

**Wyoming Game
and Fish
Department**

**2012
Annual Report**

2012 ANNUAL REPORT

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WYOMING GAME AND FISH DEPARTMENT ADMINISTRATION



Scott Talbott
Director



John Emmerich
Deputy Director
External Operations



John Kennedy
Deputy Director
Internal Operations

WYOMING GAME AND FISH COMMISSION



Aaron Clark
Commission President

Retired and rancher. Active in energy development issues around the state. Represents Platte, Goshen, and Laramie Counties.



Michael Healy
Commission Vice-President

Rancher from Worland. Represents Park, Big Horn, Hot Springs, and Washakie Counties.



Richard Klouda

Retired: Wyoming Highway Patrol and Homeland Security. Represents Fremont, Natrona and Converse Counties.



T. Carrie Little

Wyoming Territory Manager for Colorado Casualty Insurance Co., alumnus of University of Wyoming and rancher. Represents Sheridan, Johnson, and Campbell Counties.



Fred Lindzey

Retired Biologist. Professor Emeritus, University of Wyoming. Member of Governor's Brucellosis Task Force. Represents Sweetwater, Carbon, and Albany Counties.



Ed Mignery

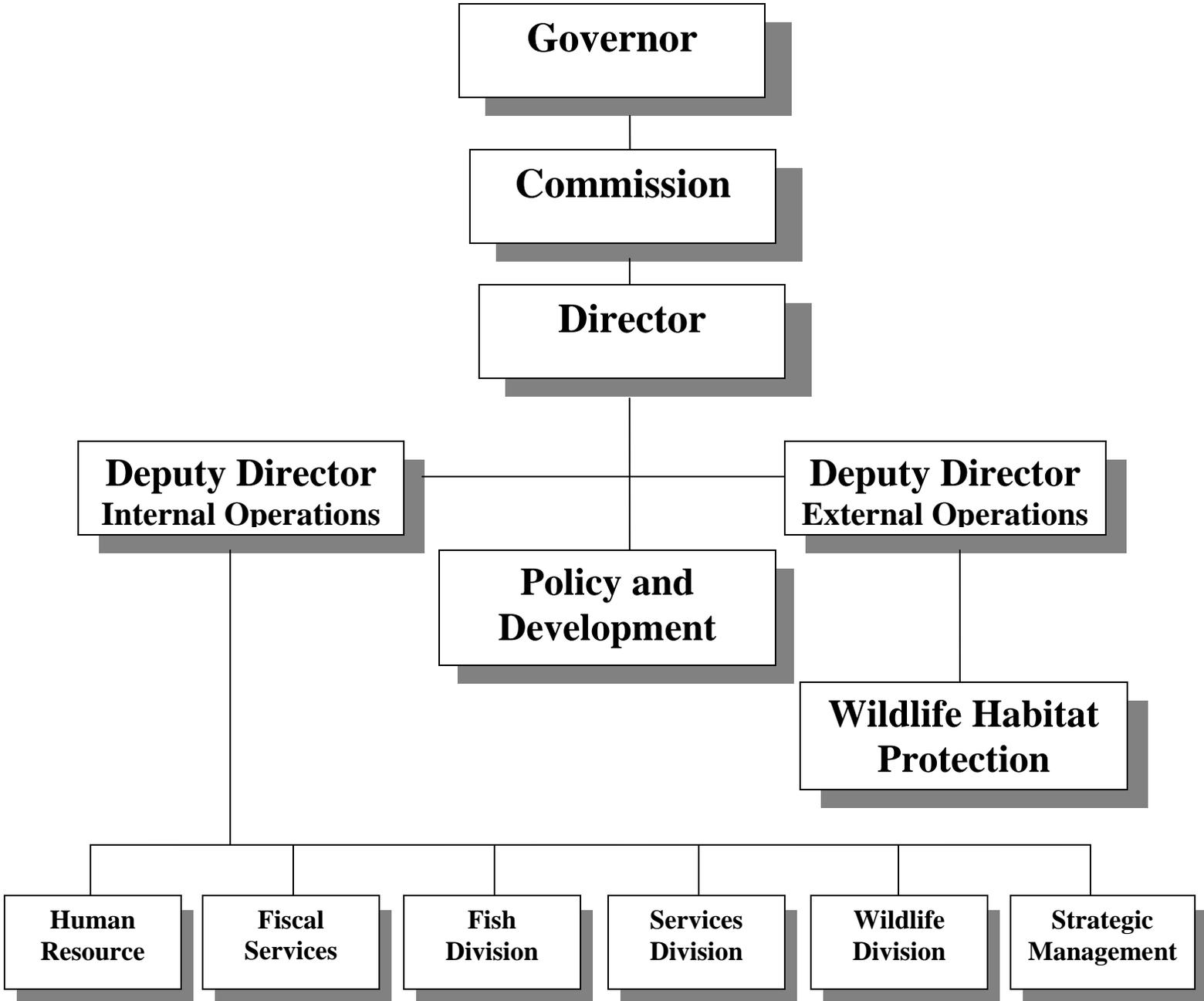
Retired: Electric Utility Engineering Support Supervisor. Represents Crook, Weston, and Niobrara Counties.



Charles Price

Rancher from Daniel and holds a PhD in Nuclear Engineering. Member of several cattle associations, Wyoming Community Foundation and Grizzly Bear Working Group. Represents Teton, Sublette, Lincoln, and Uinta Counties.

Wyoming Game and Fish Organization Chart



Directors Summary

New Chief of Fish Division Selected

Mark Fowden, a 34-year veteran of the Wyoming Game and Fish Department, was named Chief of Fisheries, effective June 1, 2012. Mark has served as a fish biologist in Casper and Laramie and as regional supervisor in Green River before moving to Cheyenne to serve as Aquatic Habitat Supervisor and most recently, as Assistant Chief of Fish Division for the past 12 years. Mark replaced Mike Stone who retired after 39 years of service, including 15 years as Chief of Fisheries.

