

ANNUAL
REPORT
2010

Wyoming Game and Fish Department



WYOMING GAME AND FISH DEPARTMENT

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CLARK ALLAN
AARON CLARK
JERRY GALLES
MIKE HEALY
CLIFFORD KIRK

October 12, 2010

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 2010 Annual Report. The report was prepared at the direction of the Game and Fish Commission and covers the period July 1, 2009 through June 30, 2010.

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

Sincerely,

Ed Mignery, President
Wyoming Game and Fish Commission

EM/sb

cc: Wyoming Game and Fish Commission
Steve K. Ferrell, Director

2010
ANNUAL REPORT

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2010 ANNUAL REPORT

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A Message from the Director

Wyoming is truly an outstanding place for wildlife and people who love the outdoors. There are few places like Wyoming—places where you can experience a magnificent diversity of wildlife, where abundant public lands provide unparalleled access to those experiences, and where the future of our wildlife and their habitats is relatively secure.

In spite of our reputation for world class wildlife, Wyoming's wild resources are facing their share of challenges. The Wyoming Game and Fish Department, as the steward of these resources, spends much of its time dealing with these challenges and working to find solutions to some of the most complex conservation issues anywhere.

This was especially true during Fiscal Year 2010. Though we finally saw some relief from long-term drought in some areas of the state, we still faced unprecedented challenges from exurban development, renewable and nonrenewable energy production, wildlife diseases, and aquatic invasive species. Though Wyoming remains a place where outdoor traditions are strong, we are concerned about nationwide declines in hunting and angling participation and the effects that could have on conservation. Additionally, we continue to spend an inordinate amount of time dealing with endangered species issues, where the challenges are often political or social, rather than biological.

These challenges can seem daunting, but the Wyoming Game and Fish Commission and the Wyoming Game and Fish Department are dedicated to working with our many partners to find solutions. Wyoming is in a unique situation among other states because our public cares deeply about the future of wildlife and outdoor recreation. The Department also enjoys tremendous support from our elected leaders and partner agencies. With that support, I am confident that we can effectively accomplish our mission to conserve wildlife and serve people.

Sincerely,

A handwritten signature in cursive script that reads "Steve K. Ferrell".

Steve K. Ferrell
Director



Governor Dave Freudenthal



**Steve K. Ferrell
Director**

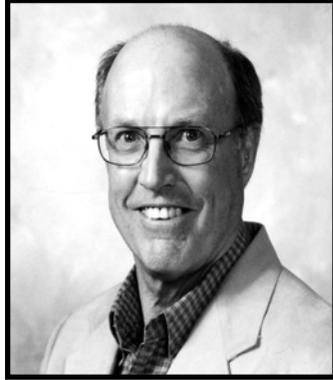


**John Emmerich
Deputy Director**

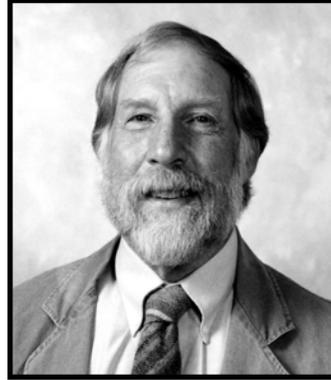


**John Kennedy
Deputy Director**

COMMISSION



Ed Mignery
Commission President
Retired Electric Utility Engineer from Sundance. Represents Crook, Weston and Niobrara counties.



Fred Lindzey
Commission Vice President
Retired Biologist. Professor Emeritus, University of Wyoming, from Laramie. Member of Governor's Brucellosis Tack Force. Represents Sweetwater, Carbon and Albany counties.



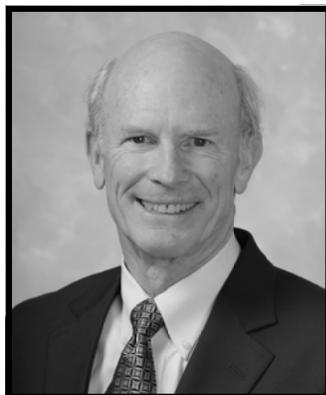
Clark Allen
Deputy County Attorney in Teton County from Jackson. Represents Teton, Sublette, Lincoln and Uinta counties.



Aaron Clark
Retired from Wheatland. Represents Platte, Goshen and Laramie counties.



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

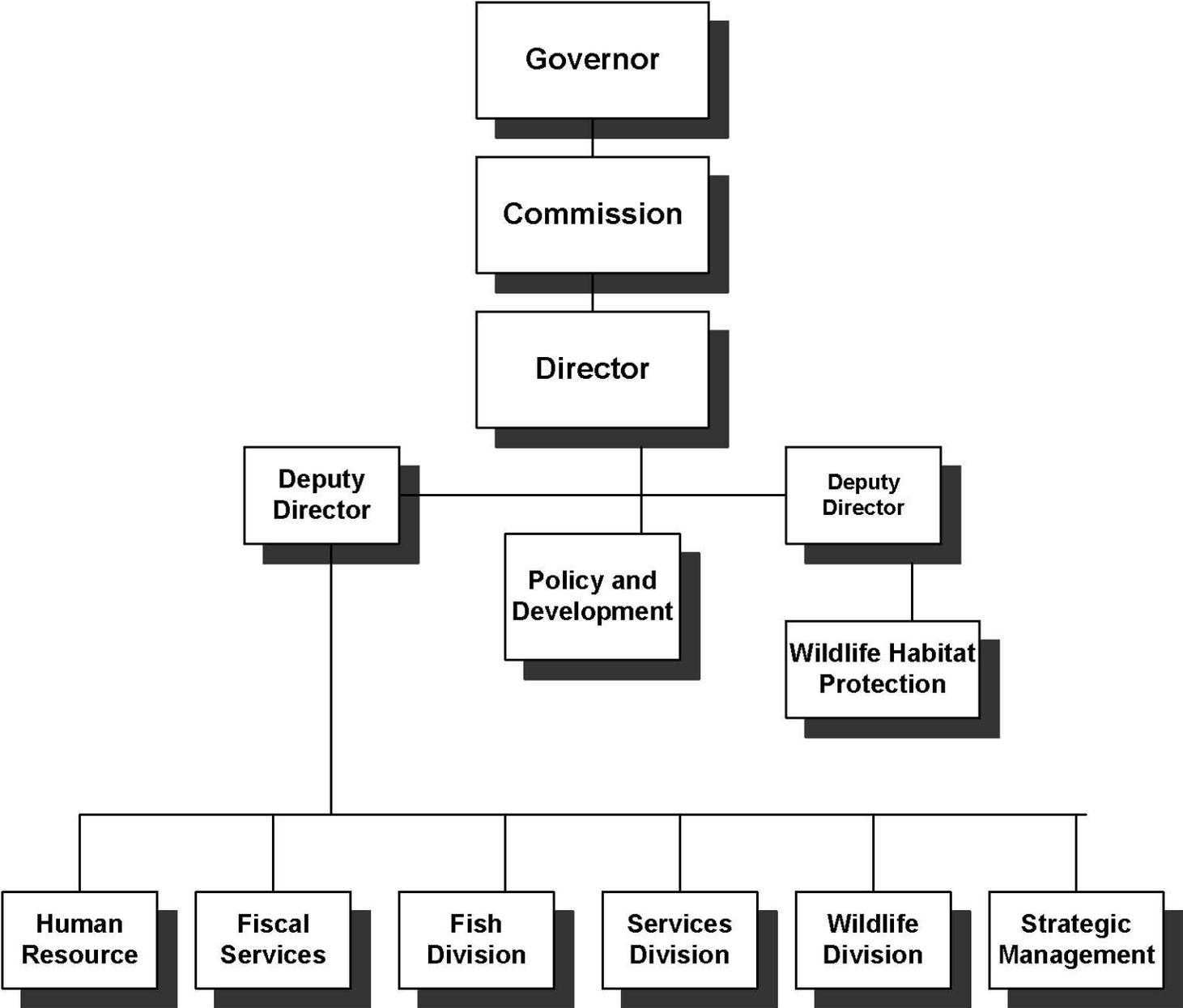


Michael Healy
Rancher from Worland. Represents Park, Big Horn, Hot Springs and Washakie counties.



Clifford Kirk
Banker from Gillette. Represents Sheridan, Johnson and Campbell counties.

Wyoming Game & Fish Organization Chart



Legislative Session

The 2010 Wyoming Legislature considered 224 pieces of legislation. The Wyoming Game and Fish Department actively tracked 10 bills and monitored 21 bills. Seven of the bills actively tracked were signed into law, while three died. Following are synopses of four of the enacted bills that have significant impacts or interest to the Department.

The Aquatic Invasive Species (AIS) bill gave the Wyoming Game and Fish Commission authority to promulgate regulations to administer boat check stations, to inspect boats, to impound or decontaminate boats suspected of harboring AIS, to restrict watercraft usage on waters threatened with introduction of AIS and to implement a fee program.

The Youth Archery License Bill provided for a youth archery license and a reduced price for those licenses. It also exempts youth archery licenses from the \$2 agent selling fee and includes these licenses in the recoupment program, which reimburses WGFD from state funds for lost revenues due to reduced price licenses.

The Game and Fish Special Hunting Season Extension bill gave the Commission authority to adopt rules to extend hunting seasons for hunters with disabilities.

The Illegal Fish Stocking bill made the illegal stocking of fish a high misdemeanor and gives the court discretion to revoke and suspend hunting and fishing privileges up to and including lifetime suspension.

Leadership Development

In summer 2007, WGFD initiated its internal Leadership Development Program. Beginning that fall, the first phase of this program was implemented. Since that first class, 84 WGFD employees have participated in the first level of the program. There have been 12 Action Teams formed during the four classes dealing with issues ranging from improving internal communication to developing additional ways to increase recruitment of young hunters and anglers.

In 2009, the first session of the second level of WGFD's Leadership Development Program was offered. To date, 29 employees have participated in the second level of the program, which is designed to enhance integrated leadership skills at all levels of the agency.

Mule Deer Initiative

In FY 2010 WGFD implemented a public participation process to develop management plans for the Wyoming Range and Platte Valley mule deer herds as part of the Department's statewide Mule Deer Initiative. In the Wyoming Range, this process began with a series of public surveys to solicit input on the issues most important in managing this herd and to assess attitudes towards various aspects of deer management. Once that information was collected, a series of public meetings in Big Piney, Afton, Kemmerer, and Green River were held. These meetings, conducted through a process called "collaborative learning", were designed to share information and ideas between the public and the WGFD on the important issues or considerations affecting this herd. Two rounds of meetings have been held and the WGFD, using the information from the meetings, is developing a draft plan for this herd. A third round of meetings in these communities will occur in 2011 to discuss the draft plan in a collaborative manner with the

public. In both herd units, surveys revealed the public is aware that habitat is of primary concern to sustain deer numbers.

WGFD completed “Habitat Assessments” in both herds with the help of the Teton Science School. Nearly a half million acres of deer habitat have been assessed in the Wyoming Range and 400,000 acres in the Platte Valley. These assessments will and are being used to identify and prioritize needed habitat improvement/management projects. Habitat enhancement projects in both herd units and others throughout the state are being implemented or are ongoing.

Headquarters Remodeling

WGFD functions and employees in Cheyenne have been split between two locations while remodeling of the headquarters building takes place. The new addition is scheduled for completion by the end of calendar year 2010 and will provide needed office and storage space. During construction, services to the public on matters such as license purchase, boat registrations, hunter safety and hunter information have been conducted at the temporary location in south Cheyenne.

Hunter and Angler Access

In 2010, the Hunter Management Area program enrolled 1,099,125 private acres on 49 management areas. The Walk-in Hunting Program provided 681,683 private acres as well as 43 stream miles and 27 lake acres for waterfowl hunting. In addition to the private acres enrolled in the Walk-in and Hunter Management Areas, the Department’s access work provided access to more than 1,687,000 public acres that otherwise may have been landlocked and inaccessible for public use. The Walk-in Fishing program currently has 58 fishing areas covering 10 drainages. These access areas contain 4,645 lake acres, 299 pond acres and 96 stream miles available for public fishing.

Walk-in programs are funded to a large extent through the Game and Fish AccessYes program. AccessYes contributions from anglers and hunters usually occur at the time of license purchases and applications for limited quota licenses.

Shed Antler Collection

A new regulation to prohibit shed antler collection on public lands west of the Continental Divide during the winter months appears to have reduced stress on big game animals. Game wardens report that things were much quieter on winter ranges than in previous years. The regulation was enacted for the purpose of minimizing potential harassment or disturbance of big game animals on winter range. The regulation prohibited gathering antlers from January through April. It did not affect most winter ranges in Teton County, where the majority of winter ranges are already off limits from December through April. The Wyoming Game and Fish Commission enacted the regulation following enabling legislation passed in 2009 by the Wyoming Legislature.

Brucellosis

A five-year test and slaughter pilot program for elk on three feedgrounds in western Wyoming was completed in the winter of 2009-10. This year’s effort resulted in 536 elk trapped and moved through the chutes; 239 were test-eligible cows; 34 tested positive and were removed from the

population. In the five years of this pilot project, agency personnel captured and handled 2,500 elk of which almost half (1,250) were test eligible cows. A total of 187 tested positive and were removed from the population during that period. The trapping was extremely labor intensive and typically involved 50-60 personnel. While this did have the effect of reducing the incidence of brucellosis on the feedgrounds among elk that were trapped, the WGFD does not see it as a landscape solution to the brucellosis problem. The five-year cost of the program was \$1.3 million.

The WGFD implemented new feeding strategies during the winter of 2007-08. During 2009-10, these strategies, combined with the relatively light winter resulted in the fewest number of days on record in which elk were fed. The WGFD operates 22 feedgrounds with 13,000 elk typically fed each year. This is in addition to the National Elk Refuge, which averages around 7,000 elk on feed lines.

Aquatic Invasive Species

During its 2010 session, the Wyoming Legislature appropriated \$1.5 million to the WGFD to implement new programs aimed at preventing introduction of invasive quagga and zebra mussels. Following the session, the Wyoming Game and Fish Commission passed an emergency regulation enabling the Department to take immediate action to deal with the threat. The emergency regulation gave the Commission authority to deal with the issue and also provided for an AIS decal required of boaters before launching in Wyoming. The decal program took effect May 17 and requires all watercraft using Wyoming waters to display the annually required decal. Fees are \$10 for motorized watercraft registered in Wyoming and \$30 for motorized watercraft registered in other states. The fee for non-motorized resident watercraft is \$5 and \$15 for non-resident watercraft without motors. Inflatable watercraft 10 feet and less are exempt.

The Department conducted an extensive public outreach campaign to increase awareness of AIS threats and prevention activities. Outreach activities included direct mailing to all boat owners in five states; distribution of brochures and boater self-certification forms; public presentations; boater contacts and interviews; highway billboards and traveler information signs; and extensive radio and newspaper advertising.

To implement this program, one AIS Program Coordinator, one Program Assistant, and 30 seasonal technicians (29 legislatively funded and 1 funded by U.S. Forest Service) were hired. During 2010, AIS personnel worked an estimated 17,636 hours on varying aspects of the AIS Program. Seasonal inspectors, assisted by other permanent WGFD personnel and volunteers, conducted watercraft inspections at 36 waters throughout Wyoming. A total of 42,127 inspections were conducted through September 30. Of those, 23 watercraft required decontamination to eliminate the risk of AIS being transported into Wyoming. Public acceptance of the watercraft inspection program was generally positive and boater compliance high, with many boaters following drain-clean-dry protocols for watercraft entering Wyoming waters. Virtually all negative comments focused on the user fee decal.

WGFD is working in cooperation with the Bureau of Reclamation and Montana Fish, Wildlife and Parks to sample for larval and adult invasive mussels on 53 waters throughout the state.

Initial results on 17 waters indicate no presence of mussels. Future AIS monitoring will involve an increased number of waters.

With most of the efforts centered on zebra and quagga mussels, the Department is also continuing its education to prevent spread of whirling disease and the illegal transportation and stocking of undesirable fish to Wyoming's waters. Illegal transportation of live fish continues to be a problem, and legislation this year provided for stiffer penalties for those caught in violation.

Online License Sales

Hunters and anglers continue to embrace the online sale of licenses. Especially significant is the increasing numbers of hunters who choose to apply online versus mail-in applications. Last year more than sixty percent of all applications were received online. For the 2010 application period, more than 70 percent of applications were done online. The Department is moving towards a system in which only paperless applications will be accepted. This will result in more cost savings, reduction of temporary personnel and greater efficiency in processing licenses.

Online sales of stamps and hunting and fishing licenses include antelope, deer, fall turkey, bird/small game, black bear, mountain lion and fishing. Stamps and permits are also available online including the conservation stamp, pheasant and elk special management permit. Licenses that have carcass coupons can be purchased online and a receipt of the sale can be printed on the home computer. The actual license is mailed the next business day from the Cheyenne headquarters. Hunters who need the license immediately can purchase it at any of Wyoming's license agents on the Internet Point of Sale (IPOS) system.

The Department is trying to get more license agents involved in the IPOS system. Currently, approximately 170 out of 300-plus agents are on the IPOS system. This is the second year in which the Department has not conducted a supplemental drawing to issue licenses remaining after the initial drawing. Instead of a second drawing, licenses are purchased first come, first served on the Department's website or from license agents on the IPOS system. As licenses with quotas are purchased online, the computerized system automatically deducts licenses from the quota. This provides hunters with a running tally of areas with leftover licenses and the number of licenses still available in the quota.

John Kennedy Named Deputy Director

Wyoming Game and Fish Department Director Steve Ferrell named John Kennedy as Deputy Director for Internal Operations for the Department in March 2010. Kennedy replaced Deputy Director Gregg Arthur, who retired in spring 2010.

Kennedy served as Services Division Chief for the WGFD since 2004. In that capacity he was responsible for 90 personnel and a variety of Department programs, including Lands Administration, Conservation Engineering, Information Technology, Game and Fish Laboratory, Habitat and Access Maintenance, Conservation Education, Hunter Education, Regional and Statewide Information and Education, Customer Service and Telephone Information Center. He also serves on numerous committees and has been involved in initiatives of the Association of Fish and Wildlife Agencies and the Western Association of Fish and Wildlife Agencies.

An Idaho native and avid hunter and angler, Kennedy came to Wyoming from Arizona, where he spent 12 years in various positions with the Arizona Game and Fish Department. Those positions included Habitat Branch Chief, Project Evaluation Program Supervisor, Regional Habitat Program Manager and Regional Habitat Specialist.

Grizzly Bear Incidents/Relocations

Grizzly bears emerged early from their dens during spring 2010. By early September, a record number of problem grizzly bears had been trapped and relocated (total of 55 as of October 1, 2010). Those captures excluded animals handled by federal officials in Grand Teton and Yellowstone National Parks. Four of the bears captured by WGFD were euthanized because they posed a threat to human safety; the rest were relocated. The Commission made payment to producers in the amount of \$106,070.88 for damage to livestock by grizzly bears. This damage included 135 cattle and calves, 298 sheep and lambs, 4 pigs and 1 horse.

Multiple factors are attributed to the increase in bear-human conflicts. Along with the growing population in abundance and distribution of bears, drought conditions persisted in much of the area inhabited by grizzlies in 2010. In addition, mild winter conditions resulted in low winter big game mortality, resulting in fewer carcasses available for bears to feed on and more bears in proximity to people and livestock as they searched for food.

State Wildlife Action Plan

Wyoming's State Wildlife Action Plan (SWAP) was first developed in 2005 in accordance with the U.S. Fish and Wildlife Service's State Wildlife Grants program. The WGFD spent considerable resources during FY 10 on a comprehensive revision of the plan. The revised SWAP will be submitted to the U.S. Fish and Wildlife Service in April 2011. Wyoming's revised SWAP is being developed by the WGFD with significant input from other natural resource agencies, conservation organizations, industries and the public.

One of the requirements of the SWAP is to provide information on distribution and abundance of Wyoming's wildlife, including species of low or declining populations, termed Species of Greatest Conservation Need (SGCN). In the 2005 SWAP, 279 species were identified as SGCN in Wyoming. This number was reduced to 180 in the 2010 revised SWAP. Reasons for the reduction include increased surveys that determined some species to be more abundant than previously thought and the grouping of mollusks and crustaceans at the order, genus or family levels. In addition, the WGFD has also instituted a prioritization system to help focus WGFD conservation efforts on those SGCN conservation actions that will provide the greatest benefit to multiple species and the state.

Wolf Management

Wyoming continues to argue in court that the state should be given control over the wolves within its boundaries. Calling the U.S. Fish and Wildlife Service's rejection of Wyoming's wolf management plan arbitrary and capricious, Wyoming argued that numbers of wolves exceed the baseline populations established by the federal government. Estimates put the Wyoming population at around 320 wolves including 27 breeding pairs. Federal law requires that each state have a minimum of 10 breeding pairs and 100 wolves to consider the populations recovered. The wolf population for Wyoming, Idaho and Montana is estimated at more than 1,600 animals.

Concerns with Wyoming's plan center around dual classification, which classifies the wolf as a trophy game species in the northwest portion of the state and as a predatory species in other areas. In Wyoming, trophy game species, which include mountain lions and black bears, have hunting seasons and licensing requirements. Grizzly bears are also classified as trophy game but have not been hunted since the early 1970s. Animals legally classified as predatory animals do not have closed hunting seasons or license requirements.

Energy Issues

In April 2010, WGFD issued a revised edition of the document: *Recommendations For Development of Oil and Gas Within Important Wildlife Habitats*. This document addresses crucial big game winter ranges, sage-grouse habitat, priority watersheds and other important habitats. Some recommendations are site-specific to accommodate unique issues and circumstances. Also included are wildlife identified by WGFD as Species of Greatest Conservation Need in the State Wildlife Action Plan, nongame habitat priority areas and big game migration corridors. The U.S. Fish and Wildlife Service has affirmed that core sage-grouse habitats must be managed in a manner that prevents population declines caused by various development activities including mining, oil and gas and wind energy in order to remove the species from the candidate list in the future.

Wind Energy

Following an extensive comment period, the Game and Fish Commission approved a document recommending practices to minimize impacts to wildlife from wind energy development in Wyoming. The document provides recommendations to developers for assessing impacts to wildlife from wind energy projects, for collecting data and for mitigation practices. The WGFD received 45 comments on the document. Comments were from a variety of groups including state and federal agencies, wind developers, sportsmen and conservation groups and private landowners. While it is unknown at this time how Wyoming's wind energy industry will affect wildlife populations, the Wyoming Game and Fish Commission is concerned that an increase in development of energy resources could have the potential of negatively affecting wildlife and hunter access in those areas. To this end, the Commission has drafted a resolution that affirms the position that access should not be lost in the face of development. The resolution also affirms their position to work with land management agencies, local law enforcement and wind development companies to reduce and report damage to wind turbine generators caused by vandals.

Sage-Grouse

In Wyoming, while there have been some declines during the past three years, sage-grouse are still abundant and well-distributed. Overall numbers have increased substantially since 1996 with the exception of the Powder River Basin.

In March 2010, the U.S. Fish and Wildlife Service announced a "warranted but precluded" classification for sage-grouse. The finding gives substantial validation to the years of effort by Wyoming and other western states to map and improve important sage-grouse habitat. Wyoming believes these steps, along with other management and research actions, are key to preventing a future listing.

Wyoming's core area strategy for conserving sage-grouse limits development in those areas of the state determined to be most important for sage-grouse. The WGFD continues to work with the energy industry along with agricultural interests, other government agencies and conservation groups to implement the core area strategy to provide the best approach to prevent habitat fragmentation in those areas of the state most important to sage-grouse.

Governor Freudenthal's Sage-grouse Implementation Team, with assistance of the eight local working groups and substantial input from the public, completed tasks assigned by the Governor in March 2010. The group revised the core area boundary, which resulted in a slightly increased percentage of Wyoming being located within the core area, while potential conflicts with industries declined significantly. The group also addressed connectivity by delineating two specific areas in northeast Wyoming for purposes of maintaining connectivity between Wyoming and Montana. The team also developed stipulations for core and non-core areas, which were adopted in the Governor's Executive Order 2010-4, signed on August 18, 2010. The team also provided recommendations for research priorities.

The Core Area Management Strategy was recognized and supported by the U.S. Fish and Wildlife Service in their March 2010 listing decision. The process relied upon the most current scientific data available. This effort led to development of similar processes in other states.

Chronic Wasting Disease

Testing continued for Chronic Wasting Disease (CWD) in white-tailed and mule deer, elk and moose in various locations of the state. WGFD divides the state into eight administrative regions with the goal to test 500-600 deer from each region utilizing hunter harvest, road killed and targeted animals. During the most recent hunting season 4,785 deer, elk and moose samples were analyzed. Of these, 130 tested positive for CWD, representing 94 mule deer, 18 white-tailed deer and 18 elk. In 2005, the Department included moose in the CWD surveillance program. During FY 2010, 192 hunter-killed, 23 targeted and 11 road-killed moose were surveyed with no moose testing positive for CWD. Surveillance will continue during the 2010 hunting season.

Mountain Pine Beetle

While the pine bark beetle epidemic appears to be on the wane, there are new concerns over potential loss of access to hunters and anglers in the aftermath. The Forest Service has threatened to close forests in the interest of human safety. Some campgrounds were closed last year due to the infestation, and the Forest Service said it would cost more than \$100 million to clear Forest Service roads and campsites of dead trees. Wyoming is 50 percent public land, and a significant portion of that land is in the national forest system. Any large-scale closures of national forests would have a tremendous negative impact on hunting and fishing as well as wildlife management efforts.

Wyoming Hunting & Fishing Heritage Expo

The Expo is a free educational event for all ages and skill levels featuring outdoor activities including shooting, fishing, canoeing and archery. The Expo has many activities geared towards school-age youth and is held on a Thursday-Friday-Saturday as many schools have day long field

trips to the Expo during school days. The 2009 Expo attracted 8,377 students during the two school days. Total attendance was just under 12,000.

Wyoming Hunter Mentor Program

Wyoming's Hunter Mentor program continues strong for both youth and adults. The number of hunters that have been mentored is now up to 1,680. A wide range of ages are represented, but in addition to the expected 8-12 year-old youth there are a number of hunters in their late teens and twenties. Wyoming law requires anyone born after 1965 to have completed a hunter safety course before going hunting. The Hunter Mentor program provides a means to go hunting for those who have yet to complete a hunter education class. A person can be mentored for one year. After that, hunter education certification is required. Most of the mentees enroll in a hunter safety class after their mentor year. Mentors are required to be at least 18 years of age and have hunter safety certification and a valid Wyoming hunting license.

Hunter and Angler Recruitment and Retention

Hunter and angler recruitment and retention continues to be a high priority for the Department, and the Conservation Education staff coordinates a variety of programs to get people interested and active in hunting and fishing. In the fall of 2009, WGFD hosted a Western Association of Fish and Wildlife Agencies (WAFWA) workshop on Hunter and Angler Recruitment and Retention in Jackson. The workshop was attended by other WAFWA states and NGOs. The group spent two and a half days developing recommendations for the WAFWA Hunter, Angler and Shooting Sports Participation Committee. Another workshop is planned for fall of 2010.

WGFD also organized and hosted a Hunter and Angler Recruitment and Retention Summit for Wyoming in the summer of 2010. This summit was attended by other state and federal agencies in Wyoming, as well as NGOs and other groups to develop programs that all of the participants could work on together towards the shared goal of hunter and angler recruitment and retention.

INTRODUCTION

DIVISION REPORT NARRATIVES

INTRODUCTION

This report covers the progress and financial status of the Wyoming Game and Fish Department during Fiscal Year 2010. 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 2009 a total of 3,646,999 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, 2010), the Department was comprised of 404 permanent full-time employees and 140 temporary or seasonal workers.

A summary of Department activities by respective division follows.

FISCAL DIVISION

Rich Reynders, Chief

In FY 10 the Fiscal Division concentrated on implementing much of the remaining functionality needed for the Department's licensing programs in addition to being involved with securing legislative funding for new 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.

During FY 10, the Fiscal Division, working with Services Division IT personnel, was able to complete several additional components of the ELS (electronic licensing system). The majority of license agents were converted to automated agents and for those smaller scale agents who choose to continue utilizing manual licenses ("book agents"), integration of that data was combined with automated agent information into one comprehensive license database. Much of the accounting functionality and reporting information came to fruition during FY 10, enabling the Department to improve its statistical information and to insure compliance with federal aid requirements for license certification. Additionally, the leftover draw was eliminated and all leftover licenses and issue-after doe fawn deer and antelope licenses became available for purchase both through the internet and at automated license selling agents. This enhancement resulted in improved customer service and helped to increase the number of issue after licenses sold. Expansion in the number of individuals applying for and purchasing licenses through the internet has increased with over 75 percent of all limited quota applicants now utilizing the internet. This change in application method has allowed the Department to reduce its use of temporary staff by over 75 percent from FY 06 in addition to being able to conduct draws earlier. The Department continues to move forward toward more automated methods to both collect and disseminate licensing information and hopes to move to application information available only through the internet in the future to reduce printing and mailing costs. The Department currently manages and maintains its licensing systems in-house, a trend that 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.

The Division was also tasked with issuance of the Aquatic Invasive Species (AIS) decal approved during the 2010 Legislative session. During the session, the Division made several appearances before the legislature and legislative committees regarding this issue. Legislation, signed into law late February 2010, required the Department to establish a program to prevent the introduction of zebra mussels into state waters. As part of the inspection and decontamination program, the Department was authorized to issue and charge a fee for decals to partially offset the cost of operating the program, which was funded for 2010 with a general fund legislative appropriation. This legislation tasked the Division with designing and procuring decals, providing for the issuance of manual, automated and temporary decals, training agents and department personnel and developing procedures to account for inventory and revenue derived from the sales. Within two months of that legislation, the Department had developed automated systems, both through the internet and at license selling agents, to allow for issuance

of the decal to both residents and nonresidents for motorized and non motorized vessels, and collection of that revenue. By May 2010, the Division had a fully functional program; \$450,000 has been collected to date.

Additionally, for the 2010 Legislative session, the Department prepared and had approved an \$7.3 million general fund biennial (2 year) budget for four existing programs—Vet Services, Sensitive Species (SWAP), Sage-Grouse Management and Wolf Management (damage). This appropriation represented an approximate 20 percent reduction from the legislatively approved budget for the previous biennium due both to the elimination of funding for several one-time projects in addition to the Governor’s directive of an overall 5 percent cut. Additionally, the Department submitted an \$890,000 capital construction budget, which included projects involving cold storage units at several regional office sites, a modular unit at the Cody regional office, remodeling work at the Lander regional office and several comfort stations. These projects were all approved and funded. The Department also received a one year general fund appropriation (FY 11) to implement the AIS program, with the requirement that the Department report back on the both the accomplishments and cost of the program to the Travel, Recreation, Wildlife and Cultural Resources Committee and the Joint Appropriations Committee of the Legislature in the fall of 2010. The Department will seek continued funding of this program from the Legislature for the second year of the biennium (FY 12) with a supplemental budget request for the 2011 Legislative session. 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 27 percent of its revenue from federal, state and private grants. During FY 10, the Department expended over \$7.8 million from competitive grants, an all-time high. This figure does not include federal funding from PR/DJ funds or State Wildlife Grants (SWG), which are formula based grants (non-competitive) from the U.S. Fish and Wildlife Service (USFWS). The Department receives grants from more than ten federal agencies (USFWS, 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 in the last three years 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 10, over \$2.3 million was spent from grants funded by 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.

The improved snow packs and monsoon-like spring rains finished this year with a spate of flooding but full reservoirs. With a third consecutive, above average water year nearly all of the drought stricken reservoirs in the Laramie River, North Platte River and South Platte River basins filled. Prolonged high flows were experienced throughout the state with the exception of the Green River basin. Consequently, we expect continued improvements to future stream and reservoir fishing opportunity for most of the state.

A major public information and legislative initiative launched last year culminated in legislation authorizing and funding the implementation of an Aquatic Invasive Species (AIS) Program in FY 10. Members of the joint Travel, Recreation, Wildlife and Cultural Resources Committee (TRW) recognized how aquatic invasive species could constitute a significant threat to the natural resources of Wyoming, with the potential to cause substantial ecological, economic, and social impacts statewide. As a result, a great deal of time was devoted by the Directors Office and Fish Division administration to work potential legislation with the TRW. Consequently, the Wyoming Aquatic Invasive Species Act was passed in March 2010 which established the state AIS program.

While both State Parks and the Wyoming Game and Fish Department were tasked through legislation to implement the Wyoming AIS Program, the lead fell to the Department as it was the sole recipient of an appropriation of \$1.5 million designated for AIS program implementation. This funding was only for a single year; future funding was made contingent on a Department report TRW and Joint Appropriations Committee regarding the long term funding needs for an AIS program. The need to document funding potential of the watercraft decal (fee) program and demonstrate future funding needs caused the Department to compress the initiation of the full program to ten weeks instead of the fourteen months as originally planned. As a result our fee (watercraft decal) program and check stations were fully functional prior to Memorial Day. The scope of future AIS efforts in FY 11 and beyond will depend on the level of supplemental appropriation received in 2011.

Aquatic Habitat Section continued to demonstrate increased productivity on many fronts this year. Aquatic habitat efforts were focused in priority areas in each of the management regions. These include “crucial” areas essential for conservation of important species and communities, and “enhancement” areas, which represent places where work should be conducted to manage or improve wildlife habitat as identified in the revised (2009) Strategic Habitat Plan. Implementation and the success of this plan depend on cooperation with land management agencies, conservation partners, the public land managers and private landowners.

Aquatic habitat projects completed include shared agency projects such as diversion rehabilitation projects in the Sheridan Region, beaver transplants, design of projects for diversion rehabilitation and screening, construction of major fish passageways, planning assistance to Bureau of Land Management and Forest Service, watershed inventories and habitat assessments, major monitoring efforts, fish passage investigations, an educational fish passage tours, research projects with the University of Wyoming and Colorado State University and other habitat projects.

Significant effort was expended by aquatic habitat personnel in FY 10 for reviewing and monitoring Resource Management Plans and Forest Plan Revisions, providing habitat protection standard comments and guidelines on potential watershed scale effects due to wind energy developments and worked to improve commenting and overall coordination with Habitat Protection Section. The section personnel in western part of the state also continued to improve their effectiveness implementing projects under the auspices of the Wyoming Landscape Conservation Initiative.

This year aquatic section personnel and administration tracked and implemented 15 Department Habitat Trust Fund (HTF) projects and also developed an additional 16 to be implemented in FY 11. For the past several years the section has been asked to increase project funding capacity by seeking funding other than the HTF, in FY 10 aquatic section was administered 17 projects having these alternative funding sources. Overall, approximately 50 aquatic projects involving substantial funds were developed, implemented or administered over the fiscal year. Section personnel continued to rely on and spend considerable time developing and maintaining partnerships with state, federal, conservation groups or partners, and private and corporate donors. Working internally with Lands Section we provided information regarding quality of aquatic habitats associated with potential conservation easement acquisitions.

Aquatic habitat projects accomplished included fish passage activities. In FY 10 significant progress was made toward filling the position of Fish Passage Coordinator. Accomplishments for our Fish Passage Program as directed by our Cody aquatic habitat biologist included screening and passage on Bear Creek of the Department's Spence/Moriarty Wildlife Habitat Unit, initiation of a fishway on Bitter Creek at the Sidon Canal (a diversion on a tributary to the Shoshone River) for sport and native fish passage, completion of screening work on Trout Creek for Yellowstone cutthroat trout salvage from irrigation diversions (tributary to North Fork Shoshone River), and most notably, completion of the Kendrick fishway to open up more than 30 miles of habitat for fishes native to Clear Creek (tributary to the Powder River). The number of records in the fish passage database increased significantly in order that can continue to aid in our ability to prioritize passage issues and needs across the state. Our very successful partnership with Trout Unlimited continued to yield great results as did a continued collaboration the Lake DeSmet Conservation District and the Sheridan County Conservation District.

In FY 10 Angler participation rebounded from the more than 10 percent decline seen in FY 09. Small increases in participation and sales were evident for resident annual, resident daily, youth annual and non-resident daily license types. Nearly 2,363,460 angler days were estimated based on license sales. The stabilizing or slight rebound seen this year occurred despite the very tough economic climate suffered in Wyoming and elsewhere in the nation. Last year sales declines were mostly attributed to the increased fee for most fishing licenses in combination with record gasoline costs seen nationwide. Historically we have seen license purchases and angling participation rebound within two years after a significant license fee increase. Ironically, we now seem to have economic factors replacing environmental effects (drought) as primary limitations to angling participation. Because we experienced two consecutive high water years, we expect sport fisheries to improve over the next several years.

Aquatic wildlife, sport fish and herptile surveys were conducted at record levels this past year. In FY 10, we conducted more than 750 surveys designed for the purposes of evaluating species conservation and sport fisheries quality. Sampling intensity in FY 10 was eighteen percent higher than average due to increased activity for native species, especially species of greatest conservation need (SGCN). One source of increase was due to our focused efforts in the southwest portion of the state to assess potential impact to native herptiles by both wind and natural gas development. The management needs for roundtail chub, bluehead sucker and flannelmouth sucker also prompted us to begin conservation efforts to improve and restore streams for the benefit of these 3 species native to the Green River. Especially important has been the inventory work needed to design removal projects. These need to be conducted in order to reduce competition and predation for fishes in the Big and Little Sandy rivers and Muddy Creek (tributary to Little Snake River). Funding for much of our increased survey and assessment activity for SGCN was fueled by sensitive species funding from the Governors Endangered Species Office and General Fund appropriations.

Revision and rewriting of our basic planning documents, Basin Management Plans (BMP) continued this year. Completion of these was hampered by the need to quickly and resourcefully implement the AIS Program. Completion is now scheduled in FY 11. A great deal of effort has been expended on the revision of the State Wildlife Action Plan (SWAP). Native Sensitive Species matrices were revised and repopulated based on new criteria. One result was a better, more informed rating of native species owing to inventory data we have accumulated for SGCN over the last five years. Our work has provided fairly robust assessments of fishes in nearly all Wyoming watersheds. As a consequence there is sufficient data to accurately assess conservation status for over 80 percent of our native fishes. Confidence in the conservation status for amphibians and reptiles was less as we had inventory and monitoring data sufficient to accurately assess the status of 50 and 10 percent of these taxa, respectively.

Intensive population estimates were conducted on sections of all of our major rivers and many smaller streams. Population trend analysis is crucial for evaluating our fish management program. Evaluations at LaBarge Creek demonstrated our stocking program is successfully restoring Colorado River following the highly successful stream treatment

project. The permanent barrier on LaBarge Creek was completed in FY 10 with the greater than nine foot drop more than sufficient to protect this restored cutthroat trout population from all but catastrophic flood events. For our large reservoirs we continue to monitor our fish stocking programs and effectiveness of our fishing regulations.

The trend for stocking larger trout to avoid predation by illegally introduced, piscivorous fishes has intensified our management efforts on many reservoirs across the state. For instance, we continue to assess the expanding population of walleye and burbot illegally dumped into Buffalo Bill Reservoir and the Green River drainage, respectively. These introductions have the potential to dramatically increase our sport fish management costs in many ways, not the least will be the further expense and burden on our fish culture system.

The Fish Culture Section produced and stocked over 387,426 pounds of trout, kokanee and grayling in FY 10. This is despite continued loss of production due to detection of spores of organism causing Whirling Disease (WD) in spring water sources at Ten Sleep Hatchery and Wigwam Rearing Station. Fish production has been suspended at Ten Sleep Hatchery until construction designed to eliminate the WD causing organism is completed in FY 11. Production at Wigwam Rearing Station's has been diminished by nearly 75 percent in FY 10 because of water source issues. Construction to filter and irradiate the spring water sources to protect against the organism causing WD won't be completed at Wigwam until FY 12 at the earliest.

Despite this disruption in rearing capacities, overall fish production was at its highest level in six years. Overall, our Fish Culture facilities increased production by more than 91,000 pounds. This 30 percent increase in production is attributable to completion of major renovations and expansion of the Speas Rearing Station. FY 10 was the first year the expanded Speas facility was operational for a full year. Though not yet operating at maximum production, this facility was responsible for producing 52 percent of the total trout stocked in Wyoming.

However quantity is not the primary concern for our Fish Culture Program, we continue to strive to grow and release high quality fish. In this fashion we seek a greater return on our stocking investment regardless of whether we were trying to improve a sport fishery or restore a native trout fishery. Although adjustments were needed in FY 10 to address the whirling disease losses, the Fish Culture Program has continued to meet the program's internal goal of producing +/- 10 percent of the requests made by our regional aquatic wildlife managers.

SERVICES DIVISION

Brian Foster, 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 (I&E); Information/Publications; Human Dimensions and the Customer Service (Telephone Information) Center.

During FY 10, 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 and expectations for each work unit in the Division continue to be established through formal planning processes that involve all work units in the agency. The Division Administrators and Program Supervisors continued to attend other division and regional coordination meetings to improve communications, discuss priorities and expectations, and communicate management strategies specific to the Division. Division Administration will continue to focus on improving internal communications, developing priorities and expectations that are responsive to the other work units and consistent with the Director's goals/objectives and the agency's mission.

FY 10 Services Division 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; continue with acquisition process improvements.
- Continue work with the Fiscal Division on the Electronic Licensing System (ELS) Online Licensing System.
- 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's role and responsibilities.
- Implement goals, objectives, and strategies of the Strategic Habitat Plan.
- Continue work on 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 Exposition (Expo).
- Participate on committees of the Association of Fish and Wildlife Agencies and Western Association of Fish and Wildlife Agencies.

- Develop and implement hunter and angler recruitment and retention programs.

During FY 10, Services Division 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 (I&E) work planning/prioritization processes and established priorities; continued work to improve coordination and communications among all the I&E work units through the I&E 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 additional work on the Cheyenne Headquarters renovation and expansion project.
- Refined and prioritized our Human Dimensions Program to help all divisions better understand public opinions, attitudes, and knowledge regarding wildlife issues, including issues related to mule deer management, elk management, aquatic invasive species, and alternative funding.
- Initiated work to develop a hunter and angler recruitment and retention program.
- Designed a comprehensive communications strategy to raise awareness about the threat of aquatic invasive species in Wyoming.

During FY 10, the Division's Habitat/Technical Support Section accomplished several major projects, including:

- The IT/GIS 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; began migration of database systems at the Cheyenne Headquarters to a server farm for improved performance, security, and implementation of our critical business systems; continued to provide substantial support to the development of the agency's ELS Online Licensing System (over \$48 million dollars taken in through our e-commerce systems in 2009); implemented an Aquatic Invasive Species application to sell Aquatic Invasive Species boat stickers through our Internet Point-of-Sale and Web-based license sales systems; completed major enhancements to Private Land Public Wildlife (PLPW) system and Statewide Wildlife Action Plan (SWAP) Phase II; implemented a new logging system and security applications to begin addressing Payment Card Industry (PCI) e-commerce compliance requirements; continued GIS support for implementing the agency's Strategic Habitat Plan and SWAP and the Western Governors' Association Renewable Energy Zones Project; and coordinated technology and network needs for the Cheyenne Headquarters Office renovation and new construction project.
- The Cheyenne Headquarters Addition and Renovation Project broke ground. The \$14.5 million project was made possible by funding from the Wyoming Legislature. Approximately \$8.7 million of work was completed by the end of the fiscal year. The section hosted the Association of Conservation Engineers (ACE) Annual Conference in August 2010, with

attendees from 23 states representing and sharing experience and knowledge of the practice. Boundary surveys were completed at the Lusby access easement, Ocean Lake parcel acquisition, and the Rochelle Easements and Parking Areas, along with engineering surveys for the Wick and Horse Creek Wildlife Habitat Management Area and the Downer Bird Farm. The drafting section designed construction plans for Dry Creek Diversion, Diamond Creek Structure Replacement, Sheridan garage loft, South Greeley Highway fence and asphalt, and the Headquarters' new Wildlife Display Area; as well as drafted maps for the Regional Office Crisis Plans; Private Land Public Wildlife Walk-in Hunting Atlas, Hunter Management Area brochures, and Upper North Platte River Float Map. The drafting section also updated all maps and Internet for the Department Administered lands; designed and created signs and banners for the Hunting & Fishing Heritage Expo, Old West Invitational Turkey Shoot, and for both the Youth Camp and Hunter Education Camp.

- Habitat & Access personnel received over \$250,000 to upgrade the irrigation systems on Inberg/Roy, Pennock, Wick and Yellowtail Wilderness Habitat Management Areas. Personnel oversaw numerous wildlife friendly fence maintenance and rebuilt contracts which will assist with the movements of big game and protect forage on Wilderness Habitat Management Areas that are crucial for wintering wildlife. Planted numerous food plots of grain for waterfowl and upland game birds on Wildlife Habitat Management Areas in order to enhance hunting opportunities and provide cover and food. Personnel planted 10,000 sedges, rushes and grasses at South Park Wetland.
- Habitat & Access personnel installed Aquatic Invasive Species signs and constructed Aquatic Invasive Species check stations across the state. Personnel completed a bank stabilization project at Sunlight Basin Wilderness Habitat Management Area to prevent sedimentation into Sunlight Creek and prevent loss of irrigated meadows. Coordinated development of two new boat ramps on the North Fork Shoshone River, and at Clarks Fork River sites.
- The Wyoming Game and Fish Wildlife Forensic laboratory was instrumental in establishing the first ever Society for Wildlife Forensic Science with the mission of developing wildlife forensic science into a comprehensive, integrated and mature discipline. The Laboratory Director is the President of the Society and the Forensic Analyst is the Director of Communication. The Department co-hosted this inaugural meeting, with the United States Fish and Wildlife Service, which hosted an impressive 107 people from thirteen states and seven countries and was a great success.
- The Lands Administration Program completed acquisitions at North Cody Shoshone River Public Access, at Ocean Lake Wildlife Habitat Management Areas (an additional 80 acres adjacent parcel), and at Green River Sommers-Grindstone Public Fishing Access Easement; disposed the Pinedale Warden Station; participated in funding and facilitated the acquisition of Sommers-Grindstone conservation easement, Torrey Lake Ranch conservation easement, and Ring Lake conservation easement; acquired the Currant Creek conservation easement, the Diamond H Ranch conservation easement, and the Flying Diamond Ranch conservation easement; and worked on several other high-priority conservation easements throughout the State.

During FY 10, 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.

- The Conservation Education Program continued work on several important programs and activities, including Hunter Education (including bowhunter education), Hunter Education Instructor Academy, Wyoming Hunter Mentor Program, 4-H shooting sports, Cooperative North American Shotgunning Education Program (CONSEP), shooting workshops, Becoming an Outdoors Woman, Youth Conservation Camp, aquatic education programs, *Wild Times* publication, Educator's Camp, Outdoor Recreation Education Opportunities (O.R.E.O.), Project WILD, National Archery in the Schools Program, kids fishing clinics, teacher workshops, school and community programs, Aquatic Invasive Species education and outreach, hunter and angler recruitment and retention and the Wyoming Hunting & Fishing Heritage Expo. During the 2010 Expo, 8,701 students and teachers attended from around the State, this was an increase of 581 students from 2009. A total of 12,565 people participated in the 2010 Expo. The Regional I&E Program implemented regional I&E work plans that were responsive to the agency's priorities; assisted the Conservation Education Program with the Expo, Hunter Education, Project WILD, WILD About Outdoor Recreation Education Opportunities youth and teacher camps, 4-H shooting sports, and aquatic education programs throughout the State.
- The Regional I&E program continued the processes for establishing I&E program priorities that are consistent with the Director's goals and objectives and the Department's mission. The new Information Supervisor attended numerous All Regional Meetings and the Supervisor's Meeting to increase communication efforts between the Information and Publications section and the remainder of the Department.
- *Wyoming Wildlife* magazine ran a special insert on Wyoming's State Wildlife Action Plan. This pull-out insert was made available to every state legislator and the general public.
- The Telephone Information Center answered over 85,000 incoming calls. The mailroom processed over 6400 outbound UPS and FED EX packages and metered over 200,000 pieces of mail. Alternative Enterprises sold over 8,500 products with a gross revenue exceeding \$100,000.
- The Human Dimensions program worked on multiple public input processes and opinion surveys including surveys on internal and external client satisfaction, hunter attitudes toward the allocation of moose and bighorn sheep licenses, and planning for a survey of hunter satisfaction with elk hunting in Wyoming. The Human Dimensions program worked with Wildlife Division on the Wyoming Mule Deer Initiative. The major portion of this work resulted in the implementation of a public participation process called Collaborative Learning in the Wyoming Range. The first of three rounds of public meetings was held in communities throughout Western Wyoming. Information was presented about the history and ecology of the Wyoming Range mule deer herd and members of the public shared with Department personnel their perspectives on the major issues affecting the herd. An elicitation study was conducted in the Platte Valley area to begin the public input process for that herd unit.

WILDLIFE DIVISION
Jay Lawson, Chief

The Wildlife Division is responsible for the management of terrestrial wildlife, human/wildlife conflict management, wildlife law enforcement and watercraft safety. The division is committed to the agency mission statement, "Conserving Wildlife, Serving People."

During FY 10, there was an increase in precipitation for a second year, filling many major reservoirs and stimulating increased growth on key shrub species. Mule deer and pronghorn fawn survival/recruitment also remained at fairly high levels. This bodes well for increased hunter satisfaction and public support.

Significant emphasis continues to be placed on implementation of the Wyoming Mule Deer Initiative (MDI) during FY 10. Accomplishments within the initiative include:

Wyoming Range Herd:

- A collaborative learning process was utilized to gather input for a long-term management plan. This involved a series of public information meetings, and a second round of meetings to solicit ideas for actual plan development. This process was facilitated by Dr. Jessica Clement of Colorado State University.
- Funds have been secured to complete the last phase of the habitat assessment for this herd, with a total inventory of 180,489 acres.
- Major fence modifications have been completed in key migration corridors to facilitate the safe passage of deer.
- New legislation restricting the collection of shed antlers on winter ranges has gone into effect, and drastically reduced winter range disturbance in this herd unit.
- Deer underpasses at Nugget Canyon have not reduced mortality by 90 percent.

Platte Valley Herd:

- The habitat assessment is now completed, totaling nearly 200,000 acres.
- A complete trend count of this herd was completed, and that data is currently being analyzed.
- A large research project has been funded to evaluate deer movement in this herd and to also evaluate deer sightability from aircraft in these habitat types.
- A public attitude survey, similar to the Wyoming Range survey is currently being developed.

Sage-grouse continue to receive a high level of management emphasis. In September 2007, an implementation team made up of representatives from federal and state agencies, conservation groups, industry and landowners this team presented the Governor with a list of recommendations they believed would contribute to the stabilization of sage-grouse populations and long-term conservation of sagebrush habitat in Wyoming. These efforts would preclude the need for the U.S. Fish and Wildlife Service to list sage-grouse as threatened or endangered. Accomplishments during FY 10 include:

- At the top of the list of recommendations was extensive statewide mapping of sage-grouse habitats and habitat enhancement efforts. These mapping efforts have so far resulted in a sage-grouse density and sage-grouse core management area maps. A second effort conducted primarily by the Wyoming Geographic Information Science Center (WyGIS) mapped sagebrush habitats throughout Wyoming.
- The legislature approved funds for the local working group process and sage-grouse projects for the FY09-10 biennium budget. The local working groups approved 30 projects for the biennium.
- The Department initiated a research project designed to answer questions about sagebrush habitat treatments and the response of sage-grouse, and ultimately other sagebrush-dependant wildlife based on potential synergistic efforts focused on other sensitive species at overlapping sites.
- Coordinated with the Western Association of Fish and Wildlife Agencies (WAFWA) on request for information from the U.S. Fish and Wildlife Service regarding its decision of “not warranted” for listing greater sage-grouse as threatened or endangered under the Endangered Species Act.

The Brucellosis Test and Slaughter Pilot Project in the Pinedale elk herd unit was completed during the winter of 2010. This 5-year pilot project resulted in the capture of 2,624 total elk with 1,218 adult and yearling cow tested for brucellosis. This was 43% of all of all test eligible adult and yearling cow elk cumulatively attending the feedgrounds. 197 seropositive female elk were removed with tissues being collected for disease research purposes and the meat being donated to by via charitable organizations in Wyoming. During the pilot project the seroprevalence of elk tested at the Muddy Creek Feedground was reduced from 37% to 5% with the removal of 107 seropositive animals (in five years of testing). Seroprevalence at the Fall Creek and Scab Creek feedgrounds was also reduced by 4% (in three years of testing) and 2% (in two years of testing) respectively. Of the 197 seropositive elk removed, 45% actually were culture positive for brucellosis. This project cost \$1,255,705.00 and resulted in the expenditure of 19,473 hours of personnel time.

