Coupon	\$4.00			1,077	1,070	1,159
Duplicate without Coupon	\$3.00	113	109			
Duplicate without Coupon	\$4.00			127	159	138
Duplicate Multi-Purpose	\$3.00	425	753			
Duplicate Multi-Purpose	\$4.00			750	828	862
Duplicate Commercial	\$3.00	1	1			
Duplicate Commercial	\$4.00			1	1	12
Duplicate Lifetime	\$4.00			174	233	263
<b>TOTAL OTHER LICENSES</b>		<b>1,644</b>	<b>2,067</b>	<b>2,343</b>	<b>2,487</b>	<b>2,650</b>

<b>PERMITS:</b>	<b>PRICE</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Goose Special Management Permit	\$10.00	87	21			
Pheasant Special Mgmt Permit	\$10.00	6,013	6,010	5,995	5,926	
Pheasant Special Mgmt Permit	\$10.50					5,555
Conservation Order Special Mgmt Permit	\$10.00	243	249			
Conservation Order Special Mgmt Permit	\$10.50			272	206	208
<b>TOTAL PERMITS</b>		<b>6,343</b>	<b>6,280</b>	<b>6,267</b>	<b>6,132</b>	<b>5,763</b>

<b>STAMPS AND TAGS:</b>	<b>PRICE</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Conservation Stamps	\$10.00	181,599	168,992			
Conservation Stamps	\$10.50			169,573	176,043	180,410
Elk Special Management Stamp	\$5.00	15,762				
Elk Special Management Stamp	\$10.00		15,308			
Elk Special Management Stamp	\$10.50			14,397	14,064	13,695
Wildlife Damage Management Stamp	\$5.00					
Wildlife Damage Management Stamp	\$10.00	220	320	365	275	141
Reciprocity Stamps	\$10.00	6,577	6,616	7,098	7,049	7,400
Interstate Game Tags	\$3.00	15,227				
Interstate Game Tags	\$5.00		15,829	15,181	16,367	17,227
<b>TOTAL STAMPS AND TAGS</b>		<b>219,385</b>	<b>207,065</b>	<b>206,614</b>	<b>213,798</b>	<b>218,873</b>

<b>TROPHY GAME LICENSES:</b>	<b>PRICE</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Resident Black Bear	\$30.00	2,601				
Resident Black Bear	\$36.00		2,702			
Resident Black Bear	\$37.00			2,651	2,724	2,968

## STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

Nonres Black Bear	\$250.00	289				
Nonres Black Bear	\$300.00		247			
Nonres Black Bear	\$301.00			253	262	284
<b>TOTAL BLACK BEAR LICENSES</b>		<b>2,890</b>	<b>2,949</b>	<b>2,904</b>	<b>2,986</b>	<b>3,252</b>
Resident Mountain Lion	\$20.00	1,457				
Resident Mountain Lion	\$30.00					
Resident Mountain Lion	\$24.00		1,396			
Resident Mountain Lion	\$25.00			1,423	1,441	1,548
Resident Additional Mountain Lion	\$15.00	1	3			
Resident Additional Mountain Lion	\$16.00			3	3	3
Nonres Mountain Lion	\$250.00	150				
Nonres Mountain Lion	\$300.00		130			
Nonres Mountain Lion	\$301.00			122	109	129
Nonres Additional Mountain Lion	\$75.00		1			
Nonres Additional Mountain Lion	\$76.00					
<b>TOTAL MOUNTAIN LION LICENSES</b>		<b>1,608</b>	<b>1,530</b>	<b>1,548</b>	<b>1,553</b>	<b>1,680</b>
<b>WILD BISON LICENSES:</b>	<b>PRICE</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
Resident Wild Bison	\$275.00	51				
Resident Wild Bison	\$330.00		48			
Resident Wild Bison	\$331.00			45	44	257
Nonresident Wild Bison	\$1,688.00	5				
Nonresident Wild Bison	\$2,100.00		4			
Nonresident Wild Bison	\$2,101.00			4	8	20
<b>TOTAL BISON LICENSES:</b>		<b>56</b>	<b>52</b>	<b>49</b>	<b>52</b>	<b>277</b>
		<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>
<b>GRAND TOTAL LICENSES:</b>		<b>843,226</b>	<b>816,408</b>	<b>818,489</b>	<b>848,020</b>	<b>871,865</b>

HIP PERMITS ISSUED: Total 10,295 (7,767 manual permits issued; 2,528 issued via internet)