Legislative Session

The 2011 Wyoming Legislature considered 420 pieces of legislation. The Department actively tracked 25 bills and 2 resolutions and monitored 39 bills and 1 resolution. Ten of the bills actively tracked were signed into law, while fifteen died. Eight of the enacted bills that have significant impacts or interest to the Department include:

Bill Number: HB0076 **Title:** Game and Fish – Turkey Pioneer Licenses.

Bill Summary:

This bill makes turkey licenses available for purchase by resident applicants eligible to purchase pioneer licenses for a fee of \$2.00 and applicants eligible to purchase heritage pioneer licenses for a fee set by the Commission between 60% and 65% (\$9 to \$10) of a resident turkey license (\$15).

Bill Number: HB100 **Title:** Game and Fish – Land Acquisition

Bill Summary:

This bill prohibits the acquisition of lands by the Game and Fish Commission through adverse possession or prescriptive easement with exception.

Bill Number: HB133 **Title:** Special Limited Fishing Permits

Bill Summary:

This bill allows Special Limited Fishing Permits to be issued to accredited schools in Wyoming. The permit would allow students under the age of 18, who are participating in a curriculum based program, to fish during normal school days and hours while under the direct supervision of the school.

Bill Number: HB0252 **Title:** Executive Department Positions

Bill Summary:

This bill directs the Department of Administration and Information to conduct a study of job classifications for directors, executive secretaries, and deputy directors employed by boards and commissions in Wyoming. The study will review those positions classified as at-will or that serve at the pleasure of the governor. The position levels to be reviewed will range from director to division administrator, and may go down to program manager or equivalent. Study results shall be presented to the Joint Labor, Health, and Social Services Interim Committee and the Joint Appropriations Committee. The study will estimate costs associated with converting

positions to an at-will status, and the process or timeline involved with these changes. The committees will review the study to determine if more at-will status positions in the executive branch agencies and boards and commissions will be more effective and efficient than the current system for the citizens of Wyoming.

Bill Number: SF0039 **Title:** Aquatic Invasive Species-Reciprocity

Bill Summary:

An act relating to Game and Fish, providing for reciprocal agreements with adjoining states recognizing aquatic invasive species program fees, and providing for an effective date. The purpose of this bill is to provide a method whereby the boating opportunities afforded upon artificial impoundments of water forming the boundary between this state and adjoining states may be mutually enjoyed by the residents of Wyoming and the residents of adjoining states that both have Aquatic Invasive Species decal programs.

Bill Number: SF0063 **Title:** Game & Fish-Donation of Hunting Licenses

Bill Summary:

This bill provides the holders of a valid big game hunting licenses to surrender said licenses to the Department for reissuance to veterans with disabilities. The veteran to whom a license will be reissued shall be selected and sponsored by a nonprofit charitable organization dedicated to providing hunting opportunities to disabled veterans. Licenses donated under the provisions of this subsection shall not be sold, traded, auctioned, or offered for any monetary value and shall not be issued to any person other than a disabled veteran. The provisions of this section shall not be subject to residency, drawing, or fee requirements. The bill allows a nonresident disabled veteran to hunt on a donated resident license.

Bill Number: SF0085 **Title:** Game and Fish Violations-Penalties

Bill Summary:

Under the proposed bill, “A third or subsequent conviction within ten (10) years for a violation of this subsection shall constitute a felony punishable by a fine of not less than five thousand dollars (\$5,000.00) nor more than ten thousand dollars (\$10,000.00), imprisonment for not more than two (2) years, or both. For the purposes of determining whether a violation of this subsection is a felony, convictions resulting from the same occurrence shall be considered a single conviction even if the result of the occurrence is more than one (1) misdemeanor conviction. The provisions of W.S. 6-8-101(a) shall not apply to convictions under this section.”

Bill Number: SJ0001 **Title:** Right to Hunt, Fish and Trap

Bill Summary:

A JOINT RESOLUTION proposing to amend the Wyoming Constitution by recognizing and preserving the heritage of Wyoming citizens' opportunity to fish, hunt and trap wildlife. *BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF WYOMING*, two-thirds of all the members of the two houses, voting separately, concurring therein:

Section 1. The following proposal to amend Wyoming Constitution, by creating Article 1, Section 38 is proposed for submission to the electors of the State of Wyoming at the next general

election for approval or rejection to become valid as a part of the Constitution if ratified by a majority of the electors at the election:

Article 1. Section 38. Opportunity to hunt, fish and trap.

The opportunity to fish, hunt, and trap wildlife is a heritage that shall forever be preserved to the individual citizens of the state, subject to regulation as prescribed by law, and does not create a right to trespass on private property, diminish other private rights, or alter the duty of the state to manage wildlife.

Section 2. That the Secretary of State shall endorse the following statement on the proposed amendment: The adoption of this amendment will recognize and preserve the heritage of Wyoming citizens' opportunity to fish, hunt, and trap wildlife, subject to regulation as prescribed by law.

Leadership Development Program

The Department administration continues to recognize the need to provide leadership training for the next generation of agency administrators and supervisors. In summer 2007, the Department initiated its internal Leadership Development Program. Beginning that fall, the first phase of this program was implemented. The class received training in seven habits for managers, leadership principles, situational management, self mastery/trust, and interpersonal mastery. In addition to these classes, participants were assigned to Action Teams that developed solutions to high-priority agency issues and challenges. Since that first class, 126 department employees have participated in the first level of the program. There have been 17 Action Teams formed dealing with issues ranging from improving internal communications to developing additional ways to increase recruitment of hunters and anglers. In 2009, the first session of the second level of the Department's Leadership Development Program was offered. To date, 73 employees have participated in the second level of the program, which is designed to enhance integrated leadership skills at all levels of the agency.