Human/wildlife conflict management continues to be a major part of division operations. In FY 10, Division personnel expended 1,597 man-days and drove 160,146 miles on activities to prevent wildlife from causing damage to private property. They expended 506 man-days and drove 35,866 miles investigating, processing and handling damage claims and landowner coupon redemptions. A total of 144 damage claims in the amount of \$559,876 were filed and the department paid \$486,306. In addition, personnel spent 783 man-days and drove 101,750 miles responding to nuisance wildlife issues that were not considered wildlife damage under W.S. 23-1-901.

Research efforts during FY 10 included the following:

- Elk-Wolf Habitat Relations Study – Enhanced wolf monitoring in the Cody-Clarks Fork region to study the relationship of wolf predation on elk including predation rates, influences on elk movements and home ranges.
- Pinedale Elk Habitat Study – Study to evaluate the habitat use patterns between, movement and interchange among fed and non-fed elk wintering along the Wind River

and Wyoming Range fronts and focus on migration routes, habitat use, forage utilization, winter distribution, seasonal ranges and brucellosis status.

- Absaroka Elk/Wolf Study – A Wyoming Cooperative Research Unit (Coop) proposal looking at the relationships between wolves and elk distributions in the Cody area.
- Absaroka Elk Ecology Study – A Coop proposal looking at elk ecology and movements in the Cody region outside Yellowstone National Park.
- Baggs Deer Underpass Monitoring - A study documenting the use of new underpasses installed in the Baggs, Highway 789 area. Cameras are used to record species of use and numbers.
- Jackson Moose Study – This is designed to evaluate the relationship between habitat and population performance in the Jackson moose population.
- Muddy Creek Elk Study – A Coop study comparing habitat use patterns in feedground and nonfeedground elk. It is being conducted in the Pinedale Region.
- Chronic Wasting Disease (CWD) and its effect on white-tailed deer populations in central Wyoming - This long-term study is designed to understand the population effects of CWD on white-tailed deer.
- Fortification Elk – This study, conducted by the University of Wyoming for the Bureau of Land Management, looks at the Fortification Elk herd's habitat use and movements to gain knowledge of the potential effects of gas development. (Check with Lynn)
- Resource Selection, Seasonal Distribution, Movement and Recruitment of Bighorn Sheep in the Teton Range of Northwest Wyoming - The overall goal of this research project is to understanding how and why bighorn sheep use the Teton landscape. Bighorn Sheep monitoring continued on the Devil's Canyon and Laramie Peak bighorn sheep herds.
- Brucellosis Studies - Several research projects are underway, including determining effects of the disease on elk populations and ways to reduce the prevalence and risk of transmission to livestock.

Species of Greatest Conservation Need (SGCN) received substantially more attention during FY 10, including:

- River Otter Monitoring – This study will estimate the abundance and survival of river otters along the Green River and tributaries.
- Lodgepole Beetle Assessment of Species of Greatest Conservation Need – This study will identify the presence and abundance of avian, mammalian and amphibian species in all stand types. The study will also test predictions related to the value of live versus dead lodgepole stands and spruce-fir forests as potential refugia for lodgepole-inhabiting SGCN prior to lodgepole regeneration.
- Assessment of Wildlife Vulnerability to Energy Development (AWVED) – This study refines the range and distribution maps for SGCN in Wyoming and estimates the effects of energy development on them. Draft maps have been developed and are being reviewed by species specialists.
- Influence of energy development on non-game sagebrush birds with a focus on sagebrush birds that are SGCN – Survey sites have been established and initial surveys were conducted in 2008 and 2009. The diversity and abundance patterns in relation to energy development intensity are being evaluated.

- Evaluation of Ferruginous hawk population status and trends – Documented population densities of nesting Ferruginous hawks and other raptor species in four widely scattered study areas and evaluated changes since the 1978 original baseline data.
- Developed methods for inventories of pygmy rabbits in sagebrush habitats – Collected tissue and pellet samples for pygmy rabbits and cottontails. Microsatellite primers were developed to allow for genetic analyses to verify pygmy rabbits during field surveys.
- Small Mammal Distribution – Sagebrush habitats – SW Wyoming – Collect distribution data on dwarf shrew, Great Basin pocket mouse, olive-backed pocket mouse, silky pocket mouse, western heather vole, vagrant shrew and sagebrush vole.
- The Department has been working with Wyoming Audubon on a long-term monitoring program to determine the distribution, breeding status and abundance trends for avian SGCNs.
- Other mammalian surveys include work with black-footed ferrets, pocket gophers, swift fox, and Prebles Jumping mouse.

The Department developed a state wolf management program in accordance with Wyoming Statutes and Commission regulations upon official delisting of wolves by the U.S. Fish and Wildlife Service. The Department's program consisted of three wolf management specialists stationed in Cody, Lander and Pinedale and a wolf program coordinator stationed in Jackson. Upon relisting, the program was reduced from a comprehensive wolf management program with four full-time employees (FTE's) to a wolf damage investigation/compensation program with only a single FTE stationed in Pinedale. Regional personnel and personnel from the Trophy Game Conflict Resolution program assisted with the investigation and compensation of wolf damage. The Department continues to investigate and compensate livestock producers for wolf losses in that portion of the state where wolves are classified as trophy game animals. In FY 10 Department personnel investigated 16 incidents where damage claims were filed. The Commission reimbursed claimants for a total of \$72,604.90 based upon recommendations from the Department for confirmed livestock depredations and missing animals in accordance with the formula for missing livestock as provided for in Commission Regulation Chapter 28, Regulation Governing Big or Trophy Game Animal or Game Bird Damage Claims. Losses included two horses, 60 cows, yearlings and calves and 259 ewes and lambs.

In calendar year 2009, permanent law enforcement personnel worked 6,338 man-days and drove 685,069 miles conducting law enforcement activities. This effort resulted in the issuance of 2,461 citations, 2,468 warnings, and documentation of 516 incidences involving unknown suspects.

An illegal elk hunting investigation was completed by the investigative unit during FY 10. Dozens of prosecutions are currently underway.

Law enforcement task forces were employed to address areas with chronic violations. Those included:

- Glendo Reservoir – Memorial Day Weekend; Fishing and watercraft enforcement
- Glendo Reservoir- 4th of July Week; Fishing and watercraft enforcement
- Alcova reservoir- 4th of July Week; Fishing and watercraft enforcement

- Bear River Divide HMA – Additional enforcement presence, fall hunting season
- Wyoming/Utah State Line Decoy Task Force – Deer/elk decoy operation along state line
- Whiskey Mountain Unit- Enforcement of winter range closure
- Antler rendezvous/Dubois – Possession of wildlife parts / enforcement
- Pelham Lake - Spring fishing enforcement
- Seminoe Reservoir – 4th of July Week; Fishing and watercraft enforcement
- Pinedale Winter Range – Enforcement along mule deer winter range/poaching

The Private Lands Public Wildlife Access program continues to provide quality hunting and fishing access through the Hunter Management Area (HMA) and Walk-in Area (WIA) programs. With the addition of four new HMAs, The program grew from 888,752 private acres in 2008 to 917,438 acres in 2009. The new HMAs include DeSmet north of Buffalo, Little V-H east of Thermopolis, McFarland northeast of Medicine Bow, and Beer Mug north of Medicine Bow. The WIA program increased in acreage during 2009 to 701,087 private acres compared to 653,106 in 2008. The Walk-in Fishing Area Program increased from 272 lake acres in 2008 to 4,891 acres in 2009, while stream miles decreased from 96.7 to 84.9 miles. Lake acres increased significantly due to the enrollment of Wyoming Water Commission lands surrounding High Savery Reservoir in the Little Snake River drainage.

The HMA online permission slip system continues to be popular, with 1,675 individuals applying for or receiving permission for 2,746 permits within the first day of application. Improvements to the system have enhanced efficiency and distribution of permission slips.

In summary, the Wildlife Division addressed all major issues during FY 10, and the majority of divisional goals and objectives were completed thanks to an extremely dedicated and hard-working group of employees.

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 2010 (FY 10) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Fish Hatcheries and Rearing Stations	40.7	\$ 4,825,006
Regional Aquatic Wildlife Mgmt.	33.5	2,977,263
Aquatic Invasive Species	1.5	217,251
Boating Access	0.0	1,189,000
Statewide Aquatic Wildlife Mgmt.	4.5	441,844
Fish Spawning	2.7	289,650
Fish Distribution	0.0	168,475
Fish Wyoming**	0.0	50,000
TOTAL	82.9	\$10,158,489

* Includes permanent, contract, and temporary positions authorized in FY 10 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.

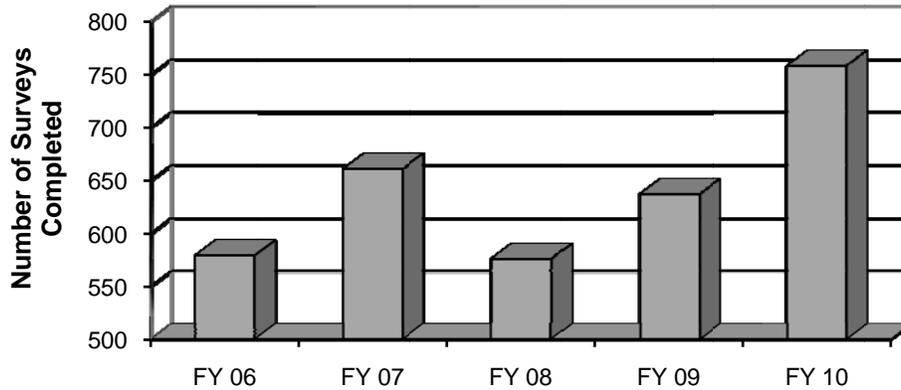
** One time funding for FY 10 from License Recoupment

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 (Personnel with this program will work to complete at least 540 stream and lake surveys per year).



Story behind the 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 both our sport fish and native species.

In FY 10, a total of 758 streams and lakes were surveyed. This is substantially higher than the five-year average of 642 surveys per year. Sampling intensity was higher because of increased activity for native species in the southwest portion of the state. Natural gas-field development and potential impact to native herptiles and elevated concern for the three species of fish native to the Green River caused an increase in activity. We continued to survey for native species of concern as identified in the State Wildlife Action Plan (SWAP) for the Big Horn, Powder, Belle Fourche, Niobrara, Little Missouri, Cheyenne and Green river basins. These surveys tend to evaluate habitat and population conditions concurrently, resulting in more comprehensive assessments than previously conducted. Funding through the Governor’s Endangered Species Office and General Fund appropriations fueled a good portion of this increased level of activity.

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. These repeated sampling of the same reach over one week’s time with multiple boats and crews only count as a single completed survey. Enhanced water conditions this year provided better opportunities to survey sport fisheries on our major rivers and reservoirs.

The primary management plans guiding fisheries management survey work are called Basin Management Plans (BMP). In FY 07, we changed format and content templates for the basin plans; BMP revisions will provide a goal and objective format for our intentions for our management activities.

What has been accomplished:

The Aquatic Assessment Crew (AAC) again experienced staffing shortages due to personnel reassignment and turnover. The remaining AAC staff were able to direct the work of a large contingent of seasonal biologists that were able to complete or initiate scheduled surveys. A significant number of herptile surveys and stream surveys were conducted this year by the AAC.

Revision of the Strategic Habitat Plan (SHP) was completed in 2009. As a consequence, we can now more fully integrate SHP habitat priorities into the BMP. Having SHP and SWAP elements in each BMP provides the scientific basis for prioritizing and directing our native species surveys. We may also redirect our effort to conduct investigations to avoid impacts or direct mitigation from energy development in the northeast and southwest portions of the state. Often these are areas where we have limited baseline data but where we have rich species diversity including species of greatest conservation need (SGCN).

In order to meet data needs that were identified for aquatic species in the SWAP, the Department continually surveys streams and lakes. Surveys typically gather baseline inventory or trend monitoring data for SGCN. The continued availability of funding from the Governor's Endangered Species Office and General Fund appropriations greatly accelerated the pace of our investigations for many SGCN.

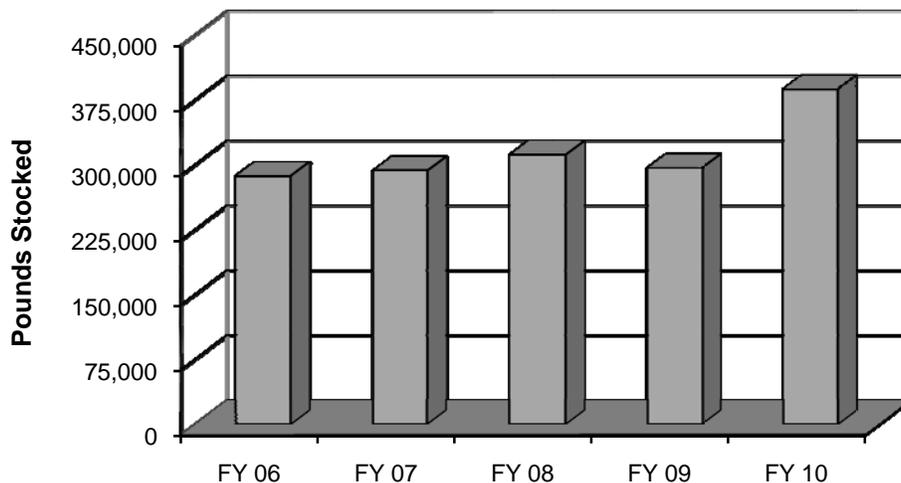
The Department continues to work with the Wyoming Cooperative Research Unit (COOP) to meet continuing research needs. In FY 10, the COOP Unit completed four fisheries studies (roundtail chub habitat use in lakes, sucker hybridization, impacts of flow augmentation from coalbed methane discharge and grazing regime impacts on terrestrial invertebrate input to streams. COOP Unit staffing reductions and the retirement of senior COOP staff limited the number of projects conducted at the University of Wyoming. Some research was conducted in cooperation with Colorado State University. Several projects are ongoing including: hornyhead chub population dynamics, sucker swimming abilities, midget faded rattlesnake habitat use, road impacts on snakes and lizards, aquatic snail survey, aspen-beaver dynamics and impacts on aquatic habitat.

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

- Maintain a full complement of staff on the Aquatic Assessment Crew. When the AAC is fully staffed our performance increases substantially in terms of sampling productivity (numbers species and numbers of streams surveyed) and allows us the opportunity to better balance our sport fish and native species responsibilities.
- Continue evaluating sport fish regulations and our fish stocking programs. Fish stocking evaluations are necessary to assess and update our brood stock management plans and refine our stocking program to make best use of the limited number of fish available. We need to continue to evaluate success of stocking larger trout to avoid walleye predation in our large reservoirs and evaluate our recently initiated Colorado River cutthroat trout and Firehole rainbow trout stocking activities.
- Seek to use partners such as the University of Wyoming or Wyoming Natural Diversity Database to assist in surveying bivalves, aquatic snails and land snails. ESA petitioners increasingly are targeting these invertebrate species but we are acutely short on relative abundance and distribution data to respond to requests for information.

- The acute concern and need to respond to aquatic invasive species (AIS) issues will reduce time that was planned for lake and stream surveys. Public information, public contacts and response for vessel inspection are crucial to restrict or stop the movement of invasive species into Wyoming waters. These duties will be a high priority for our biologists until we can mobilize AIS specialists to handle this workload.

Performance Measure #2: Pounds of fish stocked.



Story behind the performance:

According to Commission Policy, “Fish reared 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.

In FY 10 a total of 387,426 pounds of trout, kokanee and grayling were stocked from Wyoming facilities. The five year rolling average for fish production in Wyoming fish culture facilities is 315,290 pounds. *Myxobolus cerebralis* (Mc) infections in spring water sources continued to suspend all fish production at the Ten Sleep Hatchery and reduced Wigwam Rearing Station’s annual production from an average of 35,000 pounds annually to 9,500 pounds in FY 10. Despite this disruption in rearing capacities, the overall fish production of the Fish Culture program increased by 91,067 pounds (30.7 percent increase), the highest production level over the past six years. The completion of major capital facility construction at Speas Rearing Station was the main factor for the increase since the station compiled one complete annual production cycle for the first time under expanded rearing capacities.

Warm or cool water sport fishes not available in Wyoming are received in trade for surplus grayling and trout eggs. This year we stocked four coolwater and warmwater fish species including: sunfish hybrids (bluegill x green sunfish), northern pike, shovelnose sturgeon, and walleye. These totaled 2,666,389 fish with the majority being 2,466,797 walleye fingerlings stocked to maintain quality of our walleye sport fisheries.

All statewide stocking requests were assessed and reallocated throughout the system to offset the production losses. While pounds are easily tracked or measured, the quality of the fish stocked continues to be emphasized. This is done by not overstocking facilities and incorporating modern fish health practices that stress optimum not maximum production levels. New rearing units at Dubois, Wigwam and Speas are continually being evaluated to determine ultimate production levels. Emphasis of the stocking program is to release high quality fish for the greatest return when stocking to improve sport fisheries or to restore native trout fisheries. Although adjustments were needed to address the whirling disease losses, the Fish Culture sub-program continues to meet the program's internal goal of producing +/- 10 percent of the requests made from regional aquatic wildlife managers. Coupled with more favorable reservoir pools the stocking of more than 91,000 additional pounds of fish over last year should produce very good fishing in the next several years.

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

- Major renovations of Speas Rearing Station rearing units, accomplished through Legislative funding, were completed in November 2009. Although rearing capacity assessments of the new rearing units continue, fish production increased from the past average of 110,000 pounds to 204,884 pounds in FY 10 under a protected environment with improved rearing conditions.
- Mitigation funds from the Pathfinder Modification Project will spearhead construction of a hatchery building at Speas Rearing Station slated for completion in June 2011. The addition of this building will further enhance the capacities at Speas Rearing Station to meet North Platte River system stocking by developing the capacity to rear small fish at the facility instead of relying on other hatcheries to transfer fish in. Fish production diversity throughout the sub-program will also increase as hatcheries can schedule fish production in space previously allocated for the Speas transfers.
- Funded by the Legislature, the renovations of the Story Hatchery brood stock facilities were completed in November 2009. These improvements have reduced fish health issues; improved rearing and spawning conditions for the brood stocks of lake trout, brook trout, brown trout, rainbow trout, and especially the golden trout - the first successful captive brood stock developed in the United States. An extensive visitor self-guided tour is planned for completion during this period for the public benefit.
- The renovation of the Ten Sleep hatchery is scheduled for completion by June 2011 to remove the whirling disease threat and protect the native Yellowstone cutthroat brood stock. The major capital facility project is a reality through Legislative supplemental budget funding.
- Whirling disease exposure continues to be an issue with the Wigwam Rearing Station spring water supplies, cutting fish production by a third and threatening Colorado River cutthroat restoration. Water supply disinfection systems are being designed to protect the facility with construction planned within the next two years to bring the facility back to full production.

- An extensive capital facility infrastructure is maintained and required to meet stocking responsibilities and maintain captive brood stock populations. Further evaluations are planned for the existing fish rearing and support facilities/equipment to set management priorities for FY 11 – FY 20 under new priorities to augment accomplishments achieved over the previous ten year plan. Planning will emphasize developing a progressive sub-program to meet needs thirty years into the future.
- Continue to maintain and further develop captive brood stocks of native cutthroat species in protective refuges.
- Continue to incorporate and maintain high genetic integrity in 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 the sub-program.
- Continue to seek and evaluate technological methods that allow more efficient use of available water at fish culture facilities. In conjunction with technology, incorporate proactive techniques to reduce the presence of bacterial coldwater disease and address possible biosecurity issues from other fish health and aquatic invasive species threats.
- Strive to train fish culture personnel in management skills and latest fish culture technologies to prepare for future challenges and anticipated retirements within the next five years.
- Continue development of a sub-program procedures manual for consistency in communications and operations.
- Update existing data generating and fish production database management systems to improve record keeping and communications.

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 2009 (FY 09) budget.

<u>Sub-program</u>	<u># FTEs*</u>	<u>2009 Annual Budget</u>
Bird Farms	5.4	\$ 760,479

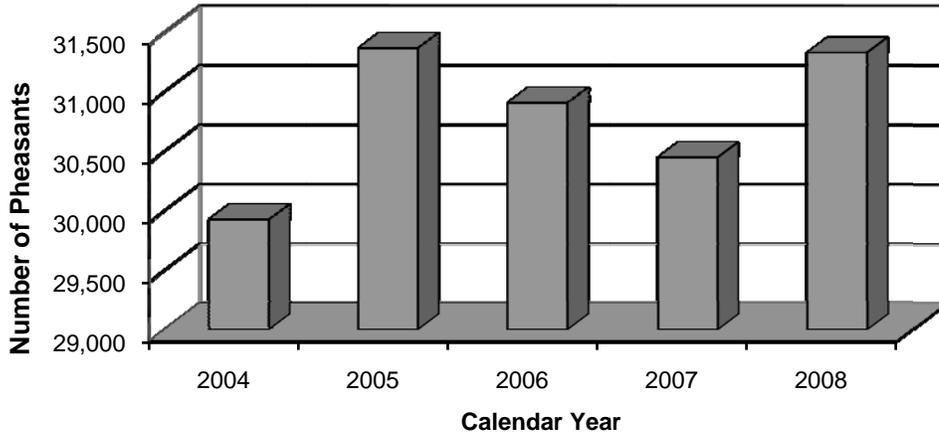
** Includes permanent, contract and temporary positions authorized in the FY 09 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

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 2004 and 2008, the number of pheasants released ranged from 29,926 to 31,367, with the average being 30,795 pheasants. The number released in calendar year 2008, was higher than the average at 31,327. 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 Areas, 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 2010 (FY 10) budget:

<u>Sub-program</u>	<u>#FTEs*</u>	<u>2010 Annual Budget</u>
Hunter Education	1.0	\$180,960
Conservation Education	5.0	542,944
TOTAL	6.0	\$723,904

**Includes permanent and contract positions authorized in FY 10 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.*

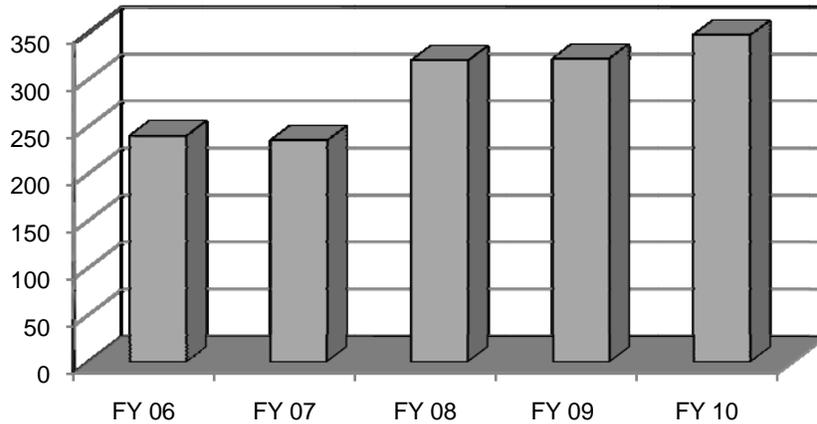
This program is located in the Department Headquarters Office in Cheyenne.

Primary Functions of the Conservation Education Program:

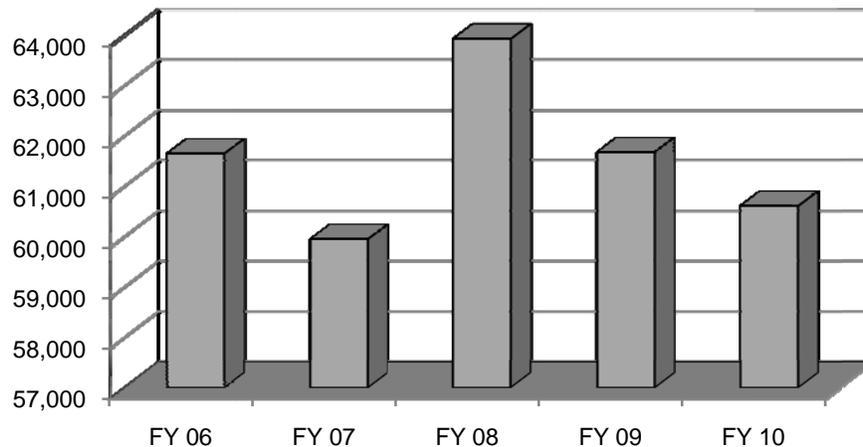
- **Provide learning and participation opportunities** to youth and adults in outdoor skills, and as required by State Statute, continue to offer hunter education so that hunters engage in ethical, lawful and safe actions.
- **Create awareness** in youth and adults of the importance for the planned management 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 & Fishing Heritage Exposition (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 are limited due to the number of personnel, conflicting schedules, workloads, new and on-going wildlife related issues, number of volunteers, and budget

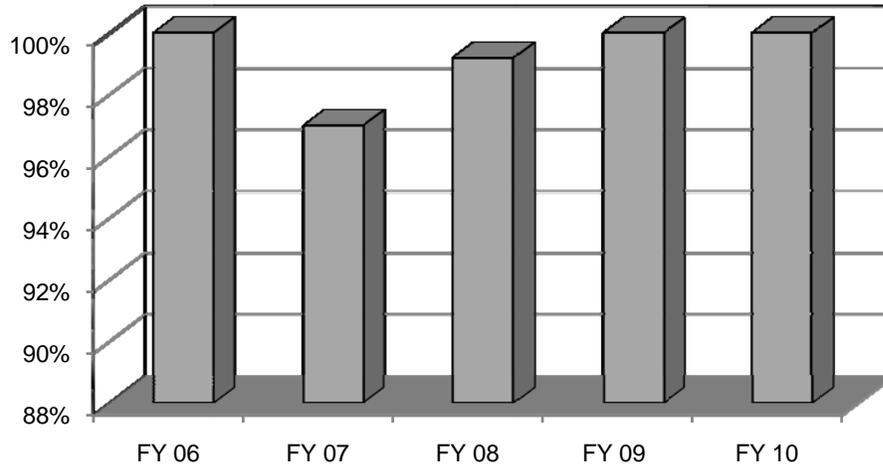
restrictions; however the staff and volunteer instructors were able to maintain the number of program opportunities in FY 10.

In FY 10, there were 347 program opportunities available, which was an increase of 55 program opportunities from the average of 292 programs offered annually since FY 07. This increase occurred because we had staff willing to step-up to fulfill the vacancies left by one FTE who retired. The number of participants in FY 10 was 60,600, which is slightly lower than the three year average of 61,843 participants a year. This occurred because staff workloads were increased with the current vacancies within the I&E section and the need to reduce travel expenses for staff. An example is the reduction in providing in-class programming to area schools, in FY 10 only four in-school programs were given by staff, the staff was unable to fulfill over 20 requests. The staff worked hard to promote and improve program options for participants, thus number of participants per program remained steady or increased. For example, in FY 08 there were 40 participants for the Becoming An Outdoors Woman program and in FY 10 there were 50 participants. Another factor effecting participation numbers was the downturn in the economy. People and schools did not have the ability to travel as readily. For example, in FY 08 we changed the Expo to a Thursday, Friday Saturday event to accommodate more students, which caused an increase in Expo attendance to 13,000. With increased promotion and school recruitment, the attendance at Expo has steadily increased to an average of 13,000 since FY 06. However, in FY 10 due to school budget and travel restrictions, the Expo attendance dropped to 11,976, down approximately 1,000 people. It is clear that continued participation in Department programs indicates that the quality of the programs remains high. Department 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 8,700 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 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.
- When we are back to full staff, we will be able to offer more programs for participants. Until that time, we will try to recruit and train volunteer instructors to help accommodate program requests and I&E needs.

Performance Measure #2: Percentage of participants rating conservation programs as “meets expectations” (Personnel with this program will work to ensure that programs meet or exceed 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, Expo, HE workshops and shooting clinics and *Wyoming 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 2006, 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 07 when the “meet expectations” rating rose to 97 percent. In FY 09 and FY 10, staff worked diligently to better articulate program expectations and meet those expectations for all participants. With this 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 and in FY 09 and FY 10 we have been able to maintain a solid 100 percent overall rating for participants that believe our programs meet or exceed their expectations.

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 2010 (FY 10) budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Conservation Engineering	8.0	\$ 663,965

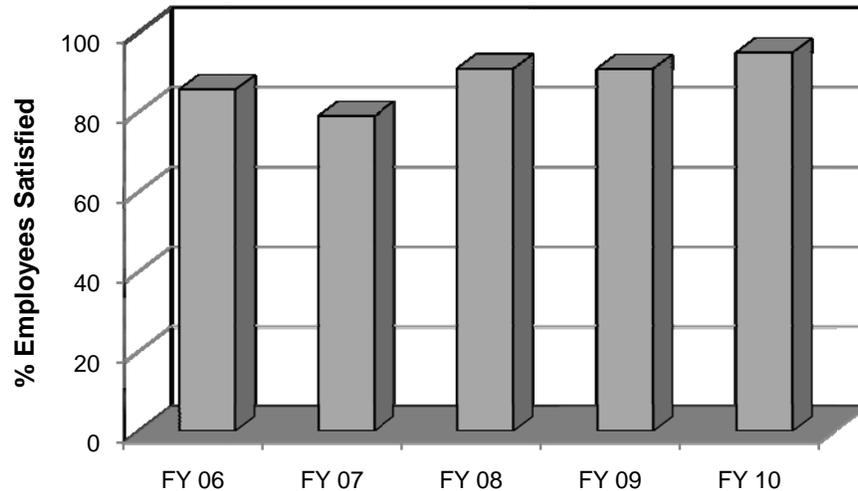
** Includes permanent positions authorized in FY 10 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

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 making 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 through design, purchase, and coordination with field personnel and Wyoming Department of Transportation in the installation of said signs.
- **Engineering technical support** is provided *through* the Drafting section for 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 Exposition, Private Lands Public Wildlife, court displays, and public meetings.

Performance Measure #1: Percent of employees satisfied with the level of courteousness and professionalism (Personnel with this program will work to ensure that at least 80% of employees are satisfied with the level of courteousness and professionalism received).



Story behind the performance:

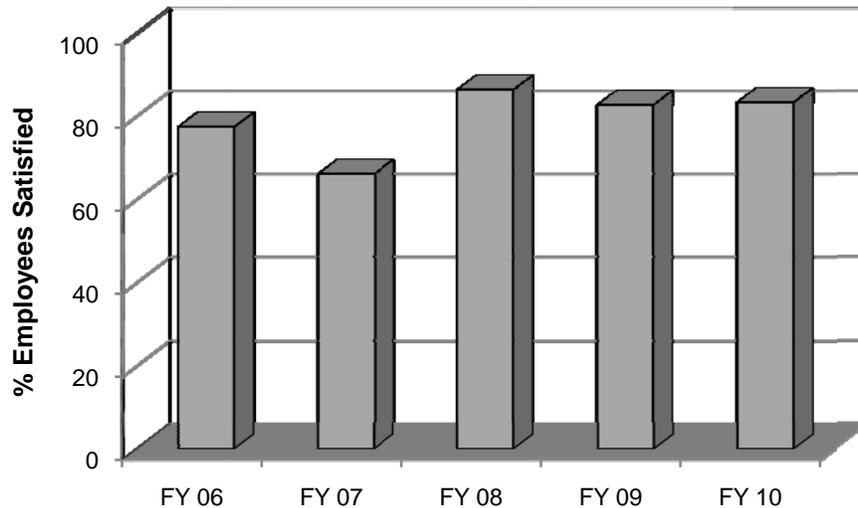
Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. In many respects, the ability of the Department to provide services to the external clients depends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

Conservation Engineering provides a service to wildlife and fisheries management employees and ultimately, wildlife and fisheries enthusiasts who enjoy the resource. The program has experienced an increase in workload. Major hatchery projects, regional office renovations, the Private Lands Public Wildlife (PLPW) Program, and the Hunting and Fishing Heritage Exposition (Expo) have been added to routine projects. Since the program consists of a small core of specialists, performance is greatly affected by the number of personnel and the workload. Since FY 08, Conservation Engineering has had a full complement of consistent, qualified staff along with a firm, customer-friendly leadership base, which is believed to have improved employee satisfaction. Other than a slight decrease in satisfaction rates in FY 07, the five-year average has remained above the 88 percent mark, with satisfaction levels in FY 09 and FY 10 reaching 91 and 95 percent respectively.

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

- With two full years under the leadership of a new Chief Engineer, 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 09 satisfaction rating of 90.7 percent and the FY 10 94.8 percent satisfaction rating by Department employees. With the addition of a new assistant engineer as well as consistent and improved communication among 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 (Personnel with this program will work to ensure that at least 70% of employees are satisfied with the level of attention and timeliness provided).



Story behind the performance:

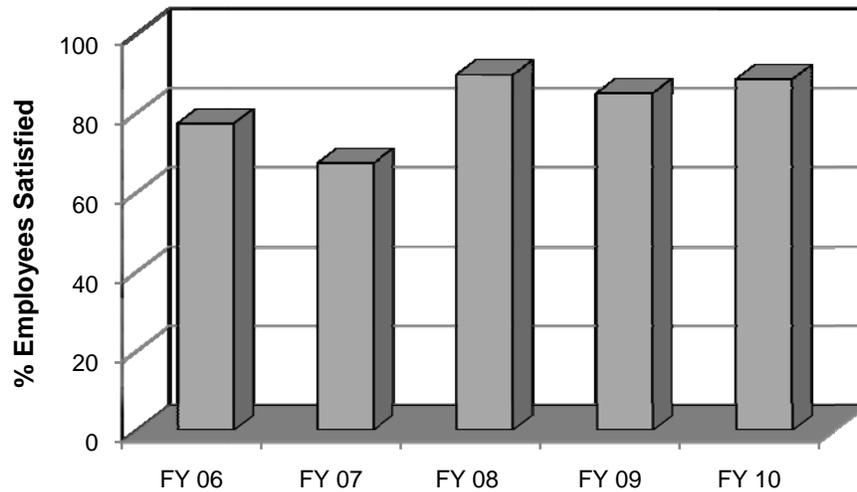
Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. In many respects, the ability of the Department to provide services to the external clients depends 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 employees 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 79.1 percent, the FY 10, 83.2 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 complement of employees on board and with a new direction in leadership in the Conservation Engineering program, immediate strides in improving performance are apparent over the last several years with ratings of 66 percent in FY 07, 82.6 percent in FY 09 and 83.2 percent in FY 10. Redoubling of efforts toward timeliness for and attentiveness to clients as well as maintaining responsible and responsive employees is expected to be reflected in improvements in ratings over the next two years.

Performance Measure #3: Percent of employees satisfied with services provided (Personnel with this program will work to ensure that at least 75% of employees are 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.

Following a decline in the percent of employees satisfied with the Conservation Engineering services, a concerted effort was made in FY 08 by program employees to focus on customer service. With this realigning of focus, the percentage of satisfaction increased over 22 percent from the prior year, from 67 percent of employees in FY 07 indicating that they were satisfied with services provided to 86 percent of employees rating satisfaction in FY 08. While there was a slight dip in this performance measure in FY 09, satisfaction at 84.9 percent remains well above the five year average of 81 percent.

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

- The current staff coupled with improved communication, diligent work ethic and responsiveness to our clients' 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 two sub-programs listed below with number of staff and 2010 (FY 10) budget. Customer Services is broken into four sections: Customer Services Supervisor, Telephone Information Center, Telecommunications Services, and Alternative Enterprises.

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Customer Services	6.0	\$ 331,475
Mailroom	1.0	608,404
TOTAL	7.0	\$ 986,331

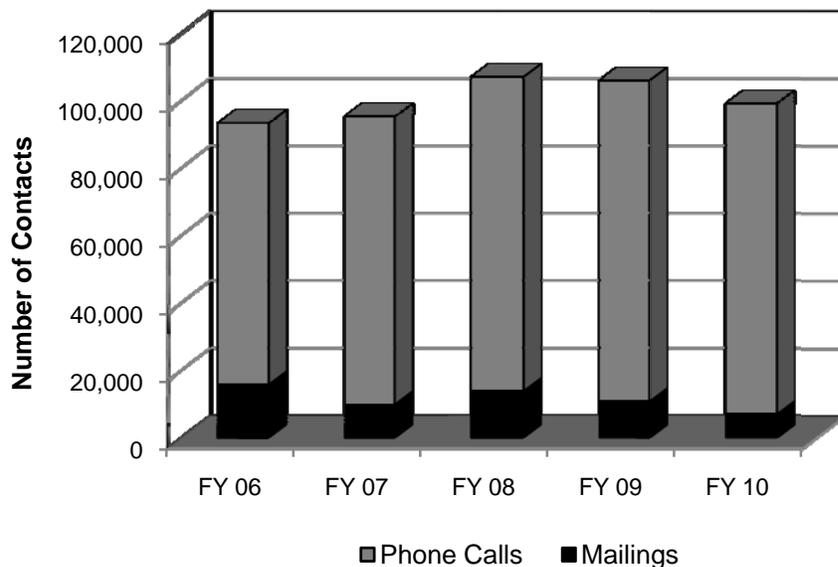
** Includes permanent and contract positions authorized in FY 10 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

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 (Personnel with this program will maintain the capacity and infrastructure needed to address at least 75,000 customer contacts: 10,000 mailings and 65,000 phone calls per year).



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 customers has increased from the prior average likely due in part to Electronic Licensing. The current staff is overburdened with calls during peak times, such as license application deadlines and when license drawing results are made available. A decrease in staffing levels, as expected, decreased the incoming call volume due to inaccessibility and the customer satisfaction level drop.

In FY 09 and again in FY 10, we saw a decrease in mailings. This is partially because of the Department's new procedure of mailing 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.

As planned, the support for IPOS Help Desk was turned over to the Information Technology (IT) section. The small call volume (10-20 calls per week) was easily absorbed during regular business hours, except during high volume days when it was difficult for IPOS users to get through. The additional strain of extended hour staffing resulted in less business hour staffing.

Most calls are currently related to:

1. Online help
2. Application procedure
3. Drawing odds, area information
4. Request for regulations, applications
5. Drawing results
6. PLPW program assistance
7. Fishing information
8. Watercraft related questions
9. Alternative Enterprise orders
10. Hunter Safety information
11. General regulations

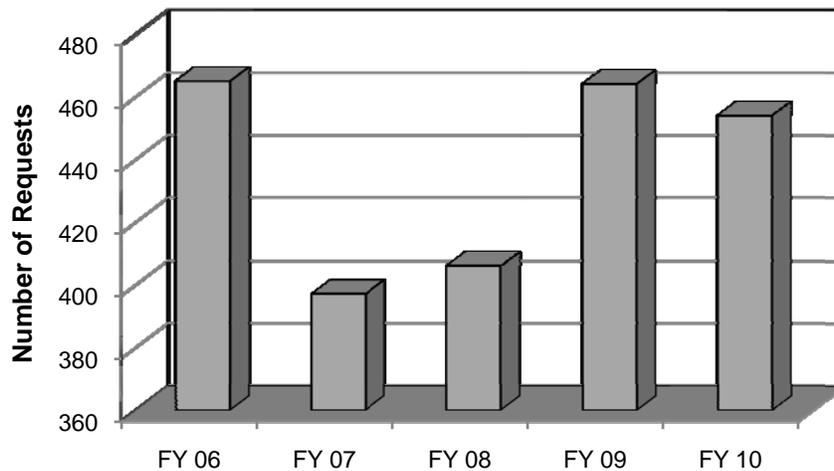
Since FY 06, the average annual number of mailings has been 11,665. The average annual number of phone calls has been 88,505. In FY 10, the Customer Service staff managed 7,186 mailings and over 91,000 phone calls. The mailings are down considerably which is due to redirecting customers to the website.

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

- Continue to serve our customers via telephone and mailings while continuing to assist a growing number of sportspersons who are applying online.

- We will advocate for the customer by continuing to proactively communicate with the IT and Licensing sections to optimize customer benefit.

Performance Measure #2: Number of Departmental telecommunication requests handled (Personnel with this program will maintain the capacity and infrastructure to handle at least 400 telecommunication requests from Department employees per year).



Story behind the performance:

Currently, one customer service employee staffs this section as part-time duties. The employee's main duties include 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 (ITD), and private vendors for all telecommunication related issues. This section 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 types of calls are cell phone upgrades, replacements, plan or billing changes, general inquiries, disconnections, and service and repair calls for landlines.

The main PBX switch is on-site at the Wyoming Department of Transportation (WYDOT) in Cheyenne. 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 WYDOT for AUDIX, the state's voicemail system. In the past few years, WYDOT's role has decreased significantly and the liaison contacts outside vendors through Department of Administration and Information (DA&I), specifically, ITD, for telecommunication needs. Work orders are submitted through Telemaster Software for cellular needs, construction or telecommunication equipment requests.

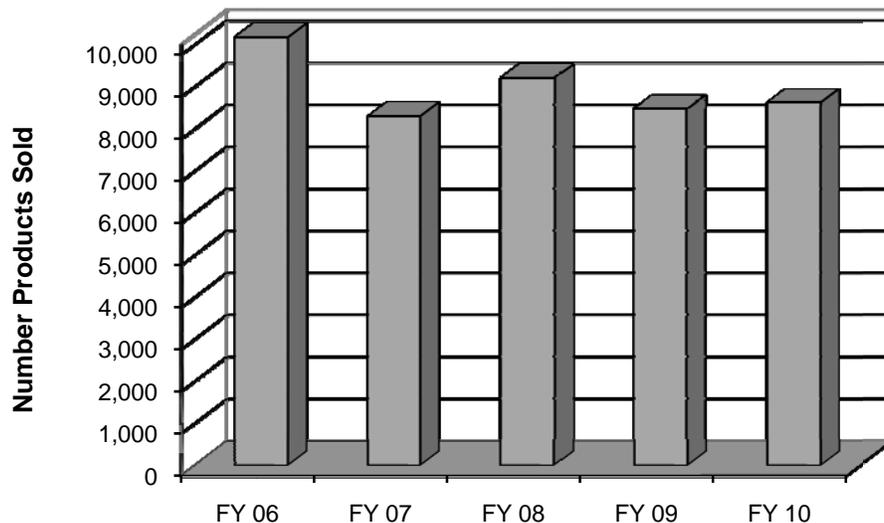
The ITD help desk is contacted for troubleshooting phone issues throughout the state. The Basic Call Management System (BCMS) is used to make changes to phone displays, and other minor changes to phones and features.

In FY 10, the number of telecommunication requests from Department employees was 454. The number of work orders submitted to ITD via Telemaster Software was 276.

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 Private Branch Exchange (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 10 and the Department's headquarter construction, training had not been completed as of July 2010. This goal has been abandoned due to the future move of the PBX switch to the ITD PBX where onsite personnel will make requested changes submitted by the Department's Telecommunication Liaison.
- In FY 10, as a stakeholder in the Enterprise Voice Upgrade Project (EVU), the Department partnered with DA&I's ITD, Capitol Communications Inc., the states telecommunications contractor, along with representatives from IBM and Avaya. The goal of EVU was to upgrade phone switches and cable/fiber pathways of the state's voice communications infrastructure, primarily in the Cheyenne and Casper. As a result, phone calls between most state extensions in Cheyenne and Casper now dial as local calls, eliminating intrastate long distances charges. In the next two years, we will continue to work with DA&I ITD to potentially add more Department regional offices to this expanding state voice infrastructure as local switch connectivity will allow.

Performance Measure #3: Number of products sold to customers (Personnel with this program will work to sell at least 8,000 products per year).



Story behind the performance:

The products offered by Alternative Enterprise (AE) feature the logo "Wyoming's Wildlife Worth the Watching" and the Department's "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 06, the average number of products sold annually was 8,946. In FY 10, the number of products sold was 8,610. Advertisement in the Department’s monthly magazine continues to generate sales.

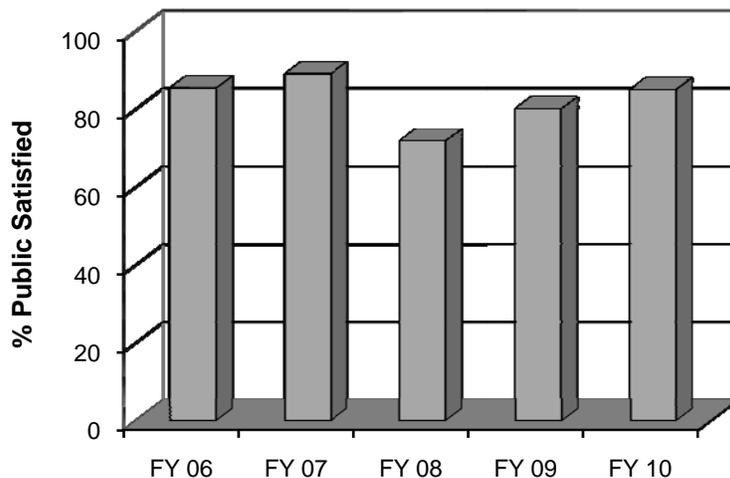
The product sales section is continuing work on the “Official Gear” logo. The Department’s product selection process will broaden once we have a trademarked logo to seek alternative vendors.

In FY 10, the online store generated over \$30,000 in gross sales from 737 orders.

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

- Identify new products to increase sales and promote the Department brand. During FY 10, products were not available at the Headquarters in Cheyenne due to on site construction. A new gift shop will sell items designed for walk in traffic as well as traditional products geared toward the outdoor enthusiast.
- 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 satisfied with how their information needs are handled (Personnel with this program will work to ensure that at least 80% of the public are satisfied with how their information needs are handled).



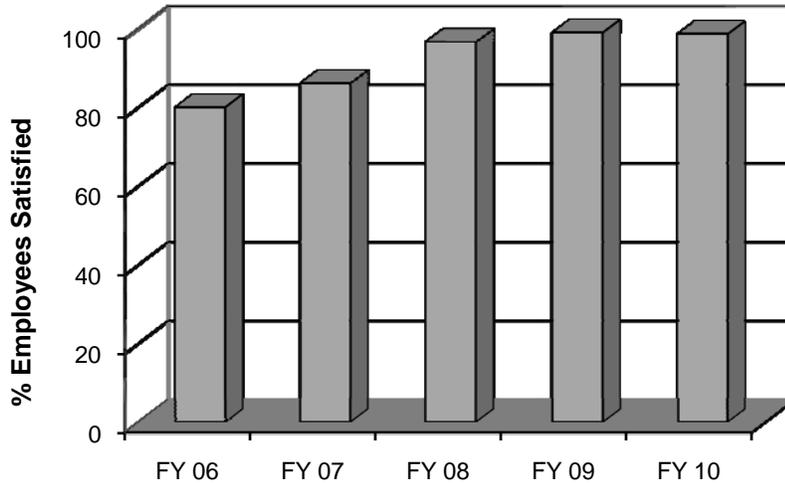
Story behind the performance:

The Customer Service Center 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 who 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 06, an average of 83.2 percent of the public who had interacted with the CSC staff were satisfied with how their information needs were handled. These needs often included questions related to the online application process, drawing odds, requests for forms and other website navigation assistance. Annually, the percent of the public who were satisfied ranged from 71.8 percent (FY 08) to 89.0 percent (FY 07). When the number of residents who 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 increase in use by residents is likely due to a change in the preference point system and more department media attention. In regard to satisfaction levels, the percent of people satisfied was slightly higher among nonresidents in each year, and FY 10 was no exception with 79.9 percent of residents and 91 percent nonresidents indicating they were 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 an overall increase in satisfaction in FY 10. 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 queue system, which instructs via recording to wait for next available agent.

Performance Measure #5: Percent of employees satisfied with mailroom services provided (Personnel in this program will work to ensure that at least 75% of employees are satisfied with the services provided by the mailroom).



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 10, 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. 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 06, an average of 92 percent of employees who 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 and freight carrier representatives to improve mail and freight delivery and reduce costs.
- Continue to cross-train customer service and service division employees to provide mailroom backup.

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 sub-programs, listed below with number of staff and 2010 (FY 10) budget:

<u>Sub-program</u>	<u>#FTEs*</u>	<u>2010 Annual Budget</u>
Office of the Director	5.0	\$ 887,062
Commission	0.8	112,307
Division Administration	17.1	2,336,853
Policy and Development	1.0	175,090
Wildlife Heritage Foundation	0	282,065
TOTAL	23.9	\$ 3,793,377

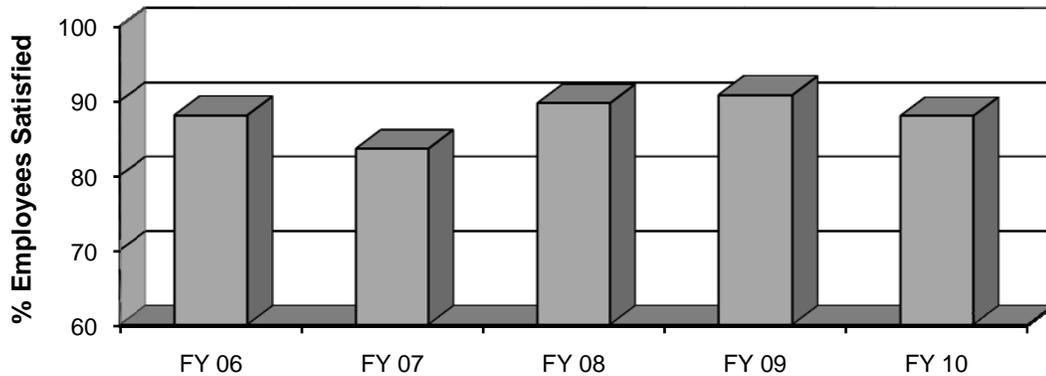
**Includes permanent, contract and temporary positions authorized in the FY 10 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

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 (Personnel with this program will work to ensure that at least 85% of employees are satisfied with the level of courteousness and professionalism provided).



Story behind the performance:

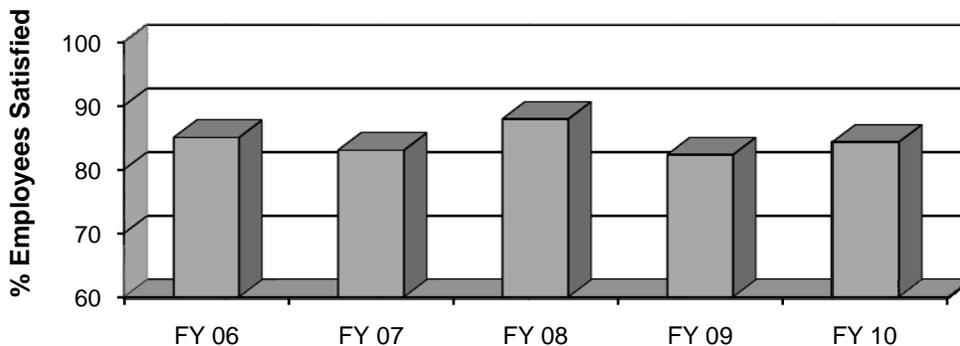
These data are taken from the *Strategic Internal Client Survey* conducted annually. In FY 10, 54 percent of WGFD employees indicated that they had some interaction with at least one subprogram within this program. The largest percentage (35 percent) indicated they interacted with Wildlife Administration. Only about eight percent indicated that they interacted with Policy and Development.

Employee satisfaction with the courteous and professional treatment they received from the Department Administration program is at 88 percent in FY 10. 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 customer satisfaction of the courteous and professional treatment they receive from subprograms within the Department Administration program. This valuable measure of employee satisfaction is important as an indicator of professional leadership and employee relations.

Performance Measure #2: Internal satisfaction with performance (Personnel with this program will work to ensure that at least 85% of employees are satisfied with the level of attention and timeliness provided).



Story behind the performance:

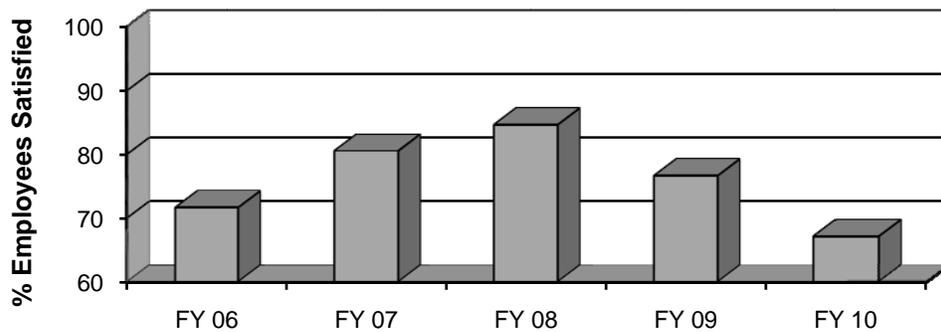
Internal satisfaction with the attention and timeliness they received from the Department Administration program remained good in FY 10, with 84 percent of employees indicating that they were satisfied with the attention and timeliness of Department Administration. The graph above summarizes mean scores 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 10, 54 percent of WGFD employees indicated that they had some interaction with at least one subprogram within this program. The largest percentage (35 percent) indicated they interacted with Wildlife Administration. Only about eight percent indicated that they interacted with Policy and Development.