**EXPENDITURE ALLOCATIONS FY PROGRAM -- FY 08**

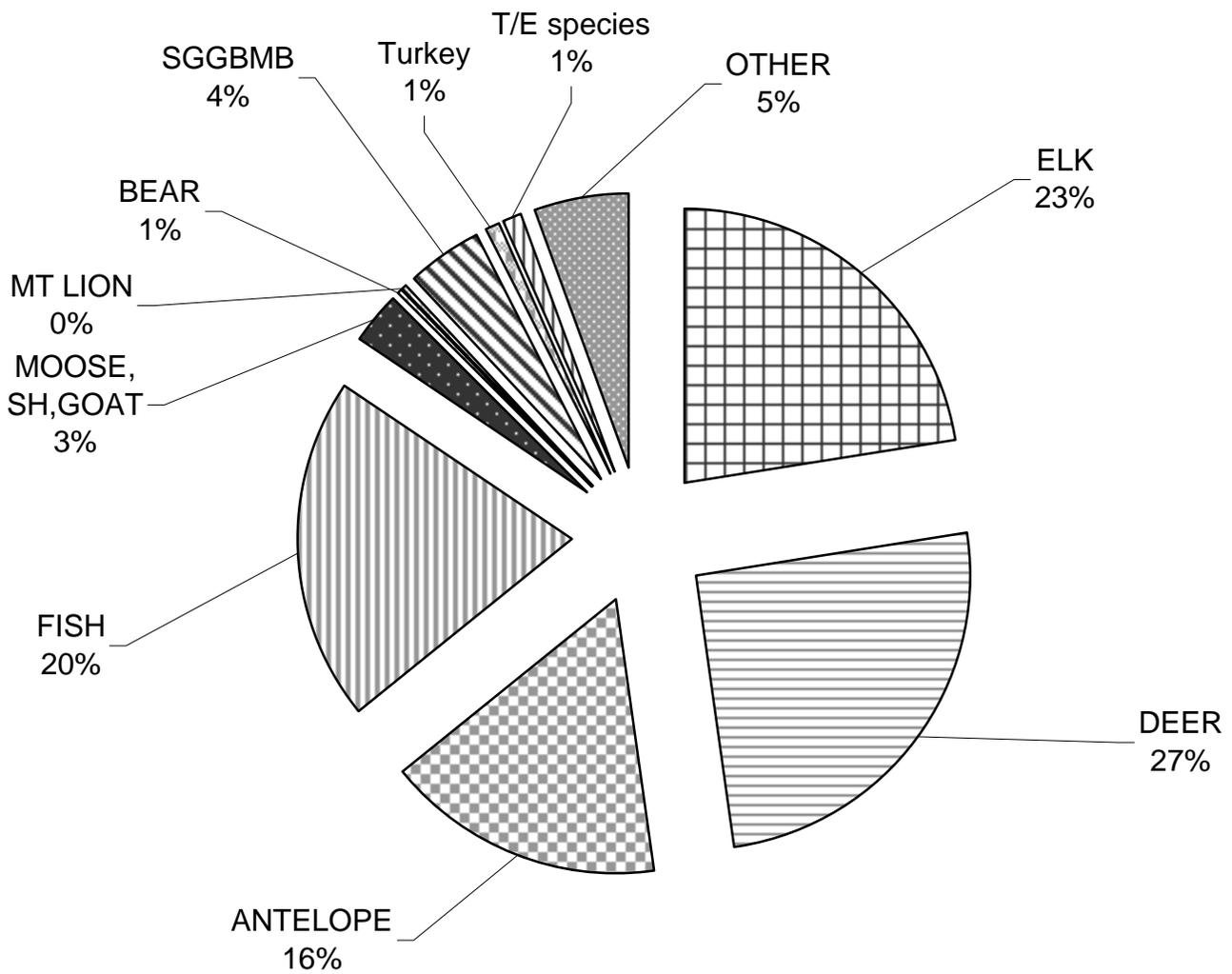
<b>CODE</b>	<b>PROGRAM</b>	<b>COSTS BEFORE ALLOCATION</b>	<b>GEN'L WILDLIFE ALLOCATION*</b>	<b>COSTS AFTER ALLOCATION</b>
AA	GENERAL WILDLIFE	11,280,406		
BC	ANTELOPE	2,969,050	816,715	3,785,765
BD	ELK	9,736,817	2,678,368	12,415,185
BE	ROCKY MOUNTAIN SHEEP	1,007,161	277,046	1,284,207
BF	MOOSE	801,618	220,506	1,022,124
BG	ROCKY MOUNTAIN GOAT	38,096	10,479	48,575
BJ	MOUNTAIN LION	313,294	86,180	399,474
BK	BLACK BEAR	844,649	232,343	1,076,992
BL	GRIZZLY BEAR	1,065,832	293,185	1,359,017
BM	MULE DEER	4,563,964	1,255,439	5,819,403
BN	WHITE-TAILED DEER	322,627	88,747	411,374
BP	BISON	264,170	72,667	336,837
BW	WOLF	757,689	208,422	966,111
CA	SMALL GAME	49,721	13,677	63,398
CB	GAME BIRDS	1,510	415	1,925
CC	PHEASANTS	848,369	233,366	1,081,735
CF	TURKEY	255,425	70,261	325,686
CG	PARTRIDGE	330	91	421
CR	BLUE/RUFFED GROUSE	8,806	2,422	11,228
CT	SAGE GROUSE	1,989,371	547,229	2,536,600
CV	SHARPTAILED GROUSE	29,677	8,163	37,840
DB	GEESE	417,082	114,729	531,811
DC	DUCKS	176,522	48,557	225,079
DD	SWANS	240,135	66,055	306,190
DE	DOVES	113,544	31,233	144,777
DF	CRANES	143,479	39,468	182,947
FX	SPORT FISH	11,988,690	3,297,805	15,286,495