Wyoming's Mule Deer Initiative

In FY 2011, the Department continued its implementation of public participation processes to inform management plans for the Wyoming Range and Platte Valley mule deer herds as part of the Wyoming's statewide Mule Deer Initiative. This process, called collaborative learning, was designed to share information and ideas between the public and the Department on the important issues or considerations affecting these herds. Collaborative learning enables stakeholders to discuss issues in an open forum, allowing for meaningful dialogue and active learning. It does not strive to achieve a final consensus or majority vote, but emphasizes learning and mutual understanding. The goal is to allow participants to be fully engaged in the process, learn from each other about the situation, and work toward improvement of issues identified. In the Wyoming Range, the final of a series of three collaborative learning workshops was held to present the draft management plan to participants. The plan was well received, and the Department was able to obtain feedback from the public to establish a management plan with fully integrated input from our constituents. Patterned after the successful process in the Wyoming Range, the Platte Valley process began with a survey of area hunters to assess their attitudes and opinions toward mule deer hunting and mule deer management in the Platte Valley. After collecting this information, a series of collaborative learning workshops were held in the

communities of Saratoga, Rawlins, Laramie, and Cheyenne. In February 2012, department personnel presented the Platte Valley Mule Deer Management Plan to participants in these communities, and received positive feedback on the plan and the process of engaging the public in determining the future of this important herd. The Department will continue the collaborative learning process in both the Wyoming Range and the Platte Valley through annual updates and open dialog regarding the status of both management plans. Updated for the Wyoming Range management plan also occurred through the use of informational brochures handed out at hunt check stations and through a series of meetings during the winter of 2011 in Big Piney, Afton, Kemmerer, and Green River.

Recognizing the importance of habitat to the vitality of mule deer herds, the Department is employing actions aimed at habitat improvement. In the Wyoming Range, the Department completed a ten-year habitat plan for the portion of the herd unit in the Pinedale and Rock Springs BLM field offices. It recommends specific projects for increasing habitat quality and quantity for Wyoming Range mule deer around Big Piney and LaBarge in response to the objectives established by the Wyoming Range Mule Deer Plan. That plan identified winter ranges as a limiting factor for mule deer and a priority for habitat enhancement resulting in proposed projects within the habitat plan that fall in those ranges. Implementation of these projects across the landscape will enhance the long-term quality of habitat and hopefully result in a healthier mule deer herd. Additionally, as a result of the Wyoming Range Mule Deer Plan, a new habitat position was established in the Pinedale region to help implement the project's recommended through the habitat plan. As an outcome of the Platte Valley Management plan the Department will be initiating a "Platte Valley Habitat Partnership" which will provide a process where stakeholders will work collaboratively with Department personnel and others to improve habitat conditions in the Platte Valley for mule deer and other species. As an outcome of joint information and data sharing, a habitat plan will be formulated based on common understandings of the geography, ecology, and habitat needs in the Platte Valley. Estimating wildlife numbers, including mule deer, is a growing science and an aspect of wildlife management that causes uncertainty and suspicion among some constituents. The Department continues to explore new methods and techniques to improve its ability to estimate wildlife population size. In the Platte Valley, the Department successfully evaluated a new survey technique to estimate population size, which will carry over into population estimations of herds throughout the state. Work on the Mule Deer Initiative throughout the state is ongoing including Chronic Wasting Disease research, habitat evaluations and enhancements, predator management, conservation easements, etc. With the Mule Deer Initiative in place, the Department is confident that it can sustain and enhance Wyoming's mule deer populations. Wildlife managers recognize the most fundamental aspect of mule deer management is to maintain deer numbers within the capability of their habitats. Ultimately, the goal of the Mule Deer Initiative is to continue to focus the future of mule deer management in Wyoming on those critical aspects identified to sustain this species at optimum levels.

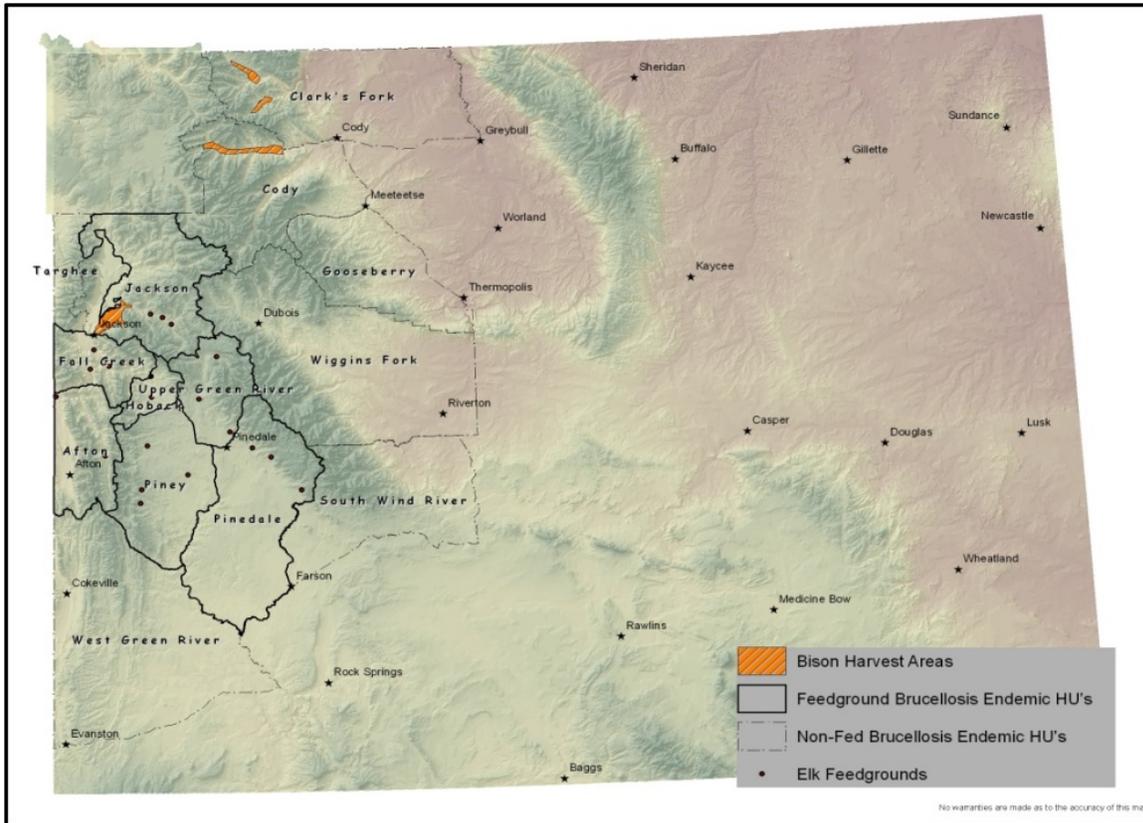
Working with the Western Association of Fish and Wildlife Agencies and The Mule Deer Foundation, the Department cooperated in producing a documentary on mule deer that is airing nationally on the Sportsman Channel.