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

- Continue monitoring internal employee 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 and employee relations.

Performance Measure #3: Internal satisfaction with performance (Personnel with this program will work to ensure that at least 70% of employees are satisfied with the Department’s overall coordination and direction).



Story behind the performance:

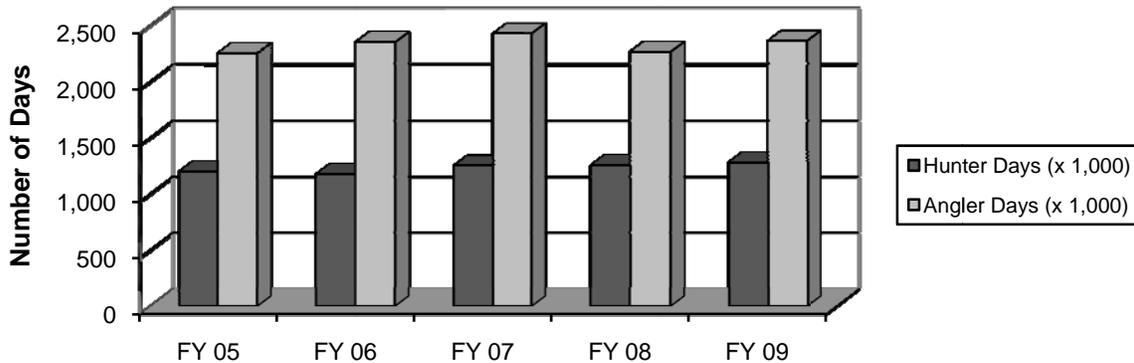
Approval of the Department’s overall direction, as expressed by WGFD employees, dropped from previous years to 67 percent in FY 10. With stable leadership and clear direction, despite the turbulent nature of wildlife conservation in Wyoming, confidence in the overall direction of the agency is solid.

Current approval of overall Department direction remains high. Many of the current leadership positions in the agency are or soon will be eligible for retirement. The problem is not simply that of developing leaders; 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 a comprehensive workforce/succession plan to address the high turn over the agency will be facing.

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 direction for the next generation of leaders in the WGFD.
- Implement elements of the agency’s succession plan, especially for leadership positions within the Department.

Performance Measure #4: Number of days in the field by hunters and anglers (Personnel with this program will work to provide at least 1.1 million hunter days and 2.3 million angler days per year).



Story behind the performance:

The number of days hunters spent in the field during FY 09 was nearly 17 percent above target levels. Habitat response to timely precipitation in FY 09 resulted in an increase in hunter opportunity. Declining access for hunting continues to impact hunter days as many licenses continue to go unsold in areas with difficult access. Despite the poor economic times experienced nationally and statewide, angler days improved marginally (four percent) over FY 08, recovering some participation lost when fuel costs cut into angling activities nationwide. The water conditions in Wyoming’s lakes and rivers, showed remarkable improvement this year which provided more favorable motor boating conditions following nearly 10 years of persistent drought. Some very popular fisheries in the Laramie River drainage continued to be affected by low water conditions which likely reduced fishing opportunities in southeast Wyoming. In terms of license sales, resident annual and resident daily license sales increased over the past year. Nonresident license sales were mostly unchanged over last year’s sales. The rebound in water levels experienced statewide in 2009 should continue to improve fisheries for the next several years.

Since FY 05, Wyoming residents and nonresidents have expended an average of 1,234,974 hunter days (includes the final FY 08 data; preliminary data were used in the 2009 Annual Report) and 2,334,213 angler days. In FY 09, 1,283,568 hunter recreation days and 2,363,461 angler recreation days were provided. Values reflect Lifetime License holders included in the estimate of angler recreation days.

What has been accomplished:

Declining hunting and fishing access is being addressed through the Department’s Private Lands Public Wildlife (PLPW) Access Program. The enrollment in each program for calendar year 2009 was: Hunter Management, 917,438 acres; Walk-in Hunting, 665,301 acres; Walk-in Fishing lake acres, 4,891 acres; and Walk-in Fishing stream miles, 85 miles. The average enrollment in each program for 2005-2009 is: Hunter Management, 819,197 acres; Walk-in Hunting, 586,376 acres; Walk-in Fishing lake acres, 1,200 acres; and Walk-in Fishing stream

miles, 91 miles. The PLPW Access Program is an important strategy for increasing hunting and fishing access to private and landlocked public land. Combined with public lands that were associated with the enrolled private lands, the PLPW Access Program provided approximately 3.2 million acres of hunting access for the fall 2009/spring 2010 hunting seasons. The Department will continue to explore options for enhancing hunting and fishing access to private lands.

In FY 09, the Department continued to concentrate on extending and modifying existing boating access developments to ensure continued access to reservoirs affected by low water elevations. Major repair of aging roads, parking areas and comfort stations was another major work item for our boating access program. The Department's Fish Wyoming program assisted in enhancing angler access to the Wind River in Dubois, Platte River in Casper and at Gray Reef, the Shoshone River in Cody and several Forest Service fishing ponds.

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 in order to meet angler needs.

What we propose to improve performance in next two years:

With above normal precipitation during the last few years, water levels in our streams and rivers have led to a recovery of fisheries diminished by persistent drought; this bodes well for future fishing success. As fisheries improve in response to improved habitat conditions, fishing success should improve also. Fishing success in terms of improved catch rates tend to improve fishing participation and license sales. The increased capacity of the Speas Rearing Station has made it possible to respond to improving reservoir conditions by stocking more pounds of trout which should speed the recovery of our popular reservoir fisheries. In combination with improved water conditions this increased capacity should serve to increase angler success rates and angler participation. 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 hunter and angler recruitment, seek ways to maintain and increase access, improve habitat and advertise the opportunities Wyoming offers.

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,

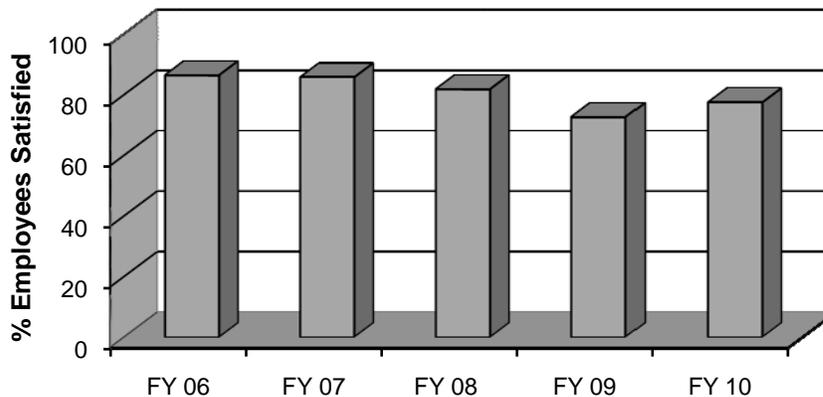
\$40,000 per year is used to help fund administration of the Wyoming Cooperative Fish and Wildlife Research Unit; listed below is the 2010 (FY 10) budget:

<u>Sub-program</u>	<u># FTEs</u>	<u>2010 Annual Budget</u>
External Research/ Coop	0	\$ 608,496

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 (Personnel with this program will work to ensure that at least 80% of Department employees are satisfied with the quality of research conducted or overseen).



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 06, an average of 77 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 06 (83 percent) and lowest in FY 10 (71 percent). Some discontent regarding reduced capacity due to staffing challenges may have caused this perception regarding quality of work accomplished.

In the past several years, Coop Unit staffing has been reduced to Assistant Leader specializing in big game research and the Unit Leader that in preparation for retirement accepted no new fisheries research projects. To address some pressing species diversity issues, the Coop hired an Academic Research Professional to increase capacity for nongame research. Subsequently the budget for FY 10 continues to show an additional \$40,000 to support this increased capacity. Average employee satisfaction with quantity of research conducted was 77 percent for FY 06-FY 10. In FY 10, 71 percent of Department employees were satisfied with the quantity of research conducted or completed. Actually, the quantity and diversity of research conducted in FY 09 was vastly greater than in the past several years. However there may be a perceived lack of satisfaction because our selection process greatly increased the number of project proposals. While we increased the overall number of research projects, there were many that were not selected perhaps leading to some discontent. Also some dissatisfaction was evident due to declining capacity for fisheries research at the Coop and the failed search for an Assistant Unit Leader with fisheries background. Indeed, it was necessary to go outside Wyoming to meet our applied, fisheries research needs in FY 08 and FY 09.

What has been accomplished:

In FY 10 the Coop Unit continued research on six studies including the Jackson Moose project (phase 2) identifying movement patterns of moose adjacent to US Highway 287/26; the nutritional content of willow communities in the Jackson Region; Absaroka Front Elk Study evaluating habitat, season range and migration patterns; the Absaroka Wolf Study evaluating elk movement relative to wolf presence; the Teton Range Bighorn sheep winter range loss; and the wild turkey study in the Black Hills evaluating how gobbler mortality varies according to different hunting season structures. The Coop Unit also initiated three research projects in FY 10. The Pinedale elk habitat study evaluates the habitat use patterns between, movement and interchange among feed and non-fed elk wintering along the Wind River and Wyoming Range fronts focusing on migration routes, habitat use, forage utilization, winter distribution, season ranges and brucellosis status. The lodgepole beetle assessment will analyze the use of live and beetle-killed pine stands by mammalian, avian, and amphibian species of greatest conservation need (SGCN) and examine the extent to which adjacent spruce fir stands may provide temporary and spatial refugia for SGCN prior to lodge pole pine regeneration. The final study monitors river otter in the Green River Basin and tributaries, using hair and fecal DNA analysis and capture re-capture models.

The Department continues to work with the Coop Unit to meet continuing research needs. In FY 10, the Coop Unit completed four fisheries studies (roundtail chub habitat use in lakes, sucker hybridization, impacts of flow augmentation from coalbed methane discharge and grazing regime impacts on terrestrial invertebrate input to streams. Coop Unit staffing reductions and the retirement of senior Coop Unit staff limited the number of projects conducted at the University

of Wyoming. Some research was conducted in cooperation with Colorado State University. Several projects are ongoing including: hornyhead chub population dynamics, sucker swimming abilities, midget faded rattlesnake habitat use, road impacts on snakes and lizards, aquatic snail survey, aspen-beaver dynamics and impacts on aquatic habitat. In FY 10 we suffered a failed search for a replacement Assistant Unit Leader – Fisheries.

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.
- Support and assist efforts to refill the Assistant Leader for Fisheries in the Coop Unit in FY 10.
- Maintain increased capacity by seeking funding through General Appropriations or Governors Endangered Species Office in FY 11 and FY 12. 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 State Wildlife Action Plan.

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 2010 (FY 10) budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Feedgrounds	2.0	\$ 2,323,446

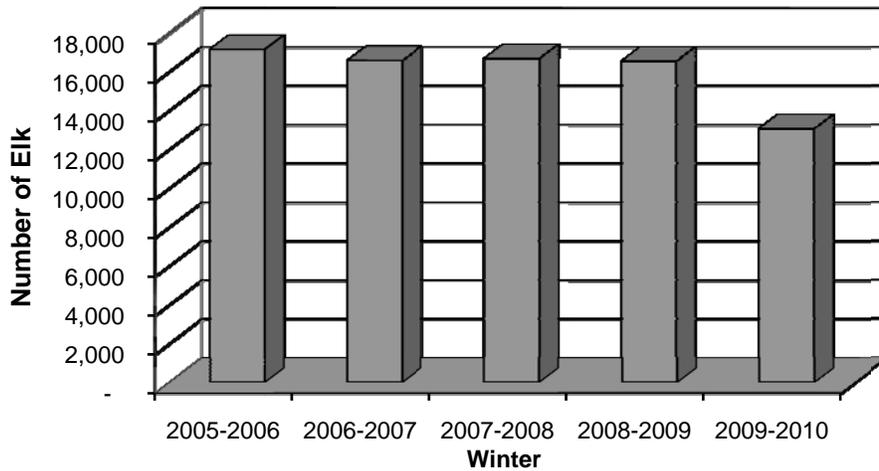
This program is uniquely organized in that it is statewide, but located in the Pinedale region. Personnel are assigned in Pinedale and Etna. The program is supervised by the Pinedale Regional Wildlife Supervisor.

** Includes permanent positions authorized in FY 10 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 population, 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 13,054 elk were fed during the winter of 2009-2010. This is 622 less than the 35 year average, a result of extremely mild winter snow conditions. Winter snow conditions were mild enough to prevent three feedgrounds from operating this season, including Fish Creek, Soda Lake and Upper Green River. For the second year in a row the Alkali feedground in the Gros Ventre operated for one month. During the last five winters, the number of elk attending the feedgrounds has ranged between 13,054 elk (winter 2009-2010) and 17,140 elk (winter 2005-2006). In order to reduce damage/commingling conflicts and prevent excessive starvation, about 77 percent of the all elk in the region were fed.

Western Wyoming has been under the influence of drought conditions for the past 12-19 years. Winter conditions during 2009-2010 stayed mild and allowed for delayed feeding start dates on several feedgrounds and no feeding on three feedgrounds. Overall, the feeding season was 66 days in length. This is second shortest feeding season since 1976-77 and is 59 days less than the average feeding season of 125 days. This can be attributed to later starting and early ending dates on many of the feedgrounds and the short feeding season in the Gros Ventre valley. Wolves continue to chase elk from and between feedgrounds. These factors can influence the

number of elk counted on feedgrounds and/or fed. All elk herd units, with exception of the Piney elk herd unit (EHU), had elk numbers less than the individual quotas visiting feedgrounds. Again, attributed to mild winter severity, late start and early end dates. Piney EHU feedgrounds were 488 elk in excess of the EHU feedground quota.

Between 73 percent and 84 percent of the elk in the region are fed each year. This is because adequate native range is not available. These elk are fed at select locations that allow them to be attracted to feedgrounds. 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 does 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 2009-2010 was 0.3 percent, 0.4 percent less than the previous year.

In addition to helping support elk population numbers and hunting opportunities in northwest Wyoming, elk attendance on feedgrounds provides an opportunity to vaccinate elk for brucellosis and reduce conflict with private landowners. During winter 2009-2010, 83 percent (n=2,333) of elk calves on feedgrounds were ballistically vaccinated with Strain 19. This was the second year that all three feedgrounds in the Pinedale EHU (Muddy Creek, Fall Creek, and Scab Creek) were excluded from vaccination operations due to the test and removal program (for further details, see Wildlife Health and Laboratory Services program).

What has been accomplished:

- The overall average feeding season was 66 days, 59 days shorter than average 125 days.
- 77 percent of the elk attended feedgrounds, 6 percent less than last season and 11 percent less than the previous season.
- Mortality was less than one percent.
- Wolves caused elk mortality at five of the 22 feedgrounds. There were 18 elk documented by elk feeders to have been killed by wolves. This number increased from ten to eighteen elk from the previous year.

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 during fall orientation briefing 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 program if disease issues are causing unexpected numbers of elk to die.
- Forest Park and Upper Green River 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.
- The “Target Feedground Management” plan was implemented on feedgrounds with decreased damage/commingling risk for the second year. These feedgrounds included Upper Green River, Soda Lake, Fall Creek, Bench Corral, Gros Ventre and Forest Park. This plan shows potential to decrease hay consumption, in the spring, in areas with decreased snow depths. Low-Density feeding strategy of the “Target feedground Management” plan was implemented on South Park, Horse Creek, Greys River, Franz, Black Butte, Jewett, McNeel and Scab Creek feedgrounds.

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 2010 (FY 10) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Revenue Collection & Licensing**	21.2	\$ 1,895,945
Asset Management	2.5	556,932
Disbursements	4.0	254,910
Financial Systems	1.5	149,616
TOTAL	29.2	\$ 2,857,403

**Includes permanent, contract and temporary positions authorized in the FY 2010 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:

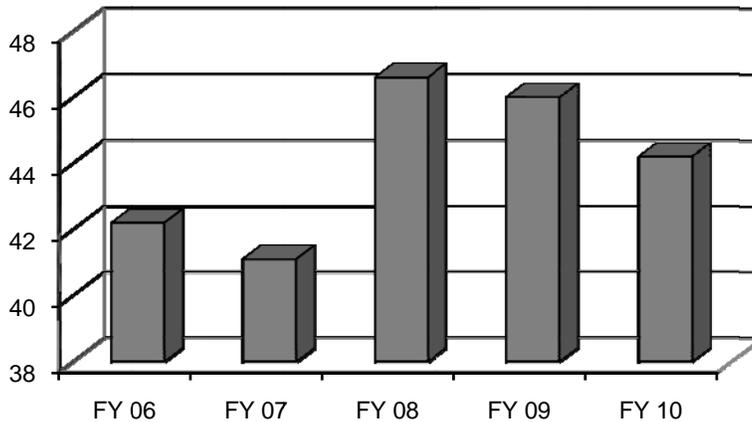
- **Ensure accountability and compliance** by being responsible for billing, collecting, and accounting for all Department revenues and administering the systems to accommodate administration of all Department revenues including issuance of personal hunting and fishing

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 \$68 million annually. In addition, we initiate, review and process in excess of 50,000 payment transactions in accordance with state requirements.

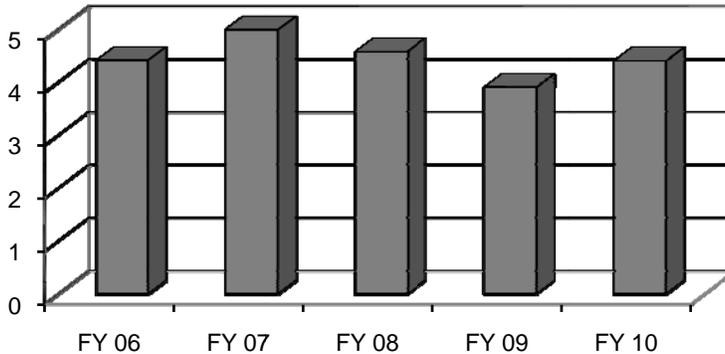
- **Ensure accountability and compliance** by maintaining and updating the financial records of all Department fixed assets to include personal property (vehicles, office and shop equipment, leasehold improvements) and real property (buildings, infrastructure, land improvements).
- **Assist in Department 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 (Personnel with the program will work to ensure payments are processed within four working days and receipts are processed within 10 working days).

Of Payments



Of Days to Process



Story behind the performance:

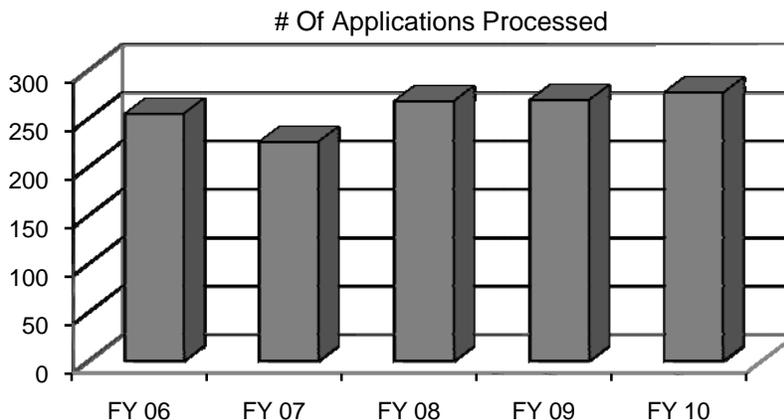
Due to an increased use of the purchasing credit card, the number of actual payment transactions decreased in FY 10 by approximately 2 percent to slightly over 44,000 annual transactions. However, this section experienced a 33 percent decrease in staffing due to a freeze on position hiring during the summer and early fall of 2009 which meant that only two employees were processing over 3,700 payments per month. When the Division was able to transfer an existing position from another section later during the year, training time still had a detrimental effect on volume as it takes between six months and a year for new personnel to learn state statutory and regulatory requirements, budget structure, Department personnel contacts and internal and external automated financial systems. Accordingly, there was an approximate half-day increase in annualized turnaround time for document processing to 4.4 days. However, in the last four months of the fiscal year improvement occurred and that time was cut to under 3.5 days, once personnel had more familiarity with systems. In this functional area, employee turnover has a significant impact on the timeliness of transaction processing.

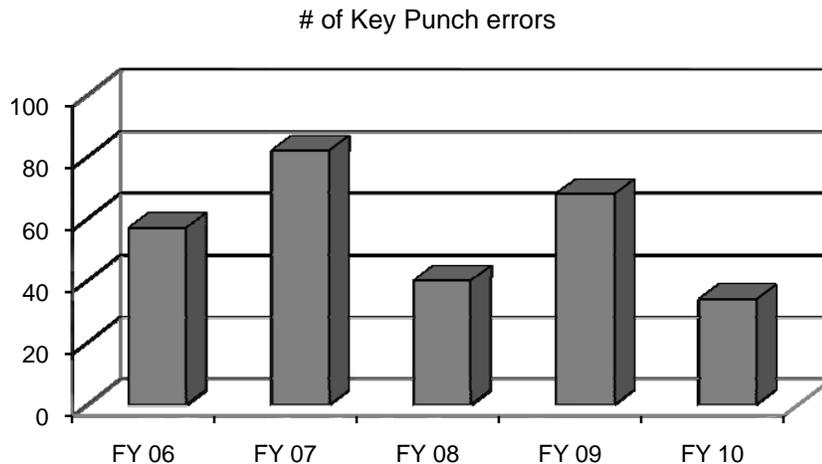
In the area of receipts, the Division is no longer focusing on deposit turn around time due to over 75 percent of applications being entered online with credit cards, receipt and application entry and funds deposit occurs with 2-3 days after receipt for manual application. Additionally, the Division has been able to reduce its reliance on temporary staffing to 2-3 individuals during the majority of the application period, a major change from the 12-20 temporary required only five years ago. In FY 09 a four-day turnaround from the Department receiving mail to having funds processed by the State Treasurer was achieved which we believe is an effective balancing between number of personnel required with interest earned on funds received.

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

- During the summer of 2010, in the area of disbursements, we completed a fully automated process for license refunds for licenses already issued, and integrated this system into both our disbursements and licensing system to eliminate manual entries and updates to either database. This enhancement should assist in keeping disbursement processing on a timely basis. We will also initiate next year expanded 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.

Performance Measure #2: Number of External Customer License Inquiries resulting in Department correction of errors (Personnel with this program will work to ensure that no more than 1/10 of one percent of customer license inquiries results from Department errors).





Story behind the performance:

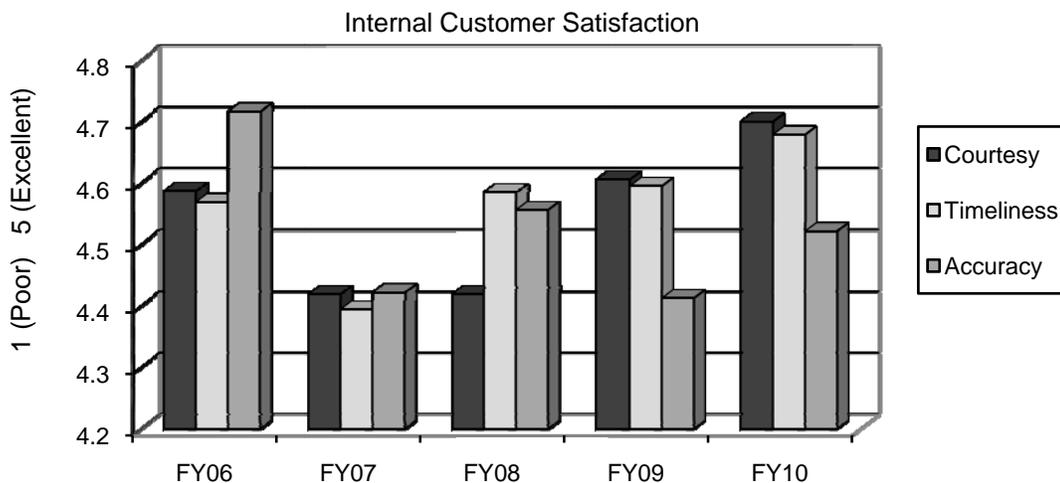
Beginning in FY 07, the license draw section, in accordance with regulatory changes approved by the Wyoming Game and Fish Commission, incorporated two major changes in its license draw process. First, Internet applications for limited quota moose, bighorn sheep, mountain goat, deer, antelope, elk, turkey 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 400 percent from FY 06. Additionally, due to the decreased volume of manual applications, the number of Department errors was reduced significantly and in hunt year 2009 (FY 10), less than 40 license corrections were required due to keypunch errors out of a total of 277,000 applications. Additionally, all draws were conducted well in advance of the published draw dates, allowing licensees more time to plan their hunting trips. The replacement of the leftover draw in 2009 with on-line internet capability for purchase of leftover licenses by July 7th and their availability at IPOS agents statewide, along with reduced price doe fawn deer and antelope and cow calf licenses available on the internet and IPOS agents enhanced customer service. Late in FY 10, the licensing section was tasked with a new project with an extremely short deadline, the sale and issuance of Aquatic Invasive Species (AIS) decals, within six weeks of Legislative authorization. Decals had to be designed and purchased, systems and procedures developed and staff and license agents trained. With the assistance of the Department’s IT staff, the section was able to upgrade its system and staff and meet the deadlines of issuing decals through the internet by late April 2010.

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.
- Integrate the few remaining manual license products into the IPOS system so that all license information can be processed through one data base and all license purchases can be made utilizing credit cards.

Performance Measure #3: Employee satisfaction with service level provided by Financial Management (Personnel with this program will work to achieve at least a 4 when Courtesy, Timeliness, and Effectiveness are measured by the annual Strategic Outcome Internal Client Satisfaction Survey).



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. During FY 10, the Division was able to improve customer satisfaction in all three areas, even though the Division operated at a reduced staffing level due to a statewide position freeze. This improvement is due at least in part to the licensing section entering the second year of their new automated license draw and accounting system. During FY 09, the licensing section began utilizing a completely new licensing system for both external license selling agents and

regional offices and for the first several months, there was a steep learning curve associated with these major changes. While development continued into FY 10, the number of changes were not as significant as in the prior year and accordingly, customer satisfaction levels increased. Over the past five years, the Division has continued to show satisfaction levels between very good and good. Accordingly, we believe that an indicator of 4.0 or above (good) 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 has been a challenge in recent years due to major changes in the License area which, while resulting in significant customer enhancements, did have some growing pains, in addition to continued changes with State Accounting system managed by the State Auditor’s office 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.
- The Division will be working on additional enhancements to its licensing system to include integration of hunter safety information over the next 18 months.
- The Division plans over the next two years to revamp its watercraft registration system (which is less than 5 percent of its total revenue transactions) to provide for internet renewals and credit card acceptance and integrate that system into its current customer data base for licenses.

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 2010 (FY 10) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Terrestrial Habitat Management	14.7	\$ 1,908,287
Aquatic Habitat Management	11.4	1,194,154
Water Management	2.5	273,240
TOTAL	28.6	\$ 3,375,681

** Includes permanent, contract and temporary positions authorized in FY 10 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

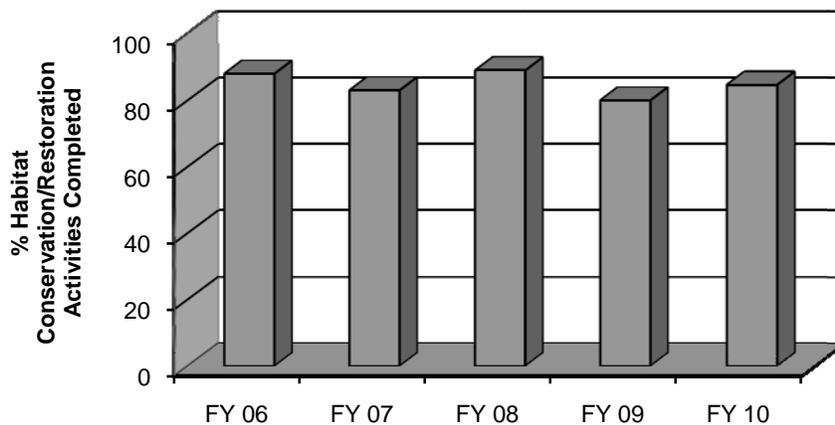
The Habitat program formerly included the Habitat and Access Management sub-program (Strategic Plan FY 04-FY 07, November 2003). While this sub-program has since been removed, the Habitat program has incorporated the Water Management sub-program (formerly a sub-program in Aquatic Wildlife Management 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 goal is tied to the accomplishments of the Department terrestrial habitat personnel. Prior to each fiscal year, habitat personnel develop work schedules and performance goals consistent with the Strategic Habitat Plan (SHP) addressing 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 goal completed for the fiscal year. Information is compiled from annual and monthly activity highlight reports,

daily activity reports, and annual performance appraisal evaluations as related to the annual work schedules and the annual SHP Accomplishments Report for calendar year 2009.

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.

Attempts were made to more narrowly define what constituted a habitat preservation or restoration following guidance provided in the revised SHP, consolidation of projects on a larger scale, working on projects larger in scale and delineating which projects were primarily habitat conservation or restoration versus those that were mainly habitat enhancement or were not necessarily directly related to habitat activities and accomplishments on-the-ground.

What has been accomplished:

In FY 10, 84.7 percent (72 completed of 85 planned) of the terrestrial habitat goals addressing habitat conservation or restoration activities were completed. The increase over FY 09 (81 percent completion) and the long-term average is largely due to: 1) new personnel having completed much of the time required for training and having been in the position long enough to develop and improve working relationships with private landowners, federal and state land management agencies, and other partners; 2) most of the projects not completed or implemented were largely beyond habitat personnel control and include 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; 3) additional time requirements for developing funding proposals for Wyoming Wildlife and Natural Resource Trust (WWNRT) funds and associated funding applications to other entities to match the WWNRT funds requested; 4) more complicated internal processes and procedures; and 5) last, but not least, completing 19 unplanned projects defined as those requiring approximately three or more days of effort by section personnel, with partners resulting in a total of 91 projects completed and on-going for FY 10. The decline in the total number of projects from previous years was partly a result of consolidation of projects on a larger scale; projects larger in scale and more defining which projects were primarily habitat conservation or restoration versus those that were mainly habitat enhancement or were not necessarily directly related to habitat activities and accomplishments on-the-ground.

A partial list of accomplishments by terrestrial habitat personnel during FY 10 is discussed below and includes both performance measures #1 and #2. Two landscape area projects using satellite imagery land cover classification encompassing parts of the, Lander and Cody Regions were completed on approximately 5.5 million acres. Mule deer habitat assessments were completed on about 465,000 acres and moose habitat assessments were completed on about 135,000 acres. Intensive rangeland and habitat inventories were conducted on about 252,000 acres and grazing management plans on about 255,000 acres. Work on conservation easements on 7,700 acres were completed during the fiscal year. Some of the on-the-ground enhancement and restoration projects included about 18,000 acres of prescribed fire; mechanical vegetation treatments on about 9,600 acres; herbicide treatments on about 12,000 acres; seeding projects on

about 1,900 acres; planting about 18,700 shrubs and trees; and several hundred private landowners were assisted with habitat extension projects. These projects were accomplished by section personnel working with partners and preparing and soliciting many grants applications from outside sources, including Wyoming Wildlife and Natural Resource Trust, Wyoming Governor's Big Game License Coalition, Rocky Mountain Elk Foundation, Foundation for Wild Sheep, Natural Resource Conservation Service (NRCS) Farm Bill Programs, Water for Wildlife Foundation, Bowhunters of Wyoming, Pheasants Forever, U.S. Fish and Wildlife Service Private Lands Program and Landowner Incentive Program (LIP), the Wyoming Governor's Sage-Grouse Fund, private landowners and private and corporate donors among others. Terrestrial section personnel either developed or assisted with development and administered of 25 Department trust fund projects, and were directly involved with applications and administration involving 190 grants and/or contracts. Many of the terrestrial habitat projects include development of grazing management plans, working on various internal and external working groups and partnerships, habitat improvement efforts (prescribed fire, herbicide applications, mechanical treatments, fence removal/modifications, seeding, water developments, etc.), wildlife environmental reviews, assisting with large land cover identification and classifications, Bureau of Land Management (BLM) Resource Management Plan revisions, U.S. Forest Service (USFS) plan revisions, as well as, assistance on various habitat related research projects. Finally, recognizing the importance of habitat improvements implemented, personnel annually collect data to document and monitor the number of acres and stream miles inventoried, document results of management activities, and annual big game forage and shrub utilization on more than 250 transects. Terrestrial section personnel expect the number of projects completed in the coming year to be similar.

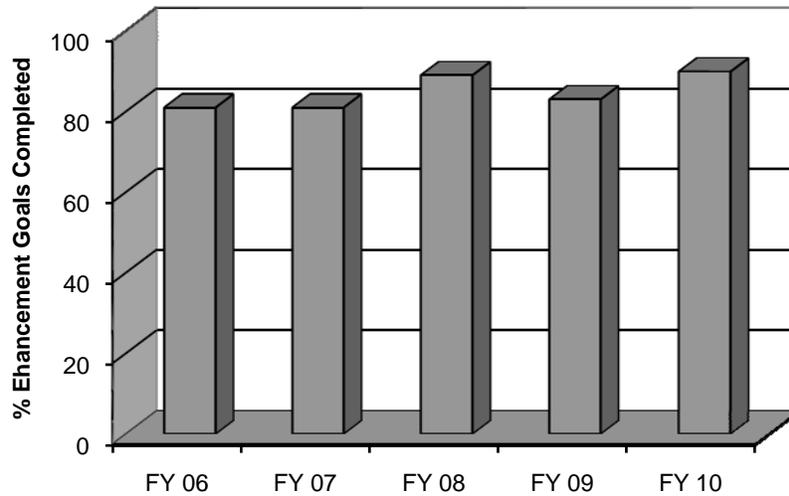
Habitat biologists have and continue to lose some productivity relative to implementation of SHP goals and projects due to the increasing requests to assist in the mitigation of habitats disturbed from energy development, BLM Resource Management Plan activities and Forest Service Plan activities and revisions, NRCS 2009 Farm Bill changes and requirements, and internal Department administrative requests. Besides reducing time available for planning and implementing on-the-ground habitat management and 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:

- Combine performance measures number #1 and #2 as many projects address both measures, and are often difficult to separate and categorize into measure #1 or #2.
- Continue to implement the Commission approved revised (2009) Department's SHP 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 synchrony with the Department budget process, continue to develop additional proposals to submit for funding to the WWNRT, 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. Utilize the Director's Office additional funding to accomplish NEPA, inventories and assessments to prepare large shelf-ready projects.

- Evaluate section personnel structure and work load, develop a mid-level field supervisor proposal for Department consideration, and continue to investigate and propose additional field personnel resources such as additional interns, longer-term habitat biologist technicians, and investigate and propose additional cost-share positions with various entities.

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 goal 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) addressing 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 goal completed for the fiscal year. Information is compiled from annual and monthly activity highlight reports, daily activity reports, and annual performance appraisal evaluations as related to the annual work schedules and the annual SHP Accomplishment Report for calendar year 2009.

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.

As noted for measure #1 above, attempts were made to more narrowly define what constituted a habitat enhancement following guidance provided in the revised SHP, consolidation of projects on a larger scale, working on projects larger in scale and delineating which projects were primarily habitat enhancement versus those that were mainly habitat conservation or restoration or were not necessarily directly related to habitat activities and accomplishments on-the-ground.

What has been accomplished:

In FY 10, 89.9 percent (116 completed of 129 planned) of the terrestrial habitat goals that addressed habitat enhancement activities were completed. Changes from FY 09 to this fiscal year were related to the following: 1) new personnel having completed much of the time required for training and having been in the position long enough to develop and improve working relationships with private landowners, federal and state land management agencies, and other partners; 2) most of the projects not completed or implemented were largely beyond habitat personnel control and include 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; 3) additional time requirements for developing funding proposals for Wyoming Wildlife and Natural Resource Trust (WWNRT) funds and associated funding applications to other entities to match the WWNRT funds requested; 4) more complicated internal processes and procedures; and 5) last, but not least, completing 20 unplanned projects defined as those requiring approximately three or more days of effort by section personnel, with partners resulting in a total of 136 projects completed and on-going for FY 10.

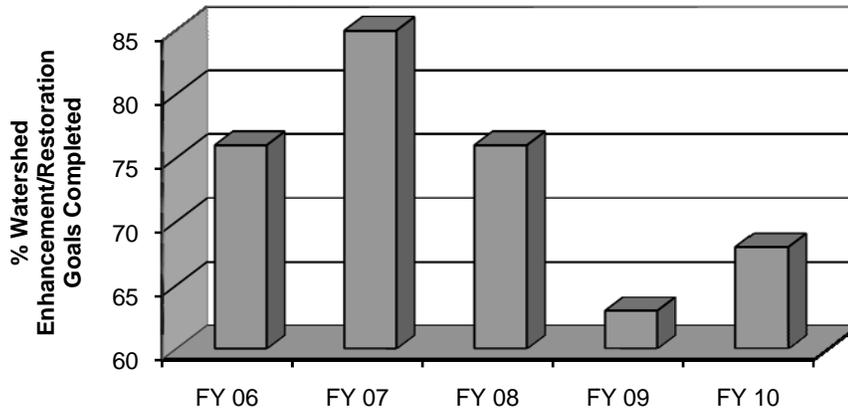
A partial list of major accomplishments are listed and reported in the Measure #1 Section above.

Habitat biologists have and continue to lose some productivity relative to implementation of SHP goals and projects due to the increasing requests to assist in the mitigation of habitats disturbed from energy development, BLM Resource Management Plan activities and Forest Service Plan activities and revisions, NRCS 2009 Farm Bill changes and requirements, and internal Department administrative requests. Besides reducing time available for planning and implementing on-the-ground habitat management and 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:

- Combine performance measures number #1 and #2 as many projects address both measures, and are often difficult to separate and categorize into measure #1 or #2.
- Continue to implement the Commission approved revised (2009) Department's SHP 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 synchrony with the Department budget process, continue to develop additional proposals to submit for funding to the WWNRT, 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. Utilize the Director's Office additional funding to accomplish NEPA, inventories and assessments to prepare large shelf-ready projects.
- Evaluate section personnel structure and work load, develop a mid-level field supervisor proposal for Department consideration, and continue to investigate and propose additional field personnel resources such additional interns, longer-term habitat biologist technicians, and investigate and propose additional cost-share positions with various entities.

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:

The Aquatic Habitat Section implemented 105 out of 155 planned habitat projects in FY 10 (68 percent). An additional 21 unplanned projects were implemented for a total of 176 projects accomplished. For comparison, in FY 08, 137 projects were accomplished and in FY 09 106 projects were accomplished. The increase in FY 10 is partly attributable to stability among personnel in all positions: there were no changes and in the administrative positions there may have been improved efficiencies in aiding project planning and implementation. Consistent assistance from At-Will Contract Employees hired in the Pinedale and Cody Regions also contributed. In the Casper region, seventeen projects were not completed due to lack of an aquatic habitat biologist. That position remains frozen under the State Personnel system.

The Department’s 2009 Annual report on Strategic Habitat Plan (SHP) accomplishments highlights some of the habitat projects. Fish Division work plans and progress reports for calendar years 2009 and 2010 provide additional details about aquatic habitat project plans and progress for FY 10.

What has been accomplished:

Habitat efforts continue to be guided by the Strategic Habitat Plan adopted by the Wyoming Game and Fish Commission in January 2009. The SHP identifies 111 actions to pursue toward achieving five goals: 1) Conserve and manage wildlife habitats that are crucial for maintaining terrestrial and aquatic wildlife populations for the present and future, 2) Enhance, improve and manage priority wildlife habitats that have been degraded, 3) Increase wildlife-based recreation through habitat enhancements that maintain or increase productivity of wildlife, 4) Increase public awareness of wildlife habitat issues and the critical connection between healthy habitat and abundant wildlife populations, and 5) Promote collaborative habitat management efforts with the general public, conservation partners, private landowners, and land management agencies. Efforts are focused in priority areas in each of the management regions and include “crucial” areas essential for conservation of important species and communities and “enhancement” areas, which represent places where work should be conducted to manage or improve wildlife habitat.

Implementation and the success of this plan depend on cooperation with land management agencies, NGOs, the public and private landowners. Primary limiting factors identified in completing on-the-ground efforts are lack of adequate personnel to address habitat issues, additional duties reviewing development proposals - particularly those associated with intensive oil, gas and wind energy development; administrative duties assigned to field personnel; obtaining permits; and getting federal agencies to complete Environmental Assessments per NEPA.

Aquatic habitat projects completed include shared agency projects such as diversion rehabilitation projects in the Sheridan Region, beaver transplants, design of projects like the Bitter Creek/Darrel Mumm fishway and the Bear Creek Diversion rehabilitation and screening, construction of the Kendrick fish bypass on Clear Creek near Buffalo, Bureau of Land Management and Forest Service management planning assistance, watershed inventories and habitat assessments, major monitoring efforts, fish passage investigations, an educational fish passage tour, research projects with the University of Wyoming and Colorado State University and other habitat projects. A subset of additional examples is further highlighted below: a project was started toward improving western Wyoming's Coal Creek habitat by designing improvements to a streamside road. Nearby, habitat in Huff Creek was improved by stabilizing the stream channel with rock and improving riparian willows. An assessment of stream channel conditions was started on the Encampment River. This effort with Trout Unlimited will lead to designs and projects to improve private lands and public fisheries over 4 miles of stream channel. Similarly, mapping efforts and project development started on the Green River below Fontenelle Reservoir to identify and remove invasive Russian olive and tamarisk. Structures and willows were installed on the Laramie River through the City of Laramie and these efforts not only held up during historic floods of spring 2010 but performed well to reduce channel erosion and protect Greenway pathways. Riparian conifers along Bear Creek in the Lander Region were removed to improve vegetation diversity and health and provide woody cover in the channel. An important tributary to the Salt River in western Wyoming, Crow Creek, was improved on private land and additional improvements are being pursued.

Examples of unplanned aquatic projects include providing extensive comments on a major wind development project in the Casper region; developing a sill maintenance project on the Green River in collaboration with Seedskaadee National Wildlife Refuge; participating on a Department team to review and provide direction on Russian olive control practices and policy; providing habitat extension to private landowners including the planning, design or implementation of habitat projects; and providing expert consultations on Army Corps of Engineers permit applications (especially in the Jackson region).

Significant aquatic habitat personnel effort during FY 10 once again went into providing habitat protection for the Little Mountain Ecosystem by providing information to federal and state agencies and the public regarding effects associated with development and leasing proposals. Aquatic habitat monitoring data and science oversight were provided to the Wyoming Landscape Conservation Initiative and biologists participated with local project development groups. Assistance was also provided to the Lands Section by providing information needed to negotiate conservation easements in the Green River, Pinedale, and Lander Regions. Aquatic section personnel and administration tracked and used 15 Department trust fund projects from FY 10 or earlier. An additional 16 new FY 11 Department trust fund aquatic projects were developed.

Finally, the aquatic section administered funds from sources other than the Trust Fund for another 17 projects. Overall, approximately 50 aquatic projects involving substantial funds were developed, implemented or administered over the fiscal year. One of the great strengths of the habitat program is development of partnerships and collaborative efforts with private landowners, land management agencies, private industry and NGOs. Section personnel spend considerable time on these partnerships and continue to write grants and receive funds from a variety of other sources, including state, federal, NGOs, and private and corporate donors, which is expected to continue in the future.

Aquatic projects accomplished include fish passage activities. A distinct budget for fish passage was defined for the first time in FY 10 and is continued in FY 11 and into the future. The Cody aquatic habitat biologist largely focused on fish passage efforts. Accomplishments included working with a contractor to develop final designs and bidding to 1) improve a diversion and screen a ditch on Bear Creek on the Department's Spence/Moriarty Wildlife Habitat Unit, and 2) construct a fishway on Bitter Creek Sidon Canal. A third diversion ditch on Trout Creek, tributary to North Fork Shoshone River was screened and all screens were maintained. Populating a database for storing and prioritizing passage issues on waterways throughout the state remains a significant activity and a contract employee has been pursuing this in priority drainages statewide. Further fish passage work included fish passage entrainment investigations on Bear Creek and the administration of block grants to the Lake DeSmet Conservation District and the Sheridan County Conservation District to rehabilitate and provide fish passage at multiple diversion structures. Finally, the Department worked extensively with Trout Unlimited in reviewing and funding five projects to improve fish passage.

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

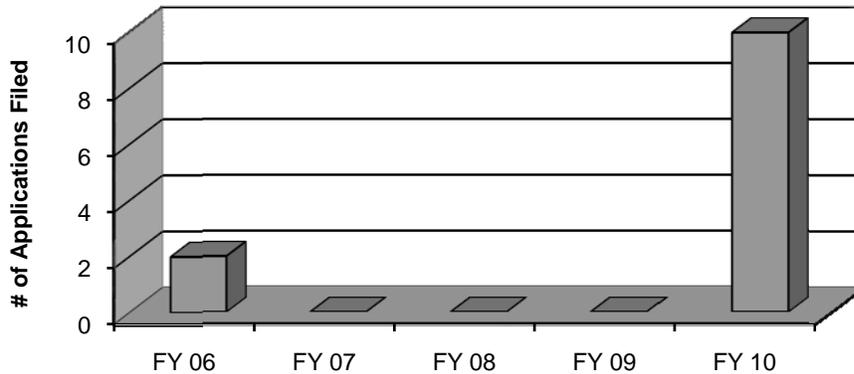
Total projects completed will not change substantially without additional personnel capacity. Therefore, performance improvements must come from continued attention to the development of quality projects that address priority aquatic issues and the smooth implementation of these projects. The first step is maintaining the solid base of habitat achievements currently produced by the aquatic habitat sections. With focus on priority wildlife habitats under the revised SHP, section personnel will continue to work with land management agencies, private landowners and funding partners to conserve and manage wildlife habitats deemed crucial for maintaining populations of terrestrial and aquatic wildlife for the present and future.

The Department and Commission approved funding in FY 10 toward project development. This funding was intended to reduce hurdles toward developing and implementing habitat projects. Identified likely issues to be addressed included NEPA planning, archaeological surveys, wetland surveys, and acquiring design and engineering services. The contracts and projects conducted in FY 10 appear to be fruitful and leading toward projects; therefore, so-called "project planning funds" were again dedicated toward developing projects in FY 11. Projects developed and obstacles removed in this manner will increase the Department's ability to match the tremendous habitat project funding opportunity inherent in the Wyoming Wildlife and Natural Resource Trust.

Efforts to enhance internal coordination and communication and efficient delivery of the Department's habitat management and enhancement program is an on-going major focus. Last,

but not least, we will continue to focus on maintaining and developing additional partnerships and expand collaborative habitat management projects. Personnel will continue to develop large-scale proposals and applications for funding from the WWNRT and other major funders.

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 10, instream flow water rights were filed for ten different stream segments. The surge in filings was due in part to completion of studies and filings that had been initiated by the previous instream flow biologist for some of these segments in 2007 but had not been processed during the period when the position was filled and the new biologist was being training. The present instream flow biologist has been aggressively pursuing new filings to meet or exceed the identified annual goal for this aspect of program activities.

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 water right and management decisions to maximize the ability of Wyoming Game and Fish Commission water rights to maintain and protect fish and wildlife resources as well as sustain the standing and value of the water rights themselves.
- Greater public awareness of instream flow and water management issues is needed. As a consequence, we will continue to provide information regarding the benefits of instream flows to the general public and private landowners via articles in department publications and presentations. Section personnel were involved in department efforts to improve messaging via the department’s web site. When the department has a fully functional marketing program in place, we will work to improve the section’s web page to help visitors to the site better understand the accomplishments, needs, and challenges faced by the state when managing water for fish and wildlife.

- The instream flow biologist position has been filled and training will continue to improve the performance and effectiveness of that individual and the section.

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 2010 (FY 10) budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Habitat and Access Management	26.3	\$ 3,152,594

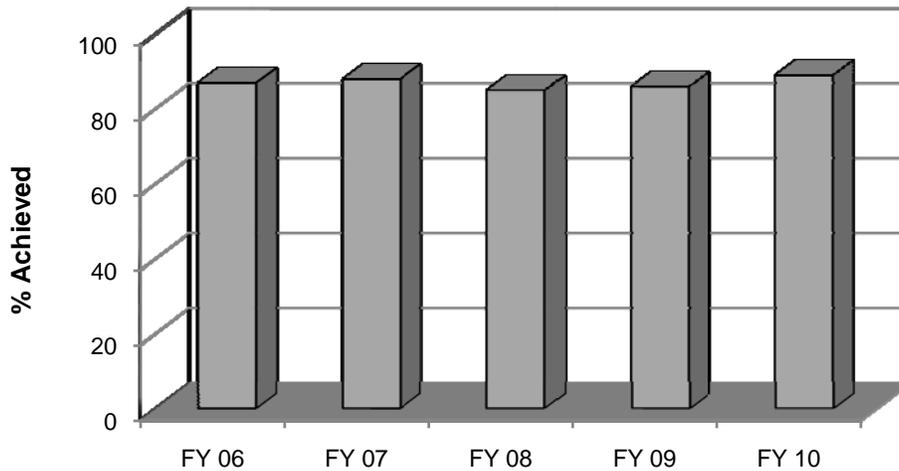
** Includes permanent, contract and temporary positions authorized in FY 10 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

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, 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, 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 (Personnel in this program will work to achieve at least 85 percent of their work plan elements).



Story behind the performance:

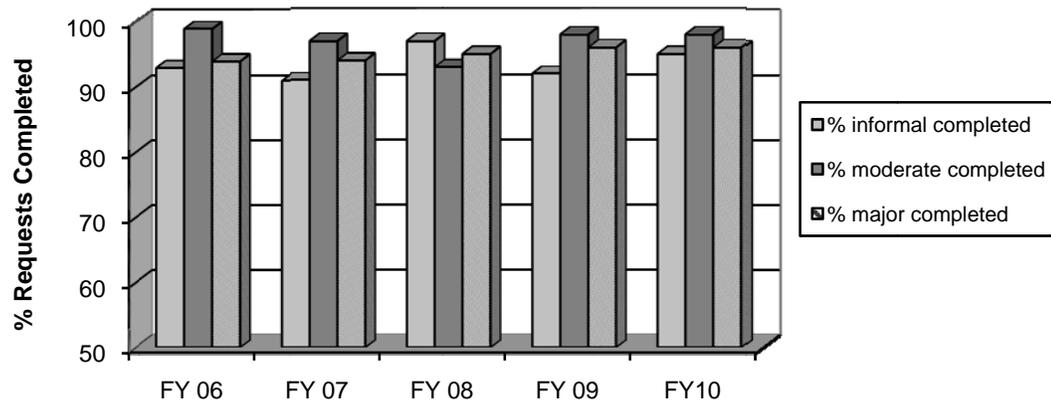
The program is responsible for administering and managing 36 unique Wildlife Habitat Management Areas (WHMAs) and 184 Public Access Areas (PAAs). The WHMAs and PAAs are managed according to the Managed Land and Access Summary (MLAS) developed for each individual area. The work plans are developed prior 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 (86 percent) are being provided. As illustrated above, this has been fairly consistent for the last five years and 2010 was 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 four 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 December 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 (Personnel in this program will work to complete at least 95 percent of requested projects).



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 majority 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.

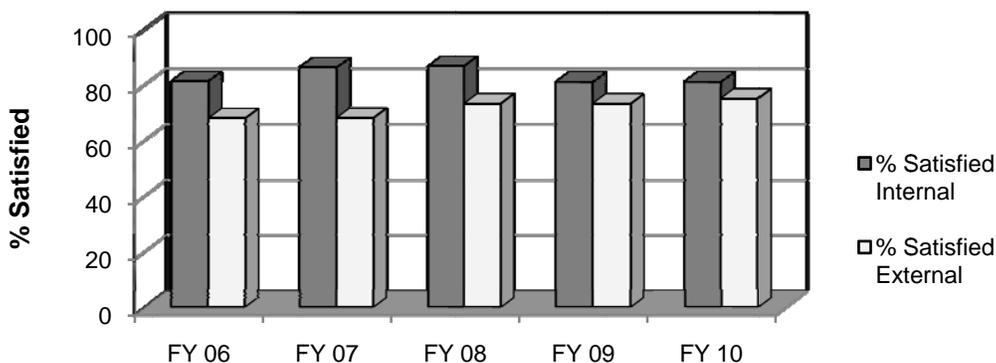
The percent of project requests completed has been fairly consistent and considered “very good” within the constraints of manpower and budget capacity. The percent of project requests completed has been consistent between 2002 and 2010 with an average of 91.5 percent of all informal, 96.5 percent of moderate and 93.8 percent of all major projects requests being completed. Results for 2010 varied minimally from this average with 95 percent of informal, 98 percent of moderate and 96 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 four years. This has impacted 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 December 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 (Personnel in this program will work to achieve an internal satisfaction of at least 75 percent and an external satisfaction rate of at least 65 percent).