**EXPENDITURE ALLOCATIONS FY PROGRAM -- FY 08**

<b>CODE</b>	<b>PROGRAM</b>	<b>COSTS BEFORE ALLOCATION</b>	<b>GEN'L WILDLIFE ALLOCATION*</b>	<b>COSTS AFTER ALLOCATION</b>
HB	BOBCAT/LYNX	432,186	118,884	551,070
HC	BEAVER	42,820	11,779	54,599
MB	COMMERCIAL FISHERIES	28,265	7,775	36,040
NA	NONGAME MAMMALS	298,466	82,101	380,567
NB	NONGAME BIRDS	420,088	115,556	535,644
NC	RAPTORS	129,636	35,660	165,296
ND	NONGAME FISH	299,442	82,369	381,811
NE	AMPHIBIANS/REPTILES	120,284	33,087	153,371
NF	PREDATORY BIRDS	968	266	1,234
NH	PEREGRINE FALCON	23,598	6,491	30,089
NJ	BALD EAGLE	31,479	8,659	40,138
NK	BLACK FOOTED FERRET	124,373	34,212	158,585
NL	CANADIAN LYNX	3,634	1,000	4,634
NM	PREBLES MEADOW MOUSE	238	65	303
NP	PREDATORY MAMMALS	22,437	6,172	28,609
NR	BLACK TAILED PRAR DOG	3,758	1,034	4,792
NS	WHITE TAILED PRAR DOG	71,027	19,538	90,565
NW	WYOMING TOAD	5,483	1,508	6,991
NX	EXOTIC GAME	2,460	677	3,137
ZZ	NONWILDLIFE	605,449		605,449
<b>TOTAL PROGRAM COSTS</b>		<b>52,894,125</b>	<b>11,280,406</b>	<b>52,894,125</b>

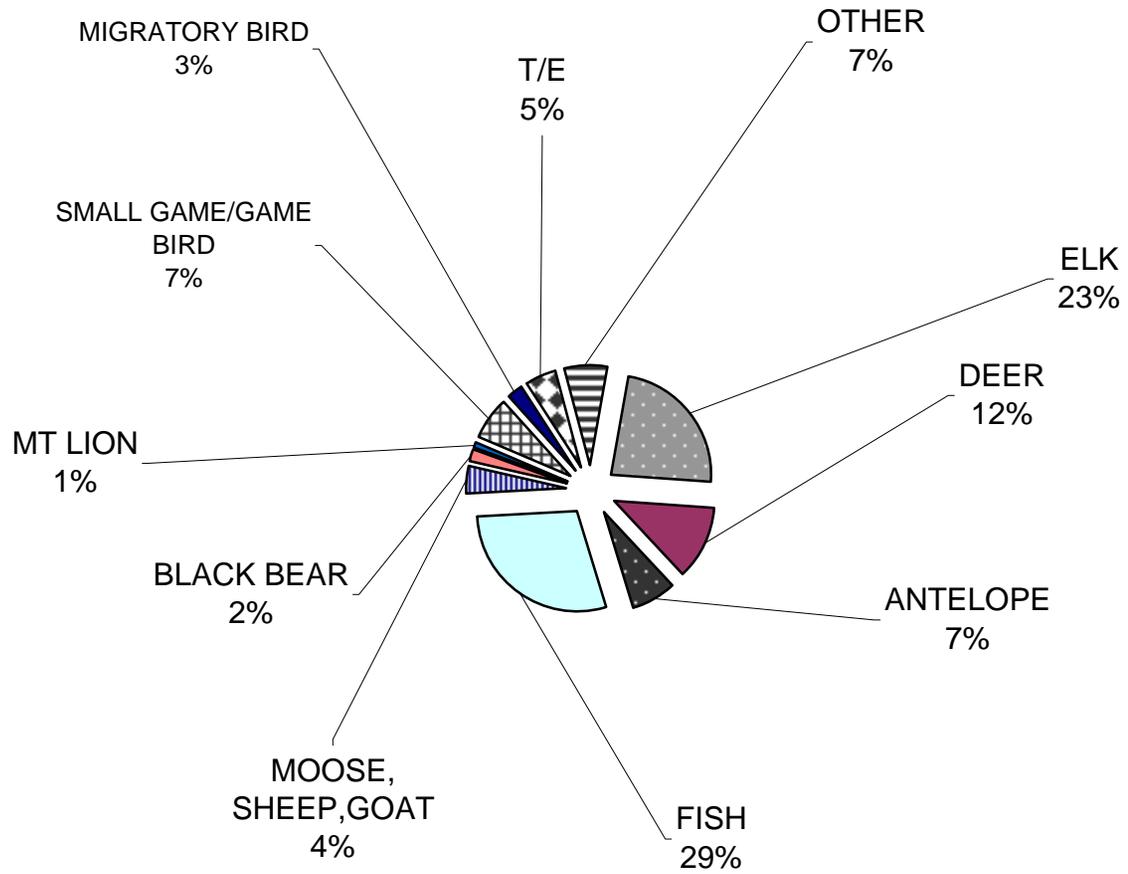
\*Most costs for the Office of Director, Fiscal Services, Services(including remodeling and maintenance of regional office buildings, and Information/Education programs such as Wyoming Wildlife magazine, information services, visitor centers, educational programs,etc. are included in General Wildlife and allocated on a percentage basis to specific department programs.