Hunter and Angler Access

To support hunting and fishing opportunities in Wyoming, the Department created the Private Lands Public Wildlife (PLPW) Access Program in 2001. Hunting and fishing access is developed through coordinated agreements between the Department and private landowners. For 2011, this included 671 private landowners throughout the state. Leases are funded through the Access Yes Program. These funds come from a variety of sources including a portion of the sales from both annual and lifetime conservation stamps, state restitution fees, and donations from individual sportsmen and organizations. The PLPW Access Program has three sub-programs which include Hunter Management Areas, Walk-in Hunting Areas, and Walk-in Fishing Areas. For hunting access in 2011, the Hunter Management Area program enrolled 1,176,497 private acres on 53 management areas. The Walk-in Hunting Program provided 706,253 private acres as well as 43 stream miles and 27 lake acres for waterfowl hunting. In addition to the private acres enrolled into the Walk-in and Hunter Management Areas, the PLPW Access Program provided access to more than 1,700,000 public acres that otherwise may have been landlocked and inaccessible for public use. Public lands administered by federal agencies, as well as lands owned by the Office of State Lands & Investments, are available for hunting and angling if they are located adjacent to, or surrounded by, lands enrolled in the PLPW Access Program. The Walk-in Fishing access program on private lands continues to expand, although at a slower pace than hunting access. The Walk-in Fishing program currently has 58 fishing areas covering 11 drainages. These access areas contain 4,944 lake/pond acres and 107 stream miles available for public fishing.

Brucellosis

The Department provides supplemental feed (baled alfalfa or grass hay) every winter to around 17,000 elk that attend 22 state-operated feedgrounds in western Wyoming. Supplemental winter feeding of elk congregates animals on feedgrounds from November through April, overlapping the period of peak brucellosis transmission from February through June. About 23% of yearling and adult female elk captured from feedgrounds demonstrate antibodies to brucellosis in blood samples (seropositive). Brucellosis is also endemic in elk residing in herd units adjacent to feedgrounds that utilize native winter ranges (see below figure for distribution of brucellosis in Wyoming). Antibody prevalence of elk in the brucellosis non-feedground endemic area of Wyoming varies by herd unit from <1% to 19%, and has trended upward over the last decade for reasons not fully understood. None of the more than 2,200 elk tested from areas distant from feedgrounds have been positive. Wild bison in northwest Wyoming have a higher incidence of brucellosis; 61% of hunter-killed bison have tested seropositive.



Distribution of brucellosis positive elk and bison in Wyoming.

Spillover of brucellosis from wildlife to cattle results in increased livestock testing requirements and potential trade sanctions on Wyoming cattle producers. Wyoming’s brucellosis task force was assembled in response to a brucellosis infection discovered in a cattle herd that was attributed to elk from a nearby feedground. The group developed recommendations to reduce incidence of brucellosis in wildlife and livestock in the state. A top recommendation was for the Department to implement a pilot test and slaughter project in the Pinedale elk herd unit. Over five years, Department personnel captured and handled 2,624 elk, and slaughtered 197 seropositive cows. Brucellosis prevalence was reduced on the Muddy Creek feedground from 37% (n=158) in 2006 to 5% (n=141) in 2010 following the removal of 107 seropositive elk. Follow up surveillance (no removal of positive animals) conducted at the Muddy Creek feedground during 2011 indicated brucellosis prevalence remained static at 6% (n=72). However, surveillance in 2012 revealed prevalence had increased to 13% (n=70). Although test and slaughter methods appear effective at reducing brucellosis prevalence among elk attending feedgrounds, it is expensive to conduct (\$1.3 million during the 5 years), and efficacy is likely short-lived.

The Department continues to employ other brucellosis management strategies aimed at reducing brucellosis prevalence among elk attending feedgrounds. Strategies include elk vaccination with *Brucella* strain 19, conducting habitat treatments near some feedgrounds to reduce elk dependency on supplemental feed, low-density feeding methods on some sites to reduce the number of elk fetus contacts (i.e., brucellosis transmission events), and truncating the feeding

season on select feedgrounds where risk of elk-cattle commingling is low to reduce the period of dense aggregation, thereby reducing the rate of brucellosis transmission.

Aquatic Invasive Species

The Wyoming Aquatic Invasive Species (AIS) program was initiated in 2010 with legislation to establish the program and an appropriation and boater fee (boat decal) requirement to provide funding. In 2012, a biennium budget of \$2.95 million was approved to operate the program in FY 13 and FY 14. Legislation passed in 2012 requires all conveyances (watercraft, water hauling trucks, etc.) entering Wyoming from out of state to be inspected for AIS prior to contacting or entering the waters of the state. The Department is working with the Wyoming Department of Transportation to establish AIS watercraft check stations at Port of Entries and other highway locations near state borders in 2013. During the third year of the program, a total of 38,659 watercraft inspections were conducted; of those, 35% were repeat boaters indicating they were inspected on more than one occasion during the season. Of watercraft inspected, 25% were registered outside Wyoming. Over 50 waters were again surveyed in July and October to detect the presence of any AIS, particularly zebra or quagga mussels. Results to date indicate no findings of invasive mussels in samples collected. Outreach continues to be a major focus of the program to educate water users on the threat of AIS and the importance of preventing the spread to Wyoming. The main outreach message of the program, “Drain, Clean, Dry”, specifies guidelines for all water users to prevent spreading aquatic invasive species.