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 in providing opportunities to access hunting and fishing within the

state. The average percentage of Department employees in the last five years that were satisfied with the maintenance of facilities on Department land and access areas is 83 percent. Average percent of satisfied public is 71.6 percent. The program has received slowly increasing 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 – from a starting point of 65.5 percent in FY 05 to 75.1 percent in FY 10. Internal satisfaction was slowly improving from FY 05 to FY 08 (78.6 percent to 86.1 percent), and then in FY 09 dipped to 81.1 percent. This remained steady in FY 10. The improved marks up to FY 08 are believed to be a result of an increased effort to communicate with Department employees about the program. However, neither the general public nor Department employees 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.

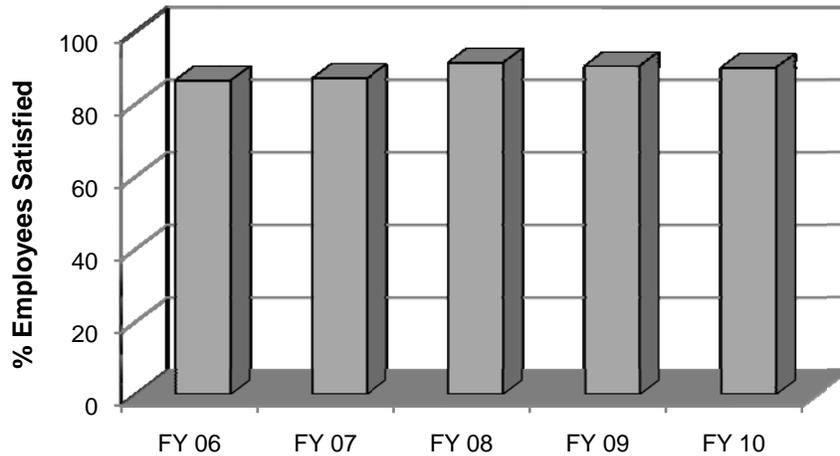
What we propose to improve performance in the next two years:

- 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 distribution of the first signs completed in July of 2009 and the completion of the effort in October of 2011.
- 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 December 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 2010.

Performance Measure #4: Percent of employees satisfied with the services provided (Personnel in this program will work to achieve an employee satisfaction rate of at least 80 percent).



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 relate to the satisfaction of the program by other Department personnel. The overall average of Department personnel satisfied with the program’s services in the last five years is 89 percent. In FY 10, 89.9 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 December 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 11 and FY 12 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.

Program: Habitat Protection

Division: Office of the Director

Mission: Coordinate project proposal reviews and evaluations of land use plans and energy development projects within the Department as well as with other local, state and federal agencies. Develop and negotiate planning and mitigation strategies to protect important game and non-game habitats.

Program Facts: The Habitat Protection program is made up of one major subprogram, listed below with number of staff and 2010 (FY 10) budget:

<u>Subprogram</u>	<u># FTEs</u>	<u>2010 Annual Budget</u>
Habitat Protection Program	7.0	\$ 474,633 ¹

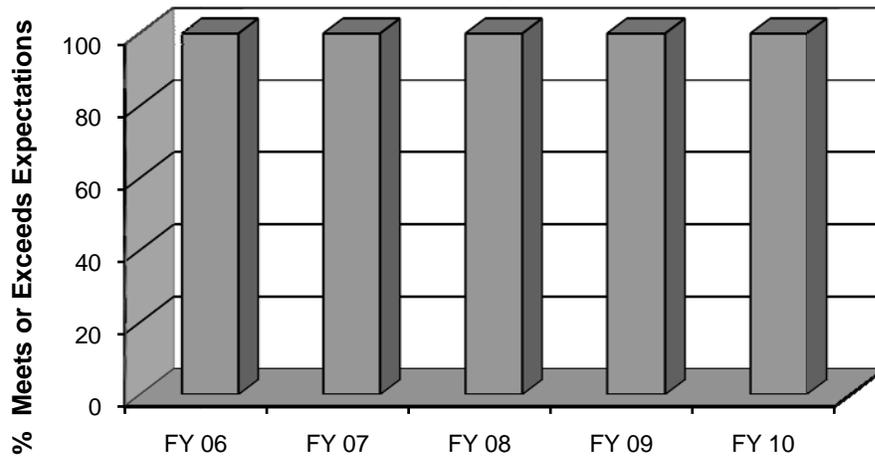
This program is located in the Department Headquarters Office in Cheyenne.

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 habitat protection strategies.
- **Develop and negotiate planning and mitigation strategies** regarding energy development.
- **Participate and monitor** federal and state agency land management plans.
- **Provide updated recommendations** for project proponents and the Department.

¹ This does not include the federal grant money for the two BLM pilot office positions.

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.

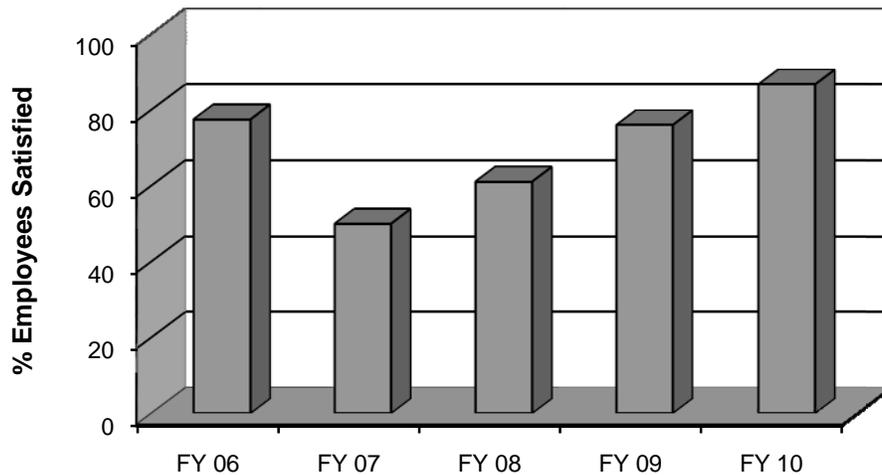
Review and evaluation of land use actions, active liaison with other parties that have authorities and roles in those actions, formulation of strategies to minimize negative impacts, and active negotiation to assure implementation of those strategies are key action items of the Department. Support of 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 maintain performance in the next two years:

This performance measure does not really measure effectiveness of the Habitat Protection program. We are proposing a replacement performance measure. We would like to evaluate the percentage of projects that contain important habitats that are actually protected as a result of our recommendations.

As a replacement performance measure we will coordinate with the field to determine the top four projects within the region and monitor for success or failure of maintaining habitat functionality.

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.

In FY 10, 34 percent of Department employees had interacted with the Habitat Protection program and responded to the question. Eighty-six percent were satisfied with program’s process, 9.3 percent were neutral, 4 percent were somewhat dissatisfied. Since FY 06, an average of 70 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 workloads 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.

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.
- Meet with the Coordinators and Supervisors at least annually to receive feedback on improvement issues.
- Improve the Decision Support Services infrastructure.

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 2010 (FY 10) budget:

<u>Sub-programs</u>	<u>#FTEs*</u>	<u>2010 Annual Budget</u>
Information	4.0	\$ 118,843
Publications	5.0	450,632
TOTAL	9.0	\$ 569,475

** Includes permanent positions authorized in FY 10 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

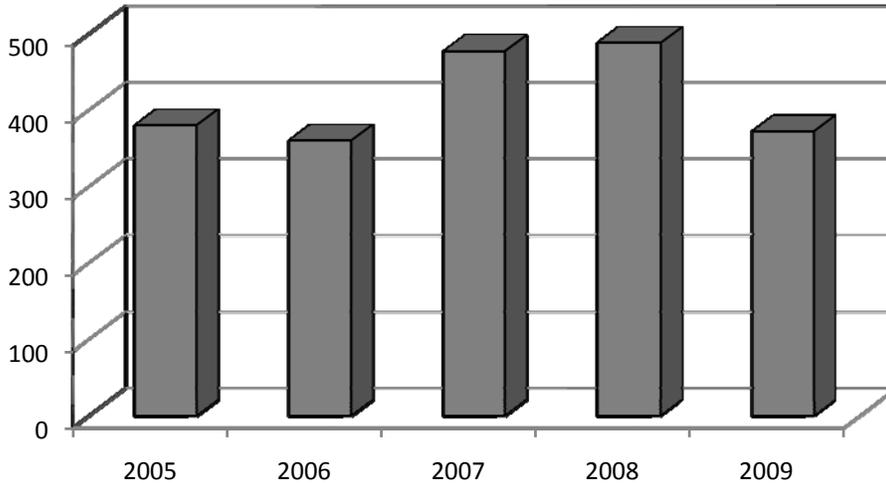
The Information program includes the following sub-programs: Information and Publications.

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 (Personnel in this program will work to produce at least 300 news releases and public service announcements per year).



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 are available for download via the Department web site. Currently, approximately 17 radio stations around the state use 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. The Department's television news features and radio shows are posted on the department's Web site, significantly increasing the reach and audience these news sources. 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 407 individual print, radio or television news releases or public service announcements distributed. In 2008, the number of news and public service announcements distributed was 488. This number is just slightly higher than the 477 distributed in 2007. The number of news releases distributed fluctuates depending on the issues and challenges the Department faces each year. The slight increase in 2008 is likely due to an expanded topic base and an improved work planning process implemented

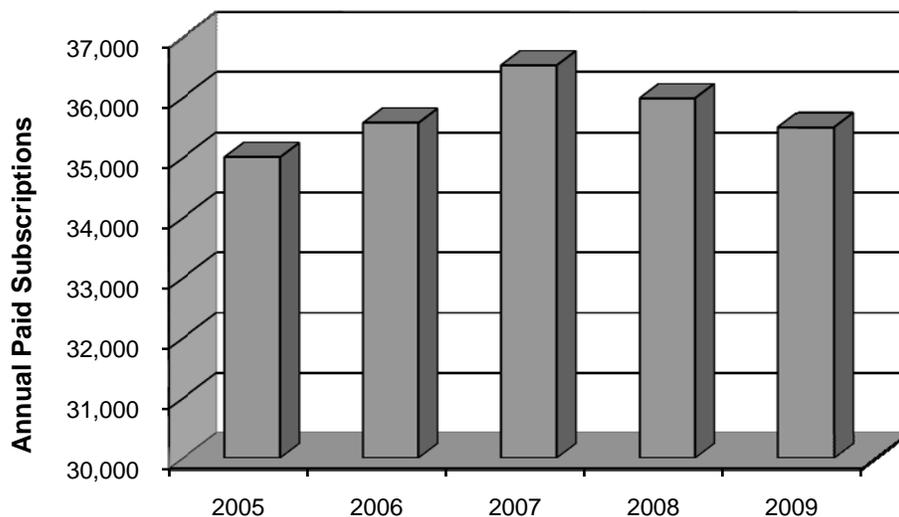
through the Department's annual information and education strategic planning sessions. In 2009 personnel in the Department headquarters were moved to new offices in order to facilitate renovations. This move interrupted production of weekly radio programs temporarily, accounting for the decrease in overall programs released.

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 with other work units within the Department to ensure the Department maintains a consistent position on issues and covers all issues efficiently.

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 these new features.
- Continue to monitor workloads and adjust duties and responsibilities as necessary to ensure efficient use of resources.
- Redesign the Department Web site, which should help improve information distribution and customer service.

Performance Measure #2: Paid subscriptions of *Wyoming Wildlife* magazine and *Wyoming Wildlife News* (Personnel in this program will work to maintain at least 35,000 active subscriptions to these two publications).



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 31,000 and distribution of the News is approximately 30,000 per issue, including a per-issue average of 4,800 subscribers. Both publications are tools used by the Department to raise awareness of Departmental and wildlife news and issues.

Wyoming Wildlife News's 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.

Wyoming Wildlife magazine's 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.

The average paid subscriptions for both the *News* and the magazine over the last five years is 35,976 per year. Subscriptions for 2009 were slightly below average at 35,500. 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 some 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.

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

- Create and maintain a web presence for both publications. A web presence would further increase visibility of the magazine and expand the potential subscriber base. 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*.
- 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.

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.

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 2010 (FY 10) budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Information Technology	17.0	\$ 2,998,191

** Includes permanent, contract and temporary positions authorized in FY 10 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

One At-Will-Employee-Contract (AWEC) position has continued to help provide extended-hours technical support for the Department Electronic License Point-of-Sale Service. Payroll for the GIS Analyst position was funded in the 601A CWCS 09-10 General Fund budget and the position remains as a GIS support position within the GIS Section of the Information Technology program.

The Information Technology program was previously referred to as the Management Information Services 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.

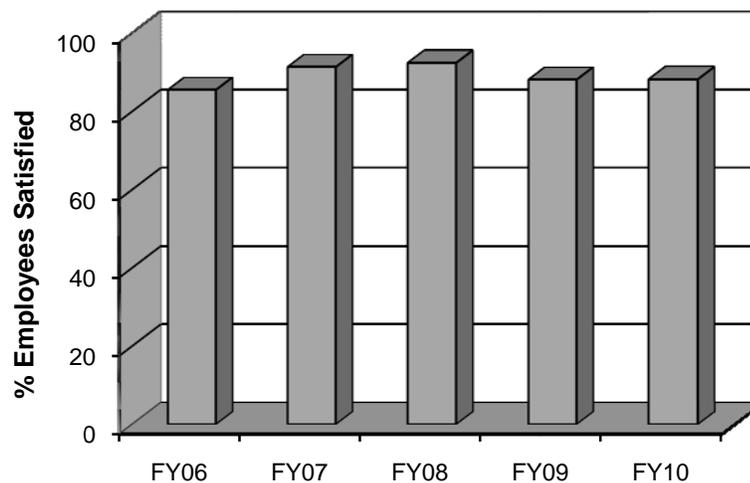
Primary Functions of the Information Technology Program:

- **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.

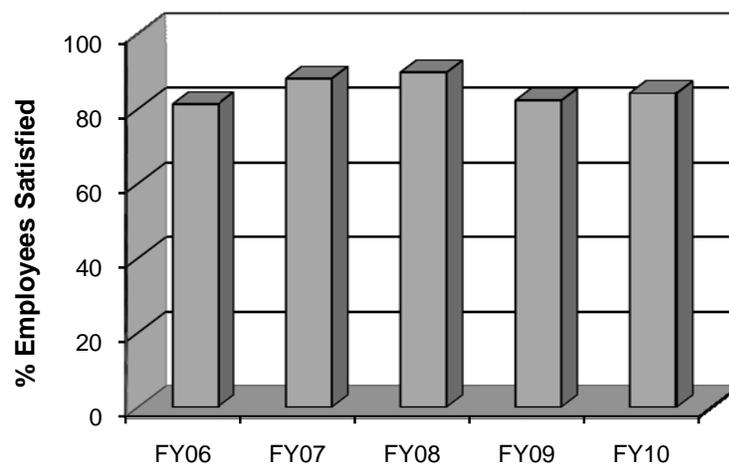
- **Facilitate sound fiscal decisions** by evaluating technology to identify the best solution to a given problem, challenge, or situation and leverage Information Technology network architecture, hardware and software to identify opportunities for cost savings.
- **Facilitate sound management decisions** 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 (Personnel in this program will work to ensure that at least 85 percent of employees are treated courteously and professionally, at least 75 percent of employees are satisfied with the attention and timeliness of services, and at least 75 percent of employees are satisfied with the quality of services provided).

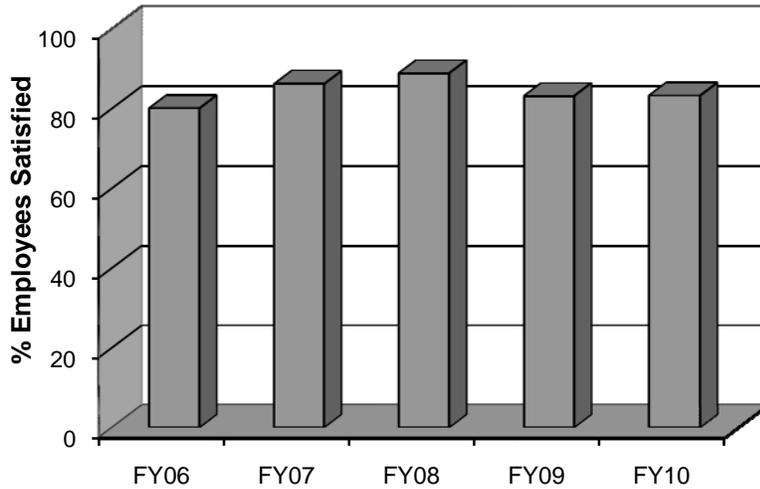
Level of courteousness and professionalism:



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, 10 virtual servers, 530 personal computers located in the headquarters office, eight regional offices, and remote locations throughout Wyoming, and 254 Internet Point-of-Sale (IPOS) system touch screen devices located at Department offices and license selling agent locations throughout Wyoming; developing and supporting 64 mission critical applications; and maintaining approximately 70 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 part of a 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 year, 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. More recently, IT personnel moved independent Department database and Web servers into a load balanced Web-farm environment to further improve stability and performance of these systems. This work, along with re-writing the License Draw Results Application using Microsoft .NET technologies, has significantly enhanced the performance of these systems, resulting in significant application up time especially during critical big game license application periods. Improved customer satisfaction with the performance of our e-commerce systems has illustrated that the entire Department Internet site needs to be rewritten in the same technologies to permanently resolve remaining customer satisfaction issues.

In addition to this work, the Application Development Section developed an Online License system to allow sportspersons to purchase most licenses and permits directly from their home computers via the Internet. Those licenses requiring a carcass coupon were printed out of the Cheyenne headquarters facility and mailed to each sportsperson, while other license types and permits could be printed directly from the sportspersons' home computer.

The Application Development Section also created an interface to allow sportspersons to purchase Aquatic Invasive Species (AIS) decals from their home computers via the Internet. The sportspersons were able to print a temporary permit from their home computers and permanent decals were mailed out of the Cheyenne headquarters.

In total 351,562 items have been processed via the Internet for a total of \$41,053,039 to date. This includes draw applications, licenses, preference points, permits, conservation stamps, AIS decals and donations.

Many enhancements were also made to the on-line Big Game License Application System, which allows sportspersons to apply for the big game license drawings via the Internet. This year we processed 287,890 license draw and preference point applications, 24,810 more than last year; of those, 79 percent were submitted through our on-line system compared to 72 percent last year; and Non-residents accounted for nearly 58 percent of the 227,547 total on-line applications.

74 percent of Wyoming residents who applied for big game licenses and preference points did so through our on-line system (96,442 on-line versus 33,363 paper applications) and 83 percent of Non-residents submitted their applications on-line (131,105 on-line versus 26,980 paper applications).

The Application Development Section also enhanced and streamlined the IPOS, which services over 186 license selling agents throughout Wyoming. A significant enhancement to this system included moving the tracking and accounting for over-the-counter license sales from the Game and Fish Accounting (GFA) system on the State mainframe to the IPOS License Control Center at the start of 2009. All tracking of inventory stock, billing, and reconciliations were incorporated into this system with many pieces of that functionality being completed in the early part of this year. With these enhancements and technology upgrades, all licensing systems performed strongly this year during our high volume days with no down time. This year to date, 528,499 items have been sold through this system, totaling \$10,326,120.

In light of this work done on our e-commerce systems, IT/GIS Branch personnel continue to face challenges with integrating and centralizing many Department computer applications, specifically related to allocating adequate programming time to get them completed. This involves a large number of applications originally developed by Department employees and ultimately integrated into a centralized system.

Our IT Operations personnel have also been heavily involved in technology aspects of the Cheyenne Headquarters Office renovation project. They have been working closely with architects and contractors to design a modern data center, complete with a temperature controlled and conditioned power environment and is intended to better house and facilitate our internal and e-commerce systems.

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 IT 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, internal customer satisfaction remained fairly stable, especially considering that we continued to man all extended-hours technical support for the IPOS, which includes 254 touch screen devices located at Department offices and license selling agent locations throughout Wyoming. This will undoubtedly impact our ability to respond to agency requests for technical service as rapidly as was possible prior to this change; however we have been able to maintain satisfaction to this point.

In addition, we continued to tighten network security and implementing Windows Vista and then Windows 7 as the operating system for new computers and laptops during this fiscal year. This was done in an effort to get the Department in compliance with State of Wyoming IT policy, to improve previous software licensing/installation issues, and to further prevent malicious code propagating throughout our systems. In removing the ability to add and remove software and independently manage their machines however, again we believe this may have a negative impact in the overall satisfaction of several Department personnel as more employees become affected by this change.

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 direction. 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 impacted 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 Service (ELS) we have been developing in conjunction with Fiscal Division as noted above. 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 affected internal customer satisfaction. The Application Development Section has been working on various smaller projects as they are able yet we know from personnel interaction that Department personnel desire more of their applications completed.

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 had begun to see successes with budget approvals 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. Due to economic downturn, this position was frozen, which will continue to delay building the framework for this project.

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 Governor's Wildlife Council's Western States Decision Support System Sub-Group. As more efforts have been initiated to address concerns associated with species and their habitats (WLCI, sage grouse implementation recommendations, State Wildlife Action Plan revision and implementation, Strategic Habitat Plan revision, etc.), all of which base data needs, analyses and products on GIS technologies, such impacts have increased. With these additional Department priorities, our ability to address projects and activities planned at an earlier date have been delayed as priorities are reevaluated, thus customer perceptions of our service in this area have declined as predicted.

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 06, the average percent of employees satisfied with the level of courteousness and professionalism in the IT/GIS Branch was 89.1 percent, the level of satisfaction with attention and timeliness was 85.0 percent, and satisfaction with quality of services provided was 85.4 percent. In FY 10, the level of satisfaction for courteousness and professionalism was 88.2 percent, 84.1 percent for attention and timeliness, and 83.3 percent for quality of services provided.

We expect that splitting the IT portion of this branch into two distinct subsections has continued to be beneficial in addressing employee satisfaction. 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 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.

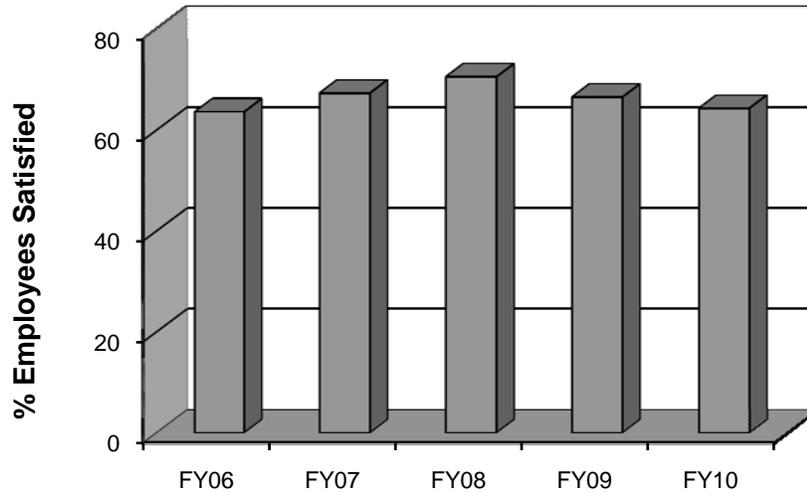
- Define and document the application architecture (the description of all software applications and how they interface with each other) in order to prioritize applications, maintenance and development on a Department-wide basis.
- Rewrite the Department Internet site in Microsoft .NET technologies to 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 internal 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 server and network up time, employee 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 has allowed us to gain a better 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 (Personnel in this program will work to ensure that at least 70 percent of employees are satisfied with the computer equipment provided).



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 IT 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.

As seen in the graph above, employee satisfaction with available computer equipment had been on the rise from FY 06 and began dropping in FY 09. 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 undoubtedly had a negative impact on Department employee satisfaction related to computer equipment.

Technology continues to grow and with it, many employees are continually looking for technology solutions to better do their jobs. Vendors are also putting more pressure on Department employees to purchase and use the latest and greatest technologies to accomplish their work. Department efforts to maintain common technology standards throughout the Department and maintain control of an ever-expanding technology budget undoubtedly have had a significant negative impact when employees are asked if they are satisfied with their current computer equipment.

With the advent of e-Commerce or the ability to sell licenses through our Web-based and IPOS devices, the need to further secure our systems continues to grow. As of this year, we must comply with Payment Card Industry (PCI) security requirements in addition to our previous efforts to keep the Department in compliance with State of Wyoming IT policy, to improve previous software licensing/installation issues, and to further prevent malicious code propagating throughout our systems. We believe that removing the ability to add and remove software and independently manage their machines continues to negatively impact the satisfaction of Department personnel as well.

We have found that technology procurement greatly influences internal customer satisfaction. Since FY 06, the average percent of employees satisfied with the computer equipment provided was 66.5 percent. In FY 10, the level of satisfaction was 64.3 percent, which is down from 66.5 percent last year. Though technology procurement is largely based on budget and standardization and will fluctuate year to year based on evolving technologies, 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, we may be able to increase employee satisfaction should continue to increase in this area.

Mobility, or the ability to accomplish job tasks, use e-mail for communications, and remain in touch with the office while on the road is continuing to become more of a norm for the workforce, not only in the Department but in public and private sectors worldwide. We continued to see a significant demand for this type of technology during the past fiscal year as well. While the upcoming workforce is becoming increasingly imbedded in these types of technologies, they are expensive to maintain. With a variety of available technologies and associated costs, we have been very conservative in implementing a cost-effective solution, which we believe has contributed to a decline in employee satisfaction in this area. The State of Wyoming has selected a vendor to provide consistent e-mail and other collaborative solutions and we anticipate once these new technologies are in place, employee satisfaction in this area should increase as well.

The IT Manager, along with Services Division administration and IT/GIS Branch personnel has taken a proactive approach to learn of technology needs throughout the Department, as well as to further educate Department personnel on the technology budgeting and procurement process in an effort to adequately address these needs.

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 was transferred to the GIS Section in FY 09 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.
- Continue to evaluate mobile technologies and to work on a solution to provide these types of technologies to the Department in the future.

Program: Legislatively Mandated Expenses

Division: Fiscal Division

Mission: Ensure funding availability and statutory compliance on those programs in 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 2010 (FY 10) budget:

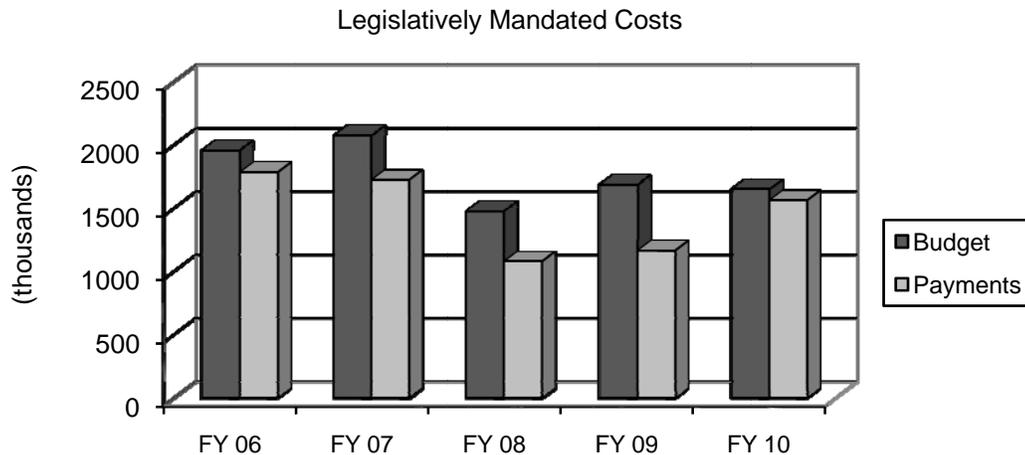
<u>Sub-Program</u>	<u>#FTE's</u>	<u>2010 Annual Budget</u>
Damage Claims	0	\$ 500,000
Landowner Coupons	0	800,000
Retiree Assessment	0	75,000
Salec	0	277,200
TOTAL		\$1,562,200

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.



Story behind the performance: Between 2004 and 2007, these costs 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. However, normally these costs are charged to allow agencies to capture additional federal dollars, whereas the majority of federal funds the Department receives are formula based, where additional costs do not result in additional funds being awarded to the Department. The Department has utilized the majority of these savings in the form of special one-time projects for habitat, access, and education. Whether this moratorium will continue beyond 2010 is not known at this time, as the amount of cost allocation, if charged the Department in FY 11, would approximate \$1 million. Additionally, landowner coupon payments have increased 33 percent in the last two years, from \$627,000 to \$836,000 annually, due to both increased doe fawn deer and antelope license issuance and the increase in the landowner coupon rate from \$13 to \$16 effective in 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 sub-program, listed below with number of staff and 2010 (FY 10) budget:

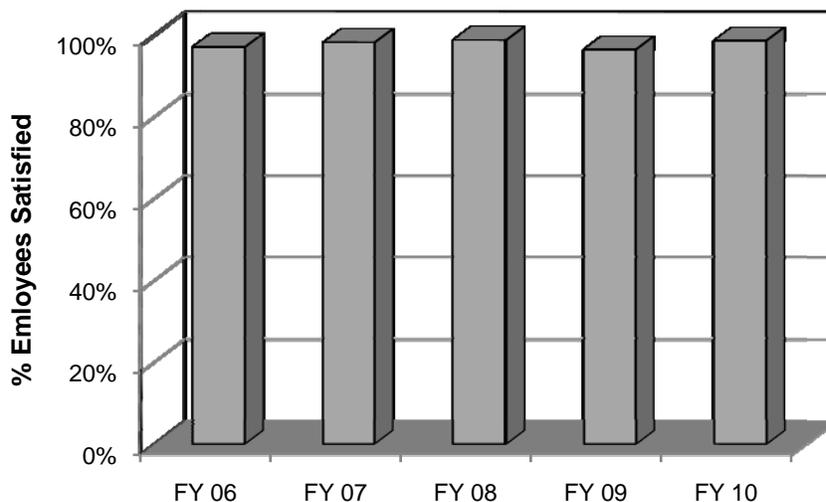
<u>Sub-program</u>	<u># FTEs</u>	<u>2010 Annual Budget</u>
Personnel Management	4	\$195,701

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**, by conducting recruitment activities, training, compensation analysis, benefit administration, payroll services, discipline guidance, rule and law advice and providing 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 (Personnel in this program will work to ensure that at least 95 percent of employees are treated courteously and professionally).



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.

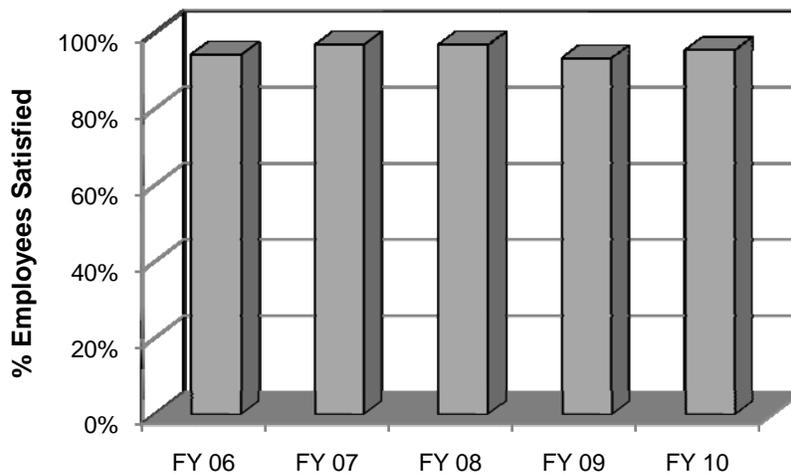
A total of 80.3 percent of all employees who were surveyed and responded, indicated they had interacted with Personnel Management staff. Internal constituent satisfaction with the courteous and professional treatment they received from the Personnel Management program is one of the highest in the Department. Since FY 06, an average of 97.8 percent of Department employees who had interacted with the Personnel Management staff were satisfied with the level of courteousness and professionalism. For FY 10, 98.6 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 Personnel Management section will work to become more strategically aligned with management objectives in order to provide more comprehensive assistance to employees and management.

Performance Measure #2: Percent of employees satisfied with level of attention and timeliness provided (Personnel in this program will work to ensure that at least 90 percent of employees are satisfied with the level of attention and timeliness provided).



Story behind the performance:

A total of 80.3 percent of all permanent 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 06, an average of 95.2 percent of Department employees who had interacted with the Personnel Management staff were satisfied. For FY 10, 95.3 percent of all respondents indicated they were satisfied with the level of attention and timeliness.

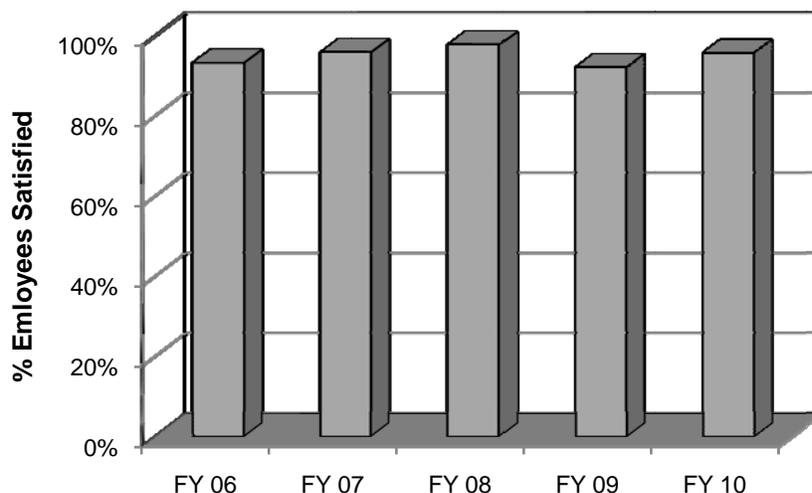
An effective and productive workforce relies on timely receipt of information and responses to questions in keeping with the self-prescribed expectations in their work behaviors.

Employees who, through experience, develop a confidence in the attention and timeliness they can expect from Personnel Management realize significant positive impacts 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 (Personnel in this program will work to ensure that at least 90 percent of employees are satisfied with the services provided).



Story behind the performance:

A total of 80.3 percent of all permanent 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 10 was 95.7 percent. Since FY 06, an average of 94.9 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 defensive 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 2010 (FY 10) budgets:

<u>Sub-programs</u>	<u>#FTEs*</u>	<u>2010 Annual Budget</u>
Property Rights (Lands) Admin. **	3.0	\$ 849,430
PLPW Access Sub-Program	7.6	1,500,658 ***
TOTAL	10.6	\$ 2,350,088

* Includes permanent, contract and temporary positions.

** Includes Property Rights Administration and Strategic Habitat Plan.

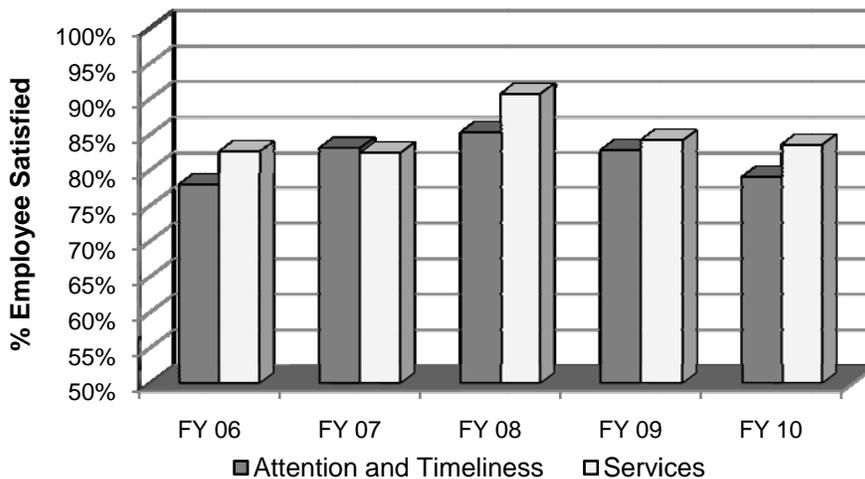
*** Includes personnel, operations and easement payments.

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 (Personnel in this program will work to ensure that at least 70% of employees are satisfied with the attention/timeliness provided and at least 75% of employees are satisfied with the services provided).



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.

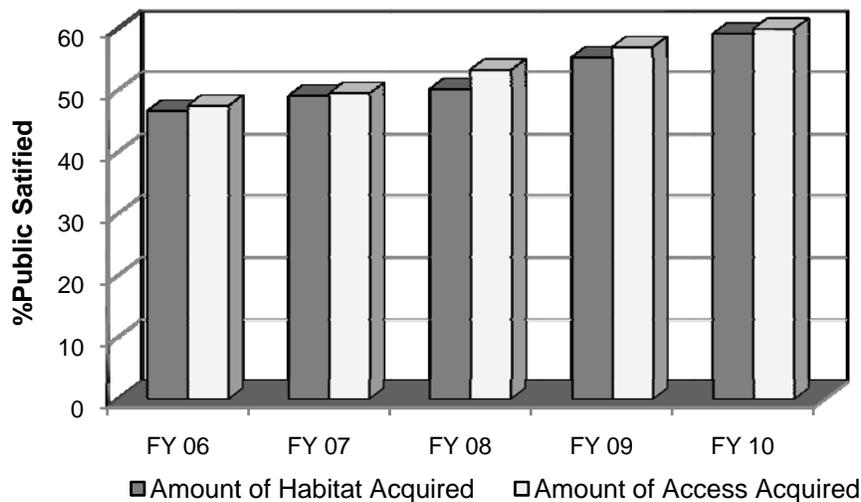
Annually, the Internal Client Satisfaction survey is distributed to Department personnel. The survey provides the opportunity for employees to measure the overall performance of 14 Department programs. In many respects, the ability of the Department to provide services to the external clients depends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

Of respondents who interacted with the Property Rights Management personnel, 87.1 percent indicated they had been treated courteously and professionally, 79.0 percent were satisfied by the attention and timeliness provided and 83.6 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 (Personnel in this program will work to ensure that at least 45% of the public are satisfied with the amount of both habitat and access acquired by the Department).



Story behind the performance:

The Wyoming Game and Fish Commission owns 166,316 acres and administers another 244,476 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 about 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.

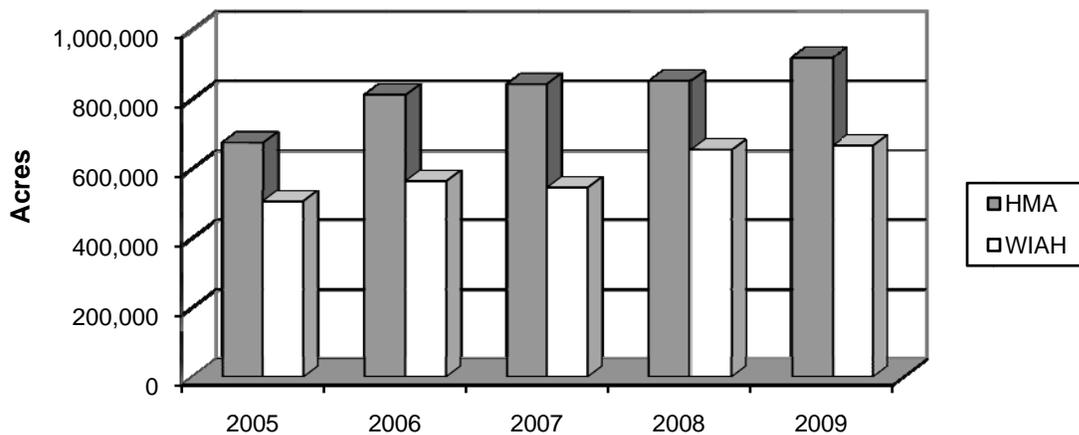
With regards to the amount of habitat acquired, 59.1 percent of the sampled public was satisfied. In regards to the amount of access acquired, 59.9 percent of the public was satisfied. Given the narrow range in satisfaction levels across the years, it is doubtful that the general public satisfaction 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:

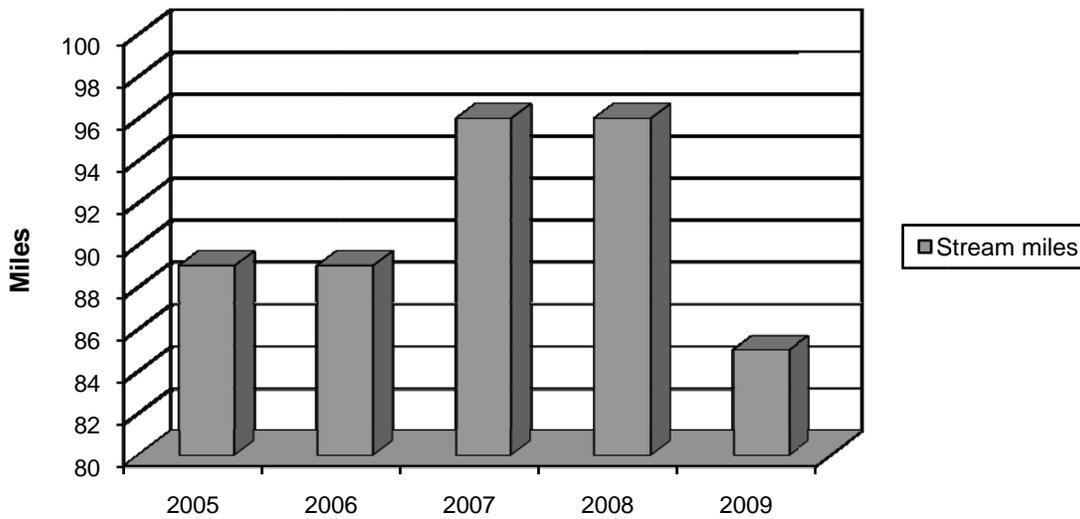
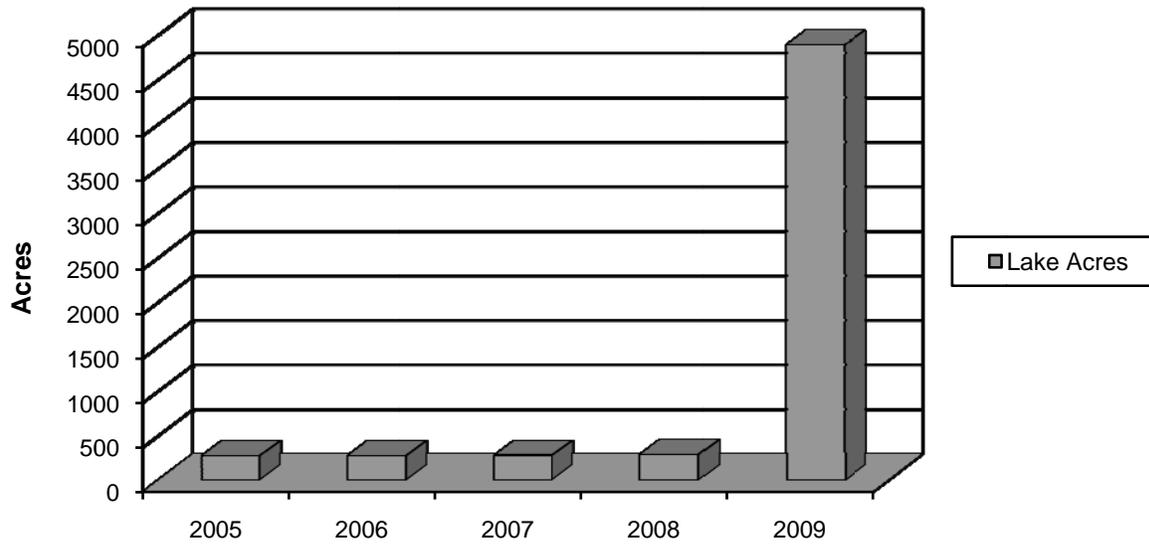
- Continue with implementation of the Department’s Strategic Habitat Plan (SHP) by providing technical expertise to conserve and enhance wildlife habitat through fee title acquisitions, conservation easements, leases, and agreements.
- Continue with implementation of Commission priorities in acquiring 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.

In addition to providing recreational access, the PLPW Access Program assists with increasing cooperation between the Department, landowners and the public; population management of wildlife; and decreasing agriculture damage through harvest.

What has been accomplished:

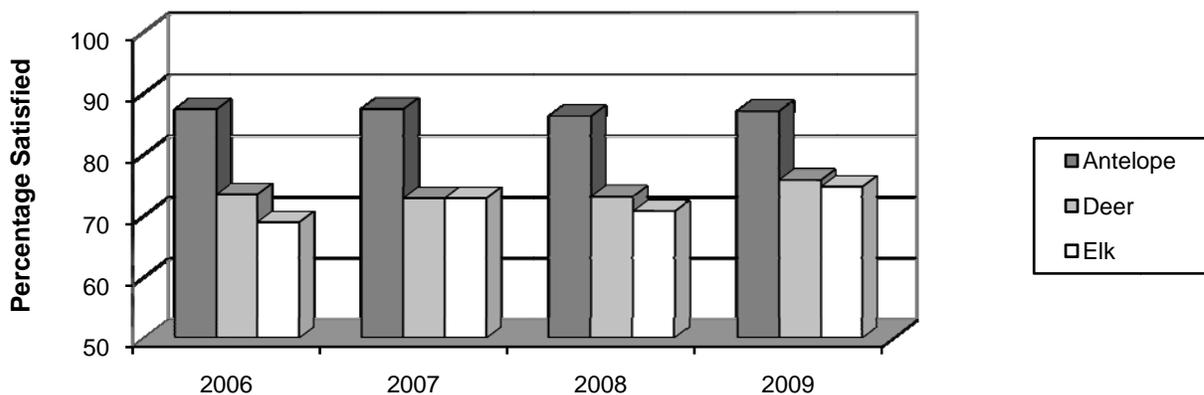
The enrollment in each program for 2009 were: Hunter Management, 917,438 acres; Walk-in Hunting, 665,301 acres; Walk-in Fishing lake acres, 4,891 acres; and Walk-in Fishing stream miles, 85 miles. The average enrollment in each program for 2005-2009 is: Hunter Management, 819,197 acres; Walk-in Hunting, 586,376 acres; Walk-in Fishing lake acres, 1,200 acres; and Walk-in Fishing stream miles, 91 miles. Enrollment in either a Walk-in or Hunter Management Area is dependent on the amount of available Access Yes funds. During 2009, 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.

Combined with public lands that were associated with the enrolled private lands, the PLPW Access Program provided approximately 3.2 million acres of hunting access for the fall 2009/spring 2010 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 be conducting comprehensive surveys in early 2011 on participating landowners, Department employees, hunters, and anglers to determine future needs, concerns, and possible funding.
- PLPW will continue to pursue two additional regional PLPW access coordinators to alleviate the workload on current employees and improve the quantity of services offered to Department personnel, landowners, 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 relatively new performance measure that was initially included in the 2006 hunter harvest surveys. The harvest surveys provide data of hunter satisfaction with the PLPW Access Program. After four years of data, the results show hunters positive view of the Hunter Management and Walk-in Area programs.

What has been accomplished:

The satisfaction with the PLPW Access Program remains high. The 2009 harvest survey data, satisfaction rates are: antelope, 87 percent in 2009 (86.2 percent in 2008, 87.34 percent in 2007 and 87.3 percent in 2006); deer, 75.8 percent in 2009 (73.12 percent in 2008, 72.83 percent in 2007 and 73.1 percent in 2006); and elk, 74.7 percent in 2009 (70.71 percent in 2008, 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. Based on the four years of information, we can determine that overall; satisfaction is high amongst big game hunters using a PLPW Access Program area and has remained relatively constant each year.

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

- PLPW staff will be conducting comprehensive surveys on hunters/anglers, participating landowners, and Department employees to determine program satisfaction.
- PLPW staff will continue to foster cooperative relationships with Department employees for increased assistance with program.
- PLPW will continue to pursue two additional Regional PLPW Access Coordinators position to provide adequate coverage of State.

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.

Program: Regional Information and Education Specialist

Division: Services

Mission: Work cooperatively with Department personnel to increase understanding and appreciation of Wyoming's wildlife resources and the habitats upon which they depend. 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 2010 (FY 10) budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Regional Information & Education	7.0	\$ 658,250

** Includes permanent positions authorized in FY 10 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 seven of the eight Department regional offices. The Jackson position is assigned to both the Jackson and Pinedale regional offices. For the past two years, the Laramie position has had 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 Specialist 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 program by contributing to the E-newsletter, *Wyoming Wildlife News*, *Wyoming Wildlife Magazine*, and the weekly Department news release packet. Each RIES also maintains a regional web page. The RIES program assists the Conservation Education program through the instruction of traditional hunter education courses, 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) educator and youth conservation camps, youth fishing and hunting days, the annual Hunting and Fishing Heritage Exposition (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** through presentations and hands-on workshops to students, civic groups, conservation groups and others.

In September 2009, the Casper RIES position was assigned to assist in the production of *Wyoming Wildlife News* (WWN). This assignment occurred when the WWN editor resigned. On April 7, 2009, Governor Freudenthal implemented a Hiring and Spending Restrictions Executive Order (#2009-3) which prohibited the recruitment for or filling any position vacancy. The restriction included all positions. The order stated that any agency seeking an exemption from the order shall file such a request in writing to the Governor's Office.

The WWN editor position was not exempted under the Governor's executive order. The tenure during which the Casper RIES position will continue as Casper RIES/WWN editor is undetermined.

Due to an unforeseen personnel action, the Lander specialist position was vacated in January of 2010. Several requests were made to the Governor's office per his executive order to fill this position, but each was denied. The position remains frozen until the end of the 2010-2011 biennium. To address the I&E needs of the Lander region, the region was divided among the remaining six specialists and duties were assigned to each.

The Laramie RIES supervisor/specialist applied for and received a promotion to Biological Services supervisor in the Wildlife Division. The Laramie position was vacated in May of 2010 and remained vacant for the remainder of this fiscal year.

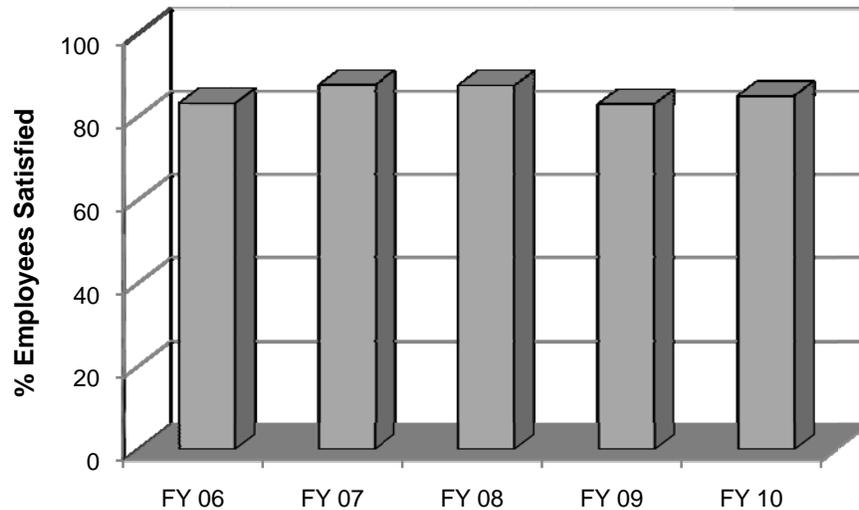
Clearly, the personnel actions stated above have affected the overall performance of the RIES work unit, and the services provided.

Major Accomplishments for FY 10:

- 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) Adapted to the temporary vacancy of two RIES positions and the Wyoming Wildlife News editor by accepting additional responsibility in the Lander region and headquarters office.
- 3) Organized and attended a Regional Information & Education Specialist retreat at which the RIES mission was re-drafted. The work unit also began the process for drafting justifiable criteria to differentiate between exceeds, meets and needs improvement ratings for the nine appraisal standards, consistent with the Department, Services and RIES missions and strategic plans. The work unit also participated in digital file and on-camera in-service training exercises.
- 4) Maintained and updated for the second year, a grizzly bear management web page. The page is updated each Monday with information provided by the Large Predator Management Section, Human-Bear Conflict Management Section, and the RIES work unit.
- 5) Assisted the Conservation Education program with Wyoming Hunting and Fishing Heritage EXPO, Hunter Education, New Hunter Education Instructor Workshop, Hunter Education New Instructor Academy, Project WILD, WILD About OREO youth and educator camps, National Archery in the Schools Program, 4-H Shooting Sports State Shoot and aquatic education programs throughout the state.
- 6) Assisted both Wildlife and Fish Division personnel with community education projects. RIES personnel worked with Wildlife Division statewide bear management personnel to organize and publicize Living in Bear, Lion and Wolf Country seminars. These seminars were attended by over 364 people in nine Wyoming communities around the state.