## WGF Revenue Collected by Species FY08 (includes general fund noncapital construction )



ELK
  DEER
  ANTELOPE
  FISH
  MOOSE, SH, GOAT
  BEAR
  MT LION
  SGGBMB
  Turkey
  T/E species
  OTHER

**WGF Expenditures by Species - FY 08 (includes general fund non capital construction)**



**EXPENDITURE ALLOCATIONS BY PROGRAM - Five-Year History (Includes General Wildlife Allocation)**

<b>PROGRAM</b>	<b>2004</b>	<b>%</b>	<b>2005</b>	<b>%</b>	<b>2006</b>	<b>%</b>	<b>2007</b>	<b>%</b>	<b>2008</b>	<b>%</b>
Antelope	2,497,594	6.21%	3,025,576	7.16%	2,881,194	6.40%	3,167,032	6.67%	3,785,765	7.16%
Elk	8,837,890	21.98%	8,833,834	20.92%	10,789,073	23.98%	11,183,083	23.56%	12,415,185	23.47%
Rocky Mountain Sheep	986,233	2.45%	1,229,246	2.91%	1,066,634	2.37%	1,199,696	2.53%	1,284,207	2.43%
Moose	646,341	1.61%	1,004,466	2.38%	928,822	2.06%	699,814	1.47%	1,022,129	1.93%
Rocky Mountain Goat	90,268	0.22%	68,613	0.16%	35,806	0.08%	59,229	0.12%	48,575	0.09%
Mountain Lion	250,254	0.62%	335,197	0.79%	393,315	0.87%	444,845	0.94%	399,474	0.76%
Black Bear	466,154	1.16%	480,138	1.14%	482,313	1.07%	522,166	1.10%	1,076,992	2.04%
Grizzly Bear	937,890	2.33%	1,048,088	2.48%	1,237,122	2.75%	1,182,214	2.49%	1,359,017	2.57%
Mule Deer	5,260,386	13.08%	4,735,670	11.21%	4,813,400	10.70%	5,145,752	10.84%	5,819,403	11.00%
White-tailed Deer	362,474	0.90%	412,043	0.98%	520,579	1.16%	456,980	0.96%	411,374	0.78%
Bison	69,759	0.17%	33,162	0.08%	15,728	0.03%	21,928	0.05%	336,837	0.64%
Wolf	118,968	0.30%	498,312	1.18%	186,925	0.42%	406,597	0.86%	966,111	1.83%
Small Game	53,275	0.13%	62,989	0.15%	83,452	0.19%	95,689	0.20%	63,398	0.12%
Game Birds	57,453	0.14%	915	0.00%	885	0.00%	4,403	0.01%	1,925	0.00%
Pheasants	874,552	2.17%	936,535	2.22%	924,601	2.06%	1,049,837	2.21%	1,081,735	2.05%
Turkey	214,604	0.53%	304,936	0.72%	253,273	0.56%	211,984	0.45%	325,686	0.62%
Partridge	43,289	0.11%	2,102	0.00%	2,158	0.00%	2,464	0.01%	421	0.00%
Blue/Ruffed Grouse	18,661	0.05%	16,577	0.04%	16,611	0.04%	36,226	0.08%	11,228	0.02%
Sage Grouse	1,158,226	2.88%	1,395,137	3.30%	1,985,053	4.41%	2,247,751	4.74%	2,536,600	4.80%

**EXPENDITURE ALLOCATIONS BY PROGRAM - Five-Year History (Includes General Wildlife Allocation)**

<b>PROGRAM</b>	<b>2004</b>	<b>%</b>	<b>2005</b>	<b>%</b>	<b>2006</b>	<b>%</b>	<b>2007</b>	<b>%</b>	<b>2008</b>	<b>%</b>
Sharp-Tailed Grouse	29,070	0.07%	26,713	0.06%	25,211	0.06%	25,630	0.05%	37,840	0.07%
Geese	367,575	0.91%	602,585	1.43%	866,266	1.93%	656,724	1.38%	531,811	1.01%
Ducks	149,015	0.37%	62,430	0.15%	98,893	0.22%	343,937	0.72%	225,079	0.43%
Swans	352,925	0.88%	129,526	0.31%	180,166	0.40%	146,297	0.31%	306,190	0.58%
Doves	74,903	0.19%	96,222	0.23%	70,904	0.16%	69,344	0.15%	144,777	0.27%
Cranes	28,417	0.07%	77,044	0.18%	56,979	0.13%	105,790	0.22%	182,947	0.35%
Sport Fish	14,101,248	35.07%	14,435,377	34.18%	14,300,540	31.78%	15,226,226	32.08%	15,286,495	28.90%
Bobcat/Lynx	221,064	0.55%	222,287	0.53%	301,166	0.67%	382,423	0.81%	551,070	1.04%
Beaver	33,998	0.08%	45,489	0.11%	9,278	0.02%	21,596	0.05%	54,599	0.10%
Commercial Fisheries	20,690	0.05%	43,615	0.10%	57,201	0.13%	38,195	0.08%	36,040	0.07%
Nongame Mammals	210,921	0.52%	235,140	0.56%	290,541	0.65%	241,600	0.51%	380,567	0.72%
Nongame Birds	393,752	0.98%	228,277	0.54%	322,229	0.72%	312,312	0.66%	535,644	1.01%
Raptors	135,319	0.34%	133,707	0.32%	128,083	0.28%	104,928	0.22%	165,296	0.31%
Nongame Fish	151,536	0.38%	298,081	0.71%	397,787	0.88%	359,073	0.76%	381,811	0.72%
Amphibians/Reptiles	93,110	0.23%	162,745	0.39%	236,282	0.53%	342,471	0.72%	153,371	0.29%
Predatory Birds	1,809	0.00%	2,818	0.01%	6,374	0.01%	1,782	0.00%	1,234	0.00%
Peregrine Falcon	46,309	0.12%	87,545	0.21%	61,929	0.14%	30,092	0.06%	30,089	0.06%
Bald Eagle	23,026	0.06%	40,725	0.10%	14,030	0.03%	23,210	0.05%	40,138	0.08%
Black-Footed Ferret	80,867	0.20%	115,837	0.27%	258,023	0.57%	241,312	0.51%	158,585	0.30%