Online License Sales

The Department continues to spend a substantial amount of time on developing and implementing our Electronic License Service (ELS) system. The ELS system consists of online license sales, online limited quota draw application submission, and internet sales at agent locations. For the 2012 application periods, over 84 percent of our limited quota draw applications were received online. Online transactions speed up the process, require fewer man hours, and ultimately result in greater efficiency including increased cost savings, accuracy, and reduction of temporary personnel. Online sales include antelope, deer, elk, fall turkey, bird/small game, black bear, mountain lion, and fishing licenses. Stamps and permits are also available online including the conservation stamp and pheasant and elk special management permits. A receipt of the sale can be printed on a home computer. Licenses purchased online that have carcass coupons are mailed the next business day from the Cheyenne headquarters following the online purchase. Hunters who need the license immediately can purchase these licenses at any of Wyoming’s license selling agents.

Grizzly Bears

During 2011, there were 210 grizzly bear conflicts involving 39 management captures of individual bears. Twenty-three bears were relocated and 14 were removed from the population. Incidents in 2011 include 102 involving livestock damage, 5 involving human injuries, and 7 non-agency caused mortalities that are under investigation. The remainder were incidents involving property damage (n=54) and food rewards (n=42). Long-term bear numbers and the distribution of grizzly bears have expanded to fill most suitable habitats. As a result, bears are being found in locations where the potential for conflict is high. These include rural housing areas and farmlands. Grizzly bears are classified as trophy game in Wyoming, but protected by

the Endangered Species Act (ESA). A federal appeals court ruled on November 22, 2011, that grizzly bears in the Yellowstone region need continued protection under the ESA due to the scientific uncertainty regarding if declines of whitebark pine, which serves as a key food source for some bears, will jeopardize their recovery. The ruling from the 9th U.S. Circuit Court of Appeals blocks the federal government's effort to remove ESA protections on more than 600 threatened grizzlies in the Greater Yellowstone Area across 19,000 square miles of Montana, Wyoming, and Idaho. The U.S. Fish and Wildlife Service is reviewing the ruling and will likely prepare a new delisting proposal during the next 24 months.

State Wildlife Action Plan

The revised State Wildlife Action Plan (SWAP) was approved by the Commission in January 2011 and submitted to the U.S. Fish and Wildlife Service for review in February. The Department is currently working to enhance implementation of the plan through investigating performance indicators, revising State Wildlife Grant funding criteria, and better integrating the SWAP into agency-wide strategic planning. Department representatives are participating on a project advisory group which is helping to design the Tracking and Reporting on Action for Conservation of Species system (TRACS). This system is intended to be a web-based, GIS information management system for monitoring and reporting on State Wildlife Grant projects.

Strategic Plan

The Department is planning to revise its strategic plan and strategic planning process. The last time a similar process was undertaken was in 1994 which resulted in the document *Wildlife 2010*. Many wildlife and natural resource issues have changed in the last 17 years, and more changes are certain to be a part of Wyoming's future. Shifts in wildlife and habitat threats, constituent's interests, regulatory requirements, conservation partners, communication methods, as well as political and economic conditions require state wildlife agencies to be increasingly focused and responsive in how we apply our resources. Goals for the strategic plan's revision include ensuring Department resources are addressing the greatest future challenges and opportunities for wildlife conservation and recreation, increasing coordination between divisions and work units, enhancing public involvement and political support, improving employee unity and job satisfaction, and providing a mechanism to evaluate the effectiveness of Department activities. Revision components include reviewing of the Department's current planning and reporting documents, state and federal statutory and financial reporting requirements, and other wildlife agencies strategic plans.

Wolves

Estimates put Wyoming's wolf population at more than 328 individuals comprising at least 27 breeding pairs. The federal recovery plan requires that Wyoming, Idaho, and Montana each have a minimum of 10 breeding pairs and 100 wolves to consider the populations recovered and to commit to maintain at least 15 breeding pairs and 150 wolves to delist each state. The wolf population for Wyoming, Idaho, and Montana is estimated at more than 1,774 animals. In 2011, Wyoming signed an agreement with the USFWS to move forward with delisting the Wyoming segment of the population. The population will be managed in part of the state as a trophy game animal and as a predatory animal in the remainder of the state. There will be one small zone where wolves will be classified as predatory animal or trophy game animal depending on the

time of year. The final delisting rule became effective September 30, 2012. 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 because of ESA protections. Animals legally classified as predatory animals do not have closed hunting seasons or license requirements. Governor Matt Mead and representatives from the US Department of the Interior have finalized a proposed plan that will ensure a stable and sustainable population of wolves in Wyoming. Under the proposed plan, Wyoming will maintain at least 100 wolves and 10 breeding pairs outside of Yellowstone National Park and the Wind River Reservation. The Trophy Game Management Area would extend about 50 miles to the south from its current location near the Wyoming/Idaho border. The expansion area will be managed as a Trophy Game Management area from October 15th to the end of February. For all other months, wolves would be managed as predators in the expansion area. The necessary statutory changes were adopted during the 2012 legislative session. The state's revised wolf management plan was approved by the Commission on September 14, 2011. Due to recovery efforts and the provisions of the plan, the Wyoming wolf population is healthy and stable, current and future threats to wolves have been addressed and a post-delisting monitoring and management framework have been developed. Wolves are currently delisted in Wyoming and are being hunted as Trophy Game in 12 hunt areas in the northwest corner of the state. Hunt areas will close when their individual quotas are met and all seasons will end either on December 31st or when the combined quotas of 52 wolves are harvested.

Energy Issues

The Power Company of Wyoming (PCW) continues to develop a 1,000 wind turbine generator wind farm south of Rawlins Wyoming. The project will be permitted by spring 2013 and construction will begin in summer 2013. PCW is part of the "Before-after Control-Impact" sage research project studying the impacts of wind energy on sage grouse. With oil and gas prices low, there has been slow movement in the NEPA planning process. Primary efforts have been centered around Wyoming's Core Sage-grouse Management Strategy as outlined in the Governor's Executive Order 2011-5. Valid and existing rights prove to be problematic in maintaining the thresholds. Several companies are stepping up and working on planning for the best siting of facilities.