- 7) RIES personnel worked with Fish Division regional supervisors to participate as greeters and note keepers at the newly implemented aquatic invasive species check stations and to continue to raise public awareness of this important issue.
- 8) Assisted in the Wyoming Range Mule Deer Initiative collaborative learning process.
- 9) Participated as a member of the newly formed Predator Attack Team, providing recommendations on information coordination for incidents where individuals are injured or killed by wildlife.

Performance Measure #1: Percent of employees satisfied with information and education services provided. (Personnel in this program will work to ensure at least 80% of employees are satisfied with the 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 Department 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.

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, 84.9 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 69.2 percent to 96.3 percent. The fact that two positions were vacated and frozen during the reporting period is reflected in the lowest range of satisfaction values.

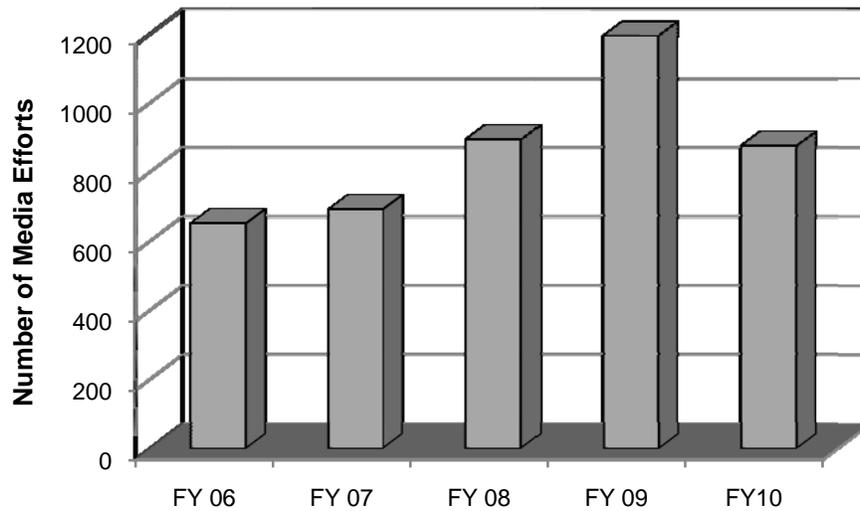
Annually, Department personnel are asked to identify and prioritize regional issues requiring information and education outreach. These priorities, in conjunction with statewide priorities

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 Leadership Team (RLT) level and help to identify monthly work tasks for regional personnel. On average, where each employee's response receives equal weight, 77 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 60.9 percent to 88.2 percent.

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

- Continue to communicate monthly with the RIES 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 program 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 RLT meetings on Internal Client Survey results.
- Acknowledge actions by RIES staff to address regional issues that were/were not accomplished monthly. This will be accomplished by copying RLT core team with each RIES monthly summary currently provided to the RIES lead worker.
- Work closely with the Information Branch employees and supervisor during the reorganization and transition of the RIES into the Information Branch.

Performance Measure #2: Number of media interviews, news releases, radio programs, radio interviews, and television public service announcements provided (Personnel in this program will work to produce at least 800 interviews, news releases, radio programs and interviews, and television public service announcements each year).



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.

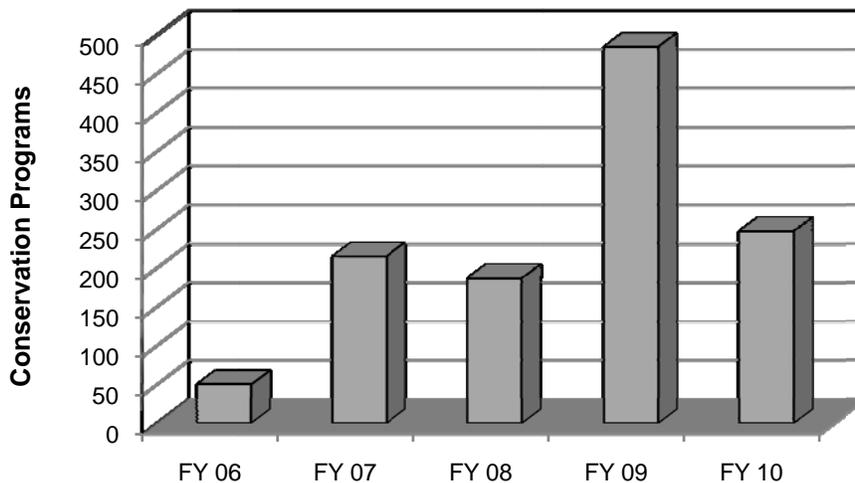
With the implementation of formal work plans and subsequent discussion within the Information & Education leadership team, additional effort is put into the development of media outreach using common tools such as news releases, meeting announcements, public service announcements, interviews and on-site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

The Laramie position served the dual function of being both the Laramie Region RIES and also being the statewide supervisor of the RIES work unit. Media outreach efforts from this position were not expected to be similar in performance to those of the other regions. This organizational change as well as the vacated Lander position is reflected in the decrease in media efforts.

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

- Continue to divide the media responsibilities of the Lander region among the surrounding specialists and communicate frequently with the Lander region to address their needs.
- 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.
- Utilize digital recording equipment purchased to provide digital sound bites to radio stations.
- 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.
- Meet annually with regional media representatives to discuss information distribution efforts and media needs and/or requests. Maintain updated regional media newsgroup e-mail lists for each region.

Performance Measure #3: Number of wildlife conservation education programs (Personnel in this program will work to provide at least 50 education programs per year).



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, New Hunter Instructor Academy, National Archery in the Schools Program, Aquatic Education, Becoming An Outdoors Woman Workshop, WILD About OREO Educator 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.

As stated before, the dramatic decrease in the number of conservation education programs provided is directly correlated to the vacant Lander position.

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

- Each regional will continue to use a monthly record spreadsheet to improve RIES record keeping.
- Meet with the Conservation Education program personnel and Aquatic Invasive Species program coordinator each winter/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 2010 (FY 10) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Regional Terrestrial Wildlife Administration	11.1	\$ 1,767,429 **
Regional Terrestrial Wildlife Biologists	27	3,089,244
Regional Game Wardens	54	6,316,931
TOTAL	92.1	\$ 11,173,604

* Includes permanent positions authorized in FY 10 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 game warden positions.

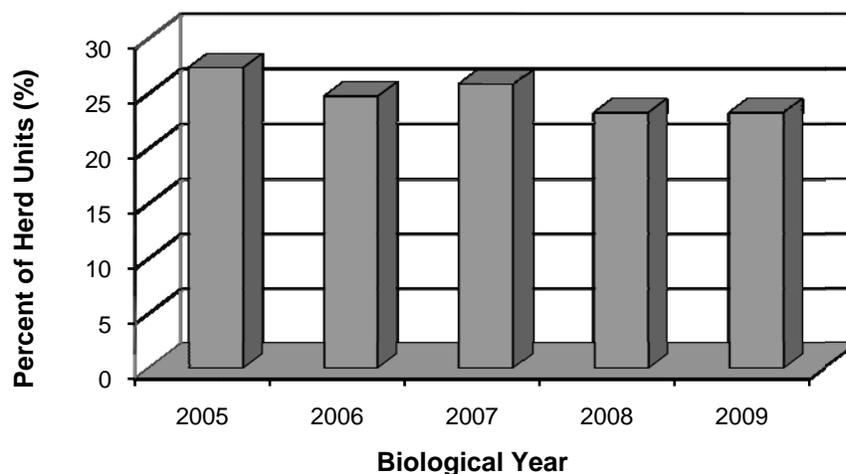
The sub-programs that comprise the Regional Terrestrial Wildlife Management program were previously part of the Terrestrial Wildlife Management program (Strategic Plan FY 04-FY 07, November 2003).

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 Measure #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 game species (pronghorn antelope, mule deer, white-tailed deer, elk, moose, bighorn sheep, mountain goat and bison). In addition, most of the Department's annual income is derived from license sales for these species. Management of these species is the responsibility of the regional terrestrial wildlife biologists, regional game wardens and the regional terrestrial wildlife administration. Percentages reported are based on post-season population estimates of each species presented in the annual Big Game Hunting Season Recommendation Summaries (2006, 2007 and 2009) and the final big game Job Completion Reports (2007 and 2009).

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

Other factors, usually beyond our control, such as access, weather extremes and wildlife disease outbreaks affect the Department's ability to manage herds toward objective. Lack of hunter access to some hunt areas, especially in eastern Wyoming, limits the Department's ability to obtain the harvest needed to maintain or obtain herd objectives. Weather conditions (drought, severe winters) have limited productivity of many deer and pronghorn herds, and many of these herds remain below objective. The Department currently manages some herds below objective because of the effects drought and other factors have had on wildlife habitat. Even when the drought ends, it takes several years for habitat conditions to improve enough to allow many herds to move towards objective. Elk populations are, in general, above objective despite increased cow harvest in recent years and despite brucellosis in some western Wyoming herds. Landscape-scale habitat improvements to benefit big game and other species are needed in many areas and could be funded under the Wyoming Wildlife and Natural Resource Trust (WWNRT), the Wyoming Governor's Big Game License Coalition (WGBGLC), and other sources.

Since 2005, an average of 24.8 percent of big game herds in Wyoming were within 10 percent of their population objective. In 2009 the percentage was 23.2 percent, and the number has ranged from 23.2 percent to 27.3 percent. Of the total 151 big game herds in Wyoming in 2009, 35 herds (23.2 percent) were at objective (+/- 10 percent), 49 (32.5 percent) were above objective, 38 (25.2 percent) were below objective and 29 herds (19.2 percent) had incomplete data.

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:

The Department began implementing the Strategic Habitat Plan (SHP), including incorporating nongame priority areas with those previously identified for big game. The revised SHP was adopted by the Wyoming Game and Fish Commission in 2009. Personnel continue to emphasize habitat management and habitat condition monitoring to federal land management agencies and to the public. The Department informs land management agencies and landowners of habitat improvement priority areas and as resources are available, encourages joint collaboration on

projects. Implementation of the SHP depends upon the cooperation of land management agencies and private landowners.

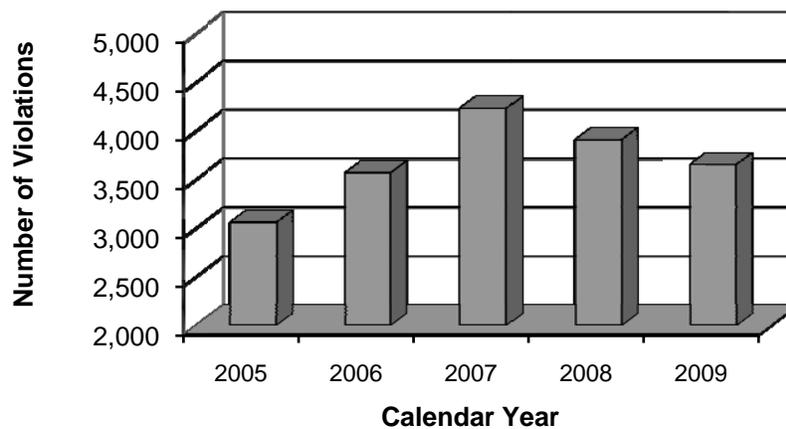
The Department employs habitat biologists in each region and habitat extension biologists in eastern Wyoming that focus on habitat monitoring and improvements on both public and private lands. Much of their effort pertains to big game, and funding from the many sources is being pooled to address priorities in the SHP. Wildlife Division personnel continued to apply for habitat improvement funds from a variety of sources, including the WWNRT, the WGBGLC, many non-governmental organizations (NGOs), and federal programs.

Big game disease surveillance and research continue to be high priorities. Surveillance efforts for brucellosis in northwest Wyoming and chronic wasting disease across the state continued in 2009. The Department completed the five-year test and slaughter pilot project for brucellosis in the Pinedale elk herd, as recommended by the Governor’s Brucellosis Coordination team, in 2009. The Department continued to vaccinate on the state’s feedgrounds to reduce the prevalence of brucellosis in elk. Recently, carotid artery worm, *Eleophoris*, has become a concern in Wyoming moose and statewide surveillance was conducted in 2009. Funding for the Department’s Veterinary Services program was approximately \$1.57 million in FY 10.

What we propose to improve performance in next two years:

- Recommendations for big game hunting seasons will continue to consider factors such as habitat condition, drought, access and management of wildlife disease in addition to the population objective. The Department will continue to fund and promote the AccessYes program in a cooperative effort between the Department and willing landowners. By providing access to private lands this program has allowed the Department to more effectively distribute hunter harvest.

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 entered into a computerized case management system (CMS), but the system was quite cumbersome to use and to keep updated. A new case management system (CMS2) went online in May of 2007. It was more user-friendly and had data-entry parameters to assist in preventing entry errors. The new system allowed enforcement personnel and SALECS dispatch to have access to all closed cases statewide. Individual cases were downloaded to the main system and the statewide cases were uploaded to the individual during a one-step synchronization process. However, in 2008 new computers were loaded with Windows VISTA, which was not compatible with CMS2. This necessitated the development of a web based CMS program, CMS Web. This program will be rolled out in 2010. It will not require a synchronization process and data queries will be more concise.

The ten most common violations for 2010 in order of prevalence are fishing without a license, failure to provide proper safety equipment on watercraft, false statements to procure a license or game tag, trespass, waste of game animal, failure to tag or register a big or trophy game animal, failure to purchase a conservation stamp, hunt in wrong area, wanton destruction of big or trophy game animal and accessory before or after the fact. In 2009 law enforcement personnel discovered 5,538 violations. This is a three percent increase from the number of violations discovered in 2008.

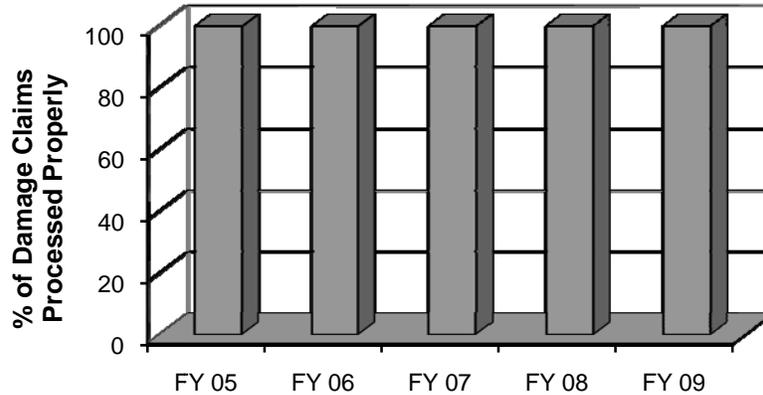
What has been accomplished:

- A comparison of Wildlife Violator Compact data with Department license information has been completed.
- Work has begun on a new VISTA compatible web based CMS program.

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

- Continue to evaluate the location and duties of game wardens and senior game wardens 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 data with Department license information on a routine basis.
- Work with the technology division to develop a CMS program that is compatible with Windows VISTA and includes the desired enhancements of CMS2.

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 05 100 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 2010 (FY 10) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Law Enforcement Administration & Boating Safety	3.0	\$ 433,342**
Law Enforcement Investigative Unit	7.0	730,609
TOTAL	10.0	\$ 1,163,951

* Includes permanent positions authorized in FY 10 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.

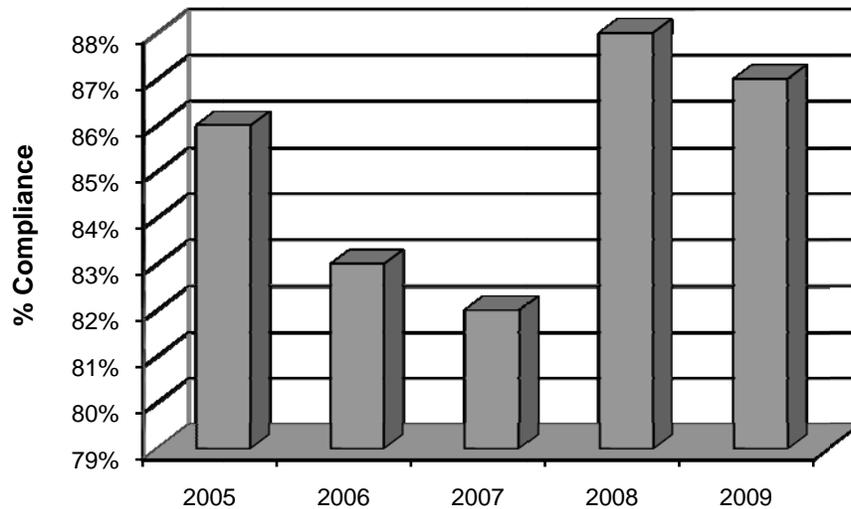
** Does not include federal cost share dollars.

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 game wardens, senior game wardens, and wildlife administration.

During 2009, up to six game wardens 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 2005 the average compliance rate has been 85 percent. Of the last five years, the highest compliance rate was achieved in 2008 with an 88 percent compliance rate and 2007 had the lowest compliance rate with 82 percent. The watercraft regulations with the lowest rate of compliance for 2009, in order of prevalence, were: fail to provide life jackets, fail to provide throwable flotation device, fail to provide fire extinguisher, and operate unnumbered watercraft.

What has been accomplished:

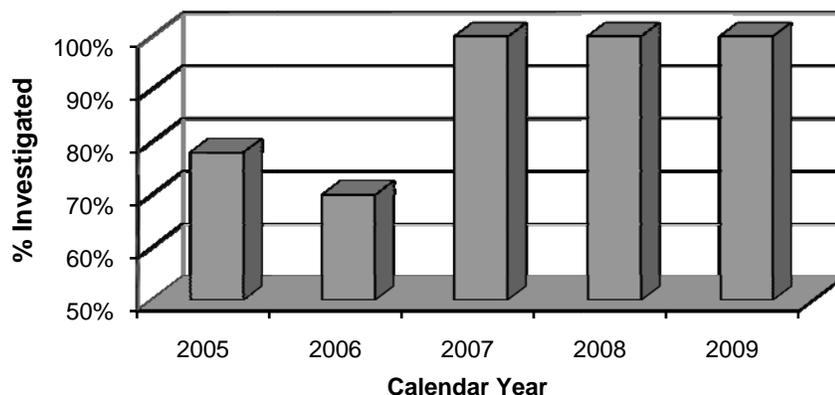
- Three game wardens were hired and assigned to watercraft enforcement.
- Two game wardens received training at the Marine Patrol Officer Course in Charleston, South Carolina. The U.S. Coast Guard operates the facility and provides the instructors and curriculum.
- One game warden attended a boat accident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

- The Department continues to provide the Boating Basics correspondence course.
- Special permit authorization letters were issued for eight watercraft events. The events included such things as regattas, parades, and portable ski courses. The boating safety of both the participants and the public was evaluated before granting any request.
- Enforcement officers spent a total of 6,510 hours on boating safety. This includes time spent on law enforcement, safety and education programs, and search and rescue events.
- Officers responded to and investigated twenty-two accidents.
- New Wyoming statute became effective this year requiring watercraft to be titled upon a change of ownership. The Department worked together with Wyoming Department of Transportation and county clerks to ensure accurate watercraft titling.

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.
- Coordinate 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. Game wardens compile annual reports and statistics covering their boating season enforcement efforts.
- Continue a statewide inventory and evaluation of all regulatory buoys to ensure safe boating. Replace badly worn buoys before the 2011 boating season.
- Continue to work with Wyoming Department of Transportation and county clerks to ensure accurate watercraft titling.

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 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 2009, an average of 468 poaching reports were received, 279 cases closed, \$88,489 in fines/restitutions paid, and \$6,960 in rewards paid annually. These reports and subsequent cases are all a direct result of the Department's Stop Poaching Hotline. During 2009, there were a total of 391 Stop Poaching reports documented and all reports were investigated although some reports remain under investigation. Of these reports, enforcement actions resulted in 279 closed cases. A total of \$131,596 in fines/restitutions was paid to county courts and \$10,850 in rewards was paid to informants during 2009. Stop Poaching Hotline calls are answered by SALECS dispatchers. During 2008 the SALECS dispatch center was moved to a new location and a new phone system was installed at the dispatch center. The new phone system does not accurately track the numbers of Stop Poaching calls received. A new tracking method was instituted in 2009 and more accurately reflect the number of calls received. These problems did not affect the tracking of rewards and fines/restitutions.

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 2009 was the second highest in the history of the program and the amount of rewards paid were the fifth highest in the history of the program.

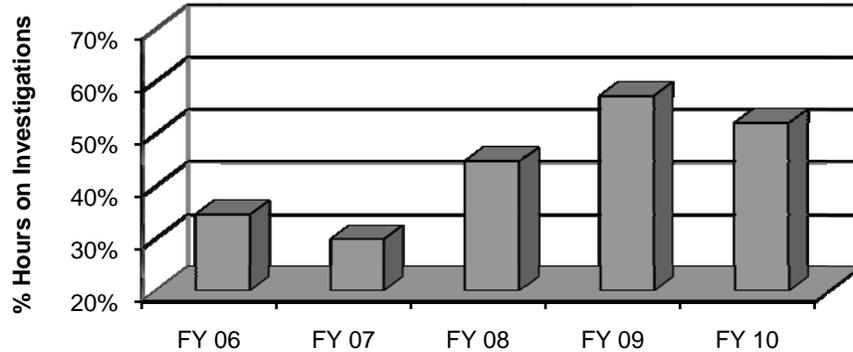
What has been accomplished:

- 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.
- The location of the link to the Stop Poaching program application was changed to the Department's home page. The new location has made the program more prominent and the application more readily accessible.

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

- Continue to provide a 24-hour 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.
- Continue to monitor the SALECS tracking system of the Stop Poaching Hotline to ensure that calls are being accurately documented. Work toward a better phone system that accurately tracks the Stop Poaching calls.
- Ensure that the Stop Poaching toll-free number, out of state long distance number, and the Stop Poaching web link appear on all Commission Regulation booklets.
- Evaluate the possibility of enacting a text message reporting system. Stop Poaching tips would be sent in via text messages to SALECS and dispatched to the appropriate officer.

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. However, the Pinedale/Jackson Investigator position has been vacant for all of this fiscal reporting year. 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 06, an average of 6,169 investigative hours were completed annually. In FY 10, the Unit was involved in hundreds of cases of all sizes and spent 6,885 hours investigating cases. Several undercover cases have also been worked.

What has been accomplished:

- Five Wildlife Investigators and one Investigator Supervisor were able to spend 6,885 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 thru supervision and quarterly Investigative Unit meetings.
 - Fill the vacant Pinedale/Jackson Investigator position when the hiring freeze is lifted.
-

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 2010 (FY 10) budget.

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Biological Services	6.5	\$ 971,063
Terrestrial Nongame (CWCS)	10.2	870,167
Migratory Game Bird (Waterfowl)	1.0	154,897
Trophy Game Mgmt. & Research	4.5	494,649
Trophy Game Conflict Resolution	6.7	650,092
Sage-Grouse Conservation	2.0	1,416,065
Predator Management	0.0	100,000
TOTAL	30.9	\$4,656,933

** Includes permanent and contract positions authorized in FY 10 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

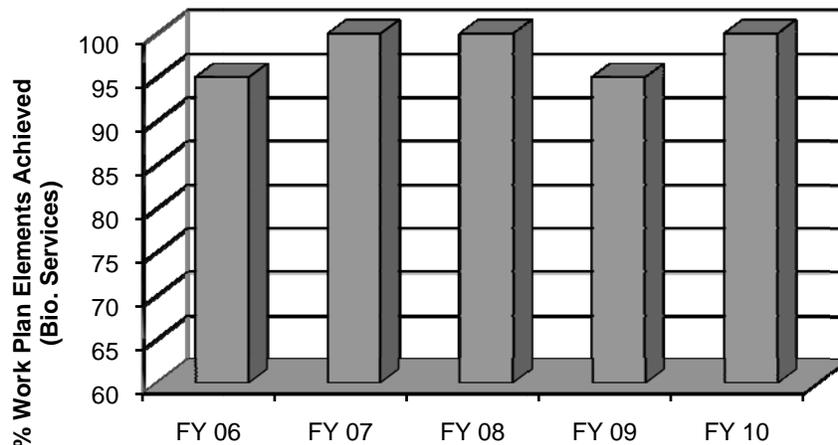
The sub-programs that comprise the Statewide Terrestrial Wildlife Management program were previously part of the Terrestrial Wildlife Management program (Strategic Plan FY 04-FY 07, November 2003). The Migratory Game Bird sub-program was previously referred to as the Waterfowl sub-program. The Trophy 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 work plan elements achieved continues to be the measure of Biological Services' annual performance. In recent years, major work plan elements have ranged between 18 and 21 annually. These work elements are selected based on the importance of the particular products and services Biological Services provides to the internal and external customers.

Over the past five years, Biological Services has completed an average of 98 percent of its major work plan elements. In FY 10, 100 percent (19 of 19) of the major work plan elements were completed. While our record of completing major work plan elements is good, accomplishing them can be a challenge because the section is often assigned a number of unplanned, urgent, high priority items each year by wildlife administration and/or the director's office. Section's

personnel include some latitude in their annual work schedules in anticipation of these unplanned assignments.

In FY 10, significant unplanned work elements included preparing compilations of big game management statistics for various purposes and completing pending items assigned to the section by administration. The Cheyenne Staff Biologist was required to continue helping with policy, regulation and document reviews again this year.

What has been accomplished:

Major work plan elements identified annually constitute a large percentage of, but not all, the duties and tasks for which the Section is responsible. Each is important to someone, and in some cases, is significant to a broad range of internal and external customers. For FY 10 these elements were:

- Western Association of Fish and Wildlife Agencies sage-grouse team and in-state sage-grouse duties
- Statewide waterfowl program administration/supervision
- Pacific and Central Flyways – all related duties
- State Wildlife Action Plan (SWAP) revision which should be completed in FY 11
- Wyoming Landscape Conservation Initiative Science and Technical Advisory Committee
- Coordinator/supervisor/biologist meetings, help plan/attend/contribute
- Habitat and Technical Advisory Group Committee duties other than SWAP
- 6T50 Budget preparation and administration
- Biological Services program administration/supervision
- Maintenance and Operation research proposals – Review, edit and recommendations on funding, study tracking and follow-up
- Regulation development, review and hunt area map revisions (big game, trophy game, small game, migratory and upland game, furbearers)
- Bobcat Convention on International Trade of Endangered Species (CITES) annual report
- Wildlife nuisance calls
- Big and trophy game harvest survey, coordinate with external provider
- Moose and bighorn sheep harvest surveys, conduct internally
- Small, upland and migratory game plus furbearer harvest surveys, conduct internally
- Wildlife Observation System (WOS) administration and management
- Job Completion Reports (JCR) - publication, database maintenance, herd history spreadsheets
- Maintenance of black bear and mountain lion hotlines

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

- Continue to develop work schedules for section personnel that address essential and high priority functions while allowing time to accommodate unplanned assignments.
- Improve JCR software and the instruction manual to help regional personnel produce JCR reports in final form requiring minimal corrections prior to publication.
- Continue to cross-train on several databases the section maintains.

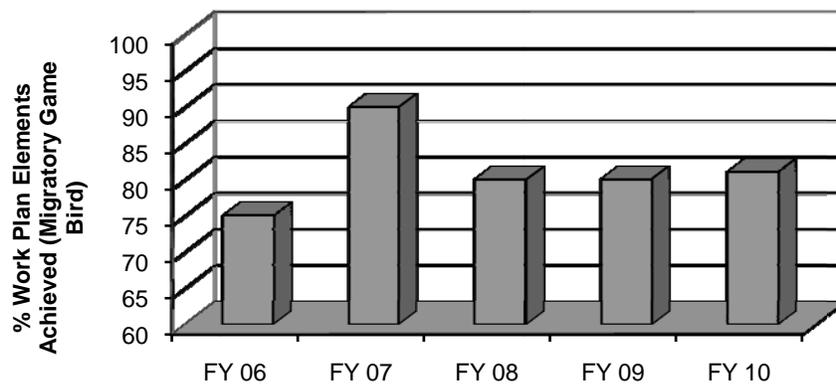
- Continue exploring ways to streamline surveys, reports, and other products, in order, to make them more efficient and useful.
- Continue to reduce printing costs and improve internal communications by posting WGFD publications and users manuals on the website.
- Continue to update and maintain the Wildlife Observation System program.

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 well, 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 have proposed 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, internal clients could be queried regarding the timeliness of services received. This latter measure could be tracked primarily by the sub-program for our own, internal purposes. 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 the last few years’ internal satisfaction surveys. At some point, the section can now convert to the performance measure of satisfaction rather than the work elements achieved that has been used the preceding several years. The section 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 season recommendations, Central and Pacific Flyway Technical Committee

functions and responsibilities, Bump-Sullivan Managed Goose Hunt, budget preparation, dissemination of information, recommending protection/mitigation for 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 primarily reflect the duties within the scope and mission of the sub-program, and are vital to managing migratory game birds at state and interstate scales. Since FY 06, the Migratory Game Bird Management sub-program completed an average of 81 percent of its annual major work plan elements. In FY 10, 80 percent (eight of ten) of the major annual work plan elements (and 90 percent of the minor work plan elements) were completed. Of the ten major work plan elements, one was not attainable due to drought and lack of water in Bump-Sullivan Reservoir. The other element not achieved was management of goose nesting structures, which was omitted due to higher priority tasks.

Duties for the Pacific Flyway are divided among the Migratory Game Bird Biologist, Jackson Nongame Bird Biologist and the Alpine Staff Biologist. The Migratory Game Bird Biologist, and with assistance of the Nongame Bird Biologist, conducts several surveys of migratory game birds. The Alpine Staff Biologist represents the Department at the Pacific Flyway Technical Committee meetings and prepares recommendations for migratory game bird hunting seasons in the Pacific Flyway in collaboration with the Migratory Game Bird Biologist.

In FY 10, banding was eliminated from the list of priority work plan elements. However, the Migratory Game Bird Section is providing financial support through the Central Flyway Council to help fund a preseason duck banding effort being carried out in the Central Flyway.

Another priority is to maintain and evaluate over 800 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, on 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. Surveys include the September crane, mid-winter waterfowl, Canada goose winter classification, and Canada goose breeding surveys. In addition, a goose molting survey is conducted every fifth year.

The Migratory Game Bird Section remains strongly committed to migratory game bird management through the national flyway system. The Section's involvement includes development and revision of management plans for the various migratory game bird populations, providing input on policy decisions, setting annual hunting seasons, and producing annual job completion reports for hunted populations in both the Central and Pacific Flyways. These processes require representatives from Wyoming to participate in the Flyway Technical Committee meetings held annually in December/January, March and July.

The Migratory Game Bird Section is also directly or indirectly involved in 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 hunting season recommendations, 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 Migratory Game Bird Biologist, recommended hunting seasons in the Pacific Flyway. The Migratory Game Bird Biologist also participated in the Central Flyway Wingbee.

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

The goose nesting structure database was updated with current information. The 2009 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 included funding support for the Central Flyway preseason duck banding effort. Two crews banded ducks in North Dakota during FY 10.

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

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.

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

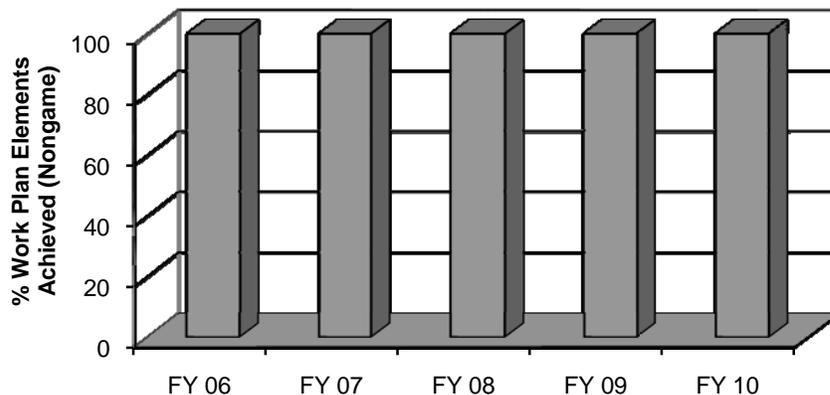
- Prioritize work elements; some work simply will not get done due to staffing limitations and other demands. Explore ways to streamline and economize the existing workload where possible.
- Improve coordination and communication with other Department personnel whose duties may have some bearing on goals and objectives of the Migratory Game Bird Section, and with those personnel who are occasionally requested to assist with surveys and other functions.
- Investigate options to secure additional technical and clerical assistance (e.g., student volunteers, outside funding).
- 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 that can be anticipated and accommodate unplanned assignments, possibly by deemphasizing some of the less critical work elements.

Data development agenda:

The number of work elements achieved annually may not be an ideal measure of success, but seems to provide the most practical approach given the diversity of duties within the sub-program. An alternative would be the annual number of (hunter) recreation days supported by the migratory game bird sub-program. However, many factors outside the influence of Migratory Game Bird sub-program personnel can affect that metric, for example, bird production and survival in other parts of the continent, weather during the migration period, and changes in the federal hunting season frameworks. 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.

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 associated habitats; 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 Wildlife Action Plan were recently added as major elements.

A limited number of elements can be reasonably 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. New state funding from the general fund and the Governor's budget along with Federal appropriations, such as State Wildlife Grants have been extremely helpful for initiating new projects through grants and contracts. However, the long-term effectiveness of additional funding is limited by restrictions on additional permanent personnel and the short-term or inconsistent nature of funding.

What has been accomplished:

- As outlined in Appendix VII of the State Wildlife Action Plan (SWAP), formerly the CWCS the bird and mammal inventory and monitoring plan was continued and includes several levels of monitoring intensity. In FY 10, annual monitoring of population trends was conducted on species such as the bald eagle, common loon, long-billed curlew, peregrine falcon, trumpeter swan, and black-footed ferret. Species with baseline data and repeated surveys every three to five years were surveyed and included colonial waterbirds, several species of bats, and swift fox. Monitoring efforts that serve as a coarse filter for early detection of birds that may need to be included in Wyoming's species of greatest conservation need (SGCN) list continued. This effort included 63 roadside breeding bird survey routes, 168 point count transects, and several riparian transects and one banding station.
- As identified in the SWAP, recovery efforts for the black-footed ferret continued and included habitat mapping and monitoring a portion of the ferret population. In FY 10, ferret surveys focused on areas outside of the habitat known to be occupied by ferrets. Approximately 334 personnel hours resulted in 12 observations documenting that ferrets continue to expand their range and now occupy more prairie dog colonies than previously estimated.
- 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. Monitoring of completed swan wetland habitat projects on private lands in the Green River basin is ongoing and preliminary work that allows for the initiation of an additional wetland project was completed. Along with the new funding sources, the necessary planning and administration allowed for the initiation of numerous grants and contracts to collect more baseline information on: sagebrush bird and mammal obligates, nesting raptors, expanded statewide grid sampling for birds, initiating a monitoring program for important bird areas, an evaluation of the ferruginous hawk population status, Wyoming pocket gopher, pygmy rabbits, Preble's meadow jumping mouse and baseline inventories of small mammals in Thunder Basin.

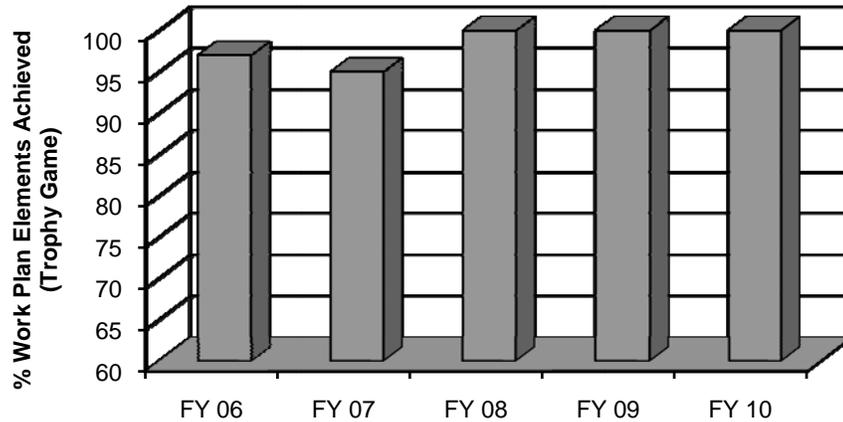
What we propose to improve performance in the next two years:

- 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 long-term funding allowing for necessary planning.
- 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: annual grizzly bear observation surveys; aerial monitoring of radio collared bears; research trapping; continued implementation of alternative methods of grizzly bear population monitoring; management of multiple databases for grizzly bears; analysis of annual black bear and mountain lion harvest data and management of the databases for this information; public meetings addressing black bear and mountain lion management practices; meetings with regional Department personnel to address black bear and mountain lion harvest; analysis findings and development of dialogue relative to season setting processes; participating on the Interagency Grizzly Bear Study Team (IGBST); fulfilling information requests; preparation of various annual reports; and implementation of new monitoring techniques. 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 and black bears.
- Coordination with Shoshone/Arapaho tribes for continued grizzly bear research opportunities (camera research/research trapping) for FY 2010/2011.
- Conduct aerial monitoring of radio collared grizzly bears.

- Coordinate and conduct observation flights.
- Manage database for telemetry flights.
- Coordinate all grizzly bear radio collar refurbishments and purchases for both the Research and Conflict Management sections.
- Completed statewide assessment of winter mountain lion habitat relative to harvest criteria.
- Conduct numerous information and education programs relative to ursid/mountain lion ecology, management and human safety/awareness.
- Manage black bear and mountain lion harvest databases and prepare annual harvest summaries.
- Analyzed mountain lion harvest data for initial three year management period, conducted various public meetings, regional Department meetings, and met with the Commission to finalize upcoming harvest regulations.
- Represented the Department at regional and national meetings for black bears and mountain lions.
- Assisted with mountain lion conflict resolution and capture issues.
- Initiated development of a new tooth aging guide for black bears.
- Participated in the IGBST, Yellowstone Grizzly Coordinating Committee (YGCC), and Interagency Grizzly Bear Committee (IGBC) committees.
- Sampled two black bear den sites for ongoing fecundity study.
- Conducted remote sensing camera operations to document grizzly bear distribution. Prepared annual report on findings.
- Finalized data analyses technique to update distribution data for grizzly bears, currently finalizing manuscript.
- Prepared multiple 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. Authored several chapters. Book editing complete and proposed to be in print Fall 2010.
- Completed all reporting requirements for Federal Section 6 and Conservation Strategy funding.
- Continued to develop internal hunting regulations for grizzly bears.
- Continue to coordinate with Idaho and Montana for allocating discretionary grizzly bear mortality.
- Prepared two research proposals for mountain lions, identified potential for departmental inclusion into current research on mountain lions in Jackson region to finalize results.
- Prepared one research proposal for black bears.
- Provided comments and edited several research proposals for trophy game species.
- Provided comments/edits for several agency black bear and mountain lion management plans and provided input into efficacy of management scenarios for trophy game species.

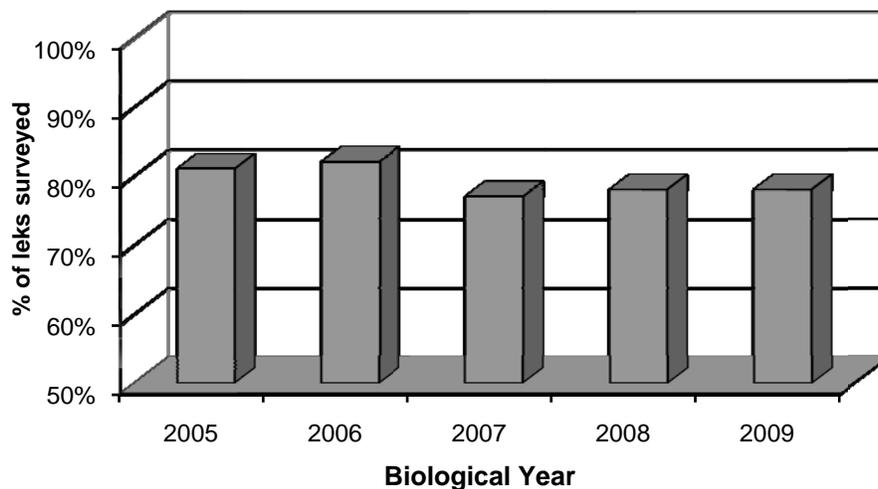
What we propose to improve performance in the next two years:

- Continue to meet with regions related to black bear and mountain lion management issues.
- Continue to educate the public, as well as, Department personnel on the fundamentals of trophy game ecology and management in Wyoming and the function of the trophy game section.
- Continue to develop potential research efforts assessing black bear and mountain lion ecology and management issues within and beyond Wyoming.
- Continue to develop allocation process for grizzly bear hunting allocations.
- Explore options for annual reporting and collection of grizzly bear data.

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, the Section will continue 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. Investigation into measures that satisfy this criterion will continue 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 2010 (end of biological year 2009) there were approximately 2,025 known occupied sage-grouse leks. Department personnel, together with personnel from other agencies, volunteers and consultants, surveyed 78 percent of these leks at least once. The proportion of leks checked in the previous 10 years (biological years 2000-2009) averaged 75 percent.

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 it is presumed the location of most leks is known, 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, 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 associated activity. 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, not to fall below 10 males/lek during cyclical lows. 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 due to drought, but also due to increasing disturbance and fragmentation associated with natural gas development. In biological years 2004-2005, the average number of males/lek increased at least in part because of 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 contributed to declining sage-grouse numbers over the last four years. In the spring of 2010, the average number of males on “count” leks was 20, down from the recent high of 46/lek in the spring of 2006 but substantially higher than the low of nine/lek reported in 1995. Monitoring and research suggests sage-grouse populations cycle; similar to rabbits.

In December 2007 a federal District Court judge ordered the U.S. Fish and Wildlife Service (Service) to reconsider its 2005 decision of “not warranted” for listing Greater Sage-grouse as threatened or endangered under the Endangered Species Act. On March 5, 2010 the Service issued its new decision of “warranted but precluded” which means Greater Sage-grouse have become a “candidate” for listing but are precluded from immediate listing due to higher priorities. This status is reviewed annually by the Service. In its decision document, the Service specifically cited Wyoming’s Core Area Strategy (described below) as a mechanism that, if implemented as envisioned, should ensure conservation of sage-grouse in Wyoming and therefore help preclude a future listing.

The Wyoming Game and Fish Department and Commission maintain management authority over candidate species and management emphasis will continue to focus on implementation of Wyoming’s Core Area Strategy.

What has been accomplished:

- In an unprecedented move to coordinate sage-grouse conservation efforts across the State of Wyoming, Governor Dave Freudenthal utilized the recommendations from his Sage-Grouse Implementation Team and released an Executive Order on Aug. 1, 2008 that directed state agencies to work to maintain and enhance greater sage-grouse habitat in Wyoming. These actions constituted Wyoming’s Core Area Strategy. Following the updates prepared during the spring and summer of 2010 by the Implementation Team, Governor Freudenthal issued a new Executive Order on August 18, 2010 to replace that from 2008. Implementation of the

Executive Order and core area management concept has resulted in state and federal agency policy and stipulation changes, modifications of projects being implemented by the oil and gas industry and curtailment or modification of some wind energy developments.

- 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 (\$2.6 million) together with other public and private funding sources. To date, approximately 100 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 current biennium as a result of new General Fund appropriations (\$1.1 million).
- 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 aid in the analysis, interpretation and distribution of sage-grouse population and management information in Wyoming.

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

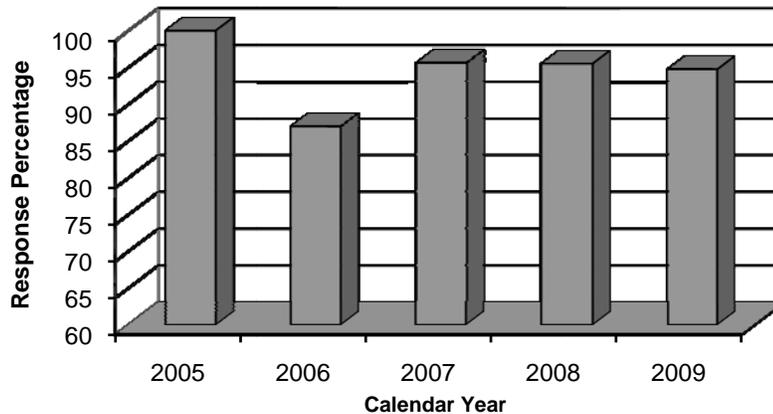
- While weather events and the nation's energy policy will greatly determine future trends in Wyoming's sage-grouse population, efforts to proactively manage sage-grouse and their habitats will continue via implementation of the eight local working group plans and the Core Area Management Strategy.
- The Department's sage-grouse database is currently being revised and upgraded in order to improve accuracy of the data and efficiency for those collecting, entering, reporting and utilizing the data. This revision should be complete and in use in 2011.
- Statewide sage-grouse seasonal habitat mapping is underway. The results of this effort will greatly enhance management of sage-grouse by better indentifying locations that would or would not benefit from habitat protection and/or enhancement.

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 2005, the Trophy Game Conflict Management Section has responded to an average of 93.3 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 into 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 94.7 percent (n=179) of reported (n=189) conflicts between humans and black bears, grizzly bears, gray wolves, and mountain lions 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 rate. The conflict management sub-program will determine its effectiveness by calculating the percentage of reported conflict situations responded to by section personnel.

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 2010 (FY 10) budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2009 Annual Budget</u>
Strategic Management	1.0	\$133,198

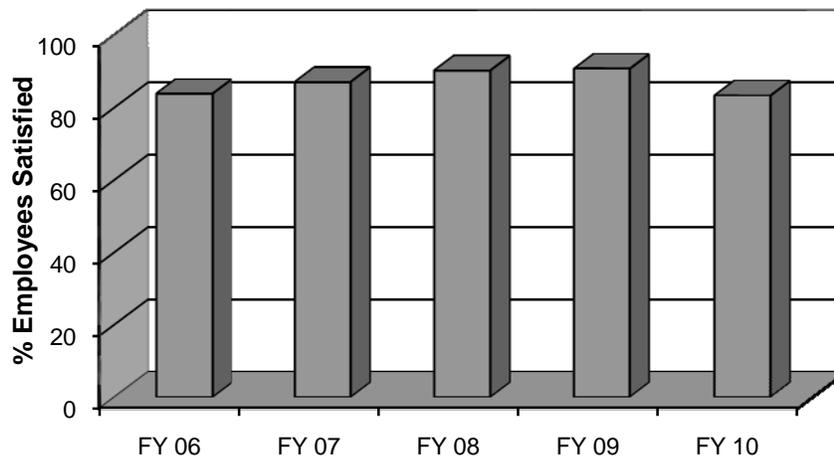
**Includes permanent and contract positions authorized in FY 10 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

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, improve the Department’s ability to set goals 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, 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 (SMC) works closely with other divisions within the Department to measure public satisfaction, Department effectiveness, public support, and trend forecasting. The SMC also assists management with the creation of and annual reporting on the Department Strategic Plan. This position also serves as the Human Dimensions Coordinator, which is the component of the position that handles the public involvement and input program functions. 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 06, an average of 87 percent of Department employees who had interacted with the Strategic Management Coordinator and who responded to the question were satisfied with the services provided. The number of employees rating satisfaction with services provided rose steadily from FY 06 to FY 09. During FY 10, 30 percent of employees who responded to the survey indicated that they had interacted with the SMC, and of those, 83.3 percent indicated that they were satisfied with the services provided and 13 percent indicated a rating of neutral. The decrease in percentage of satisfied employees is a result of a decrease in the number of respondents, and an increase in percentage of neutral ratings. Human dimensions projects involving collaboration with field personnel and personnel at the Cheyenne headquarters have increased in the time that renewed emphasis has been placed on human dimensions research. This has allowed the SMC to become better acquainted with many Departmental programs and functions and has enabled personnel to become more familiar with the information human dimensions research can provide. The process for prioritizing human dimensions projects through communication with each division and the Director's office in preparation for each upcoming fiscal year has continued. However, additional projects assigned throughout the year, the expansion in scope of ongoing projects, and preparation for the revision of the Departmental Strategic Plan have increased workload and hindered the ability to move to other prioritized projects.

Continued high satisfaction in results were found in survey questions about (1) attention and timeliness and (2) courteousness and professionalism. For FY 10, satisfaction with the level of courteousness and professionalism displayed by the Strategic Management Coordinator was at 92.6 percent. Satisfaction with attention and timeliness decreased from 96.4 percent in FY 09 to 88.5 percent in FY 10. Reasons for the decrease in satisfaction with attention and timeliness are likely similar to those for decreases in satisfaction with overall services, as the two measures are highly correlated. Both courteousness and professionalism and attention and timeliness 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 is not a priority, or if the proposed task will take priority over other planned projects, in a timely and professional manner, clearly explain to requesting personnel the implications of new projects. This effort should maintain communication between the Strategic Management Coordinator and Department personnel.
- Develop a feedback loop for each human dimensions project. Identify personnel at the beginning of project development for feedback relative to each project in order to assess levels of timeliness and service throughout the fiscal year, and make corrections where needed on ensuing projects. This will allow for improved services based directly on the needs of the personnel with whom the Strategic Management Coordinator works most often and give insight relative to the annual satisfaction survey.
- 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.

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 2010 (FY 10) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Regional Office Management	20.0	\$ 1,324,023
Headquarters and Regional Office Buildings	2.5	1,357,605
TOTAL	22.5	\$ 2,681,628

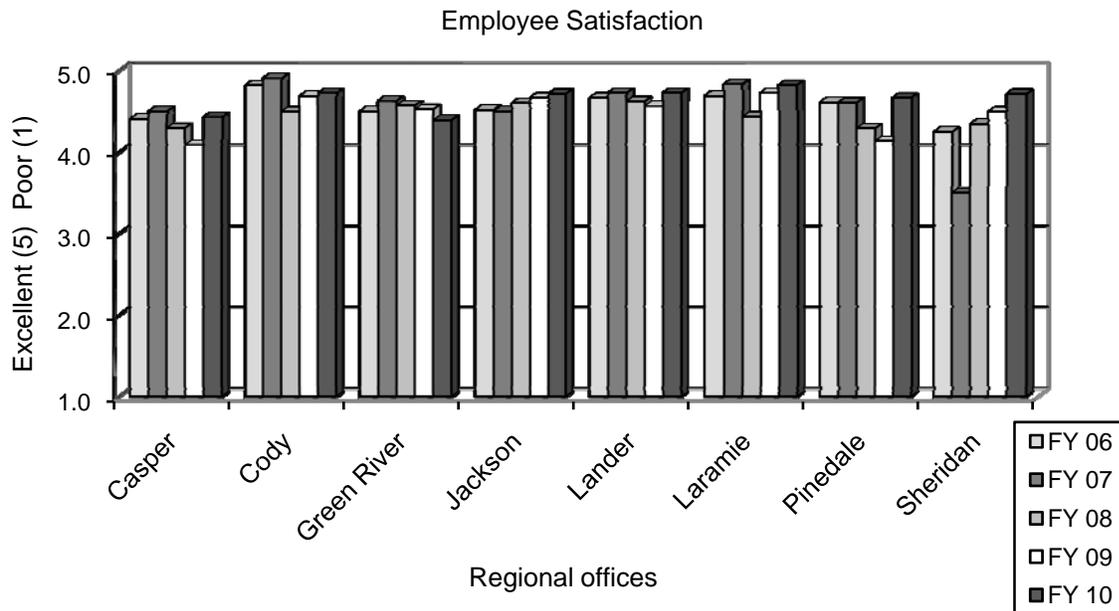
**Includes permanent, contract and temporary positions authorized in the FY 2010 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

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 (Personnel in this program will work to achieve a score of at least 4).



Story behind the performance:

Regional office managers continued to be tasked with new challenges in FY 2010 as enhancements to the new point of sale licensing system put into place in the previous year continued. Additionally, regional office managers were an integral part of the new Aquatic Invasive Species (AIS) program decal issuance process. Fortunately, regional offices did not experience turnover in permanent personnel, a key factor in predicting customer satisfaction and accordingly, overall satisfaction with regional office satisfaction increased slightly.

Annually, the Internal Client Satisfaction survey is distributed to permanent personnel. The survey provides the opportunity for employees 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.