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**EXPENDITURE ALLOCATIONS BY PROGRAM - Five-Year History (Includes General Wildlife Allocation)**

<b>PROGRAM</b>	<b>2004</b>	<b>%</b>	<b>2005</b>	<b>%</b>	<b>2006</b>	<b>%</b>	<b>2007</b>	<b>%</b>	<b>2008</b>	<b>%</b>
Canadian Lynx	1,475	0.00%	2,262	0.01%	17,428	0.04%	7,020	0.01%	4,634	0.01%
Prebles Jumping Mouse	99	0.00% ***			164	0.00%		0.00%	303	0.00%
Predatory Mammals	90,785	0.23%	62,334	0.15%	86,157	0.19%	39,830	0.08%	28,609	0.05%
Black-Tailed Prairie Dog	119,605	0.30%	60,362	0.14%	49,795	0.11%	18,116	0.04%	4,792	0.01%
White-Tailed Prairie Dog	2,416	0.01%	4,720	0.01%	17,273	0.04%	69,989	0.15%	90,565	0.17%
Wyoming Toad	36,828	0.09%	702	0.00%	1,135	0.00%	56	0.00%	6,991	0.01%
Exotic Game	104,323	0.26%	99,471	0.24%	8,942	0.02%	1,526	0.00%	3,137	0.01%
Nonwildlife	394,642	0.98%	529,280	1.25%	512,834	1.14%	518,486	1.09%	605,449	1.14%
<b>TOTAL PROGRAM COSTS</b>	<b>40,209,998</b>	<b>100.00%</b>	<b>42,228,830</b>	<b>100.00%</b>	<b>44,992,554</b>	<b>100.00%</b>	<b>47,465,655</b>	<b>100.00%</b>	<b>52,894,125</b>	<b>100.00%</b>

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\* because program costs were negligible, they are included in Bobcat and Beaver program costs.

\*\* because program costs were negligible, they are included with other waterfowl management costs.

\*\*\* because the program is new, there are no previous reporting figures.