Funding Initiative

The Wyoming Game and Fish Department gets 80% of its funding from hunters and anglers. Only a small portion (5-6%) of the Department's budget comes from general funds. License fees were last increased in Wyoming in 2008. Inflation and the issuance of fewer antelope and deer hunting licenses in many parts of the state, due to lower productivity, has reduced revenue for the Department. Without additional revenues, the Department will be forced to cut programs up to 20% beginning in 2015.

Beginning in August 2012, the Department initiated a broad effort to engage the public to explain its funding situation and to gather feedback on possible funding mechanisms to provide additional revenue. Outreach efforts included producing informational videos, booklets, and brochures on the history and makeup of the Department's finances; making individual contacts

with over 500 stakeholders; manning an information booth at the Department's Hunting and Fishing Heritage Expo; hosting a meeting of the leadership of nongovernmental wildlife organizations operating in Wyoming; revising the Department's website to explain its funding status and to take public comments, and holding two public meetings which were webcast and allowed participation through home computers or at regional offices.

Five short-term funding options were presented to the Wyoming Legislature's Travel, Recreation, Wildlife, and Cultural Resources Committee (TRW). These included a license fee adjustment, big/trophy game license super raffles, annual or biennial license fee adjustments indexed to inflation (indexing), separate white-tailed and mule deer licenses, and increasing revenue associated with *Wyoming Wildlife* magazine.

On November 9, TRW passed a bill on an 8 to 6 vote providing the Department with license fee adjustments as well as annual indexing to change license fees to track inflation. A listing of license prices established through this bill is found on the Department's website. A separate bill establishing a raffle for big game licenses was passed by TRW unanimously. Both bills will be brought before the Wyoming Legislature during its 2013 session.

Feedback from both sportsmen and legislators has generated discussions about new alternative funding sources for the Department. Sentiment is building that revenue from licenses alone will be insufficient to sustain the current quality of Wyoming's wildlife resource in the future, and that continued license fee increases may reduce future recruitment of new hunters and anglers. The Department plans to build on these discussions, through working with its constituents, to identify and to develop alternative funding ideas.

Wind Energy

The Department finalized the "Wildlife Protection Recommendations for Wind Energy Development in Wyoming." There were two projects that have been permitted using the recommendations.

Sage-Grouse

Governor Mead reissued a Sage-Grouse Executive Order (SGEO). The 2011-5 SGEO follows previous executive orders issued by Governor Freudenthal although there are a few variances. The Department's main focus has been on the interpretation, implementation, and documentation of decisions related to the SGEO. The state is creating an online web application that can be used to determine a project's impacts in relation to the SGEO density and disturbance thresholds. To date, the SGEO has been accepted by all state agencies and is being reviewed by the BLM in their Resource Management Plan Sage-Grouse Revision Energy Issues. The US Fish and Wildlife Service has affirmed that Wyoming's Core Sage-grouse Management Strategy provides an adequate regulatory mechanism, if implemented as outlined in Executive Order 2011-54, to prevent any decline in sage-grouse numbers caused by various development activities including mining, oil and gas, and wind energy.

Chronic Wasting Disease

The Department completed statewide surveillance for chronic wasting disease (CWD) in 2011. The Department 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. A total of 3,273 deer, elk, and moose samples were analyzed. Of these samples, 109 tested positive for CWD representing 81 mule deer, 16 white-tailed deer, and 12 elk. One new case of CWD was diagnosed in deer hunt area 165. This hunt area is bordered by known positive areas and is therefore most likely a natural extension of the endemic area. In 2005, the Department included moose in the CWD surveillance program. In 2011, we surveyed 132 hunter-killed, 35 targeted, and 16 road-killed moose; all were negative for CWD.

Bark Beetle

A mixture of roads and campgrounds were closed this past hunting season in areas affected by pine beetles. However, while access was limited in a few areas, alternate routes still allowed most hunters to get into preferred hunting locations. Road and campground closures were mostly due to Forest Service operations to remove dead trees that were deemed hazardous on a few roads and specific campgrounds. The Forest Service will be continuing their tree removal programs, but to date, there has not been a major overall impact limiting forest use by hunters and anglers.

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. In 2011, 9,432 students attended during the two school days, an increase of 731 students from 2010. Total attendance was 13,370 people, an increase of 805 from the 2010 Expo.

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 at 3,923. To date, 647 hunters have participated in the Hunter Mentor program. A wide range of ages are represented. 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, Retention, and Reactivation

While participation in hunting and angling has been declining nationally, Wyoming's sale of hunting licenses has remained relatively steady since the early 1990s. The sale of fishing licenses since the early 1990s has been on the rise. However, it is important for Wyoming to continue to take action to avoid following the national trend. Many states are asking the question, "Do we need to recruit and retain hunters? If yes, what population of hunters are we targeting with our programs? How do we know if we are affecting the targeted population?" The

Wildlife Management Institute (WMI) has taken the lead on developing a “toolkit” for state wildlife agencies to help identify program assumptions and develop a series of “if...then” causal statements that focuses on the achievement of results, not the execution of activities (2012 Foundations of Success Introduction to Results Chains, Objectives, and Indicators). A Wyoming program has been chosen as the first national pilot to test the effectiveness of the of the program’s evaluation materials. The Department has partnered with WMI to produce accurate results chains that can be used to design well executed programs that lead to desired results.

Wyoming Archery Programs

The National Archery in Schools Program teaches basic, international-style, target archery skills in schools and through community programs. In Wyoming, the program currently has 320 certified instructors. Approximately 156 schools and 21 after-school or community programs including Parks and Recreation, YMCA, scouts, archery clubs, and 4-H groups are involved in the program.