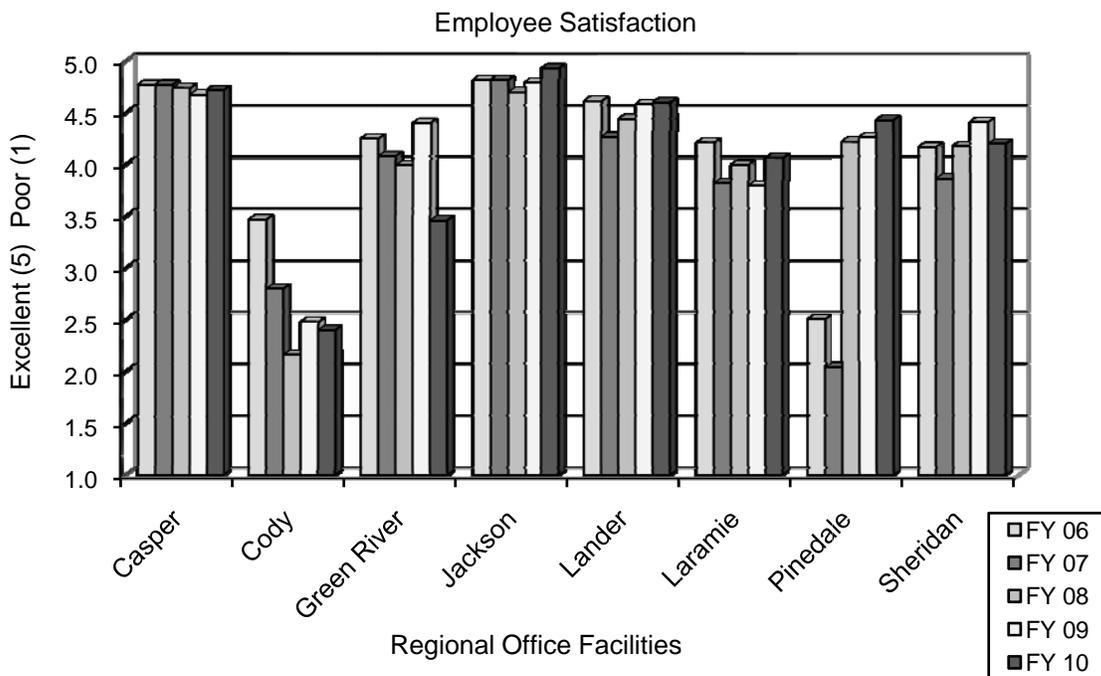
Overall in FY 10, the regional offices received a score of 4.6 on a scale of 5 (excellent) to 1 (poor) based on employee satisfaction with the level of regional office management support, up from 4.5 in the previous year. The highest score 4.8 was received by the Laramie region and the lowest score 4.4 was received by the Green River office. However, 7 of the 8 regional offices scored higher in FY 10 than in any previous year and all offices scored between “good” and

excellent”. 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 (Personnel working with this program will work to ensure that each facility receives a rating of at least 4).



Story behind the performance:

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 that previously housed the Bureau of Land Management. The only regional office in which satisfaction level is poor (2.4) is in the Cody office. 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 personnel in the trophy game conflict resolution area in recent years, the facility 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. Additionally, satisfaction in the Green River region also decreased to a level between neutral and good (3.46).

In the last 2 to 3 years, the Department has had a significant expansion in the number of seasonal temporary personnel performing fieldwork. Funding has been received for multiple sensitive species and habitat projects necessitating this increase and while that funding has been extremely helpful in meeting Department priorities in this area, the hiring of additional personnel often results in overcrowding in these offices. The Green River office is such an example. It is believed that satisfaction levels at offices are directly proportional to the newness of the facility and amount of workspace provided for employees.

Annually, the Internal Client Satisfaction survey is distributed to permanent personnel. The survey provides the opportunity for employees 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.

Overall in FY 10 the regional offices received a score of 4.1 on a scale of 5 (excellent) to 1 (poor) based on employee satisfaction with the workspace provided by the facility in which they are housed, approximately the same as in FY 09. The highest score 4.93 was received by the Jackson area, which has the newest facility, the lowest score 2.4 was received by the Cody region.

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

- During the 2010 legislative session, the Department requested and received capital construction funds from the legislature for a modular unit at the Cody regional office and three dry storage units at Green River, Laramie and Lander. It is anticipated that these projects will help to somewhat alleviate overcrowding issues at least on a temporary basis.
- In the next year the Department will be looking into evaluating space needs at both the Cody and Laramie office and developing a plan that may include future general fund capital construction requests for one or both of these facilities. The Cody regional office replacement/expansion remains the Department’s first priority for administrative facilities. The Department wants to insure that any evaluation considers location as it relates to meeting customer needs, in addition to adequate office and storage space.

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 2010 (FY 10) budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2010 Annual Budget</u>
Laboratory Services	8.0	\$ 604,794
Veterinary Services	15.0 **	1,879,104
TOTAL	23.0	\$ 2,483,898

* Includes permanent, contract and temporary positions authorized in the FY 10 budget.

** Five of these positions are federally funded; the rest of the budget is paid for by general appropriations.

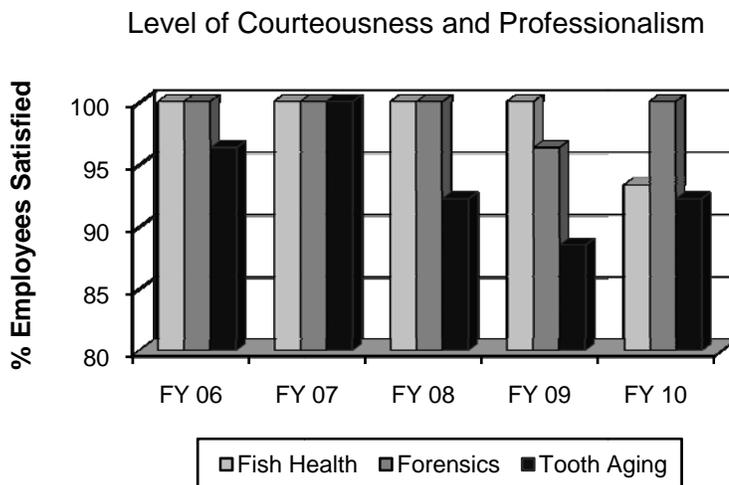
The Laboratory Services sub-program was previously referred to as the Game and Fish Laboratory sub-program (Strategic Plan FY 04-FY 07, November 2003).

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.

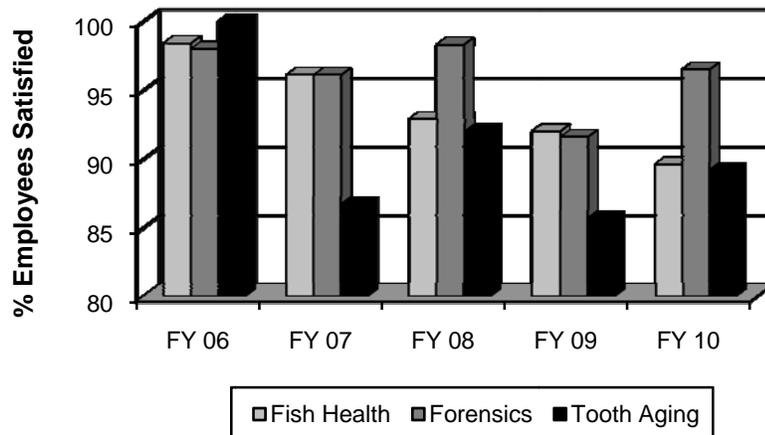
Primary Functions of the Wildlife Health and Laboratory Services Program:

- **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.

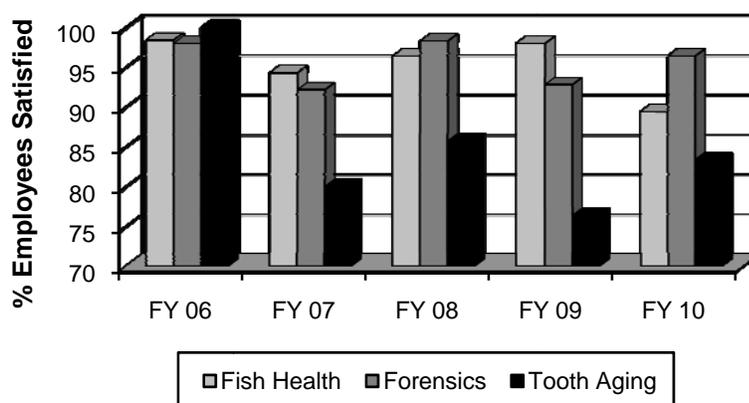
Performance Measure #1: Percent of employees satisfied with Laboratory sub-program (Personnel in this program will work to ensure at least 90 percent of employees are treated in a courteous and professional manner, 90 percent of employees will be satisfied with the attention and timeliness provided, and 90 percent of employees are satisfied with the services provided).



Level of 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 of our clients are internal, this survey is one of the most important indicators of effectiveness of the Laboratory. The Laboratory provides big game tooth 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 10, among respondents who had interacted with personnel and responded to the specific questions, a total of 93.2 percent of employees were either “very satisfied” or “somewhat satisfied” with the level of courteousness and professionalism exhibited by Fish Health, 100 percent with Wildlife Forensics, and 92.1 percent were satisfied with the Tooth Aging. When asked about the level of attention and timeliness, 96.5 percent of employees were either “very satisfied” or “somewhat satisfied” with Forensics, 89.6 percent with Fish Health, and 89.2 percent were satisfied with Tooth Aging. Of those who had interacted with the Laboratory personnel, 96.4 percent of employees were either “very satisfied” or “somewhat satisfied” with the quality of services offered by Forensics, 89.4 percent with Fish Health, and 83.4 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 92.2 percent. This would indicate that a large majority of our customers are happy with the services provided by the laboratory; this however is a decrease from FY 08 high score of 95 percent (and is an insignificant increase from the FY 09 score). This decrease in total score could be because this was an extremely busy year and the laboratory was down two fulltime staff in fish health (Fish Health Program Coordinator for six months and Aquatic Animal Health Inspector for eight months) as well as seeing three different tooth aging coordinators during fiscal year. The lowest score when internal customers were asked if they were treated courteously and professionally was 92.2 percent. The lowest score when asked about the level of attention and timeliness was 89.2 percent. Fish health was the only section that saw a decrease in satisfaction for “Services Provided”. The other two subsections saw an increase in the level of satisfaction.

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

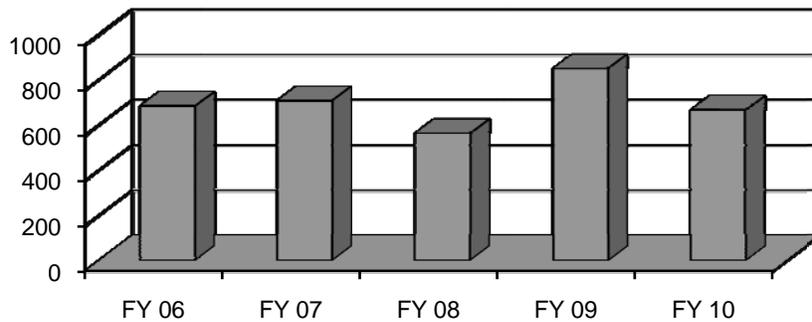
- The laboratory was down two to three people for most of the fiscal year. When the new fish health staff was hired, this helped work load significantly but neither of the two new people hired in this section had any fish health experience. The learning curve was very steep for the second half of this reported fiscal year. The best way for the laboratory to increase performance will be to get all the new personnel trained and up to speed. These two positions are highly skilled positions; it may take several years before everyone is completely trained in their positions. This will significantly decrease turn-around time for analysis. The salary in the Tooth Aging Coordinator position was dropped several levels during the last fiscal year making it more difficult to attract and maintain quality individuals. Three separate tooth aging coordinators were hired during this fiscal year but due to the salary and some performance issues, this position always had someone “in training”. To improve the performance of big game teeth aging, staff has raised the salary back to the appropriate level for FY 11. We propose to attempt to maintain a full staff as this has a great deal to do with customer satisfaction.

- Two new molecular biology viral confirmatory tests are currently being optimized.
- The forensic section of the laboratory will attempt to bring wolf DNA analysis on-line during the next fiscal year.

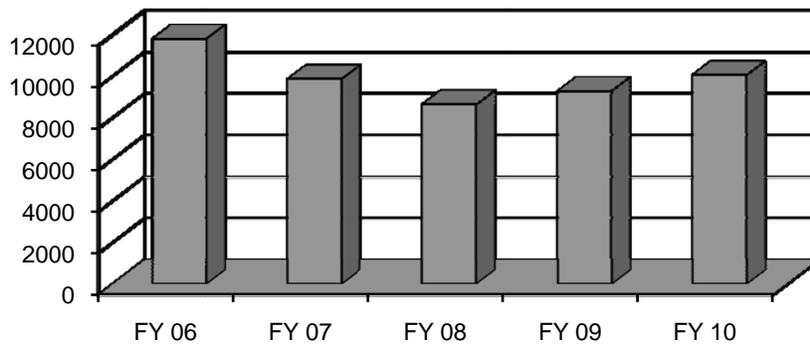
Performance Measure #2: Laboratory Productivity (Personnel in this program will maintain the capacity to receive and process at least 650 Forensic samples, 11,500 Fish Health samples, and 800 Tooth Aging samples).

Number of samples received:

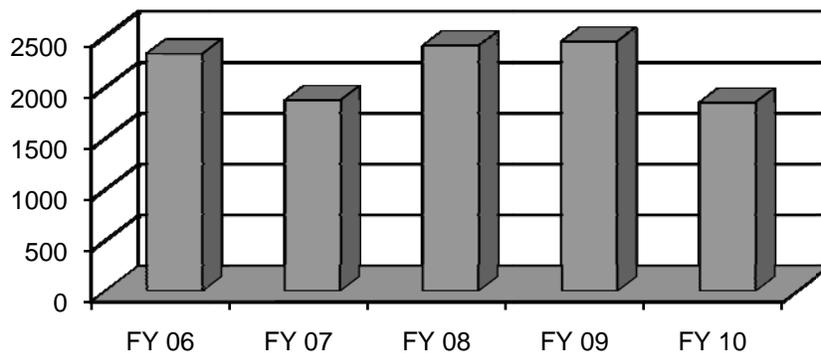
Forensics



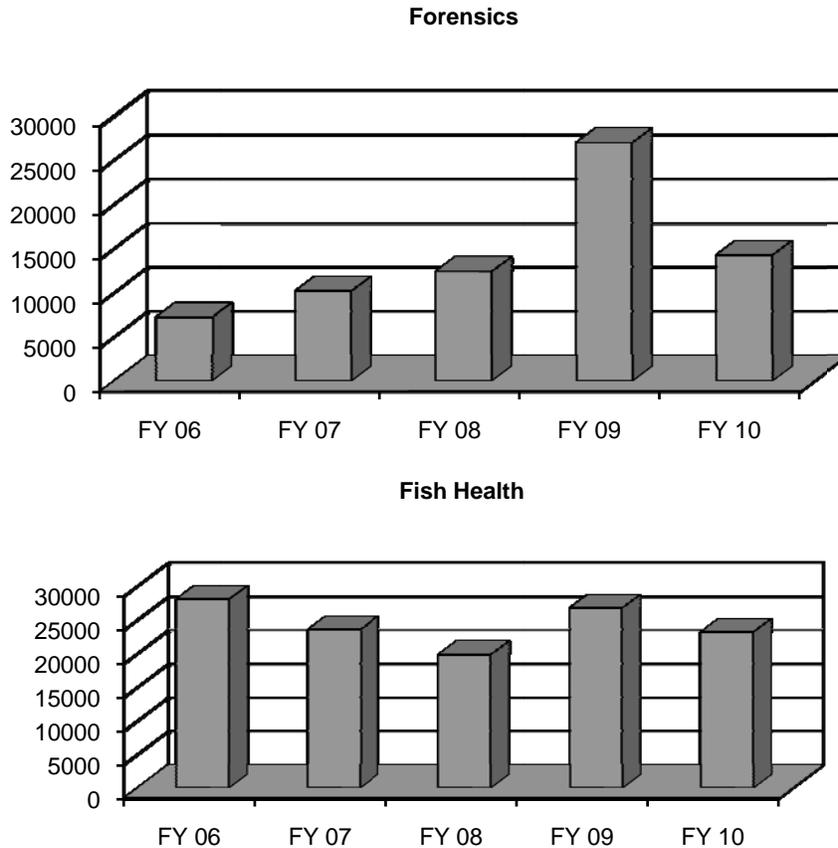
Fish Health



Tooth Aging



Number of tests performed:



Story behind the performance:

The number of samples submitted to the Laboratory is somewhat correlated to the efficiency and 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 Fish Hatchery inspections, which are set by regulation and thus have remained relatively constant over the last ten 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 a number of years 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 FY 08 and FY 10 when submissions actually decreased, resulting in fewer tests performed. The FY 10 numbers are actually an increase over FY 08 but a decrease from FY 09. The numbers in FY 09 were abnormally high. 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 comes 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. The number of diagnostic cases had a large increase this year to 82 compared to 64 for FY 09 and 65 in FY 08. This is a 28 percent increase from last fiscal year. The number of diagnostic cases will remain high due to hatchery renovations, 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 has been using DNA sequencing on a regular basis in the laboratory which has allowed for species identification of difficult to identify samples or species.

Forensic personnel worked with the U.S. Fish and Wildlife National Forensic Laboratory to establish the Society for Wildlife Forensic Science. This Society was two years in the making and Wyoming Game and Fish and U.S. Fish and Wildlife co-hosted the inaugural meeting April 2010. There were over 100 participants from 13 states and seven countries in attendance at the meeting. The vision of the Society is: 1) To become the pre-eminent professional organization in the world representing wildlife forensic scientists; 2) To promote the exchange of scientific and technical information; 3) To encourage research in wildlife forensics; and 4) To promote professional competence, uniform qualifications, certification and ethical behavior among wildlife forensic scientists. The Society will assist with certifying its members in court situations and standardizing the wildlife forensic arena. The Laboratory Director is serving as the

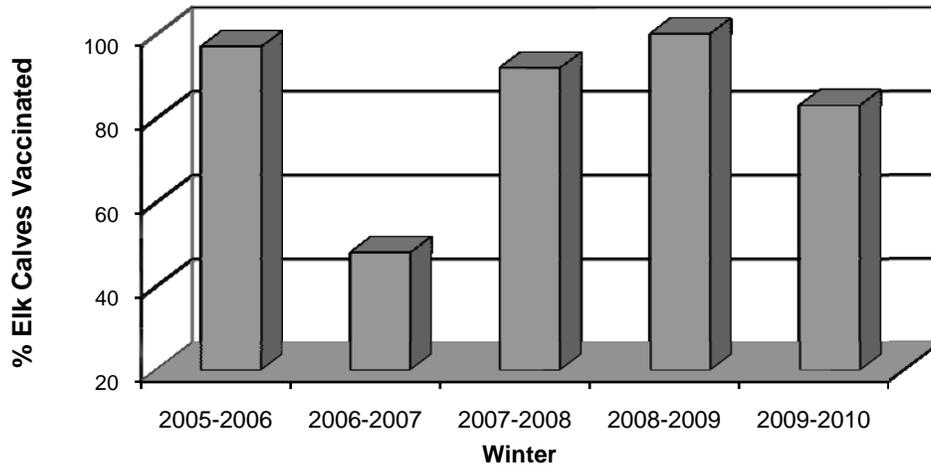
President of the Society for three years and the Forensic Analyst is serving as the Communication Director. The Laboratory Director was certified as Wildlife Forensic expert in Federal court.

The Fish Health Section has spent the last six months of this fiscal year studying the American Fisheries Society Blue Book requirements and bringing the laboratory up to this standard. While this has significantly increased the work load in this section, it will serve to increase the credibility of the laboratory.

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.
- Will continue to work with the University of California at Davis and fish staff on determining the best course of action in regard to the finds of EED virus positive fish in the state hatchery system.
- 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 in 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.
- Additional analysis in the area of tooth aging is being pursued.

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, vaccination with *Brucella abortus* strain 19 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 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 82,170 elk calves have been vaccinated to date.

Vaccination efforts have resulted in over 84 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 2005-2006 have yielded very high percent vaccinations with the exception of the 2006-2007 winter, when feedground attendance was low due to decreased snow coverage and increased forage availability on adjacent winter ranges. Typically, deep snow conditions results in greater tolerance of elk to disturbances associated with the vaccination effort. During winter 2009-2010 winter conditions were moderate, which facilitated 83 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 actively vaccinating reporting 100 percent calfhood coverage. Several feedgrounds reported over 100 percent coverage, which suggests yearling females were boosted. Very few calves (31 of 180 classified) were vaccinated on the feedgrounds in the Gros Ventre drainage this winter, as feeding operations commenced late in the winter and feedground attendance was sporadic due to mild winter conditions. Vaccination did not occur on the Fall, Scab and Muddy Creek feedgrounds again this winter, to avoid complications with false positive titers during the pilot test and slaughter project being completed at those sites. A total of 2,333 calves (83% of those classified) were vaccinated on 16 feedgrounds during winter 2009-2010.

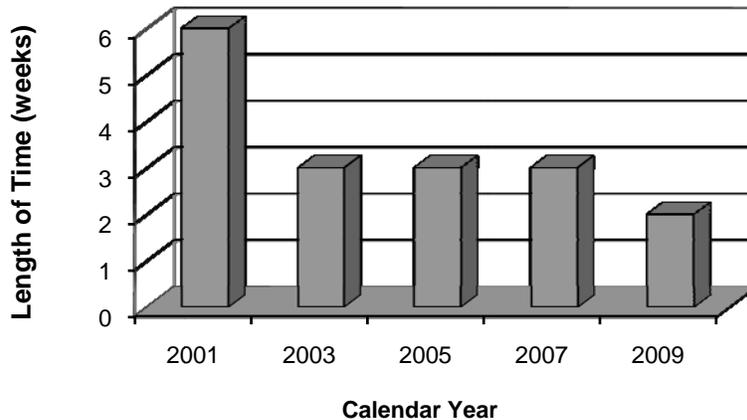
What we propose to improve performance in the next two years:

- 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 eleven 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 were 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 serology results
- 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.
- A PCR to diagnose *Mycoplasma ovipneumoniae* in bighorn sheep has been validated and adopted as a standard diagnostic assay.
- Implemented culture and isolation of *Fusobacterium necrophorum*, the causative agent for necrotic stomatitis in elk.
- Aided in the design and construction oversight of new BSL-2 and BSL-3 laboratory space. In July of 2010, the laboratory moved into over 860 sq ft of new space for wildlife disease diagnostics.

- A *Brucella spp.* PCR was brought on line as part of our standard diagnostics to identify culture isolates within the Brucella family.
- Implemented *Mannheimia haemolytica* and *Pasteurella multocida* culture and isolation; two common causes of pneumonia in bighorn sheep.
- The implementation of *Yersinia enterocolitica* PCR and culture. Antibodies against this organism are known to cross-react on standard brucella serological assays, making the accurate brucellosis diagnostics difficult.
- Implementation of quality assurance and quality control on all reagents, media, assay controls, and instrumentation used in disease diagnostics. All test results are now traceable to the certificate of analysis for reagents, quality control on media traceability and verification of assay controls, as well as maintenance and calibration records on all instrumentation.
- Improved budget management and fiscal tracking of laboratory expenditures. This includes shortened GF-01 processing times and monitoring/tracking Wyoming State Veterinary Laboratory billing for diagnostic services.
- Increased and improved our collaborative research efforts with the University of Wyoming and other researchers; resulting in the co-authorship of eight scientific publications in the past two years.
- Continued statewide surveillance for chronic wasting disease in deer, elk and moose. Results were returned to hunters in less than three weeks and a final departmental report in less than 90 days.
- Continued statewide brucellosis surveillance in hunter-killed elk and bison. Analysis and final reports were provided to department administration/personnel in less than 90 days.

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

- Continue collaboration with the University of Wyoming and other researchers on the development of a serological assay to differentiate *Brucella abortus* specific antibodies from those produced in response to *Yersinia enterocolitica* infection.
- Obtain American Association of Veterinary Laboratory Diagnosticians accreditation for the Wildlife Disease Laboratory.
- Validate and implement PHA/PHI serological testing for *Yersinia pestis* exposure.
- Complete analysis of the test and slaughter program to determine which serological assay is the best predictor of culture positive elk, as well as identifying those tissues most likely to harbor *B. abortus*.
- Develop, validate and implement *Fusobacterium necrophorum* PCR as a standard diagnostic service.
- Improve the response time on field disease investigations, including field necropsy and carcass retrieval.
- Develop, validate and implement *Mannheimia haemolytica* and *Pasteurella multocida* PCRs as standard diagnostic services.
- Aid in the CDC certification of the new BSL-3 select agent research and diagnostic laboratory at WSVL. This includes obtaining federal certification of Jessica Jennings-Gains for the select agent program as well as SOP development and practice.
- Develop, validate and implement *Mycoplasma spp.* culture as a standard diagnostic service.
- Research the need, practicality and feasibility of implementing a bluetongue/EHD PCR for rapid diagnosis of these diseases.

APPENDIX A:
INDIVIDUAL MANAGEMENT
PROGRAMS

BIG GAME

Pronghorn

Elk

Mule Deer

White-tailed Deer

Moose

Bighorn Sheep

Rocky Mountain Goat

Bison

PRONGHORN

2009:

Population:	526,638^a	Licenses Sold:	72,581
Population Objective:	461,950^b	License Revenue:	\$ 6,945,556
Harvest:	56,482	All Other Agency Revenue*:	\$ 4,607,590
Hunters:	58,401	Total Program Revenue:	\$ 11,553,146
Success Rate:	97%	Program Costs:	\$ 4,642,327
Recreation Days:	194,731	Hunter Expenditures: ¹	\$ 24,074,066
Days/Animal:	3.4	Cost Dept. Per Animal:	\$ 82
		Economic Return per Animal:	\$ 426

^aStatewide population was calculated from 41 of 44 pronghorn herds. Population estimates for the other 3 herds were not available.

^bStatewide population objective calculated from 43 of 44 pronghorn herds. There is no objective for 1 herd.

In 2009, Wyoming’s total statewide pronghorn population for the herds for which we have estimates was 526,638 animals compared to the objective of 461,950. The estimated state population remained stable from 2008 to 2009, and remains 14% above objective, 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. Better precipitation during the growing season in the past couple of years has improved forage, but we don’t know whether this is temporary or signals a longer term turn-around in previous drought conditions. Poor range quality 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 2002-2009 in an attempt to reduce the number of animals, however access continues to be the primary impediment to attaining adequate harvests. The Department continues to work to improve hunter access through efforts such as the Private Lands Public Wildlife Access program. The 2009 harvest of 56,482 animals was a 5%, 9%, and 24% increase over the 2008, 2007, and 2006 harvests, respectively. Hunter effort remained stable at 3.4 days per animal harvested, equaling the five-year average (3.4 days/animal).

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. ¹
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
2007	51,883	169,419	98%	3.3	65,322	5,898,677	3,785,765	20,139,242
2008	53,849	184,208	96%	3.4	69,159	6,960,158	3,451,229	22,773,136
2009	56,482	194,731	97%	3.4	72,581	6,945,556	4,642,327	24,074,066

¹The 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$8,618) and interest earned on Department cash balances.

ELK

2009:

Population:	108,205^a	Licenses Sold:	62,620
Population Objective:	83,640	License Revenue:	\$ 8,649,005
Harvest:	22,971	All Other Agency Revenue*:	\$ 6,701,473
Hunters:	53,148	Total Program Revenue:	\$ 15,350,478
Success Rate:	43%	Program Costs:	\$ 14,652,727
Recreation Days:	412,185	Hunter Expenditures:¹	\$ 40,543,406
Days/Animal:	17.9	Cost Dept. Per Animal:	\$ 638
		Economic Return per Animal:	\$ 1,765

^aStatewide population was calculated from 27 of 35 elk herds. Population estimates for the other 8 herds were not available.

The Department continues to manage to reduce Wyoming's elk numbers. The total population of the herds with estimates increased by 16 percent in 2009 and is now 29 percent above the statewide objective of 83,640 animals.

The harvest increased ten percent from 2008 to 2009 and was above the five-year average (21,565). Hunter success increased in 2009 to 43 percent and was slightly above the five-year average (42 percent). Hunter effort (days/animal) decreased from 2008 to 2009, and the 2009 effort value neared 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 and to find other ways to promote greater harvests.

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. ¹
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
2007	22,523	387,973	43%	17.2	59,348	8,203,437	12,415,185	36,694,098
2008	20,941	395,534	40%	18.9	60,626	8,697,113	13,942,785	38,905,578
2009	22,971	412,185	43%	17.9	62,620	8,649,005	14,652,727	40,543,406

¹ The 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$993,683) and interest earned on Department cash balances.

MULE DEER

2009:

Population:	439,727^a	Licenses Sold: ¹	90,769
Population Objective:	564,650^b	License Revenue: ¹	\$ 10,130,388
Harvest:	37,854	All Other Agency Revenue*:	\$ 5,963,570
Hunters:	62,687	Total Program Revenue:	\$ 16,093,958
Success Rate:	60%	Program Costs:	\$ 7,815,382
Recreation Days:	314,605	Hunter Expenditures: ²	\$ 33,899,891
Days/Animal:	8.3	Cost Dept. Per Animal:	\$ 206
		Economic Return per Animal:	\$ 896

^aStatewide population was calculated from 35 of 39 mule deer herds. Population estimates for the other 4 herds were not available.

^bStatewide population objective calculated from 38 of 39 mule deer herds. There is no objective for 1 herd.

Wyoming's mule deer population declined 8 percent from 2008 to 2009 and is now approximately 78 percent of the statewide objective. There is continuing concern about poor range conditions and their effect on reproduction and survival. In the past couple of years, precipitation during the growing season improved, at least temporarily ending drought conditions and improving forage plant production. The Department will continue to monitor habitats and recommend improvements where necessary. Field personnel wish to keep some herds at levels lower than their objectives to lessen the impacts of deer on drought-depleted browse plants until we can determine if the recent improvement in moisture conditions is going to continue, however the public would like more deer and is resisting further decreases.

Harvest and hunter success increased in 2009. The 2009 harvest is below the five-year average of 38,126, and the 60 percent success rate equals its five-year average. Hunter effort decreased in 2009, and the 2009 value equals the five-year average (8.3 days/animal). The Department has been working to address access and habitat issues through its Private Lands Public Wildlife Access 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 continued favorable moisture conditions.

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 ¹	Lic. Rev. (\$) ^{1*}	Mgmt. Costs (\$)	Hunter (\$) Expend. ²
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
2007	41,106	328,020	63%	8.0	91,014	9,387,890	5,819,403	33,985,970
2008	36,338	319,504	58%	8.8	89,540	10,664,751	6,250,194	34,427,777
2009	37,854	314,605	60%	8.3	90,769	10,130,388	7,815,382	33,899,891

¹ Includes both mule deer and white-tailed deer.

² Hunter expenditure in 2005 was calculated from the 2003 cost per day expenditure, corrected for inflation using the Consumer Price Index (2003 per day expenditure x 1.068 = 2005 per day expenditure). 2006, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$136,498) and interest earned on Department cash balances.

WHITE-TAILED DEER

2009:

Population:	56,214^a	Licenses Sold: ¹	90,769
Population Objective:	52,000^b	License Revenue: ¹	\$ 10,130,388
Harvest:	15,413	All Other Agency Revenue*:	\$ 5,963,570
Hunters:	27,085	Total Program Revenue:	\$ 16,093,958
Success Rate:	57%	Program Costs:	\$ 830,597
Recreation Days:	122,795	Hunter Expenditures: ²	\$ 13,282,929
Days/Animal:	8.0	Cost Dept. Per Animal:	\$ 54
		Economic Return per Animal:	\$ 862

^aStatewide population was calculated from 2 of 5 white-tailed deer herds. Population estimates for the other 3 herds were not available.

^bStatewide 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 secretive behavior. So, determining population characteristics and trends is generally not possible; the estimate provided here is based on only some of the herds. 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 due to depredation issues and the perception that it displaces mule deer, however it has generally gained status equal to other big game species overall in the state.

The 2009 white-tailed deer harvest was four percent higher than the 2008 harvest, and 10 percent higher than the five-year average (14,070). Hunter numbers increased four percent from 2008 and eight percent from 2007. Hunter success remained stable in 2009 and was above the five-year average (56%).

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 ¹	Lic. Rev. (\$) ¹	Mgmt. Costs (\$)	Hunter (\$) Expend. ²
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
2007	13,955	113,668	56%	8.1	91,014	9,387,890	411,374	11,822,737
2008	14,792	112,457	57%	7.6	89,540	10,664,751	560,517	12,164,651
2009	15,413	122,795	57%	8.0	90,769	10,130,388	830,597	13,282,929

¹ Includes both mule deer and white-tailed deer.

² Hunter expenditure in 2005 was calculated from the 2003 cost per day expenditure, corrected for inflation using the Consumer Price Index (2003 per day expenditure x 1.068 = 2005 per day expenditure). 2006, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.

MOOSE

2009:

Population:	7,336^a	Licenses Sold:	596
Population Objective:	13,820^b	License Revenue:	\$ 138,386
Harvest:	504	All Other Agency Revenue*:	\$ 767,844
Hunters:	575	Total Program Revenue:	\$ 906,230
Success Rate:	88%	Program Costs:	\$ 1,395,340
Recreation Days:	4,117	Hunter Expenditures:¹	\$ 588,012
Days/Animal:	8.2	Cost Dept. Per Animal:	\$ 2,769
		Economic Return per Animal:	\$ 1,167

^aStatewide population was calculated from 6 of 10 moose herds. Population estimates for the other 4 herds were not available.

^bStatewide population objective calculated from 9 of 10 moose herds. There is no objective for 1 herd.

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 have traditionally been excellent for those hunters fortunate enough to draw a license. The restriction against harvesting a cow moose accompanied by a calf was in effect again in the 2009 hunting season, continuing a trend that is now over a decade old. 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. Harvest declined almost 18 percent from 2008 to 2009, hunter success increased slightly and hunter effort decreased slightly. The 2009 hunter success equaled the five-year average (88 percent), and hunter effort was above average (7.6 days/animal). Permit quotas for western hunt areas will be reduced again in 2010 in response to low population estimates and disease concerns.

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. ¹
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
2007	669	4,674	89%	7.0	769	201,665	1,022,124	641,891
2008	611	5,060	86%	8.3	715	151,056	819,010	722,697
2009	504	4,117	88%	8.2	596	138,386	1,395,340	588,012

¹ Hunter expenditure for 2005 was calculated from the 2001 cost per day expenditure, corrected for inflation using the Consumer Price Index (2001 per day expenditure x 1.115 = 2005 per day expenditure). 2006, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$32,535), and interest earned on Department cash balances.

BIGHORN SHEEP

2009:

Population:	5,616^a	Licenses Sold:	258
Population Objective:	8,435	License Revenue:	\$ 81,662
Harvest:	196	All Other Agency Revenue*:	\$ 824,268
Hunters:	251	Total Program Revenue:	\$ 905,930
Success Rate:	78%	Program Costs:	\$ 1,935,584
Recreation Days:	2,032	Hunter Expenditures:¹	\$ 622,342
Days/Animal:	10.4	Cost Dept. Per Animal:	\$ 9,875
		Economic Return per Animal:	\$ 3,175

^aStatewide population was calculated from 8 of 15 bighorn sheep herds. Population estimates for the other 7 herds were not available.

The state population of bighorn sheep, from the herds which we have estimates, remained stable in 2009. Larger herds maintained or slightly increased population size while some smaller populations continued to struggle. Bighorn sheep are highly susceptible to stochastic severe weather events and disease outbreaks. Poor habitat conditions predispose bighorn sheep to these mortality factors and limit population increases in some herds.

The 2009 bighorn sheep harvest increased slightly from 2008, and was above the five-year average (190). Hunter success declined from 2008 to 2009 and was below the five-year average (80 percent). Hunter effort decreased in 2009 and was below the five-year average (10.6 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. ¹
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
2007	201	2,225	85%	11.1	244	93,181	1,284,207	655,243
2008	194	2,230	80%	11.5	249	75,483	1,237,934	682,984
2009	196	2,032	78%	10.4	258	81,662	1,935,584	622,342

¹ The 2005 Hunter expenditure was calculated from the 2001 cost per day expenditure, corrected for inflation using the Consumer Price Index (2001 per day expenditure x 1.115 = 2005 per day expenditure). 2006, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$19,724) and interest earned on Department cash balances.

ROCKY MOUNTAIN GOAT

2009:

Population:	280	Licenses Sold:	20	
Population Objective:	250	License Revenue:	\$ (10,653)	
Harvest:	21	All Other Agency Revenue*:	\$ 24,740	
Hunters:	21	Total Program Revenue:	\$ 14,087	
Success Rate:	100%	Program Costs:	\$ 68,089	
Recreation Days:	107	Hunter Expenditures:¹	\$ 38,119	
Days/Animal:	5.1	Cost Dept. Per Animal:	\$ 3,242	
		Economic Return per Animal:	\$ 1,815	

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 a hunting season the 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. ¹
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
2007	19	113	95%	5.9	20	(5,101)	48,575	38,708
2008	18	87	100%	4.8	20	(9,161)	86,302	30,994
2009	21	107	100%	5.1	20	(10,653)	68,089	38,119

¹ Hunter expenditure for 2005 was calculated from the 2001 cost per day expenditure, corrected for inflation using the Consumer Price Index (2001 per day expenditure x 1.115 = 2005 per day expenditure). 2006, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.

BISON

2009:

Population:	895	Licenses Sold:	288
Population Objective:	500	License Revenue:	\$ 160,369
Harvest:	139	All Other Agency Revenue*:	\$ 96,717
Hunters:	288	Total Program Revenue:	\$ 257,086
Success Rate:	48%	Program Costs:	\$ 129,169
Recreation Days:	2,416	Hunter Expenditures:¹	\$ 438,926
Days/Animal:	17.4	Cost Dept. Per Animal:	\$ 929
		Economic Return per Animal:	\$ 3,158

The bison population in the Jackson Herd increased steadily in the past to a size far greater than is reasonable for the Jackson valley in its current state of development. The post-harvest objective for this herd is 500 bison. From 2000 to 2006, the population increased 89 percent. However, the population declined slightly but steadily in recent years due to our ability to increase harvests, leveling off in 2009. Harvest decreased 46 percent from 2008 to 2009 and 48 percent since 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 until recent improvements in hunting limitations. 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 again (to 288) in 2009. With improved notification and public awareness about better success due to improved hunting access, we hope to have participation rates closer to 90 percent (350 hunters) in future years and to have harvests that will help decrease the population to its objective.

Bison harvest decreased 46 percent from 2008 to 2009. Hunter success in 2009 decreased substantially (36%), and was well below the five-year average (78.8 percent). Hunter effort was 17.4 days/bison harvested, which is a substantial increase from 8.6 days/bison harvested in 2008 and is well above the average (8.2 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 (\$)
2005	36	270	73.5%	6.8	49	23,219	15,728
2006	48	273	92.3%	5.0	52	30,732	21,928
2007	267	824	96%	3.1	277	125,315	336,837
2008	258	2,223	84%	8.6	307	180,681	216,062
2009	139	2,416	48%	17.4	288	160,369	129,619
¹ Hunter expenditure for 2005 was calculated from the 2001 cost per day expenditure, corrected for inflation using the Consumer Price Index (2001 per day expenditure x 1.115 = 2005 per day expenditure). 2006, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).							
*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$3,574) and interest earned on Department cash balances.							

TROPHY GAME

Black Bear
Grizzly Bear
Mountain Lion

BLACK BEAR

2009:

Population:	Not available	Licenses Sold:	3,361
Population Objective:	Not available	License Revenue:	\$ 243,651
Harvest:	321	All Other Agency Revenue*:	\$ 134,308
Hunters:	2,253	Total Program Revenue:	\$ 377,959
Success Rate:	14%	Program Costs:	\$ 600,596
Recreation Days:	19,720	Hunter Expenditures:¹	\$ 1,505,643
Days/Animal:	61.4	Cost Dept. Per Animal:	\$ 1,871
		Economic Return per Animal:	\$ 4,690

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 2009 harvest decreased substantially (18%) from 2008. Quotas have been increased in recent years to address increasing bear/human and bear/livestock conflicts and the perception the statewide population is growing. Bear/human conflicts are most often a result of the bears' attraction or habituation to human related foods. Drought or ill-timed precipitation during the growing season have affected bear food sources, which exacerbates the problem of bears seeking access to human related foods and coming into conflict. The 2009 hunter success rate was lower than the previous year and near the five-year average of 14.2 percent. The 2009 hunter effort increased but was below the average (66.3 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. ¹
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
2007	285	20,768	13%	72.9	3,252	201,341	1,076,992	1,524,672
2008	393	21,577	18%	54.9	3,257	244,631	682,477	1,647,427
2009	321	19,720	14%	61.4	3,361	243,651	600,596	1,505,643

¹ Hunter expenditure for 2005 was calculated from the 2001 cost per day expenditure, corrected for inflation using the Consumer Price Index (2001 per day expenditure x 1.115 = 2005 per day expenditure). 2006, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).

*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.

Attempt 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, including Yellowstone and Grand Teton National Parks, the Caribou-Targhee, Bridger-Teton, and Shoshone National Forests. The Yellowstone population was removed from ‘threatened’ status under the Endangered Species Act in 2007 and was managed according to state management plans developed by Wyoming, Montana and Idaho and approved by the U. S. Fish and Wildlife Service. A petition to relist this population was filed in 2007. This population was relisted as “threatened” under the ESA in September 2009. As a result, grizzly bear management has been removed from state management through their respective management plans and will be managed under the authority of the ESA. The Yellowstone Ecosystem Sub-committee will continue to act as the lead for management decisions for this population. 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 2006	1,237,122
FY 2007	1,182,214
FY 2008	1,359,017
FY 2009	1,746,787
FY 2010	1,917,167

MOUNTAIN LION

2009:

Population:	Not available	Licenses Sold:	1,845
Population Objective:	Not available	License Revenue:	\$ 114,055
Harvest:	237	All Other Agency Revenue*:	\$ 80,247
Hunters:	1,064	Total Program Revenue:	\$ 194,302
Success Rate:	22%	Program Costs:	\$ 689,285
Recreation Days:	12,784	Hunter Expenditures:²	\$ 2,319,878
Days/Animal:	53.9	Cost Dept. Per Animal:	\$ 2,908
		Economic Return per Animal:	\$ 9,789

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, the area is closed for the remainder of the season. 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 2009 mountain lion harvest was 12 percent and 20 percent higher than 2008 and 2007, respectively. Hunter effort in 2009 decreased 14 percent (53.9 days/lion) from 2008 (62.4 days/lion) and 1533 percent (3.3 days/lion) from 2006. 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. Beginning in 2007, effort of all hunters is estimated annually from the results of a harvest survey of all mountain lion hunters.

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 ¹	Days/Animal	Licenses Sold	License Revenue (\$)	Mgmt. Costs (\$)	Hunter Expend. (\$) ^{2,3}
2005	175	---	11%	---	1,548	71,706	393,315	100,821
2006	186	---	12%	---	1,553	68,542	444,845	104,015
2007	198	10,944	19%	55.3	1680	78,958	399,474	1,909,594
2008	212	13,236	18%	62.4	1759	89,267	517,806	2,401,901
2009	237	12,784	22%	53.9	1,845	114,055	689,285	2,319,878

¹ Calculations prior to 2007 were based on the number of licenses sold.

² Hunter expenditure for 2005 was calculated from the 2003 estimate, with inflation corrected for by using the Consumer Price Index (2003 per day expenditure x 1.068 = 2005 per day expenditure). 2006, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).

³ 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, general funds (\$2,499) and interest earned on Department cash balances.

SMALL GAME

Cottontail
Snowshoe Hare
Squirrel

COTTONTAIL RABBIT

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	26,983	All Other Agency Revenue*:	\$ **
Hunters:	5,610	Total Program Revenue:	\$ **
Animals/Hunter:	4.8	Program Costs:	\$ **
Recreation Days:	18,262	Hunter Expenditures: ¹	\$ 5,021,362
Days/Animal:	0.7	Cost Dept. Per Animal:	\$ Not Available
		Economic Return per Animal:	\$ 186

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, urban and suburban areas in low to mid elevations. The cottontail population cannot be accurately estimated. Hunter success and harvest are directly associated with the cyclic nature of this species' abundance.

The 2009 harvest statistics, and general observations of cottontail abundance over the past year, indicate that the population continues to decline. Harvest decreased from a recent high of 89,823 in 2005 to 26,983 in 2009. Hunter numbers and recreation days both declined slightly from 2008 to 2009. The number of animals harvested per hunter also decreased from 2008 and is below the five-year average (7.6 animals/hunter). The number of days/animal increased from 2008 to 2009 and is above the five-year average (0.5 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. ¹
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
2007	60,511	24,868	8.0	0.4	7,540	**	**	6,574,772
2008	31,343	18,963	5.6	0.6	5,639	**	**	5,214,111
2009	26,983	18,262	4.8	0.7	5,610	**	**	5,021,362
**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 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

SNOWSHOE HARE

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	287	All Other Agency Revenue*:	\$ **
Hunters:	247	Total Program Revenue:	\$ **
Animals/Hunter:	1.2	Program Costs:	\$ **
Recreation Days:	999	Hunter Expenditures: ¹	\$ 274,687
Days/Animal:	3.5	Cost Dept. Per Animal:	\$ Not Available
		Economic Return per Animal:	\$ 957

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 2008 and was below the five-year average (474 animals). More hunters harvested snowshoe hares at a lower rate than in 2008 and invested less effort. The number of hares harvested per hunter in 2009 was below the five-year average (1.8 animals/hunter), and the 2009 effort rate was above average (3.2 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. ¹
2005	703	815	2.9	1.2	239	**	**	203,106
2006	660	999	1.9	1.5	349	**	**	256,429
2007	328	1,633	1.3	5.0	257	**	**	431,743
2008	390	1,885	1.7	4.8	230	**	**	518,304
2009	287	999	1.2	3.5	247	**	**	274,687
**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 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

SQUIRREL

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	1,420	All Other Agency Revenue*:	\$ **
Hunters:	334	Total Program Revenue:	\$ **
Animals/Hunter:	4.3	Program Costs:	\$ **
Recreation Days:	1,915	Hunter Expenditures: ¹	\$ 526,553
Days/Animal:	1.3	Cost Dept. Per Animal:	\$ Not Available
		Economic Return per Animal:	\$ 371

Red squirrels occupy mountain conifer forests at mid to upper elevations throughout the state. Fox squirrels occupy low elevation deciduous forests, cottonwood-riparian areas, agricultural and urban areas.

Squirrel hunter participation and harvest decreased in 2009. According to the 2009 harvest survey, 334 hunters harvested an estimated 1,420 squirrels. Hunters invested less effort per squirrel harvested in 2009 than 2008, and each hunter harvested the same number of squirrels in 2009 as the five-year average (4.3 animals/hunter).

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. ¹
2005	1,434	1,242	4.7	0.9	306	**	**	309,519
2006	1,212	1,463	3.3	1.2	367	**	**	375,532
2007	1,066	1,052	4.5	1.0	239	**	**	278,135
2008	1,584	2,182	4.5	1.4	351	**	**	599,968
2009	1,420	1,915	4.3	1.3	334	**	**	526,553
**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 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).								
*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

2009:

Population:	Not available	Licenses Sold:	26,111
Population Objective:	Not available	License Revenue:	\$ 659,193
Harvest:	41,361	All Other Agency Revenue*:	\$ 1,133,288
Hunters:	10,264	Total Program Revenue:	\$ 1,792,481
Bird/Hunter:	4.0	Program Costs:	\$ 3,724,726
Recreation Days:	38,667	Hunter Expenditures: ¹	\$ 10,631,970
Days/Bird:	0.9	Cost Dept. Per Bird:	\$ 90
		Economic Return per Bird:	\$ 257

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 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, which has opened thousands of acres of private lands to hunting since its inception. The majority of Wyoming's pheasant hunting occurs in Goshen County, but there are other opportunities near Riverton, in the Bighorn Basin and Sheridan area. Established pheasant populations are supplemented by releases from the Department's Downar and Sheridan Bird Farms.

The 2009 pheasant season showed a slight reversal of the decline in recreation days and number of hunters from a high in 2005, while harvest decreased. Hunter effort has remained fairly constant since 2005. Hunter success decreased in 2009 and was about one bird per hunter below a recent high in 2005. The 2009 harvest rate was below average (4.4 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. ¹
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
2007	42,333	39,245	4.2	0.9	10,186	594,597	2,587,351	10,375,863
2008	42,359	37,938	4.3	0.9	9,888	656,241	5,035,168	10,431,522
2009	41,361	38,667	4.0	0.9	10,264	659,193	3,724,726	10,631,970
**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.								
¹ 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$30,008) and interest earned on Department cash balances.								

GRAY PARTRIDGE

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	2,858	All Other Agency Revenue*:	\$ **
Hunters:	1,280	Total Program Revenue:	\$ **
Bird/Hunter:	2.2	Program Costs:	\$ **
Recreation Days:	4,998	Hunter Expenditures:	\$ 1,374,262
Days/Bird:	1.7	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 481

The gray (Hungarian) partridge, a native of 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. From 2005 to 2007, harvest and hunter numbers declined again (74 percent and 65 percent, respectively). Then harvest and hunter numbers dramatically increased (107 percent and 44 percent, respectively) from 2008 to 2009.

Because the gray partridge is very sensitive to drought, severe winters, and wet nesting and brood rearing periods, weather conditions can dictate its abundance and, in turn, hunter activity. This is borne out in the harvest statistics of the past five 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. ¹
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
2007	919	2,579	1.5	2.8	609	**	**	681,854
2008	1,381	2,882	1.6	2.1	890	**	**	792,441
2009	2,858	4,998	2.2	1.7	1,280	**	**	1,374,262
**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 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

CHUKAR

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	7,130	All Other Agency Revenue*:	\$ **
Hunters:	2,047	Total Program Revenue:	\$ **
Bird/Hunter:	3.5	Program Costs:	\$ **
Recreation Days:	6,676	Hunter Expenditures:	\$ 1,835,648
Days/Bird:	0.9	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 257

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.

The chukar 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. Harvest increased four percent in 2008, then decreased 10 percent in 2009. Hunter numbers decreased five percent from 2008 to 2009, and recreation days decreased eight percent from 2008 to 2009. The result for 2009 was a harvest per hunter that was below average (4.0 birds/hunter) and an effort rate that was above average (0.8 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. ¹
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
2007	7,609	6,121	4.2	0.8	1,795	**	**	1,618,312
2008	7,900	7,292	3.7	0.9	2,156	**	**	2,005,025
2009	7,130	6,676	3.5	0.9	2,047	**	**	1,835,648
**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 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

SAGE GROUSE

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	11,162	All Other Agency Revenue*:	\$ 1,566,041
Hunters:	4,732	Total Program Revenue:	\$ 1,566,041
Bird/Hunter:	2.4	Program Costs:	\$ 3,688,894
Recreation Days:	10,812	Hunter Expenditures:	\$ 2,972,893
Days/Bird:	1.0	Cost Dept. Per Bird:	\$ 330
		Economic Return per Bird:	\$ 266

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 below historic levels, but have increased in the past few years due to favorable weather conditions and the response of habitats to these conditions. Sage grouse 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, 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 2009.

The 2009 harvest and recreation days increased (8 percent and 7 percent, respectively) from 2008, while hunter numbers stabilized. Harvest rate increased from 2008 to 2009, while effort remained stable. Harvest rate was above the five-year average (2.3 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. ¹
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
2007	10,378	10,699	2.0	1.0	5,180	**	2,536,600	2,828,675
2008	10,303	10,065	2.2	1.0	4,747	**	3,375,155	2,767,496
2009	11,162	10,812	2.4	1.0	4,732	**	3,688,894	2,972,893
<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>¹2005 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).</p> <p>*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$1,431,157) and interest earned on Department cash balances.</p>								

SHARP-TAILED GROUSE

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	1,715	All Other Agency Revenue*:	\$ **
Hunters:	1,058	Total Program Revenue:	\$ **
Bird/Hunter:	1.6	Program Costs:	\$ **
Recreation Days:	3,543	Hunter Expenditures:	\$ 974,192
Days/Bird:	2.1	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 568

Sharp-tailed grouse occur primarily in eastern Wyoming. Thousands of acres of marginal farmlands in the state were converted to wildlife habitat that benefit sharp-tailed grouse beginning in the mid 1980s as part of the Conservation Reserve Program. The Department's Walk-In Access Program, begun in 1998, has greatly improved sharp-tailed grouse hunting opportunities.