**ALL AGENCY EXPENDITURES ON AN ACTIVITY BASIS**

#num	ACTIVITY DESCRIPTION	2004		2005		2006*		2007		2008	
		AMT	%	AMT	%	AMT	%	AMT	%	AMT	%
001	Legal research	11,218	0.03	174	0.00	9,016	0.02	86,453	0.18	3975	0.01
002	Legal briefs	5,358	0.01	105	0.00			2,044	0.00	367	0.00
003	Legal pleadings	646	0.00	4,171	0.01	5,730	0.01			1963	0.00
004	Legal - court appearances	2,526	0.01	78	0.00	1,053	0.00	2,065	0.00	667	0.00
005	Legal conferences										
051	Fee Title Acq-Aquatic Habitat	327,357	0.81			200	0.00	555	0.00	4678	0.01
052	Fee Title Acq- Rip Habitat	9,124	0.02	5,045	0.01	3,090	0.01	410	0.00	60925	0.12
053	Fee Title Acq- Ter Habitat	427,684	1.06	15,650	0.04	30,307	0.07	17,809	0.04	14031	0.03
054	Fee Title Acq- Boat Access	271	0.00	325	0.00	340	0.00			99	0.00
055	Fee Title Acq- Public Access	50	0.00			2,855	0.01	2,073	0.00	1537	0.00
056	Fee Title Acq- Dept Facilities	17,028	0.04	12,904	0.03	8,888	0.02	9,764	0.02	20345	0.04
061	Non-Fee Title- Aquatic Habitat	6,894	0.02	3,283	0.01	57,722	0.13	12,513	0.03	4733	0.01
062	Non-Fee Title- Rip Habitat	1,802	0.00	4,274	0.01	6,628	0.01	4,666	0.01	1523	0.00
063	Non-Fee Title- Ter Habitat	57,769	0.14	50,683	0.12	73,214	0.16	170,695	0.36	376547	0.71
064	Non-Fee Title- Boat Access	6,847	0.02	4,527	0.01	82,818	0.18	7,591	0.02	19212	0.04
065	Non-Fee Title-Public Access	527,205	1.31	574,139	1.36	647,368	1.44	724,999	1.53	733097	1.39
066	Non-Fee Title-Dept Facilities	4,931	0.01	3,871	0.01	2,504	0.01	1,277	0.00	954	0.00
100	Administration	5,319,143	13.23	5,674,710	13.44	6,164,379	13.70	5,259,402	11.08	6280257	11.87
105	Clerical	825,573	2.05	905,987	2.15	937,430	2.08	935,541	1.97	1479359	2.80
110	License Sales & Accounting	1,153,364	2.87	1,159,805	2.75	1,801,258	4.00	1,884,575	3.97	1591740	3.01
114	Product Sales & Alt Funding	113,255	0.28	125,090	0.30	135,714	0.30	111,520	0.23	156933	0.30
115	Fiscal	643,042	1.60	752,326	1.78	682,333	1.52	957,358	2.02	642581	1.21
121	Management Planning	671,215	1.67	787,240	1.86	914,539	2.03	985,114	2.08	1040850	1.97
122	Strategic Planning	213,517	0.53	243,581	0.58	178,605	0.40	181,769	0.38	150925	0.29
125	Procurement & Inventory	144,086	0.36	301,150	0.71	595,744	1.32	613,888	1.29	585887	1.11
130	Regulations	161,602	0.40	148,651	0.35	171,630	0.38	256,174	0.54	309986	0.59
132	Season Setting	121,101	0.30	105,999	0.25	110,127	0.24	170,457	0.36	129201	0.24
135	Grant-in-Aid Administration	40,463	0.10	85,585	0.20	88,345	0.20	131,548	0.28	99956	0.19
140	Inter-Agency communications	670,011	1.67	649,293	1.54	758,520	1.69	775,247	1.63	1015319	1.92
141	Mngt Info Systems(LE & LIC)	495,885	1.23	604,632	1.43	287,154	0.64	761,018	1.60	358852	0.68
142	Mngt Info Systems(other)	204,820	0.51	107,888	0.26	99,585	0.22	117,686	0.25	74906	0.14
143	Mngt Info Systems-Hdw/Soft	198,652	0.49	339,690	0.80	578,691	1.29	704,773	1.48	1681623	3.18
145	Intra-Agency Communications	986,836	2.45	989,670	2.34	1,147,356	2.55	1,107,658	2.33	1294577	2.45
149	Commuting Mileage	4,328	0.01	6,254	0.01	8,901	0.02	28,051	0.06	5773	0.01

#num	ACTIVITY DESCRIPTION	2004		2005		2006*		2007		2008	
		AMT	%	AMT	%	AMT	%	AMT	%	AMT	%
150	Hunter Safety	171,068	0.43	163,725	0.39	136,839	0.30	147,237	0.31	143046	0.27
155	Conservation Education	223,509	0.56	220,450	0.52	235,521	0.52	263,145	0.55	401628	0.76
156	Aquatic Education	71,676	0.18	84,323	0.20	70,733	0.16	62,512	0.13	84229	0.16
158	Mass Media Presentations	77,514	0.19	100,740	0.24	123,196	0.27	179,868	0.38	297595	0.56
160	Public Contacts	1,320,920	3.29	1,381,499	3.27	1,410,750	3.14	1,463,855	3.08	1488869	2.81
165	Info Documents & Displays	725,474	1.80	774,396	1.83	881,366	1.96	1,002,211	2.11	1080718	2.04
170	Wyo Wildlife Magazine	471,306	1.17	499,757	1.18	487,433	1.08	504,920	1.06	552468	1.04
175	Extension Service	50,599	0.13	56,679	0.13	70,974	0.16	45,974	0.10	50214	0.09
180	In-Service Training	992,824	2.47	1,175,375	2.78	1,104,752	2.46	1,140,475	2.40	1239054	2.34
181	Instructional Training	35,734	0.09	84,545	0.20	76,244	0.17	105,577	0.22	84815	0.16
201	Habitat Dvmt on Priv Land	6,247	0.02	2,927	0.01	19,559	0.04	38,953	0.08	103114	0.19
210	Department Facility Dev	355,781	0.88	570,197	1.35	1,196,816	2.66	449,807	0.95	876887	1.66
231	Wildlife Rearing Facility Dev	238,304	0.59	329,293	0.78	145,604	0.32	955,513	2.01	232450	0.44
232	Watering Facility Dev	8,095	0.02	398,592	0.94	110,860	0.25	50,116	0.11	107282	0.20
233	Motor Boat Access Dev	548,122	1.36	1,006,647	2.38	512,878	1.14	752,051	1.58	444024	0.84
234	Stream Habitat Developmnt	583,328	1.45	124,115	0.29	79,038	0.18	99,741	0.21	51371	0.10
235	Reservoir/Lake Habitat Dev	9,267	0.02	7,799	0.02	18,713	0.04	15,804	0.03	29995	0.06
236	Impoundment Development	2,941	0.01	959	0.00	2,197	0.00	3,553	0.01	2201	0.00
236	NEPA Development	4,031	0.01	8,413	0.02	45,491	0.10	4,778	0.01	773	0.00
237	Fish Passage Development									16239	0.03
240	Riparian Habitat Dev	92,298	0.23	42,955	0.10	32,706	0.07	22,232	0.05	39399	0.07
250	Terrestrial Habitat Dev	18,169	0.05	11,364	0.03	27,157	0.06	83,340	0.18	98508	0.19
260	Public Facility Development	245,513	0.58	227,243	0.54	16,834	0.04	8,736	0.02	9659	0.02
270	Cropland Development	65	0.00	537	0.00	3,981	0.01			229	0.00
280	Transport Facility Dev	1,521	0.00	1,762	0.00	538	0.00			814	0.00
290	Fence Construction	3,966	0.01	5,113	0.01	27,274	0.06	75,691	0.16	30513	0.06
299	Other Misc Public Dev	464	0.00	898	0.00	666	0.00	1,153	0.00	2689	0.01
300	Routine Enforcement	1,521,509	3.60	1,423,828	3.37	1,568,165	3.49	1,559,401	3.29	1584988	3.00
310	Enforcement Investigations	555,736	1.32	592,248	1.40	544,815	1.21	603,164	1.27	773373	1.46
320	Enforcement Administration	289,749	0.69	374,954	0.89	237,380	0.53	297,714	0.63	369856	0.70
401	Habitat Mntn on Priv Land	966	0.00	784	0.00	6,064	0.01	8,930	0.02	1186	0.00
410	Facility Maintenance	1,581,414	3.74	1,652,729	3.91	1,566,001	3.48	1,793,027	3.78	2085069	3.94
420	Equipment Maintenance	392,162	0.93	357,077	0.85	398,714	0.89	399,252	0.84	381161	0.72
422	Equine Maintenance					33,804		39,291	0.08	47191	0.09
430	Aquatic Habitat Maintenance	70,444	0.17	81,180	0.19	36,447	0.08	177,662	0.37	23398	0.04