Forever Wild Educator Resources

The Department has contracted with a professional curriculum writer, Wendy Hanophy, to create conservation education based units with multiple lesson plans for Wyoming schools. The target audience for these materials is 6th-12th grade. A steering committee, comprised of teachers, community college staff, Department subject matter experts, and NGOs, has been formed to pilot lesson plans and provide insight and feedback. The Department’s graphic design specialist will be creating the user friendly format and design for each lesson plan to inspire, inform, and captivate users. In June 2013, the Department will host a four day workshop for Wyoming-based educators to pilot the new material in a “track series” format. Three tracks will be available for educators to choose from including science, physical education/outdoor recreation/vocation, and social studies/civics. Participants in each track will have the opportunity to teach what they learned to others in different tracks. Participants will be certified in their respective track and be eligible to check out educational resource materials and equipment, that complement each lesson plan, from within their Department region. Lesson plans will become available on the Department’s website for download. Users will need to create an account and user ID for the Department to track and evaluate the effectiveness of the Forever Wild Educator Resources. Evaluation tools may include surveys that will be used to improve, discard, or create lesson plans.

Forever Wild Family Workshops

Forever Wild Family Workshops have been chosen, on a state and national level, as the first pilot test program for effectiveness. In partnership with numerous conservation NGOs, state wildlife agencies, and all AFWA regional organizations, the Hunting Heritage Action Plan working group has begun developing a “toolkit” to assist state wildlife agencies and NGOs in planning and evaluating programs and efforts to recruit, retain, and reactivate sportsmen and sportswomen.

The objectives of the project are, to produce a series of “effectiveness measures” for current recruitment and retention program types in practice in North America, produce templates of easy-to-use evaluation tools that will provide administrators with the information and the

framework necessary to evaluate the effectiveness of their efforts in meeting program objectives, and identify solutions in instances where they are not meeting objectives. If agency and organization hunter recruitment and retention efforts are to affect the decline in hunting and shooting participation, recruitment and retention program administrators must have the process, planning, and tools in place to evaluate their program's effectiveness in achieving stated goals and objectives. Additionally, both current and future programs must be designed to evaluate not just outputs (i.e., the number of participants, number of activities completed, etc.), but outcomes (increased license sales) that are both meaningful and measurable. By adopting and practicing an "outcomes-based" program strategy to recruitment and retention, state agencies and organizations can begin collecting comparable data that may be compiled and networked on a regional or national scale.

Each program type fits a results chain. There are 11 results chains that capture most, if not all, of the 420 different programs identified in North America. A results chain is a tool that clarifies assumptions about how we think a strategy or program will affect the target population. The assumptions can be tested. Program specific results chains were created, through modeling, at the working group meeting in Dundee, IL and through several teleconferences. The results chains are based on the overall model created to capture recruitment, retention, and reactivation of hunters in North America. The Forever Wild program fits the results chain, Diversity Recruitment Events.

How is the Forever Wild program different? The target audience is families who have little to no fishing, hunting, or outdoor recreation experience in Wyoming. Currently, this is being directed at families from the Lander region who moved to Wyoming within the last two years. A national trend indicates if those families are not captured within two years of relocating to a new state, they will be lost to other interests. Parent or guardian participation is required for all activities. Families partnering with the Department have committed to the program until they "graduate." Workshops are tailored to fit the needs of the families, rather than a one size fits all approach. The class of 2012-2013 Forever Wild Families includes 33 participants, 24 are children or young adults, and the families already know each other (fulfilling the important social component).

Effectiveness measures are identified through pre, post, and follow-up surveys. The questions are designed to measure the objectives identified in the results chain, as well as identify any barriers. Results and objectives can be modified to fit an agency's or NGO's program type. Not every outcome needs an objective. For an agency, the results chains can be used to identify assumptions, define what can or will affect program outcomes, define true recruitment and retention efforts by "tracking" participants, and identify gaps in current program types.

One of the most important benefits of using results chains is to identify that the "right" message reaches the "right" audience. Diversity recruitment events target populations outside of the traditional sportsmen and sportswomen base. Traditional marketing could undermine the program's effectiveness. As with the Forever Wild Workshops, we must keep in mind the target audience before developing activities or agendas.

INTRODUCTION

DIVISION REPORT NARRATIVES

INTRODUCTION

This report covers the progress and financial status of the Wyoming Game and Fish Department during Fiscal Year 2012. The information documents progress toward objectives stated in the Wyoming Game and Fish Department's Four-Year Plan (FY 12-FY 16), July 2011.

During calendar year 2011 a total of 3,558,016 hunting and fishing recreation days were provided to the public. Based on hunting and fishing expenditure surveys conducted in Wyoming, in 2011, hunters, anglers, and trappers expended approximately \$797,034,000 in pursuit of their sport.

At the end of the period covered by this report (June 30, 2012), the Department was comprised of 402 permanent full-time employees and 136 temporary or seasonal workers.

A summary of Department activities by respective division follows.

FISCAL DIVISION

Rich Reynders, Chief

In FY 12, the Fiscal Division concentrated on implementing additional functionality needed for the Department's licensing programs in addition to managing funding for all Department programs including those which are legislatively funded.

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 12, the Fiscal Division, working with Services Division IT personnel, completed several major components of the ELS (electronic licensing system). Due to changes in federal legislation on the use of social security numbers, the Department oversaw the conversion of approximately 600,000 sportsperson identification numbers to random generated numbers, in addition to capturing the last four digits of social security numbers and maintaining this information in a secure, non public section of the Department's licensing database. This conversion and capture of data required programming enhancements by the IT section in addition to testing and fiscal proofing of the records. In addition, the ELS system was modified to incorporate watercraft registrations. This has allowed the Department to offer the online renewal of watercraft registrations to our customers. A few other changes that were implemented include creating the ability to have a business customer in the ELS system for the issuance of AIS decals and commercial licenses, modifying the screens to capture residency information, and adding functionality to manage license selling agents.