Several consecutive years of drought, followed by very favorable moisture conditions in recent years have affected the state's sharp-tailed grouse population. The harvest has fluctuated over the past five years, and it decreased 10 percent from 2008 to 2009. The harvest in recent years is much lower than it was near the turn of the century. The 2009 harvest was 85 percent less than the 2000 harvest and 57 percent less than the 2001 harvest. The number of hunters and recreation days increased from 2008 to 2009 (13 percent and five percent, respectively). The success rate decreased in 2009 and was below the five-year average (2.0 birds/hunter), while hunter effort increased and was above the five-year average (1.7 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. ¹
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
2007	1,589	2,936	2.0	1.8	800	**	**	776,240
2008	1,900	3,374	2.0	1.8	940	**	**	927,723
2009	1,715	3,543	1.6	2.1	1,058	**	**	974,192
**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 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

DUSKY (BLUE) GROUSE

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	7,844	All Other Agency Revenue*:	\$ **
Hunters:	3,566	Total Program Revenue:	\$ **
Bird/Hunter:	2.2	Program Costs:	\$ **
Recreation Days:	13,220	Hunter Expenditures:	\$ 3,635,002
Days/Bird:	1.7	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 463

Dusky (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 dusky (blue) grouse populations. Dusky (blue) grouse numbers fluctuate primarily due to natural factors such as weather events and, to some degree, land management practices. The extensive conifer beetle outbreaks occurring throughout the state are expected to have a significant effect on dusky (blue) grouse in the future.

Following an increase in 2007, dusky (blue) grouse harvest declined in 2008 and 2009. Recreation days also declined, but hunter numbers remained stable. The 2009 harvest was nine percent lower than in 2008. The 2009 harvest rate decreased from 2008 and was below average (2.4 birds/hunter). The 2009 effort rate remained stable and equaled the five-year average (1.7 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. ¹
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
2007	10,384	16,620	2.3	1.6	4,523	**	**	4,394,110
2008	8,611	14,396	2.4	1.7	3,581	**	**	3,958,358
2009	7,844	13,220	2.2	1.7	3,566	**	**	3,635,002
**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 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

RUFFED GROUSE

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	4,222	All Other Agency Revenue*:	\$ **
Hunters:	1,579	Total Program Revenue:	\$ **
Bird/Hunter:	2.7	Program Costs:	\$ **
Recreation Days:	7,552	Hunter Expenditures:	\$ 2,076,515
Days/Bird:	1.8	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 492

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 2009, but was below the five-year average (4,499 birds). Hunter numbers also increased in 2009, as did recreation days. Hunter effort decreased and was below average (1.9 days/bird). Hunter success increased and was slightly above average (2.5 birds/hunter).

Like dusky (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. ¹
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
2007	6,223	10,012	2.7	1.6	2,274	**	**	2,647,041
2008	3,321	7,106	2.2	2.1	1,482	**	**	1,953,882
2009	4,222	7,552	2.7	1.8	1,579	**	**	2,076,515
**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 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

MOURNING DOVE

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	22,278	All Other Agency Revenue*:	\$ **
Hunters:	1,949	Total Program Revenue:	\$ **
Bird/Hunter:	11.4	Program Costs:	\$ **
Recreation Days:	5,598	Hunter Expenditures:	\$ 1,539,239
Days/Bird:	0.3	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 69

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 decreased 26 percent in 2009. Hunter numbers and recreation days also decreased (16 percent and 25 percent, respectively). The 2009 harvest rate was below the five-year average, and effort rate was above average (13.4 birds/hunter and 0.2 days/bird, respectively). Mourning dove harvest in Wyoming can be sharply curtailed during those years when early cold fronts in late August and early September push much of the local population out of the state.

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. ¹
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
2007	36,670	8,256	15.6	0.2	2,351	**	**	2,182,778
2008	29,994	7,482	13.0	0.2	2,315	**	**	2,057,269
2009	22,278	5,598	11.4	0.3	1,949	**	**	1,539,239
<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>¹ 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).</p> <p>*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.</p>								

TURKEY

2009:

Population:	Not available	Licenses Sold:	8,753
Population Objective:	Not available	License Revenue:	\$ 262,015
Harvest:	4,537	All Other Agency Revenue*:	\$ 336,534
Hunters:	7,681	Total Program Revenue:	\$ 598,549
Bird/Hunter:	0.6	Program Costs:	\$ 283,493
Recreation Days:	23,038	Hunter Expenditures:	\$ 6,335,783
Days/Bird:	5.1	Cost Dept. Per Bird:	\$ 62
		Economic Return per Bird:	\$ 1,396

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 decreased 11 percent, while hunter numbers increased one percent from 2008 to 2009. 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 has 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. ¹
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
2007	4,674	21,042	0.6	4.5	7,945	219,072	325,686	5,564,283
2008	5,125	20,930	0.7	4.1	7,581	242,609	298,506	5,761,552
2009	4,537	23,038	0.6	5.1	7,681	262,015	283,493	6,335,783

¹ 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).

*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

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	51,418	All Other Agency Revenue*:	\$ **
Hunters:	6,104	Total Program Revenue:	\$ **
Bird/Hunter:	8.4	Program Costs:	\$ **
Recreation Days:	32,110	Hunter Expenditures:	\$ 8,829,041
Days/Bird:	0.6	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 172

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.

Until recently, drought conditions prevailed in Wyoming resulting in comparatively poor breeding conditions and fall recruitment; however, wetter conditions the past couple years have improved wetland and breeding habitat conditions. Spring water conditions were variable but generally improved recently in the core breeding range of the Canadian prairie provinces and northern prairie states. Long-term drought in southern Alberta continues, although production in other areas continues to be good. Duck population surveys in the traditional survey area indicate the duck population in 2009 was approximately 25 percent above the long-term average.

Hunter numbers remained stable, while harvest and recreation days decreased in 2009. The 2009 harvest rate was below the five-year average (8.6 birds/hunter), while hunter effort was average (0.6 days/bird).

The Department remains concerned about the degradation and loss of wetlands, 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. ¹
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
2007	68,478	39,057	9.1	0.6	7,550	**	**	10,326,159
2008	53,158	33,331	8.7	0.6	6,081	**	**	9,164,770
2009	51,418	32,110	8.4	0.6	6,104	**	**	8,829,041
**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 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

GOOSE

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	25,981	All Other Agency Revenue*:	\$ **
Hunters:	5,915	Total Program Revenue:	\$ **
Bird/Hunter:	4.4	Program Costs:	\$ **
Recreation Days:	29,322	Hunter Expenditures:	\$ 8,062,446
Days/Bird:	1.1	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 310

Goose hunting in Wyoming continued to be good through the drought years around the turn of the century and excellent the last couple wet years. 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 goose harvest has fluctuated over the past five years, ranging from a high in 2005 of 55,678 to a low in 2007 of 19,511. The 2009 harvest decreased 22 percent from 2008. Recreation days decreased eight percent, while hunter success was above and effort rate was below the five-year average (4.6 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. 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. ¹
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
2007	19,511	29,036	3.2	1.5	6,019	**	**	7,676,738
2008	33,460	32,039	5.5	1.0	6,079	**	**	8,809,519
2009	25,981	29,322	4.4	1.1	5,915	**	**	8,062,446
<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>¹ 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).</p> <p>*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.</p>								

SANDHILL CRANE

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	195	All Other Agency Revenue*:	\$ **
Hunters:	303	Total Program Revenue:	\$ **
Bird/Hunter:	0.6	Program Costs:	\$ **
Recreation Days:	624	Hunter Expenditures:	\$ 171,576
Days/Bird:	3.2	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 880

Two populations of the sandhill crane are found in Wyoming: the Rocky Mountain Greater Sandhill Crane and the Mid-Continent Sandhill Crane. The Rocky Mountain Population is managed in cooperation with various western states and the federal government. Most crane harvest occurs in the central and western parts of Wyoming. This Population has increased in size with above average recruitment in the past few years. Allowable permit numbers are based on a formula using estimated population from fall staging counts and recruitment within the individual flyways, and these permit quotas determine harvest levels. The Mid-Continent Population of Sandhill Cranes has been relatively stable since the early 1980s, but increased slightly over the past five years. This population migrates annually through central and eastern Wyoming.

In the 2009 season, hunters and harvest increased from the previous year (by eight percent and 20 percent, respectively). The success rate remained stable from 2008 to 2009, equaling the five-year average. Hunter effort was below average in 2009 (3.4 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
2005	116	430	0.6	3.7	196	**	**	107,160
2006	194	687	0.6	3.5	305	**	**	176,343
2007	138	418	0.6	3.0	213	**	**	110,513
2008	162	562	0.6	3.5	281	**	**	154,528
2009	195	624	0.6	3.2	303	**	**	171,576
**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 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

RAIL, SNIPE, AND COOT

2009:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	435	All Other Agency Revenue*:	\$ **
Hunters:	187	Total Program Revenue:	\$ **
Bird/Hunter:	2.3	Program Costs:	\$ **
Recreation Days:	740	Hunter Expenditures:	\$ 203,472
Days/Bird:	1.7	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 468

Snipe, rail, and coot are harvested in both the Central and Pacific Flyways in Wyoming. Since coots are not a highly valued game species or food source, demand is low. Although snipe and rail can be found in marshy habitats throughout the state, opportunities to harvest them are also underutilized. Generally, these species are harvested incidentally by persons 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. ¹
2005	759	1,349	1.7	1.8	440	**	**	336,184
2006	1,243	1,207	3.6	1.0	346	**	**	309,820
2007	1,006	1,412	3.7	1.4	273	**	**	373,314
2008	621	1,365	1.6	2.2	400	**	**	375,323
2009	435	740	2.3	1.7	187	**	**	203,472
**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 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								
** Because program costs were negligible, they are included with other waterfowl management costs.								

FISHERIES

Sport Fisheries
Commercial Fisheries

SPORT FISHERIES

2009:

Recreation Day Objectives: 2,778,000	License Revenue: \$ 5,339,720
Recreation Days: ¹ 2,363,461	All Other Agency Revenue: \$ 9,239,850
Fish/Day: 2.5	Total Program Revenue: \$ 14,579,570
Licenses Sold: 339,523	Program Costs: \$ 20,113,566**
Economic Return Per Day: \$71.00	Angler Expenditures: ^{1,2} \$167,805,731

In 2009, more than 2.3 million angler days of sport fishing recreation were estimated. Overall license sales were slightly up in all categories except non-resident daily licenses. The improved snow packs and monsoon-like spring rains finished this year with a spate of flooding but full reservoirs even in the drought stricken Laramie Plains. Prolonged high flows were experienced throughout the state with the exception of the Green River basin. Consequently, we expect continued improvements to future stream and reservoir fishing opportunity for most of the state. We continued to modify and modernize existing facilities at Flaming Gorge Reservoir, Soda Lake, Meadowlark Lake, Ocean Lake and Viva Naughton Reservoir. 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. With improved reservoir conditions we expect that trend to remain unchanged.

Five-year trends in Wyoming's sport fisheries program.						
Year	Recreation Days ¹	Fish/Day	Licenses Sold	License Revenue (\$)	Program Costs (\$)	Angler Expenditure ¹
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
2007	2,429,757	2.5	362,918	\$ 5,292,308	15,286,495	\$165,287,622
2008	2,267,594	2.5	327,464	\$5,784,352	²	\$ 161,203,257
2009	2,363,461	2.5	339,523	\$5,784,352	²	\$ 167,805,731

¹ 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 FY09 are based on figures found in the *2006 National Survey of Fishing, Hunting, and Wildlife Associated Recreation* for FY06 but adjusted for inflation.

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.

2009:

Licenses Sold: 840
License Revenue: \$14,724
All Other Agency revenue: \$ 5,221
Total Program Revenue:** \$18,724
Program Costs: \$ 4,095

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 2009 included: 41 fishing preserves (-32 compared to FY08), 11 commercial fish hatcheries, 720 seining (+23 over FY08), and 68 (+5 over FY08) live bait dealers. Overall interest in seining and dealing in live baitfish is increasing every year. In just the last ten years, sales of seining and trapping permits have increased 174%.

Five-year trends in Wyoming's commercial fisheries program.			
Year	Licenses Sold	License Revenue (\$)	Program Costs (\$)
2005	754	\$ 23,894	\$ 57,201
2006	765	\$ 27,481	\$ 38,195
2007	778	\$ 23,853	\$ 36,040
2008	884	\$ 14,880	\$33,103
2009	840	\$ 14,724	\$ 4,095
** Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Game and Fish cash balances.			

FURBEARERS

Bobcat
Other Furbearers

BOBCAT

2009:

Bobcat Harvest¹:	1,609	Licenses Sold⁴:	1,902
Bobcat Trappers³:	620	License Revenue:	\$ 92,343
Bobcats per Trappers²:	2.6	Other Agency Revenue*:	\$ 79,417
Recreation Days:	NA	Total Program Revenue:	\$ 171,760
Days/Animal:	NA	Program Costs:	\$ 358,400
		Benefits to the State:⁵	\$ 16,709,777
		Cost Dept. Per Animal:	\$ Not Available
		Economic Return per Animal:	\$ Not Available

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.

The number of licenses sold and the bobcat harvest increased dramatically from 2002 to 2006, probably reflecting the increase in bobcat numbers and the value of pelts. The number of trappers increased from 2008 to 2009. However, harvest and harvest rate (number of bobcats/trapper) decreased dramatically in 2009 (46 percent and 55 percent, respectively), and were well below the five-year averages (2884 bobcats, and 5.4 bobcats/trapper, respectively).

Five-year trends in Wyoming's furbearer program.							
Fiscal Year	Bobcat Statistics			Entire Furbearer Program			
	Reported Harvest ¹	Bobcats/Trapper ²	Number Trappers ³	Licenses Sold ⁴	License Rev. (\$)	Program Costs (\$)	Benefits to the State (\$) ⁵
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
2007	3,036	4.8	639	1,844	79,546	665,669	15,577,140
2008	2,978	5.8	513	1,850	80,006	337,402	16,252,938
2009	1,609	2.6	620	1,902	92,343	358,400	16,709,777

¹ The number of bobcats tagged in Wyoming.

² The number of bobcats per successful trapper.

³ The number of trappers who had bobcats tagged.

⁴ The total number of furbearer licenses sold.

⁵ 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general fund (\$949) and interest earned on Department cash balances.

OTHER FURBEARERS

2009:

Furbearer Harvest:	33,035	Licenses Sold ²:	1,902
Furbearer Trappers¹:	1,051	License Revenue:	\$ 92,343
Furbearers per Trapper:	31.4	Other Agency Revenue*:	\$ 79,417
Recreation Days:	NA	Total Program Revenue:	\$ 171,760
Days/Animal:	NA	Program Costs:	\$ 48,901
		Benefits to the State: ³	\$ 16,709,777
		Cost Dept. Per Animal:	\$ Not Available
		Economic Return per Animal:	\$ Not Available

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 species. 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 ¹	Licenses Sold ²	License Rev. (\$)	Program Costs (\$)	Benefits to the State (\$) ³
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
2007	31,439	33.0	953	1,844	79,546	605,669	15,577,140
2008	28,476	25.9	1,101	1,850	80,006	379,951	16,252,938
2009	33,035	31.4	1,051	1,902	92,343	48,901	16,709,777

¹ includes bobcat trappers.

² The total number of furbearer licenses sold.

³ 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, 2007, 2008 and 2009 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 1.03, 2008 was 1.04, 2009 was 1.00).

*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 2009, seven resident licenses were issued and three birds were captured, for a capture success rate of 43 percent. Eight nonresident licenses were issued and five birds were captured, for a capture success rate of 62 percent. In total, eight raptors were captured in Wyoming for use in falconry for an overall success rate of 53 percent, which is above the average (49 percent). Although the number of birds captured in 2009 is about 1/6 of the objective, the success rate is higher than the objective.

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 ¹	Licenses Sold ²	License Revenue (\$)	Program Costs (\$)
2005	13	31%	41	5,292	128,083
2006	16	47%	34	5,279	104,928
2007	15	45%	33	7,242	165,296
2008	27	69%	39	3,486	362,577
2009	8	53%	15	4,022	771,731

¹Based on capture licenses sold.
²Includes permits to hunt with falcon.

**NON-GAME PROGRAMS
AND
NON-LICENSED USES**

NONGAME PROGRAMS AND NON-LICENSED USES OF WILDLIFE

The nongame program includes planning, information and education, environmental commenting, inventories, and monitoring specifically for a large variety of terrestrial species. Many of these are Species of Greatest Conservation Need, 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. Also included under this heading are programs for sensitive species, such as 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 sensitive 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 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 surveys. 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, which is now called the State Wildlife Action Plan (SWAP). The SWAP now, for the most part, directs 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 FY 09 for SWAP 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 SWAP is being revised so it can be submitted to the U. S. Fish and Wildlife Service in 2010 according to the state's five-year revision schedule.

In 2008, non-consumptive users spent approximately \$394,869,000 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 municipalities. 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 (\$)
2005 ¹	3,924,000	295,398,065
2006 ²	3,009,000	394,869,000
2007 ²	3,009,000	406,715,070
2008 ²	3,009,000	410,663,760
2009²	3,009,000	394,869,000
<p>¹ 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 1.115 = 2005 expenditure).</p> <p>² The number of recreation days and expenditures for 2006, 2007, 2008 and 2009 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 1.03 = 2007 expenditures; 2006 expenditure x 1.04 = 2008 expenditures; 2006 expenditure x 1.00 = 2009 expenditures).</p>		

APPENDIX B:
HUNTER AND ANGLER
EXPENDITURE

Estimates of 2009 Expenditures in Wyoming
by Hunters and Anglers

Restitution Values of Game Animals

**SUMMARY OF 2009 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 ¹	TOTAL HUNTER EXPENDITURES ²
PRONGHORN								
RESIDENT	21,739	23,981	90.7%	83,549	3.8	29,641	\$806,972	\$10,328,937
NONRESIDENT	34,743	34,420	100.9%	111,182	3.2	42,940	\$6,138,584	\$13,745,129
MULE DEER								
RESIDENT	21,320	38,707	55.1%	206,367	9.7	57,963	\$1,809,755	\$22,236,833
NONRESIDENT	16,534	23,980	68.9%	108,238	6.5	32,806	\$8,320,633	\$11,663,058
WHITE-TAILED DEER								
RESIDENT	9,810	17,747	55.3%	90,231	9.2	-----	-----	\$9,760,430
NONRESIDENT	5,603	9,338	60.0%	32,564	5.8	-----	-----	\$3,522,499
ELK								
RESIDENT	18,195	43,279	42.0%	349,622	19.2	52,071	\$2,435,032	\$34,389,574
NONRESIDENT	4,776	9,869	48.4%	62,563	13.1	10,549	\$6,213,973	\$6,153,832
MOOSE								
RESIDENT	416	472	88.1%	3,483	8.4	489	\$38,296	\$497,461
NONRESIDENT	88	103	85.4%	634	7.2	107	\$100,090	\$90,551
BIGHORN SHEEP								
RESIDENT	141	186	75.8%	1,728	12.3	191	\$11,012	\$529,236
NONRESIDENT	55	65	84.6%	304	5.5	67	\$70,650	\$93,106
ROCKY MTN GOAT								
RESIDENT	16	16	100.0%	97	6.1	15	-\$1,548	\$34,556
NONRESIDENT	5	5	100.0%	10	2.0	5	-\$9,105	\$3,563
BISON								
RESIDENT	120	266	45.1%	2,312	19.3	266	\$105,871	\$420,032
NONRESIDENT	19	22	86.4%	104	5.5	22	\$54,498	\$18,894
BLACK BEAR								
RESIDENT	243	1,995	12.2%	18,290	75.3	3,079	\$136,520	\$1,396,461
NONRESIDENT	78	258	30.2%	1,430	18.3	282	\$107,131	\$109,182
MOUNTAIN LION								
RESIDENT	151	895	16.9%	11,876	78.6	1,703	\$54,177	\$2,155,106
NONRESIDENT	86	169	50.9%	908	10.6	142	\$59,878	\$164,772
TURKEY								
RESIDENT	3,290	6,151	53.5%	18,912	5.7	6,989	\$108,463	\$5,201,073
NONRESIDENT	1,247	1,530	81.5%	4,126	3.3	1,764	\$153,552	\$1,134,710
SECTION TOTAL	138,675	213,454	65.0%	1,108,530	8.0	241,091	26,714,434	123,648,996
RESIDENT TOTAL	75,441	133,695	56.4%	786,467	10.4	152,407	5,504,550	86,949,699
NONRESIDENT TOTAL	63,234	79,759	79.3%	322,063	5.1	88,684	21,209,884	36,699,297

**SUMMARY OF 2009 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 ¹	TOTAL HUNTER EXPENDITURES ²
COTTONTAIL RABBIT	26,983	5,610	481.0%	18,262	0.7	-----	-----	\$5,021,362
SNOWSHOE HARE	287	247	116.2%	999	3.5	-----	-----	\$274,687
SQUIRREL	1,420	334	425.1%	1,915	1.3	-----	-----	\$526,553
SECTION TOTAL	28,690	6,191	463.4%	21,176	0.7	-----	-----	5,822,602

LICENSE	HARVEST	HUNTERS	SUCCESS RATE	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED	LICENSE SALES ¹	TOTAL HUNTER EXPENDITURES ²
PHEASANT	41,361	10,264	403.0%	38,667	0.9	26,111	\$659,193	\$10,631,970
GRAY PARTRIDGE	2,858	1,280	223.3%	4,998	1.7	-----	-----	\$1,374,262
CHUKAR	7,130	2,047	348.3%	6,676	0.9	-----	-----	\$1,835,648
SAGE-GROUSE	11,162	4,732	235.9%	10,812	1.0	-----	-----	\$2,972,893
SHARP-TAILED GROUSE	1,715	1,058	162.1%	3,543	2.1	-----	-----	\$974,192
DUSKY (BLUE) GROUSE	7,844	3,566	220.0%	13,220	1.7	-----	-----	\$3,635,002
RUFFED GROUSE	4,222	1,579	267.4%	7,552	1.8	-----	-----	\$2,076,515
MOURNING DOVE	22,278	1,949	1143.0%	5,598	0.3	-----	-----	\$1,539,239
DUCK	51,418	6,104	842.4%	32,110	0.6	-----	-----	\$8,829,041
GOOSE	25,981	5,915	439.2%	29,322	1.1	-----	-----	\$8,062,446
SANDHILL CRANE	195	303	64.4%	624	3.2	-----	-----	\$171,576
RAIL	8	10	80.0%	42	5.3	-----	-----	\$11,548
SNIPE	320	75	426.7%	147	0.5	-----	-----	\$40,419
COOT	107	102	104.9%	551	5.1	-----	-----	\$151,504
RAPTOR	8	15	53.3%	-----	-----	-----	\$4,022	-----
SECTION TOTAL	176,607	38,999	452.9%	153,862	0.9	26,111	663,215	42,306,255

LICENSE	HARVEST	HUNTERS	SUCCESS RATE	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED	LICENSE SALES ¹	TOTAL ANGLER EXPENDITURES ²
SPORT FISHING	-----	-----	0.0%	2,363,461	-----	327,415	\$5,339,720	\$167,805,731
COMMERCIAL	-----	-----	-----	-----	-----	147	\$13,503	-----

LICENSE	HARVEST ³	HUNTERS ⁴	SUCCESS RATE ⁴	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED ⁵	LICENSE SALES ⁵	TOTAL TRAPPER EXPENDITURES ⁵
BOBCAT	1,609	620	259.5%	No Data	No Data	0	0	\$16,709,777
OTHER FURBEARERS	33,035	1,051	3143.2%	No Data	No Data	1,850	92,343	-----
SECTION TOTAL	34,644	1,671	2073.2%	No Data	No Data	1,850	92,343	16,709,777

SUMMARY								
TOTALS	378,616	260,315		1,283,568		269,052	27,469,992	188,487,630

¹License Sales figures will vary slightly from Statement of Revenue and Expenditures due to timing differences between subsidiary and general ledger reporting.

²Total Hunter and Angler Expenditure figures do not include license sales.

³Only successful bobcat trappers surveyed.

⁴Bobcat trappers only.

⁵All 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>2010 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 11 BUDGET SUMMARY

MAINTENANCE & OPERATIONS

Director	\$3,149,576
Fiscal Services	4,503,017
Services(1)	13,234,873
Fish (2)	12,745,674
Wildlife	24,938,453

TOTAL M&O	58,571,593
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COUPONS	800,000
EARLY RETIREMENT	70,469
DAMAGE	500,000
COST ALLOCATION	
SALECS	265,000
ACCESS EASEMENTS	1,000,000
PROPERTY RIGHTS	815,000
NONRECURRING PROJECTS(2)	1,499,624
WILDLIFE TRUST	1,201,400
STATE WILDLIFE GRANTS	1,063,114
LANDOWNER INCENTIVE TIER I	122,628
REIMBURSED CONTRACTS	7,885,370

FY 11 BUDGET (approved July 2010 Commission)	73,794,198
-----------------------------------------------------	-------------------

AUTHORIZED CARRYOVER	7,246,210
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AMOUNT AUTHORIZED FOR FY 11 SPENDING*	81,040,408
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(1) does not include FY 11 capital construction appropriation awarded to the State Department of Administration of \$890,000 in construction funds for comfort stations, dry storage and remedial work at Cody and Lander offices
Does include 1/2 of the fy11-12 biennial appropriation for the general fund for vet services, wolf management, sage grouse management and implementation and the comprehensive wildlife conservation strategy involving sensitive and nongame species and the balance of the Aquatic Invasive Species appropriation approved during the 2010 Legislative session.

(2) funding for these projects was made possible by the 2010 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. Additional funding has also been made available by the current moratorium on the Department's payment of cost allocation.

**FY 11 DETAIL BUDGET
STRATEGIC PLAN
(EXCLUDING COMPETITIVE REIMB PROJECTS)**

FY 11

FY 10

OFFICE OF THE DIRECTOR

ADMINISTRATION	1,166,658		1,062,152	10%
COOPERATIVE RESEARCH	1,266,646		728,496	74%
PERSONNEL	496,395		488,862	2%
STATEWIDE HABITAT PROTECTION	534,525		474,633	13%
WY HERITAGE FOUNDATION	283,614		282,065	1%
COMMISSION	113,172		112,307	1%
CWCS COORDINATOR	91,702		90,756	1%
WLCI COORDINATOR	102,484			
sub-total	4,055,196	-	3,239,271	25%

FISCAL AND ADMIN SERVICES

REVENUE COLLECTION	1,873,104		1,895,945	-1%
LEGISLATED EXPENSES	1,635,469		1,652,200	-1%
REGIONAL OFFICE MANAGEMENT	1,376,639		1,324,023	4%
ASSET MANAGEMENT	588,512		556,932	6%
ADMINISTRATION	306,879		300,635	2%
ACCOUNTS PAYABLE	258,738		254,910	2%
FINANCIAL SYSTEMS	170,896		149,616	14%
sub-total	6,210,237		6,134,261	1%

SERVICES

HABITAT ACCESS & MAINTENANCE	3,596,663		3,342,594	8%
MANAGMENT INFO SYSTEMS	2,880,553		2,998,191	-4%
PROPERTY RIGHTS	1,505,930		2,174,930	-31%
HEADQUARTERS & SUPP FACILITIES	1,331,501		1,357,605	-2%
PUBLICATIONS	772,291		798,733	-3%
CONSERVATION ENGINEERING	683,228		663,965	3%
REGIONAL I/E	650,772		658,250	-1%
MAIL SERVICES	268,126		654,856	-59%
GAME & FISH LABORATORY	635,582		604,794	5%
ADMINISTRATION	603,863		600,843	1%
CUSTOMER OUTREACH & INFO	771,436		574,070	34%
CONSERVATION EDUCATION	666,832		557,944	20%
CUSTOMER SERVICES	346,958		331,475	5%
HUNTER EDUCATION	190,759		180,960	5%
STRATEGIC MANAGEMENT	111,479		133,198	-16%
sub-total	15,015,973	-	15,632,408	-4%

FISH DIVISION

HATCHERIES & REARING STATIONS	4,918,496		4,813,533	2%
REG AQUATIC WILDLIFE MNGT	3,065,988		3,085,763	-1%
AQUATIC HABITAT MNGT	1,438,534		1,294,154	11%
BOATING ACCESS	1,250,000		1,254,250	0%
CWCS	403,327		486,748	-17%
ADMINISTRATION	493,956		494,767	0%
STATEWIDE WIDLIFE MNGT	533,923		362,867	47%
FISH PASSAGE	344,686		316,664	
FISH SPAWNING	250,540		295,781	-15%
WATER MNGT	255,422		273,240	-7%
AQUATIC INVASIVE SPECIES	707,725		1,009,526	
FISH DISTRIBUTION	121,369		120,174	1%
FISH WYOMING	50,000		50,000	0%
subtotal	13,833,966	-	13,857,467	0%

WILDLIFE DIVISION

REGIONAL GAME WARDENS	6,958,950		6,316,931	10%
REGIONAL TERRESTRIAL BIOLOGISTS	3,309,701		3,113,762	6%
WILDLIFE FEEDING	1,877,535		2,323,446	-19%
TERRESTRIAL HABITAT	2,086,886		2,008,286	4%
REGIONAL WILDLIFE SUPERVISORS	1,909,725		1,987,429	-4%
VETERINARY SERVICES	1,705,663		1,449,696	18%
PROPERTY RIGHTS (ACCESS YES AMDIN)	1,657,703		1,500,658	10%
SAGE GROUSE MNGT	903,823		1,798,426	-50%
TROPHY GAME & CONFLICT RESOLUTION	1,162,164		1,144,741	2%
BIOLOGICAL SERVICES	954,370		971,063	-2%
ADMINISTRATION	920,444		940,608	-2%
C WCS (TERRESTRIAL NONGAME)	796,416		1,107,922	-28%
STATEWIDE WLDLFE ENFORCEMENT	752,839		730,609	3%
BIRD FARMS	726,504		685,596	6%
WOLF MANAGEMENT	388,884		176,573	120%
BOATING SAFETY & INVEST ADMIN	403,543		433,342	-7%
WATERFOWL	178,306		154,897	15%
PREDATOR MANAGEMENT	100,000		100,000	0%
sub-total	26,793,456	-	26,943,985	-1%

BUDGETS ON A STRATEGIC BASIS \$ 65,908,828 \$ - \$ 65,807,392 0%

WYOMING GAME AND FISH COMMISSION FY 11 BUDGET - Projects

WILDLIFE TRUST FUND PROJECTS:

<u>HABITAT PROJECTS & GRANTS</u>	<u>LOCATION</u>	
Forest Health/Fuel Reduction	Casper	\$ 10,000
Alpine Wetlands rehab	Jackson	10,000
Barnum Area Mahoney Restoration	Sheridan	20,000
Beckton Stock Farm Conservation Easement	Sheridan	50,000
Bolton Creek Riparian Restoration	Casper	26,500
Coal Creek Road design (sediment control)	Pinedale	15,000
Crow Creek Stream & Riparian Improvement*	Laramie	5,000
Darrell Mumm Bitter Creek Fishway	Cody	46,000
East Fork Habitat Improvement	Lander	10,000
EF Encampment River Weir Removal	Laramie	15,000
Flat Creek Stream Habitat structure rehab	Jackson	5,000
Johns Creek Conservation Easement	Laramie	10,000
Johnson Resources Conservation Easement	Laramie	30,000
Laramie River Restoration project*	Laramie	60,000
McCullen Bluff Green river Channel Maintenance	Green River	20,000
Monument Ridge Prescribed Burn	Pinedale	15,000
Moose Habitat Analysis Contract*	Green River	72,000
New Fork River Restoration	Pinedale	50,000
Newton lake Russian olive removal	Cody	5,000
Nickel Spring Creek Fish passage	Jackson	5,000
North Laramie Range Habitat restoration	Casper	65,000
North Murphy Creek Aspen Burn	Jackson	20,000
North Platte River PAA Russian Olive/Tamarisk control	Casper	10,000
Pelton Creek Culvert replacements	Laramie	15,000
Pennock MT WHMA Well development*	Laramie	10,000
Popo Agie (middle) Aspen Regeneration	Lander	5,000
Popo Agie (North Fork) Riparian Fence	Lander	10,000
Red Canyon Pipeline	Lander	9,500
Seedskadee NWR Russian olive/tamarisk control	Green River	10,000
Soda lake WHMA Water well	Pinedale	17,500
Spread Creek Fish passage	Jackson	25,000
Springer WHMA Well restoration	Laramie	32,000
Squaretop Windmill Conversion	Pinedale	5,000
Stream Restoration- channel Geometry study	Statewide	50,000
Thorne Williams WHMA fence conversion	Laramie	15,000
Timber Creek Riparian Restoration	Cody	10,000
Upper Green Fencing Initiative*	Pinedale	25,000
Winward Habitat Management Contract*	Statewide	8,800
Wyoming Front Aspen Treatment*	Pinedale	25,000
Wyoming Range Mule Deer Habitat Assessment*	Green River	45,000
Yellowtail Bigfork Canal	Cody	175,000
Yellowtail CRM Invasive Plant Mngt*	Cody	100,000
habitat projects		\$ 1,167,300

CONSERVATION EDUCATION(WORTH THE WATCHING) PROJECTS

Bat Best Management Practices	3,500
OREO Equipment replacement	14,600
Bear Conflict Public Outreach*	4,500
Elk Display City of Sheridan	7,500
Laramie River Restoration Interpretative signs	4,000

WYOMING GAME AND FISH COMMISSION FY 11 BUDGET - Projects

WILDLIFE TRUST FUND PROJECTS:

educational projects	34,100
TOTAL DEPARTMENT TRUST PROJECTS	\$ 1,201,400

STATE WILDLIFE GRANT PROJECTS:

Amphibian Reptile Monitoring*	48,463
Avian Transcets	50,000
Cutthroat Trout Assessment related to Climate Change * **	87,571
Midget Faded Rattlesnake *	40,825
Nongame Project Management	47,300
Coon Creek Beetle Kill	55,000
Cutthroat Conservation *	97,100
Forest Bat Surveys*	60,482
Fresh Water Mussels	26,771
Horny Heat Chub * **	30,910
Leatherside Chub Abundance & Distribution*	66,272
Lodge pole beetle assessment* **	63,503
River Otter Monitoring * **	55,203
SE Wyoming Herpetologist	34,475
SGCN GIS *	44,420
Song birds & Energy Development impacts **	34,855
Wind Energy on Wildlife Vulnerability	40,500
Wind Energy Effects on Sage Grouse	50,000
Wind Energy Impact on Grassland birds **	66,629
Swift Fox Monitoring*	62,835
TOTAL DEPARTMENT FY 11 State Wildlife Projects	\$ 1,063,114

SPECIAL NONRECURRING PROJECTS FROM FY 11 FUNDING SOURCES:

(License recoupment fees & cost allocation moratorium reduction)

Speas Hatchery Feed storage facility	352,000
Platte Valley Mule Deer Assessment	320,124
Educational TV- hunting & fishing program	300,000
Aquatic & Terrestrial Project Pre-development	200,000
Howard Ditch Pipeline	100,000
Wyoming Range Habitat Assessment*	60,500
Yellowtail House renovation	50,000
Fish Wyoming grants *	50,000
Cheyenne HQ Wildlife Displays	42,000
Cody Regional office remodel plan	25,000
TOTAL DEPARTMENT FY 11 Special Projects	\$ 1,499,624

* ongoing projects

**work being performed by the UW coop unit

MAINTENANCE & OPERATIONS BUDGETS (FY 87 - FY 11)

(Does not include Enhancements, Trust Projects, Property Rights, Capital Facilities, General Funds or Reimbursed Projects)

FY 87	\$19,913,441	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			Early Retirement	305,000	Services Division	9,294,901
Fish Division	4,451,347	HATS Division	4,035,572	FY 97	\$30,484,636	Damage	500,000	Fiscal Services	9,670,901
HATS Division	2,843,805	I&E Services Division	2,723,179	Wildlife Division	11,479,769	Cost Allocation	350,000	Office of Director	2,059,320
Communications Division	1,538,464	Fiscal Services Division	2,469,238	Fish Division	6,255,709	SALECS	224,000	Coupons	500,000
Fiscal Division	2,359,229	Office of Director	942,412	Services Division	7,033,623			Early Retirement	105,274
Administration Division	1,236,638	Coupons	600,000	Fiscal Services Division	2,780,604	FY 02	\$39,727,021	Damage	500,000
Coupons	750,000	Damage	500,000	Office of Director	984,931	Wildlife Division	14,047,986	Cost Allocation	600,000
Damage	500,000	Early Retirement	200,749	Coupons	560,000	Fish Division	9,107,324	SALECS	252,000
				Early Retirement	378,000	Services Division	8,982,248		
FY 88	\$21,040,674	FY 93	\$29,674,362	Damage	500,000	Fiscal Services Division	3,648,879	FY 07	\$47,208,311
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			Early Retirement	262,200	Services Division	10,615,365
Communications Division	1,553,215	I&E Services Division	3,253,794	FY 98	\$33,776,380	Damage	500,000	Fiscal Services	3,958,939
Fiscal Division	1,436,749	Fiscal Services Division	2,377,617	Wildlife Division	12,747,313	Cost Allocation	370,000	Office of Director	2,051,522
Administration Division	702,834	Office of Director	1,632,904	Fish Division	6,755,891	SALECS	252,000	Coupons	535,000
Agency Common	1,193,296	Coupons	860,000	Services Division	7,332,429			Early Retirement	90,444
Coupons	750,000	Damage	500,000	Fiscal Services Division	3,097,432	FY 03	\$40,545,447	Damage	500,000
Damage	500,000	Early Retirement	250,000	Office of Director	1,822,313	Wildlife Division	14,843,001	Cost Allocation	700,000
				Coupons	602,000	Fish Division	8,856,919	SALECS	252,000
FY 89	\$20,465,981	FY 94	\$30,946,580	Early Retirement	369,002	Services Division	9,015,519		
Game Division	7,576,046	Game Division	10,423,261	Damage	500,000	Fiscal Services Division	3,904,386	FY 08	\$49,468,992
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			Early Retirement	208,605	Services Division	12,087,871
Adm. & Fiscal Svcs. Div.	1,337,388	Fiscal Services Division	2,996,836	FY 99	\$33,582,267	Damage	500,000	Fiscal Services	4,343,886
Office of Director	689,602	Office of Director	1,687,267	Wildlife Division	12,155,687	Cost Allocation	350,000	Office of the Director	2,590,603
Agency Common	1,217,162	Coupons	750,000	Fish Division	7,017,794	SALECS	252,000	Coupons	595,000
Coupons	750,000	Early Retirement	295,000	Services Division	7,615,445			Early Retirement	82,932
Damage	500,000			Fiscal Services Division	3,025,520	FY 04	\$39,572,909	Damage	500,000
Early Retirement	125,000	FY 95	\$30,672,321	Office of Director	1,824,772	Wildlife Division	14,520,159	Cost Allocation	0
Damage	500,000	Wildlife Division	10,126,225	Coupons	515,000	Fish Division	8,780,831	SALECS	300,000
FY 90	\$20,533,195	Fish Division	6,187,409	Early Retirement	358,249	Services Division	8,921,007		
Game Division	8,084,170	HATS Division	4,195,529	Damage	500,000	Fiscal Services	3,622,015	FY 09	\$53,148,847
Fish Division	4,406,561	I&E Services Division	3,204,102	Cost Allocation	342,200	Office of Director	2,002,835	Wildlife Division	19,477,936
HATS Division	2,693,910	Fiscal Services Division	2,692,088	SALECS	227,600	Coupons	400,000	Fish Division	11,773,488
I&E Services Division	1,661,592	Office of Director	1,956,424			Early Retirement	164,062	Services Division	13,118,109
Adm. & Fiscal Svcs. Div.	1,329,610	Coupons	650,000	FY 00	\$36,238,774	Damage	500,000	Fiscal Services	4,276,173
Office of Director	708,133	Early Retirement	150,000	Wildlife Division	12,970,024	Cost Allocation	410,000	Office of the Director	2,771,497
Agency Common	474,219	Damage	500,000	Fish Division	8,377,249	SALECS	252,000	Coupons	850,000
Coupons	550,000	Cost Allocation	300,000	Services Division	7,765,569			Early Retirement	81,720
Damage	500,000	SALECS	217,000	Fiscal Services Division	3,297,221	FY 05	\$40,720,306	Damage	500,000
Early Retirement	125,000	Salary Contingency	493,544	Office of Director	1,860,511	Wildlife Division	14,890,882	Cost Allocation	0
				Coupons	515,000	Fish Division	8,979,167	SALECS	299,924
FY 91	\$22,518,236	FY 96	\$31,402,001	Early Retirement	325,600	Services Division	9,426,638		
Game Division	8,711,427	Wildlife Division	10,288,181	Damage	500,000	Fiscal Services	3,569,888	FY 10	\$55,202,787
Fish Division	4,787,533	Fish Division	6,803,683	Cost Allocation	400,000	Office of Director	2,031,455	Wildlife Division	20,607,884
HATS Division	2,876,190	HATS Division	4,587,011	SALECS	227,600	Coupons	500,000	Fish Division	12,080,212
I&E Services Division	1,941,699	I&E Services Division	3,504,112			Early Retirement	138,276	Services Division	13,614,186
Adm. & Fiscal Svcs. Div.	1,383,147	Fiscal Services Division	3,018,908	FY 01	\$36,571,119	Damage	500,000	Fiscal Services	4,408,915
Office of Director	746,640	Office of Director	1,249,286	Wildlife Division	12,900,839	Cost Allocation	432,000	Office of the Director	2,839,390
Agency Common	876,600	Coupons	600,000	Fish Division	8,617,707	SALECS	252,000	Coupons	800,000
Coupons	600,000	Early Retirement	333,820	Services Division	7,884,777			Early Retirement	75,000
Damage	500,000	Damage	500,000	Fiscal Services Division	3,355,319	FY 06	44,624,002	Damage	500,000
Early Retirement	95,000	Cost Allocation	300,000	Office of Director	1,917,494	Wildlife Division	44,624,002	Cost Allocation	0
FY 92	\$27,073,153	FY96 (Continued)		FY 01 (Continued)		FY 06 (Continued)		SALECS	277,200

MAINTENANCE & OPERATIONS BUDGETS (FY 87 - FY 11)

(Does not include Enhancements, Trust Projects, Property Rights, Capital Facilities, General Funds or Reimbursed Projects)

FY 11	\$55,889,342
Wildlife Division	21,391,993
Fish Division	11,918,414
Services Division	13,284,873
Fiscal Services	4,503,017
Office of the Director	3,149,576
Coupons	800,000
Early Retirement	70,469
Damage	500,000
Cost Allocation	0
SALECS	265,000

**SCHEDULE OF ASSETS, LIABILITIES, AND FUND BALANCES (G&F funds only)
ARISING FROM CASH TRANSACTIONS
AS OF JUNE 30,**

**% CHNG
FY 07 to
FY 10**

	2010	2009	2008	2007	FY 10
ASSETS:					
PETTY CASH	\$ 17,075	\$ 16,975	\$ 16,775	\$ 14,750	16%
CASH - OPERATIONS	37,099,785	35,961,959	32,483,346	27,044,138	37%
CASH- WLDLFE TRUST INTEREST	3,029,341	2,527,220	2,404,418	2,019,654	50%
CASH- ACCESS FUND	<u>1,517,988</u>	<u>1,422,646</u>	<u>1,180,744</u>	<u>1,012,033</u>	<u>50%</u>
	41,664,189	39,928,800	36,085,283	30,090,575	38%
CASH - WLDLFE TRUST CORPUS	22,680,288	21,835,713	20,967,536	20,203,311	12%
CASH- LIFETIME LICENSE FUND	3,955,745	3,724,308	3,528,154	3,053,705	30%
CASH-ALTERNATIVE ENTERPRISES	42,950	50,000	50,371	50,000	-14%
CASH - APPS/LICENSES IN PROCESS	13,951,984	14,108,188	15,420,043	13,653,774	2%
RETURNED CHECKS	975	2,280	1,523	3,234	-70%
TOTAL ASSETS	<u>82,296,131</u>	<u>79,649,289</u>	<u>76,052,910</u>	<u>67,054,599</u>	<u>23%</u>
LIABILITIES:					
VOUCHERS PAYABLE	260	260	290	260	0%
LICENSE AGENT BONDS	100,000	100,000	100,000	100,000	0%
COURT ORDERED RESTITUTION	49,626	82,290	71,171	31,671	57%
UNREALIZED INVESTMENT INCOME	1,820,667	328,461			
UNDISTRIBUTED DRAW/APPS PENDIN	13,951,984	14,108,188	15,420,043	13,653,774	2%
RESTRICTED FUNDS	245,366	59,516	55	0	
OTHER DEFERRED REVENUE	<u>150,558</u>	<u>192,143</u>	<u>245,050</u>	<u>187,424</u>	<u>-20%</u>
TOTAL LIABILITIES	16,318,461	14,870,858	15,836,609	13,973,129	17%
FUND BALANCE:					
RESTRICTED					
OUTSTANDING ENCUMBERANCES	6,396,903	6,464,993	6,221,348	4,371,988	46%
WLDLFE TRUST FUND CORPUS	22,680,288	21,835,713	20,967,536	20,203,311	12%
WLD TRUST FUND INTEREST	2,651,002	2,064,330	2,014,893	1,731,104	53%
ACCESS FUND CORPUS	1,517,988	1,422,646	1,162,044	993,333	53%
LIFETIME LICENSE FUND	3,871,015	3,724,308	3,528,154	3,053,705	27%
ALTERNATIVE ENTERPRISES	41,861	50,000	50,371	50,000	-16%
UNRESTRICTED					
G&F OPERATING FUND	28,818,613	29,216,441	26,271,955	22,678,029	27%
TOTAL FUND BALANCE	<u>65,977,670</u>	<u>64,778,431</u>	<u>60,216,301</u>	<u>53,081,470</u>	<u>24%</u>
TOTAL LIABILITIES AND FUND BALANCE	<u>82,296,131</u>	<u>79,649,289</u>	<u>76,052,910</u>	<u>67,054,599</u>	<u>23%</u>

SCHEDULE OF REVENUE AND EXPENDITURES ARISING FROM CASH TRANSACTIONS			
FROM EXPENDABLE FUNDS FOR THE PERIOD ENDED JUNE 30, 2010			
EXPENDABLE FUNDS			%PR CH
<u>REVENUE RECEIVED</u>			FY 09
Hunting & Fish Lic@	\$ 32,808,709	\$ 33,472,862	-2%
Preference Points	3,865,110	3,672,193	5%
Conservation Stamps	792,263	809,404	-2%
Boating Registration	393,835	433,255	-9%
Pooled Interest Opr	2,269,459	1,997,298	14%
Pooled Interest Trt	1,009,377	939,713	7%
Income from Inv&Land	52,529	89,265	-41%
Nonfederal Grants	2,038,888	989,207	106%
Application Fees	1,880,617	1,878,010	0%
Publication Sales	193,061	192,441	0%
Access Yes c-stamp/donations	909,492	908,509	0%
Federal Aid & Grants	16,654,870	13,285,857	25%
General Funds	4,390,092	3,560,520	23%
License Recoupment (gen funds)	856,424	640,361	34%
Other Items	<u>57,669</u>	<u>56,158</u>	<u>3%</u>
TOTAL REVENUE EARNED	68,172,395	62,925,053	8%
<u>EXPENDITURES MADE</u>			
Maintenance & Ops			
Office of Director	2,527,922	2,403,618	5%
Fiscal Division	3,702,968	3,673,716	1%
Services Division	11,531,679	11,322,302	2%
Fish Division	10,912,440	9,485,761	15%
Wildlife Division	<u>22,309,941</u>	<u>21,991,264</u>	<u>1%</u>
TOTAL M&O EXPENSES	50,984,950	48,876,661	4%
Access Payments	840,118	643,573	31%
Trust Projects	690,180	764,785	-10%
Legislated Expenses	1,462,353	1,167,373	25%
Carryover M/O /Trust FD	<u>3,456,813</u>	<u>2,735,074</u>	<u>26%</u>
TOTAL OPERATING EXP	57,434,414	54,187,466	6%
Competitive Grants	7,639,735	2,926,103	161%
State Wildlife Grants	616,626	502,763	23%
LIP Tier I Grants	116,760	124,197	-6%
Property Rights	866,900	285,000	204%
Special Nonrecurring Projects	596,224	262,578	127%
Carryover	<u>938,201</u>	<u>1,418,058</u>	<u>-34%</u>
TOTAL NONOP EXPENDTRS	10,774,446	5,518,699	95%
TOTAL EXPENDITURES	<u>68,208,860</u>	<u>59,706,165</u>	14%
DEFICIT OF REV OVER EXP	<u>(\$36,465)</u>	<u>\$3,218,888</u>	-101%

All Department revenue is recognized above excepting: 1)\$413,377 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 \$51,051 of lifetime conservation stamps and 37 1/2% of the c-stamp (\$792,258) 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 \$149,421 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) \$(7,817) (net loss on a cash basis for revenue of \$88,452 & expenses of \$96,269) from sale of promotional products and publications

5)and \$200,739 collected in Aquatic Invasive Species decals held in trust to partially offset future years general fund appropriations for this program.