#num	ACTIVITY DESCRIPTION	2004		2005		2006*		2007		2008	
		AMT	%	AMT	%	AMT	%	AMT	%	AMT	%
433	Motor Boat Access Site Main	126,358	0.30	146,413	0.35	99,495	0.22	93,843	0.20	114864	0.22
440	Riparian Habitat Maintenance	95,710	0.23	122,602	0.29	116,778	0.26	198,506	0.42	90149	0.17
450	Terrestrial Habitat Main	140,256	0.33	156,014	0.37	144,416	0.32	158,053	0.33	420905	0.80
451	Noxious Vegetation Control	52,453	0.12	52,585	0.12	53,897	0.12	186,628	0.39	205785	0.39
452	Livestock Grazing	44,424	0.11	30,416	0.07	50,604	0.11	84,375	0.18	71317	0.13
453	Permanent Cover/Food Patch	259,745	0.62	229,061	0.54	237,945	0.53	141,188	0.30	214003	0.40
454	Veg Cover Mngt- Presc Burns	53,230	0.13	68,746	0.16	85,188	0.19	34,937	0.07	91721	0.17
455	Veg Cov Mngt- Mech Tmnt	23,293	0.06	41,264	0.10	120,442	0.27	220,470	0.46	401539	0.76
456	Veg Cov Mngt- Chem Tmnt	9,260	0.02	19,068	0.05	19,104	0.04	3,087	0.01	57195	0.11
457	Watering Facility Maintenance	14,344	0.03	5,786	0.01	31,821	0.07	28,051	0.06	44553	0.08
458	Cropland Maintenance	11,479	0.03	35,103	0.08	25,409	0.06	64,412	0.14	98128	0.19
460	Public Access Maintenance	405,878	0.96	379,748	0.90	413,238	0.92	494,165	1.04	621554	1.18
480	Transport Facility Maintenance	178,523	0.42	125,044	0.30	119,707	0.27	201,776	0.43	150817	0.29
490	Fence Maintenance	307,753	0.73	303,191	0.72	235,000	0.52	267,774	0.56	379114	0.72
510	Habitat & Populations Evaluatio	1,259,640	2.98	1,070,372	2.53	1,225,037	2.72	1,236,518	2.61	1497508	2.83
511	Habitat Inventory	662,645	1.57	640,914	1.52	741,166	1.65	519,546	1.09	618817	1.17
512	Fish & Wldfe Population Studie:	1,736,235	4.11	1,864,803	4.42	2,229,737	4.96	2,227,926	4.69	2523070	4.77
513										182809	0.35
514	NonG&F Habitat/Pop Eval	34,883	0.08	114,841	0.27	86,085	0.19	6,922	0.01	12697	0.02
520	Public Use Inventory	960,655	2.27	1,014,561	2.40	1,031,969	2.29	1,035,300	2.18	1070335	2.02
530	Resource Reconnaissance	139,615	0.33	143,118	0.34	168,939	0.38	136,522	0.29	159280	0.30
540	Environmental Protection	656,589	1.55	565,290	1.34	532,926	1.18	533,276	1.12	636770	1.20
551	Disease Investigation	895,924	2.12	798,141	1.89	1,133,900	2.52	1,086,516	2.29	1155153	2.18
553	Life History/Ecology Investigatio	140,148	0.33	198,801	0.47	248,220	0.55	528,062	1.11	320493	0.61
554	NonGame Life History Inv					3,848		5,313	0.01	318	0.00
571	Economic Investigation					166				360	0.00
576	Investigation of Techniques	139,387	0.33	85,608	0.20	90,774	0.20	77,095	0.16	80105	0.15
577	Artificial Propagation Investigatic	20,877	0.05	4,147	0.01	1,693	0.00	1,107	0.00	839	0.00
580	Water rights Admin							6,037	0.01	37832	0.07
610	Fish & Wildlife Control	324,499	0.77	443,474	1.05	463,126	1.03	440,666	0.93	392463	0.74
620	Damage Prevention	468,195	1.11	445,704	1.06	614,737	1.37	598,673	1.26	710817	1.34
630	Damage Claims	779,294	1.85	793,767	1.88	926,066	2.06	972,426	2.05	1018265	1.93
710	Fish & Wldfe Rearing	1,491,052	3.53	1,488,404	3.52	1,691,014	3.76	1,681,710	3.54	1958366	3.70
712	Fish Egg Collection	201,452	0.48	196,880	0.47	196,117	0.44	205,370	0.43	217295	0.41
715	Wildlife Stocking-Restoration	9,977	0.02	6,666	0.02	6,086	0.01	16,118	0.03	18033	0.03