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 PROGRAMS (OBJECTIVES)
FOR THE YEAR ENDED June 30, 2010**

	Game & Fish Opertng Fund	Wildlife Trust Fund	Access fund	Non recurring Projects	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	\$ 4,051,197			\$ 94,546		\$ 9,561	\$ 4,155,304		\$ 4,155,304	6.08%
BIRD FARMS	683,791					6,421	690,212		690,212	1.01%
COOPERATIVE RESEARCH- CONSERVATION ENGNING	319,290			81,414	145,474		546,178		546,178	0.80%
SWAP(CWCS)	611,790						611,790		611,790	0.90%
DEPARTMENT ADMIN	79,746				517,470	1,241,717	1,838,933	815,699	2,654,632	3.89%
EDUCATION	3,517,524						3,517,524		3,517,524	5.15%
FEEDGROUNDS	569,467	22,469		136,785		95,414	824,135		824,135	1.21%
FINANCIAL MANAGEMENT	1,941,488						1,941,488		1,941,488	2.84%
FISH CULTURE^	2,340,414				68,082	5,509	2,414,005		2,414,005	3.53%
HABITAT ^	5,473,715						5,473,715		5,473,715	8.01%
INFORMATION	5,841,715	698,475		143,478	48,678	1,206,026	7,938,372		7,938,372	11.62%
LEGISLATED EXPENSES(2)	1,669,518					1,420	1,670,938		1,670,938	2.45%
CUSTOMER SERVICES	1,562,353					1,310	1,563,663		1,563,663	2.29%
MANAGEMENT INFO SYSTEMS	302,268						302,268		302,268	0.44%
PERSONNEL MANAGEMENT	2,506,266						2,506,266		2,506,266	3.67%
PROPERTY RIGHTS	471,519						471,519		471,519	0.69%
REGIONAL INFORMATION/ED	2,037,574	236,640	840,118	395,809		3,943,850	7,453,991		7,453,991	10.91%
SPECIALIZED LAW ENFORCMNT	592,722			15,930		250,579	592,722		592,722	0.87%
STRATEGIC MNGT	938,691						1,205,200		1,205,200	1.76%
SUPPORT FACILITIES/PERSNL	90,049						90,049		90,049	0.13%
TERRESTRIAL WLD MNGT	2,273,699						2,273,699		2,273,699	3.33%
WILDLIFE HABITAT PRCTCN	13,025,382			13,601		532,065	13,571,048	1,596,994	15,168,042	22.21%
WILDLIFE HEALTH & LAB SVCS	441,069					475,616	916,685		916,685	1.34%
	572,767					476,657	1,049,424	1,203,838	2,253,262	3.30%
TTL DEPT OBJECTIVES	51,914,014	957,584	840,118	881,563	779,704	8,246,145	63,619,128	3,616,531	67,235,659	98.43%
Aquatic Invasive Species	199,640						199,640	773,561	973,201	1.42%
sub-total	52,113,654	957,584	840,118	881,563	779,704	8,246,145	63,818,768	4,390,092	68,208,860	99.86%
Alternative Enterprises							-	96,269	96,269	0.14%
TOTAL AMT SPENT FY10	52,113,654	957,584	840,118	881,563	779,704	8,246,145	63,818,768	4,486,361	68,305,129	100.00%

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

BIG GAME LICENSES	PRICE	2005	2006	2007	2008	2009
Resident Antelope	\$27.00	13,811	14,453	15,247		
Resident Antelope	\$33.00				17,331	18,428
Resident Youth Antelope	\$15.00	2,285	2,328	2,296	2,582	2,684
Resident Doe/Fawn Antelope	\$19.00	4,788	5,923	6,723		
Resident Doe/Fawn Antelope	\$22.00				7,455	7,389
Resident Youth Doe/Fawn Antelope	\$14.00	525	630	671	766	714
Pioneer Antelope	\$2.00	296	259	204	192	169
Pioneer Doe/Fawn Antelope	\$2.00	54	66	51	48	46
Pioneer Heritage Antelope	\$16.00	114	140	157		171
Pioneer Heritage Antelope	\$20.00				160	
Pioneer Heritage Doe/Fawn Antelope	\$15.00	17	27	29		
Pioneer Heritage Doe/Fawn Antelope	\$18.00				35	40
TOTALS		21,890	23,826	25,378	28,569	29,641
Nonres Special Antelope	\$426.00	1,498	761	647		
Nonres Special Antelope	\$512.00				662	607
NonRes Special Antelope w/Preference Point	\$456.00		860	1,044		
NonRes Special Antelope w/Preference Point	\$542.00				1,003	928
NonRes Antelope w/Preference Point	\$256.00		2,039	3,094		
NonRes Antelope w/Preference Point	\$302.00				2,807	3,005
NonRes Antelope Yth w/Preference Point	\$120.00		226	329	293	327
Nonres Antelope	\$226.00	14,478	13,242	13,972		
Nonres Antelope	\$272.00				13,733	13,557
Nonres Youth Antelope	\$110.00	931	809	799	788	821
Nonres Doe/Fawn Antelope	\$29.00	11,913	15,725	18,959		
Nonres Doe/Fawn Antelope	\$34.00				19,981	22,262
Nonres Youth Doe/Fawn Antelope	\$19.00	720	968	1,100	1,323	1,433
TOTALS		29,540	34,630	39,944	40,590	42,940
TOTAL ANTELOPE LICENSES		51,430	58,456	65,322	69,159	72,581
Resident Bighorn Sheep	\$96.00	174	179	183		
Resident Bighorn Sheep	\$117.00				183	191
Nonresident Bighorn Sheep	\$1,901.00	62	61	61		
Nonresident Bighorn Sheep	\$2,252.00				61	67
TOTAL BIGHORN SHEEP LICENSES		236	240	244	244	258
Resident Deer	\$31.00	38,591	39,887	40,969		
Resident Deer	\$38.00				41,621	42,449
Resident Deer Military Combat	\$0.00		11	10	6	21
Resident Youth Deer	\$15.00	5,353	5,455	5,327	5,206	5,345
Resident Doe/Fawn Deer	\$19.00	5,479	6,728	7,529		
Resident Doe/Fawn Deer	\$22.00				7,732	8,639
Resident Youth Doe/Fawn Deer	\$14.00	514	627	646	807	859
Pioneer Deer	\$2.00	554	461	390	339	299
Pioneer Doe/Fawn Deer	\$2.00	36	45	52	62	50
Pioneer Heritage Deer	\$19.00	157	172	200		
Pioneer Heritage Deer	\$23.00				229	260
Pioneer Heritage Doe/Fawn Deer	\$15.00	11	15	21		
Pioneer Heritage Doe/Fawn Deer	\$18.00				33	41
TOTALS		50,695	53,401	55,144	56,035	57,963
Nonres Special Deer	\$461.00	2,948	1,414	1,342		
Nonres Special Deer	\$552.00				1,406	1,165
NonRes Deer Special w/Preference Point	\$501.00		1,314	1,376		

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

NonRes Deer Special w/Preference Point	\$592.00				1,468	1,111
NonRes Deer w/Preference Point	\$301.00		3,168	3,789		
NonRes Deer w/Preference Point	\$352.00				4,309	3,862
NonRes Deer Yth w/Preference Point	\$120.00		200	216	272	228
Nonresident Deer	\$261.00	24,569	21,011	20,103		
Nonresident Deer	\$312.00				17,846	17,790
Nonresident Youth Deer	\$110.00	1,158	972	873	834	796
Nonresident Doe/Fawn Deer	\$29.00	4,915	6,569	7,812		
Nonresident Doe/Fawn Deer	\$34.00				6,926	7,420
Nonresident Youth Doe/Fawn Deer	\$19.00	248	356	359	444	434
TOTALS		33,838	35,004	35,870	33,505	32,806
TOTAL DEER LICENSES		84,533	88,405	91,014	89,540	90,769
Resident Elk	\$43.00	37,192	38,055	38,707		
Resident Elk	\$52.00				38,575	38,706
Resident Elk Military Combat	\$0.00		9	7	5	17
Resident Youth Elk	\$25.00	3,801	3,777	3,838	3,697	3,623
Pioneer Elk	\$5.00	573	529	447	372	335
Resident Cow/Calf Elk	\$36.00	4,229	4,687	5,260		
Resident Cow/Calf Elk	\$43.00				6,783	8,244
Resident Yth Cow/Calf Elk	\$20.00	326	318	370	521	606
Pioneer Cow/Calf Elk	\$5.00	52	48	54	59	51
Pioneer Heritage Elk	\$27.00	294	330	369		
Pioneer Heritage Elk	\$32.00				372	397
Pioneer Heritage Cow/Calf Elk	\$23.00	26	34	46		
Pioneer Heritage Cow/Calf Elk	\$27.00				65	92
TOTALS		46,493	47,787	49,098	50,449	52,071
Nonres Special Elk/Fishing	\$881.00	2,785	716	556		
Nonres Special Elk/Fishing	\$1,057.00				669	549
NonRes Elk Yth w/Preference Point	\$285.00			90	84	
NonRes Elk Yth w/Preference Point	\$325.00		70			89
NonRes Elk Special w/Preference Point	\$931.00		2,069	2,253		
NonRes Elk Special w/Preference Point	\$1,107.00				1,855	1,483
NonRes Elk w/Preference Point	\$531.00		1,920	2,900		
NonRes Elk w/Preference Point	\$627.00				2,824	2,848
Nonres Elk & Fishing	\$481.00	5,536	3,513	2,762		
Nonres Elk & Fishing	\$577.00				2,699	2,963
Nonres Youth Elk/Fishing	\$275.00	151	111	83	79	86
Nonres Cow/Calf Elk	\$240.00	1,538	1,441	1,565		
Nonres Cow/Calf Elk	\$288.00				1,874	2,417
Nonres Youth Cow/Calf Elk	\$100.00	47	55	77	93	114
TOTALS		10,057	9,895	10,286	10,177	10,549
TOTAL ELK LICENSES		56,550	57,682	59,384	60,626	62,620
Resident Moose	\$91.00	669	636	640		
Resident Moose	\$112.00				586	489
Nonresident Moose	\$1,201.00	129	132	129		
Nonresident Moose	\$1,402.00				129	107
TOTAL MOOSE LICENSES		798	768	769	715	596
Resident Mountain Goat	\$101.00	15	15	15		
Resident Mountain Goat	\$122.00				15	17
Nonres Mountain Goat	\$1,801.00	5	5	5		
Nonres Mountain Goat	\$2,152.00				5	5
TOTAL MOUNTAIN GOAT LICENSES		20	20	20	20	22

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

COMMERCIAL LICENSES	PRICE	2005	2006	2007	2008	2009
Comm'l Fish Hatchery	\$151.00	14	13	14		
Comm'l Fish Hatchery	\$182.00				11	11
Deal in Live Bait	\$56.00	56	57	55		
Deal in Live Bait	\$67.00				63	68
Fishing Preserve	\$111.00	72	73	77		
Fishing Preserve	\$132.00				73	41
Resident Fur Dealer	\$43.00	11	14	11		
Resident Fur Dealer	\$52.00				16	13
Nonresident Fur Dealer	\$231.00	10	10	11		
Nonresident Fur Dealer	\$277.00				13	10
Game Bird Farm	\$111.00	115	105	105		
Game Bird Farm	\$132.00				111	115
Seine or Trap Fish License	\$16.00	612	622	632		
Seine or Trap Fish License	\$20.00				697	720
Resident Taxidermist	\$56.00	163	161	171		
Resident Taxidermist	\$67.00				179	180
Nonresident Taxidermist	\$601.00	5	6	4		
Nonresident Taxidermist	\$702.00				4	3
TOTAL COMMERCIAL LICENSES		1,058	1,061	1,080	1,167	1,161

FUR BEARING/TRAP LICENSES	PRICE	2005	2006	2007	2008	2009
Res Fur Bearing Trap	\$36.00	1,347	1,466	1,653		
Res Fur Bearing Trap	\$44.00				1,685	1,723
Res Youth Fur Bear Trap	\$6.00	110	115	136	117	136
Nonres Fur Bearing Trap	\$201.00	39	42	55		
Nonres Fur Bearing Trap	\$242.00				48	43
TOTAL FUR BEARING/TRAPPING LICENSES		1,496	1,623	1,844	1,850	1,902

GAME BIRD/SML GAME LICENSES:	PRICE	2005	2006	2007	2008	2009
Res Bird/Small Game Annual	\$19.00	10,278	10,622	9,997		
Res Bird/Small Game Annual	\$24.00				8,689	8,880
Res Daily Bird/Small Game	\$7.00	1,108	1,019	1,026		
Res Daily Bird/Small Game	\$9.00				957	994
Res Bird/Small Game Military Combat	\$0.00		6	5		6
Nonres Bird/Small Game Annual	\$61.00	1,868	2,054	2,050		
Nonres Bird/Small Game Annual	\$72.00				1,879	1,779
Nonres Daily Bird/Small Game	\$16.00	6,203	6,752	6,233		
Nonres Daily Bird/Small Game	\$20.00				5,192	4,800
Nonres Youth Bird/Small Game Annual	\$40.00	106	111	101	128	117
TOTAL COMBINATION LICENSES		19,563	20,564	19,412	16,845	16,576

GAME BIRD LICENSES:	PRICE	2005	2006	2007	2008	2009
Resident Game Bird	\$13.00	7,767	7,350	7,375		
Resident Game Bird	\$16.00				7,553	7,822
TOTAL GAME BIRD LICENSES		7,767	7,350	7,375	7,553	7,822

SMALL GAME LICENSES:	PRICE	2005	2006	2007	2008	2009
Resident Small Game	\$13.00	2,142	2,009	2,031		
Resident Small Game	\$16.00				1,831	1,713
TOTAL SMALL GAME LICENSES		2,142	2,009	2,031	1,831	1,713

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

TURKEY LICENSES:	PRICE	2005	2006	2007	2008	2009
Resident Spring Turkey	\$13.00	4,165	4,148	4,302		
Resident Spring Turkey	\$16.00				4,358	4,447
Resident Fall Turkey	\$13.00	1,818	1,941	2,427		
Resident Fall Turkey	\$16.00				2,649	2,542
TOTALS		5,983	6,089	6,729	7,007	6,989
Nonres Spring Turkey	\$61.00	1,545	1,567	1,497		
Nonres Spring Turkey	\$72.00				1,412	1,451
Nonres Fall Turkey	\$61.00	432	490	507		
Nonres Fall Turkey	\$72.00				496	313
TOTALS		1,977	2,057	2,004	1,908	1,764
TOTAL TURKEY LICENSES		7,960	8,146	8,733	8,915	8,753

GAME FISH LICENSES:	PRICE	2005	2006	2007	2008	2009
Resident Fishing Annual	\$19.00	72,932	75,872	77,087		
Resident Fishing Annual	\$24.00				73,489	77,392
Resident Youth Fishing Annual	\$3.00	6,255	6,440	6,327	6,101	6,371
Resident Daily Fish	\$4.00	40,427	39,759	40,953		
Resident Daily Fish	\$6.00				36,192	39,004
Resident Daily Fish Military Combat	\$0.00		8	12	6	32
TOTALS		119,614	122,079	124,379	115,788	122,799
Nonres Fishing Annual	\$76.00	13,842	14,579	15,479		
Nonres Fishing Annual	\$92.00				12,466	12,460
Nonres Youth Fish Annual	\$15.00	3,371	3,673	3,707	3,417	3,390
Nonres Daily Fishing	\$11.00	213,152	217,331	219,353		
Nonres Daily Fishing	\$14.00				183,477	188,046
TOTALS		230,365	235,583	238,539	199,360	203,896
TOTAL FISHING LICENSES		349,979	357,662	362,918	315,148	326,695

LIFETIME LICENSES:	PRICE	2005	2006	2007	2008	2009
Bird/Fish/Small Game	\$401.00	100	121	299		
Bird/Fish/Small Game	\$482.00				97	65
Fishing	\$251.00	70	114	233		
Fishing	\$302.00				68	63
Bird/Fish/Small Game & Conservation Stamp	\$551.50	289	358	783		
Bird/Fish/Small Game & Conservation Stamp	\$662.50				313	238
Bird/Small Game	\$251.00	21	23	38		
Bird/Small Game	\$302.00				10	12
Bird/Small Game & Conservation Stamp	\$401.50	3	3	19		
Bird/Small Game & Conservation Stamp	\$482.50				11	1
Fishing/Conservation Stamp	\$401.50	157	208	464		
Fishing/Conservation Stamp	\$482.50				253	150
Conservation Stamp	\$150.50	86	105	232		
Conservation Stamp	\$180.50				131	81
TOTAL LIFETIME LICENSES		726	932	2,068	883	610

OTHER LICENSES:	PRICE	2005	2006	2007	2008	2009
Resident Archery	\$13.00	11,144	12,223	12,986		
Resident Archery	\$16.00				13,723	14,173
Nonresident Archery	\$25.00	3,362	3,871	4,170		

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

Nonresident Archery	\$30.00				4,364	4,646
TOTAL ARCHERY LICENSES		14,506	16,094	17,156	18,087	18,819
Res License to Capture Falcon	\$31.00	19	17	17		
Res License to Capture Falcon	\$38.00				10	7
Nonres Lic to Capture Falcon	\$201.00	22	16	16		
Nonres Lic to Capture Falcon	\$242.00				29	8
License to Hunt with Falcon	\$13.00	99	92	86		
License to Hunt with Falcon	\$16.00				75	79
License to Capture Fur Bearing Animal	\$16.00	1	2	1		
License to Capture Fur Bearing Animal	\$20.00				1	1
Disabled Hunter Companion Permit	\$5.00	73	69	96	97	109
Duplicate with Coupon	\$4.00	1,077	1,070	1,159		
Duplicate with Coupon	\$5.00				1,618	2,046
Duplicate without Coupon	\$4.00	127	159	138		
Duplicate without Coupon	\$5.00				151	115
Duplicate Multi-Purpose	\$4.00	750	828	862		
Duplicate Multi-Purpose	\$5.00				1,127	2,053
Duplicate Commercial	\$4.00	1	1	12		
Duplicate Commercial	\$5.00				4	8
Duplicate Lifetime	\$4.00	174	233	263		
Duplicate Lifetime	\$5.00				248	262
TOTAL OTHER LICENSES		2,343	2,487	2,650	3,360	4,688
PERMITS:	PRICE	2005	2006	2007	2008	2009
Pheasant Special Mgmt Permit	\$10.00	5,995	5,926			
Pheasant Special Mgmt Permit	\$10.50			5,555		
Pheasant Special Mgmt Permit	\$12.50				5,591	5,716
Conservation Order Special Mgmt Permit	\$10.50	272	206	208		
Conservation Order Special Mgmt Permit	\$12.50				228	208
TOTAL PERMITS		6,267	6,132	5,763	5,819	5,924
STAMPS AND TAGS:	PRICE	2005	2006	2007	2008	2009
Conservation Stamps	\$10.50	169,573	176,043	180,410		
Conservation Stamps	\$12.50				172,586	176,790
Elk Special Management Stamp	\$10.50	14,397	14,064	13,695		
Elk Special Management Stamp	\$12.50				13,523	13,279
Wildlife Damage Management Stamp	\$10.00	365	275	141	249	149
Reciprocity Stamps	\$10.00	7,098	7,049	7,400	8,230	8,688
Interstate Game Tags	\$5.00	15,181	16,367	17,227		
Interstate Game Tags	\$8.00				15,834	14,979
TOTAL STAMPS AND TAGS		206,614	213,798	218,873	210,422	213,885
TROPHY GAME LICENSES:	PRICE	2005	2006	2007	2008	2009
Resident Black Bear	\$37.00	2,651	2,724	2,968		
Resident Black Bear	\$45.00				2,962	3,079
Nonres Black Bear	\$301.00	253	262	284		
Nonres Black Bear	\$362.00				295	282
TOTAL BLACK BEAR LICENSES		2,904	2,986	3,252	3,257	3,361
Resident Mountain Lion	\$25.00	1,423	1,441	1,548		
Resident Mountain Lion	\$30.00				1,631	1,703
Resident Additional Mountain Lion	\$16.00	3	3	3		
Nonres Mountain Lion	\$301.00	122	109	129		
Nonres Mountain Lion	\$362.00				128	142

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

TOTAL MOUNTAIN LION LICENSES		1,548	1,553	1,680	1,759	1,845
WILD BISON LICENSES:	PRICE	2005	2006	2007	2008	2009
Resident Wild Bison	\$331.00	45	44	257		
Resident Wild Bison	\$402.00				279	266
Nonresident Wild Bison	\$2,101.00	4	8	20		
Nonresident Wild Bison	\$2,502.00				28	22
TOTAL BISON LICENSES:		49	52	277	307	288
		2005	2006	2007	2008	2009
GRAND TOTAL LICENSES:		818,489	848,020	871,865	817,507	840,888

HIP PERMITS 9,733 (6,574 SOLD MANUALLY; 3,159 SOLD ELECTRONICALLY)

EXPENDITURE ALLOCATIONS FY PROGRAM -- FY10

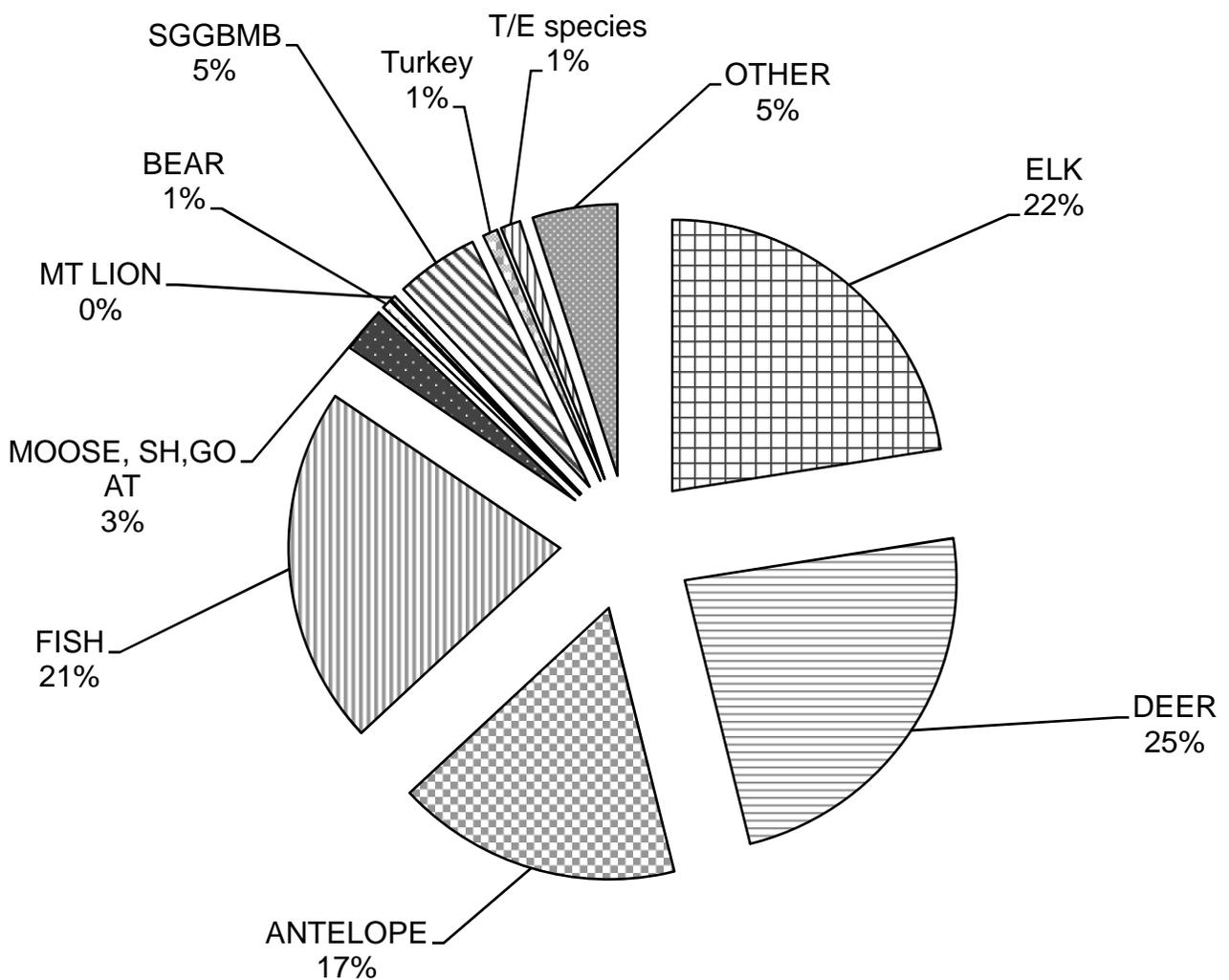
CODE	PROGRAM	COSTS BEFORE ALLOCATION	GEN'L WILDLIFE ALLOCATION*	COSTS AFTER ALLOCATION
			21%	
AA	GENERAL WILDLIFE	11,705,632		
BC	ANTELOPE	3,839,933	802,394	4,642,327
			0	0
BD	ELK	12,120,104	2,532,623	14,652,727
		0	0	0
BE	ROCKY MOUNTAIN S	1,601,032	334,552	1,935,584
			0	0
BF	MOOSE	1,154,165	241,175	1,395,340
			0	0
BG	ROCKY MOUNTAIN G	56,320	11,769	68,089
			0	0
BJ	MOUNTAIN LION	570,147	119,138	689,285
		0	0	0
BK	BLACK BEAR	496,787	103,809	600,596
			0	0
BL	GRIZZLY BEAR	1,585,798	331,369	1,917,167
			0	0
BM	MULE DEER	6,464,547	1,350,835	7,815,382
			0	0
BN	WHITE-TAILED DEER	687,034	143,563	830,597
			0	0
BP	BISON	106,843	22,326	129,169
			0	0
BW	WOLF	367,566	76,807	444,373
			0	0
CA	SMALL GAME	34,514	7,212	41,726
		0	0	0
CB	GAME BIRDS	4,463	933	5,396
			0	0
CC	PHEASANTS	1,197,658	250,263	1,447,921
			0	0
CF	TURKEY	234,493	49,000	283,493
			0	0
CG	PARTRIDGE	77,970	16,293	94,263
		0	0	0
CR	BLUE/RUFFED GROU	11,558	2,415	13,973
			0	0
CT	SAGE GROUSE	3,051,294	637,600	3,688,894
			0	0
CV	SHARPTAILED GROU	20,048	4,189	24,237
			0	0

DB	GEESE	1,151,629	240,645	1,392,274
			0	0
DC	DUCKS	268,779	56,164	324,943
			0	0
DD	SWANS	193,233	40,378	233,611
			0	0
DE	DOVES	47,758	9,980	57,738
			0	0
DF	CRANES	73,320	15,321	88,641
			0	0
FX	SPORT FISH	16,637,075	3,476,491	20,113,566
			0	0
HB	BOBCAT/LYNX	296,453	61,947	358,400
			0	0
HC	BEAVER	40,449	8,452	48,901
			0	0
MB	COMMERCIAL FISHER	3,387	708	4,095
			0	0
NA	NONGAME MAMMALS	541,906	113,237	655,143
			0	0
NB	NONGAME BIRDS	512,103	107,009	619,112
			0	0
NC	RAPTORS	638,343	133,388	771,731
			0	0
ND	NONGAME FISH	1,303,102	272,297	1,575,399
			0	0
NE	AMPHIBIANS/REPTILE	357,022	74,603	431,625
NF	PREDATORY BIRDS	7,509	1,569	9,078
			0	0
NH	PEREGRINE FALCON	25,184	5,262	30,446
			0	0
NJ	BALD EAGLE	20,511	4,286	24,797
			0	0
NK	BLACK FOOTED FERR	113,463	23,709	137,172
NL	CANADIAN LYNX	6,573	1,373	7,946
NM	PREBLES MEADOW M	21,969	4,591	26,560
			0	0
NP	PREDATORY MAMMA	29,389	6,141	35,530
NR	BLACK TAILED PRAR	18,266	3,817	22,083
NS	WHITE TAILED PRAR	10,562	2,207	12,769
			0	0
NW	WYOMING TOAD	5,293	1,106	6,399

			0	0
NX	EXOTIC GAME	12,850	2,685	15,535
				0
ZZ	NONWILDLIFE	581,095		581,095
TOTAL PROGRAM COSTS		68,305,129	11,705,632	68,305,129
			0	0

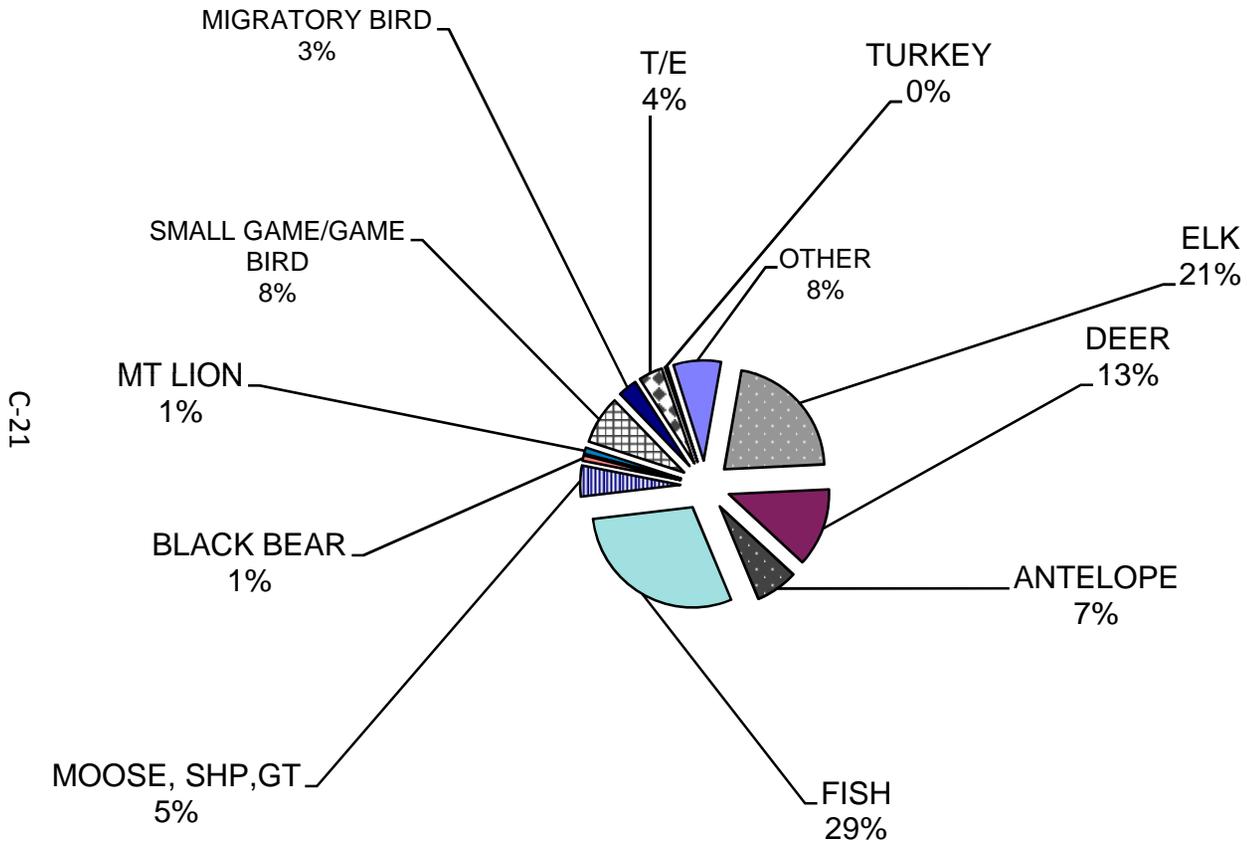
*Most costs for the Office of Director, Fiscal Services, Services(including remodeling and maintenance of regional office buildings, and Information/Education programs such as Wyoming wildlife magazine, information services, visitor centers, educational programs,etc. are included in General Wildlife and allocated on a percentage basis to specific department programs.

WGF Revenue Collected by Species FY10 (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 10 (includes general fund non capital construction)



EXPENDITURE ALLOCATIONS BY PROGRAM - Five-Year History (Includes General Wildlife Allocation)

PROGRAM	2006	%	2007	%	2008	%	2009	%	2010	%
Antelope	2,881,194	6.40%	3,167,032	6.67%	3,785,765	7.16%	3,451,229	5.77%	4,642,327	6.80%
Elk	10,789,073	23.98%	11,183,083	23.56%	12,415,185	23.47%	13,942,785	23.32%	14,652,727	21.45%
Rocky Mountain Sheep	1,066,634	2.37%	1,199,696	2.53%	1,284,207	2.43%	1,237,934	2.07%	1,935,584	2.83%
Moose	928,822	2.06%	699,814	1.47%	1,022,129	1.93%	819,010	1.37%	1,395,340	2.04%
Rocky Mountain Goat	35,806	0.08%	59,229	0.12%	48,575	0.09%	86,302	0.14%	68,089	0.10%
Mountain Lion	393,315	0.87%	444,845	0.94%	399,474	0.76%	517,806	0.87%	689,285	1.01%
Black Bear	482,313	1.07%	522,166	1.10%	1,076,992	2.04%	682,477	1.14%	600,596	0.88%
Grizzly Bear	1,237,122	2.75%	1,182,214	2.49%	1,359,017	2.57%	1,746,787	2.92%	1,917,167	2.81%
Mule Deer	4,813,400	10.70%	5,145,752	10.84%	5,819,403	11.00%	6,250,196	10.45%	7,815,382	11.44%
White-tailed Deer	520,579	1.16%	456,980	0.96%	411,374	0.78%	560,517	0.94%	830,597	1.22%
Bison	15,728	0.03%	21,928	0.05%	336,837	0.64%	216,062	0.36%	129,169	0.19%
Wolf	186,925	0.42%	406,597	0.86%	966,111	1.83%	1,096,770	1.83%	444,373	0.65%
Small Game	83,452	0.19%	95,689	0.20%	63,398	0.12%	50,274	0.08%	41,726	0.06%
Game Birds	885	0.00%	4,403	0.01%	1,925	0.00%	338	0.00%	5,396	0.01%
Pheasants	924,601	2.06%	1,049,837	2.21%	1,081,735	2.05%	2,805,527	4.69%	1,447,921	2.12%
Turkey	253,273	0.56%	211,984	0.45%	325,686	0.62%	298,506	0.50%	283,493	0.42%
Partridge	2,158	0.00%	2,464	0.01%	421	0.00%	1,323	0.00%	94,263	0.14%
Blue/Ruffed Grouse	16,611	0.04%	36,226	0.08%	11,228	0.02%	8,261	0.01%	13,973	0.02%
Sage Grouse	1,985,053	4.41%	2,247,751	4.74%	2,536,600	4.80%	3,375,155	5.65%	3,688,894	5.40%

EXPENDITURE ALLOCATIONS BY PROGRAM - Five-Year History (Includes General Wildlife Allocation)

PROGRAM	2006	%	2007	%	2008	%	2009	%	2010	%
Sharp-Tailed Grouse	25,211	0.06%	25,630	0.05%	37,840	0.07%	32,047	0.05%	24,237	0.04%
Geese	866,266	1.93%	656,724	1.38%	531,811	1.01%	1,046,785	1.75%	1,392,274	2.04%
Ducks	98,893	0.22%	343,937	0.72%	225,079	0.43%	237,433	0.40%	324,943	0.48%
Swans	180,166	0.40%	146,297	0.31%	306,190	0.58%	630,108	1.05%	233,611	0.34%
Doves	70,904	0.16%	69,344	0.15%	144,777	0.27%	50,190	0.08%	57,738	0.08%
Cranes	56,979	0.13%	105,790	0.22%	182,947	0.35%	172,882	0.29%	88,641	0.13%
Sport Fish	14,300,540	31.78%	15,226,226	32.08%	15,286,495	28.90%	16,806,936	28.11%	20,113,566	29.45%
Bobcat/Lynx	301,166	0.67%	382,423	0.81%	551,070	1.04%	337,402	0.56%	358,400	0.52%
Beaver	9,278	0.02%	21,596	0.05%	54,599	0.10%	42,549	0.07%	48,901	0.07%
Commercial Fisheries	57,201	0.13%	38,195	0.08%	36,040	0.07%	33,103	0.06%	4,095	0.01%
Nongame Mammals	290,541	0.65%	241,600	0.51%	380,567	0.72%	432,085	0.72%	655,143	0.96%
Nongame Birds	322,229	0.72%	312,312	0.66%	535,644	1.01%	522,666	0.87%	619,112	0.91%
Raptors	128,083	0.28%	104,928	0.22%	165,296	0.31%	362,577	0.61%	771,732	1.13%
Nongame Fish	397,787	0.88%	359,073	0.76%	381,811	0.72%	475,643	0.80%	1,575,399	2.31%
Amphibians/Reptiles	236,282	0.53%	342,471	0.72%	153,371	0.29%	348,854	0.58%	431,625	0.63%
Predatory Birds	6,374	0.01%	1,782	0.00%	1,234	0.00%	3,685	0.01%	9,078	0.01%
Peregrine Falcon	61,929	0.14%	30,092	0.06%	30,089	0.06%	83,310	0.14%	30,446	0.04%
Bald Eagle	14,030	0.03%	23,210	0.05%	40,138	0.08%	35,472	0.06%	24,797	0.04%
Black-Footed Ferret	258,023	0.57%	241,312	0.51%	158,585	0.30%	274,268	0.46%	137,172	0.20%

EXPENDITURE ALLOCATIONS BY PROGRAM - Five-Year History (Includes General Wildlife Allocation)

PROGRAM	2006	%	2007	%	2008	%	2009	%	2010	%
Canadian Lynx	17,428	0.04%	7,020	0.01%	4,634	0.01%	6,905	0.01%	7,946	0.01%
Prebles Jumping Mouse	164	0.00%		0.00%	303	0.00%	3,033	0.01%	26,560	0.04%
Predatory Mammals	86,157	0.19%	39,830	0.08%	28,609	0.05%	38,191	0.06%	35,530	0.05%
Black-Tailed Prairie Dog	49,795	0.11%	18,116	0.04%	4,792	0.01%	26,540	0.04%	22,083	0.03%
White-Tailed Prairie Dog	17,273	0.04%	69,989	0.15%	90,565	0.17%	69,781	0.12%	12,769	0.02%
Wyoming Toad	1,135	0.00%	56	0.00%	6,991	0.01%	11,844	0.02%	6,399	0.01%
Exotic Game	8,942	0.02%	1,526	0.00%	3,137	0.01%	2,083	0.00%	15,535	0.02%
Nonwildlife	512,834	1.14%	518,486	1.09%	605,449	1.14%	555,456	0.93%	581,095	0.85%
TOTAL PROGRAM COST	44,992,554	100.00%	47,465,655	100.00%	52,894,125	100.00%	59,789,087	100.00%	68,305,129	100.00%

ALL AGENCY EXPENDITURES ON AN ACTIVITY BASIS

#num	ACTIVITY DESCRIPTION	2006*		2007		2008		2009		2010	
		AMT	%	AMT	%	AMT	%	AMT	%	AMT	%
001	Legal research	9,016	0.02	86,453	0.14	3975	0.01	822	0.00	139	0.00
002	Legal briefs		0.00	2,044	0.00	367	0.00	0.00	0.00	14,881	0.02
003	Legal pleadings	5,730	0.01		0.00	1963	0.00	0.00	0.00		0.00
004	Legal - court appearances	1,053	0.00	2,065	0.00	667	0.00	0.00	0.00	186	0.00
005	Legal conferences		0.00		0.00						
			0.00		0.00						
051	Fee Title Acq-Aquatic Habitat	200	0.00	555	0.00	4678	0.01	3,219	0.00	2,600	0.00
052	Fee Title Acq- Rip Habitat	3,090	0.01	410	0.00	60925	0.09	87,880	0.13	97,396	0.14
053	Fee Title Acq- Ter Habitat	30,307	0.06	17,809	0.03	14031	0.02	1,019,111	1.49	9,108	0.01
054	Fee Title Acq- Boat Access	340	0.00		0.00	99	0.00	382	0.00	-	0.00
055	Fee Title Acq- Public Access	2,855	0.01	2,073	0.00	1537	0.00	2,229	0.00	7,639	0.01
056	Fee Title Acq- Dept Facilities	8,888	0.02	9,764	0.02	20345	0.03	174,283	0.26	26,044	0.04
061	Non-Fee Title- Aquatic Habitat	57,722	0.11	12,513	0.02	4733	0.01	5,726	0.01	1,071,784	1.57
062	Non-Fee Title- Rip Habitat	6,628	0.01	4,666	0.01	1523	0.00	2,514	0.00	4,429	0.01
063	Non-Fee Title- Ter Habitat	73,214	0.14	170,695	0.29	376547	0.55	594,874	0.87	4,479,639	6.56
064	Non-Fee Title- Boat Access	82,818	0.16	7,591	0.01	19212	0.03	1,693	0.00	3,600	0.01
065	Non-Fee Title-Public Access	647,368	1.22	724,999	1.21	733097	1.07	762,538	1.12	806,896	1.18
066	Non-Fee Title-Dept Facilities	2,504	0.00	1,277	0.00	954	0.00	1,697	0.00	573	0.00
			0.00		0.00		0.00		0.00		0.00
100	Administration	6,164,379	11.65	5,259,402	8.80	6280257	9.19	7,142,528	10.46	7,438,325	10.89
105	Clerical	937,430	1.77	935,541	1.56	1479359	2.17	1,493,730	2.19	1,504,431	2.20
110	License Sales & Accounting	1,801,258	3.41	1,884,575	3.15	1591740	2.33	1,201,886	1.76	1,158,877	1.70
114	Product Sales & Alt Funding	135,714	0.26	111,520	0.19	156933	0.23	85,937	0.13	95,497	0.14
115	Fiscal	682,333	1.29	957,358	1.60	642581	0.94	664,842	0.97	649,905	0.95
121	Management Planning	914,539	1.73	985,114	1.65	1040850	1.52	1,115,303	1.63	1,217,468	1.78
122	Strategic Planning	178,605	0.34	181,769	0.30	150925	0.22	160,643	0.24	107,443	0.16
125	Procurement & Inventory	595,744	1.13	613,888	1.03	585887	0.86	1,658,148	2.43	1,147,020	1.68
130	Regulations	171,630	0.32	256,174	0.43	309986	0.45	264,317	0.39	326,162	0.48
132	Season Setting	110,127	0.21	170,457	0.29	129201	0.19	101,056	0.15	111,372	0.16
135	Grant-in-Aid Administration	88,345	0.17	131,548	0.22	99956	0.15	94,985	0.14	115,043	0.17
140	Inter-Agency communications	758,520	1.43	775,247	1.30	1015319	1.49	1,054,948	1.54	1,047,990	1.53
141	Mngt Info Systems(LE & LIC)	287,154	0.54	761,018	1.27	358852	0.53	413,399	0.61	378,539	0.55
142	Mngt Info Systems(other)	99,585	0.19	117,686	0.20	74906	0.11	98,927	0.14	105,935	0.16
143	Mngt Info Systems-Hdw/Soft	578,691	1.09	704,773	1.18	1681623	2.46	797,229	1.17	1,007,300	1.47

145	Intra-Agency Communications	1,147,356	2.17	1,107,658	1.85	1294577	1.90	1,287,943	1.89	1,368,973	2.00
149	Commuting Mileage	8,901	0.02	28,051	0.05	5773	0.01	5,627	0.01	4,384	0.01
			0.00				0.00		0.00		0.00
150	Hunter Safety	136,839	0.26	147,237	0.25	143046	0.21	125,633	0.18	157,609	0.23
155	Conservation Education	235,521	0.45	263,145	0.44	401628	0.59	617,313	0.90	497,148	0.73
156	Aquatic Education	70,733	0.13	62,512	0.10	84229	0.12	82,266	0.12	124,897	0.18
158	Mass Media Presentations	123,196	0.23	179,868	0.30	297595	0.44	246,388	0.36	131,781	0.19
160	Public Contacts	1,410,750	2.67	1,463,855	2.45	1488869	2.18	1,553,368	2.27	1,839,943	2.69
165	Info Documents & Displays	881,366	1.67	1,002,211	1.68	1080718	1.58	984,884	1.44	1,189,907	1.74
170	Wyo Wildlife Magazine	487,433	0.92	504,920	0.84	552468	0.81	502,393	0.74	536,023	0.78
175	Extension Service	70,974	0.13	45,974	0.08	50214	0.07	64,143	0.09	59,123	0.09
180	In-Service Training	1,104,752	2.09	1,140,475	1.91	1239054	1.81	1,417,849	2.08	1,925,740	2.82
181	Instructional Training	76,244	0.14	105,577	0.18	84815	0.12	115,612	0.17	165,095	0.24
							0.00		0.00		0.00
201	Habitat Dvmt on Priv Land	19,559	0.04	38,953	0.07	103114	0.15	135,083	0.20	392,667	0.57
210	Department Facility Dev	1,196,816	2.26	449,807	0.75	876887	1.28	412,484	0.60	705,538	1.03
231	Wildlife Rearing Facility Dev	145,604	0.28	955,513	1.60	232450	0.34	457,901	0.67	681,078	1.00
232	Watering Facility Dev	110,860	0.21	50,116	0.08	107282	0.16	27,174	0.04	59,333	0.09
233	Motor Boat Access Dev	512,878	0.97	752,051	1.26	444024	0.65	848,540	1.24	666,715	0.98
234	Stream Habitat Developmnt	79,038	0.15	99,741	0.17	51371	0.08	141,659	0.21	209,381	0.31
235	Reservoir/Lake Habitat Dev	18,713	0.04	15,804	0.03	29995	0.04	14,561	0.02	17,118	0.03
236	Impoundment Development	2,197	0.00	3,553	0.01	2201	0.00	2,907	0.00	3,742	0.01
236	NEPA Development	45,491	0.09	4,778	0.01	773	0.00		0.00	686	0.00
237	Fish Passage Development					16239	0.02	160,428	0.23	315,604	0.46
240	Riparian Habitat Dev	32,706	0.06	22,232	0.04	39399	0.06	50,996	0.07	139,328	0.20
250	Terrestrial Habitat Dev	27,157	0.05	83,340	0.14	98508	0.14	114,272	0.17	90,621	0.13
260	Public Facility Development	16,834	0.03	8,736	0.01	9659	0.01	101,563	0.15	71,989	0.11
270	Cropland Development	3,981	0.01		0.00	229	0.00	143	0.00		0.00
280	Transport Facility Dev	538	0.00		0.00	814	0.00		0.00	16,433	0.02
290	Fence Construction	27,274	0.05	75,691	0.13	30513	0.04	22,151	0.03	70,732	0.10
299	Other Misc Public Dev	666	0.00	1,153	0.00	2689	0.00	2,390	0.00	231	0.00
300	Routine Enforcement	1,568,165	2.96	1,559,401	2.61	1584988	2.32	1,515,515	2.22	1,424,927	2.09
310	Enforcement Investigations	544,815	1.03	603,164	1.01	773373	1.13	724,163	1.06	771,178	1.13
320	Enforcement Administration	237,380	0.45	297,714	0.50	369856	0.54	379,140	0.56	371,412	0.54
							0.00		0.00		0.00
401	Habitat Mntn on Priv Land	6,064	0.01	8,930	0.01	1186	0.00	373,544	0.55	60,296	0.09
410	Facility Maintenance	1,566,001	2.96	1,793,027	3.00	2085069	3.05	2,238,895	3.28	2,599,032	3.81
420	Equipment Maintenance	398,714	0.75	399,252	0.67	381161	0.56	422,299	0.62	408,807	0.60

422	Equine Maintenance	33,804		39,291	0.07	47191	0.07	70,752	0.10	90,638	0.13
430	Aquatic Habitat Maintenance	36,447	0.07	177,662	0.30	23398	0.03	45,802	0.07	71,264	0.10
433	Motor Boat Access Site Main	99,495	0.19	93,843	0.16	114864	0.17	100,016	0.15	216,151	0.32
440	Riparian Habitat Maintenance	116,778	0.22	198,506	0.33	90149	0.13	116,118	0.17	247,564	0.36
450	Terrestrial Habitat Main	144,416	0.27	158,053	0.26	420905	0.62	315,330	0.46	302,760	0.44
451	Noxious Vegetation Control	53,897	0.10	186,628	0.31	205785	0.30	234,035	0.34	217,174	0.32
452	Livestock Grazing	50,604	0.10	84,375	0.14	71317	0.10	81,986	0.12	77,173	0.11
453	Permanent Cover/Food Patch	237,945	0.45	141,188	0.24	214003	0.31	318,770	0.47	367,683	0.54
454	Veg Cover Mngt- Presc Burns	85,188	0.16	34,937	0.06	91721	0.13	120,708	0.18	35,401	0.05
455	Veg Cov Mngt- Mech Tmnt	120,442	0.23	220,470	0.37	401539	0.59	405,071	0.59	341,018	0.50
456	Veg Cov Mngt- Chem Tmnt	19,104	0.04	3,087	0.01	57195	0.08	55,115	0.08	150,194	0.22
457	Watering Facility Maintenance	31,821	0.06	28,051	0.05	44553	0.07	25,027	0.04	50,285	0.07
458	Cropland Maintenance	25,409	0.05	64,412	0.11	98128	0.14	34,908	0.05	25,764	0.04
460	Public Access Maintenance	413,238	0.78	494,165	0.83	621554	0.91	642,766	0.94	432,952	0.63
480	Transport Facility Maintenance	119,707	0.23	201,776	0.34	150817	0.22	197,400	0.29	203,268	0.30
490	Fence Maintenance	235,000	0.44	267,774	0.45	379114	0.56	488,712	0.72	553,880	0.81
			0.00		0.00		0.00		0.00		0.00
510	Habitat & Populations Evaluatio	1,225,037	2.32	1,236,518	2.07	1497508	2.19	1,620,143	2.37	2,206,904	3.23
511	Habitat Inventory	741,166	1.40	519,546	0.87	618817	0.91	1,046,856	1.53	1,324,294	1.94
512	Fish & Wldlfe Population Studie	2,229,737	4.22	2,227,926	3.73	2523070	3.69	3,019,588	4.42	3,427,268	5.02
513	Fish Passage Investigations					182809	0.27	230,259	0.34	669,778	0.98
514	NonG&F Habitat/Pop Eval	86,085	0.16	6,922	0.01	12697	0.02	14,354	0.02	23,993	0.04
520	Public Use Inventory	1,031,969	1.95	1,035,300	1.73	1070335	1.57	1,176,448	1.72	1,049,669	1.54
530	Resource Reconnaissance	168,939	0.32	136,522	0.23	159280	0.23	193,484	0.28	194,789	0.29
540	Environmental Protection	532,926	1.01	533,276	0.89	636770	0.93	1,008,783	1.48	1,247,497	1.83
551	Disease Investigation	1,133,900	2.14	1,086,516	1.82	1155153	1.69	1,523,211	2.23	1,458,418	2.14
553	Life History/Ecology Investigatic	248,220	0.47	528,062	0.88	320493	0.47	474,818	0.70	715,485	1.05
554	NonGame Life History Inv	3,848		5,313	0.01	318	0.00	363	0.00	75	0.00
571	Economic Investigation	166			0.00	360	0.00		0.00		0.00
576	Investigation of Techniques	90,774	0.17	77,095	0.13	80105	0.12	20,392	0.03	65,738	0.10
577	Artificial Propagation Investigati	1,693	0.00	1,107	0.00	839	0.00	701	0.00	1,751	0.00
580	Water rights Admin		0.00	6,037	0.01	37832	0.06	36,989	0.05	156,323	0.23
							0.00		0.00		0.00
610	Fish & Wildlife Control	463,126	0.88	440,666	0.74	392463	0.57	319,131	0.47	384,734	0.56
620	Damage Prevention	614,737	1.16	598,673	1.00	710817	1.04	660,256	0.97	753,495	1.10
630	Damage Claims	926,066	1.75	972,426	1.63	1018265	1.49	1,399,694	2.05	1,530,919	2.24
			0.00		0.00		0.00		0.00		0.00
710	Fish & Wldlfe Rearing	1,691,014	3.20	1,681,710	2.81	1958366	2.87	1,983,743	2.90	2,341,825	3.43

712	Fish Egg Collection	196,117	0.37	205,370	0.34	217295	0.32	224,199	0.33	217,295	0.32
715	Wildlife Stocking-Restoration	6,086	0.01	16,118	0.03	18033	0.03	18,451	0.03	23,470	0.03
716	Wildlife Stocking-Maintenance	243,657	0.46	198,316	0.33	303138	0.44	224,552	0.33	243,063	0.36
717	Wildlife Stocking-Put&Take	110,869	0.21	123,919	0.21	124369	0.18	132,332	0.19	142,463	0.21
718	Wildlife Stocking-New Species I	673	0.00	1,770	0.00	5529	0.01	18,157	0.03	2,333	0.00
720	Wildlife Feeding	1,010,609	1.91	1,359,412	2.27	1435278	2.10	2,240,909	3.28	1,632,821	2.39
730	Trapping & Transplanting	93,223	0.18	194,844	0.33	28198	0.04	23,345	0.03	128,786	0.19
			0.00		0.00		0.00		0.00		0.00
810	Paid Leave-Military, Admin	136,501	0.26	112,834	0.19	231161	0.34	237,917	0.35	150,136	0.22
811	Paid Leave-Annual	1,632,214	3.09	1,670,143	2.79	1966350	2.88	2,143,834	3.14	2,246,075	3.29
812	Paid Leave-Sick	380,110	0.72	400,002	0.67	558215	0.82	596,400	0.87	651,310	0.95
813	Paid Leave-Comp Time Off	134,461	0.25	107,715	0.18	119597	0.18	123,114	0.18	100,420	0.15
814	Paid Leave-Holiday	742,358	1.40	787,773	1.32	938081	1.37	1,014,357	1.49	1,051,723	1.54
815	Paid Leave - Bee Time	78,302		107,189	0.18	94310	0.14	67,456	0.10	79,689	0.12
816	Paid Leave - Personal Day	3,058		60,315	0.10	73740	0.11	88,552	0.13	181,646	0.27
830	Employee Moving	25,889	0.05	50,574	0.08	25783	0.04	55,450	0.08	44,339	0.06
			0.00		0.00		0.00		0.00		0.00
900	Boating Enforcement	258,270	0.49	249,879	0.42	330160	0.48	234,217	0.34	250,403	0.37
905	Boating Accident Invest	5,979	0.01	10,045	0.02	907	0.00	17,173	0.03	10,683	0.02
910	Boating Certificate & Sales	47,088	0.09	51,847	0.09	85863	0.13	86,022	0.13	91,908	0.13
915	Boating Administration	88,781	0.17	77,008	0.13	78767	0.12	65,746	0.10	62,544	0.09
920	Boating Education	13,904	0.03	11,363	0.02	16082	0.02	22,514	0.03	23,760	0.03
925	Search & Rescue	4,420	0.01	4,416	0.01	6923	0.01	3,290	0.00	3,251	0.00
930	Local Law Enforcement Assista	8,786	0.02	9,522	0.02	8609	0.01	9,193	0.01	12,172	0.02
935	Boating Buoy Maintenance	6,414	0.01	3,742	0.01	5624	0.01	5,037	0.01	4,874	0.01
940	Boating Equip/Supp Proc	782	0.00	282	0.00	5786	0.01	1,069	0.00	148	0.00
			0.00		0.00		0.00		0.00		0.00
TOTAL		44,991,772	85	47,465,373	79	52,894,124	77	59,789,087	88	68,305,129	100

*includes general fund expenditures of \$4,390,092

**FIVE-YEAR COMPARISON
OF LANDOWNER COUPONS AND DAMAGE CLAIMS
BY FISCAL YEAR**

FY	LANDOWNER COUPONS	% CHANGE	DAMAGE CLAIMS	% CHANGE
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%
2008	627,640	3.59%	259,760	2.63%
2009	835,808	7.90%	417,821	28.07%

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