#num	ACTIVITY DESCRIPTION	2004		2005		2006*		2007		2008	
		AMT	%	AMT	%	AMT	%	AMT	%	AMT	%
716	Wildlife Stocking-Maintenance	173,536	0.41	237,640	0.56	243,657	0.54	198,316	0.42	303138	0.57
717	Wildlife Stocking-Put&Take	104,123	0.25	103,412	0.24	110,869	0.25	123,919	0.26	124369	0.24
718	Wildlife Stocking-New Species E	2,431	0.01	294	0.00	673	0.00	1,770	0.00	5529	0.01
720	Wildlife Feeding	904,103	2.14	1,325,159	3.14	1,010,609	2.25	1,359,412	2.86	1435278	2.71
730	Trapping & Transplanting	19,122	0.05	33,761	0.08	93,223	0.21	194,844	0.41	28198	0.05
810	Paid Leave-Military, Admin	188,696	0.45	136,757	0.32	136,501	0.30	112,834	0.24	231161	0.44
811	Paid Leave-Annual	1,561,230	3.70	1,642,387	3.89	1,632,214	3.63	1,670,143	3.52	1966350	3.72
812	Paid Leave-Sick	352,465	0.83	372,426	0.88	380,110	0.84	400,002	0.84	558215	1.06
813	Paid Leave-Comp Time Off	165,408	0.39	232,398	0.55	134,461	0.30	107,715	0.23	119597	0.23
814	Paid Leave-Holiday	689,214	1.63	704,033	1.67	742,358	1.65	787,773	1.66	938081	1.77
815	Paid Leave - Bee Time					78,302		107,189	0.23	94310	0.18
816	Paid Leave - Personal Day					3,058		60,315	0.13	73740	0.14
830	Employee Moving	22,857	0.05	33,311	0.08	25,889	0.06	50,574	0.11	25783	0.05
900	Boating Enforcement	197,708	0.47	251,676	0.60	258,270	0.57	249,879	0.53	330160	0.62
905	Boating Accident Invest	2,859	0.01	1,976	0.00	5,979	0.01	10,045	0.02	907	0.00
910	Boating Certificate & Sales	40,271	0.10	43,070	0.10	47,088	0.10	51,847	0.11	85863	0.16
915	Boating Administration	46,885	0.11	52,412	0.12	88,781	0.20	77,008	0.16	78767	0.15
920	Boating Education	31,542	0.07	20,070	0.05	13,904	0.03	11,363	0.02	16082	0.03
925	Search & Rescue	2,881	0.01	4,323	0.01	4,420	0.01	4,416	0.01	6923	0.01
930	Local Law Enforcement Assistar	10,861	0.03	9,041	0.02	8,786	0.02	9,522	0.02	8609	0.02
935	Boating Buoy Maintenance			3,578	0.01	6,414	0.01	3,742	0.01	5624	0.01
940	Boating Equip/Supp Proc			691	0.00	782	0.00	282	0.00	5787	0.01
<b>TOTAL</b>		<b>40,204,284</b>	<b>98</b>	<b>42,228,139</b>	<b>100</b>	<b>44,991,772</b>	<b>100</b>	<b>47,465,655</b>	<b>100</b>	<b>52,894,125</b>	<b>100</b>

\*includes general fund expenditures of \$1,590,323 in fy 07 for vet services and sage grouse program

**FIVE-YEAR COMPARISON  
OF LANDOWNER COUPONS AND DAMAGE CLAIMS  
BY FISCAL YEAR**

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<b>FY</b>	<b>LANDOWNER COUPONS</b>	<b>% CHANGE</b>	<b>DAMAGE CLAIMS</b>	<b>% CHANGE</b>
2004	418,000	6.54%	242,677	.64%
2005	511,953	22.48%	182,426	-24.83%
2006	558,454	9.08%	229,926	26.04%
2007	605,891	8.49%	253,096	10.08%
<b>2008</b>	<b>627,640</b>	<b>3.59%</b>	<b>259,760</b>	<b>2.63%</b>

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