Expansion in the number of individuals applying for and purchasing licenses through the internet has increased to almost 80% of all limited quota applicants. This change in application method has allowed the Department to reduce use of temporary staff by over 75% from FY 06 in addition to being able to conduct draws earlier. The Department continues to move forward toward more automated methods for both collecting and disseminating licensing information. In the future we hope to move to have application information available only through the internet 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 decals which was approved during the 2010 Legislative session. The Department prepared an initial budget for this program in 2010 and then appeared before the Legislature requesting a supplemental appropriation in February 2011 to continue general funds for this program for its second season, 2011. 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. In the fall of 2010, the Department captured information on those watercraft owners who had received temporary decals and later contacted these individuals for billing. Additionally, the Department worked with IT to streamline the second season of decal issuance and fulfillment, including the

elimination of the manually issued decals by field personnel. In the first two seasons of the program, the Department collected slightly over \$800,000 through decal issuance to offset approximately 1/3 of the cost of operating the program. For the 2011 Legislative session, the Department also prepared and presented a supplemental budget request for capital construction projects and received \$932,000 to fund four Department projects - water treatment work at the Wigwam Rearing Station, continued ADA comfort station replacements/additions, development at public access areas, and replacement of elk fences.

At the end of FY 11 and throughout FY 12, the Department developed the 2013-2014 biennium general fund budget and the proposed FY2014 reductions for the five existing general fund programs - Vet Services, Sensitive Species, Sage-Grouse Management, Aquatic Invasive Species, and Wolf Management (damage). General funds now provide approximately 7% of the Department's overall budget. 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 year.

The number of grants that the Division administers maintained from the prior year with the Department receiving approximately 30 percent of its revenue from federal, state, and private grants. During FY 12, the Department expended over \$5.2 million from competitive grants. Just five years previously, that figure was \$1.6 million, equating to an almost 325% growth during that period. This figure does not include federal funding from PR/DJ funds or State Wildlife Grants, which are formula-based grants (non-competitive) from US 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, and USDA Animal and Plant Inspection Service) in addition to a number of state and local government entities and non-for-profit organizations. An important new source of grant funds since 2008 has been the Wyoming Wildlife and Natural Resource Trust whose board reviews and approves grant applications for fish and wildlife projects. During FY 12, over \$1.7 million was received from grants funded by this entity to the Department for work on fish and wildlife conservation projects.

FISH DIVISION

Mark Fowden, Chief

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

Following a near record water year ending in October 2011, Wyoming was stricken with record or near record low flows statewide April through June 2012. The contrast between years could not have been starker. Hardest hit were the Bear River, Green River, Wind River, and North Platte River basins. The three exceptional water years experienced prior to the 2011-12 winter were responsible for developing robust fisheries this year. Storage gained over the last several years should buffer our reservoir and tailwater fisheries for next year; however, pond fisheries and those sustained by free flowing or tributary streams are expected to suffer summer and over-winter losses.

A major legislative initiative for the Aquatic Invasive Species (AIS) program was completed in FY 12. As a result all watercraft and conveyances entering the state must now be inspected prior to contacting the waters of the state. And by 2013, watercraft inspections now conducted at lakes and reservoirs will be conducted primarily at Wyoming Ports-of-Entries as a result of the legislation. The second full-year of inspections concluded at the end of September 2011, with over 42,000 watercraft being inspected. Since the start of the program, 83,768 inspections have been conducted on 38 waters throughout Wyoming. With the above average temperatures experienced during spring of 2012, inspection numbers increased dramatically over the previous season's totals for May and June. Monitoring was conducted on 53 waters; all results were negative for the presence of invasive mussels. Receipts from the sale of decals have totaled over \$882,000 which goes directly towards defraying the cost of the AIS program.

The 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 the 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 (SHP). Successful implementation of the SHP depends upon cooperation with land management agencies, conservation partners, public land managers, and private landowners. An internal review or audit of the goals and actions was successfully completed in FY 12; it found that the SHP has been successful in guiding limited resources to high priority areas.

SHP accomplishments include habitat conservation efforts, habitat assessments and inventories, development/designing of projects, on-the-ground projects/enhancements and restorations, maintenance of existing structures or projects, and monitoring of completed projects. A total of 123 habitat projects were completed in FY 12. The Department's

Green River Aquatic Habitat Biologist participated in the Rock Springs BLM Resource Management Plan revision process. A major inventory effort using the Department's Wyoming Habitat Assessment Methodology was used in the Laramie Region to characterize Douglas Creek watershed conditions and identify management approaches to ultimately improve fishery resources. Integrated watershed management activities in the Green River included the monitoring of riparian and aspen vegetation to make informed range and ungulate management decisions. Examples of on-the-ground projects implemented in FY 12 include reconstructions of sills in the Green River on Seedskaadee National Wildlife Refuge to improve side channel juvenile fish and riparian habitat. Another notable project completed this year significantly improved trout habitat conditions in Spring Creek (Jackson Region) allowing for enhanced fish movement while also benefitting irrigation management. Major stream bank and fish habitat improvements were completed on the East Fork Wind River in the Lander Region. Major restoration work on the Encampment River continued this year, with the goal to improve stream function and sport fish habitat for the entire stream downstream of the Town of Riverside. Monitoring and maintenance of previous built projects continues to be an important function for Aquatic Habitat Section personnel; of note this year was the maintenance of rock-sills on a Green River side channel near the Huston Boating Access Area. Fish monitoring and maintenance work at the Kendrick fish passageway on Clear Creek was also conducted. Beaver transplant work continued in the Black Hills to improve watershed function and provide late season stream flow. Without the beaver ponds built previously, many streams in the Black Hills would have been completely dry by late spring.

Fish passage accomplishments included completion of a diversion and ditch screening project on Bear Creek at the Commission's Spence/ Moriarity Wildlife Management Area. The project was designed to maintain flow in the stream while diverting water adequate for irrigation and also return trout to the stream caught in the irrigation ditch. The Department cooperated with the Greybull Valley Irrigation District and Trout Unlimited to develop a fishway in conjunction with a diversion dam rehabilitation. Ongoing work includes designing a fishway on the Encampment River at the WYCO diversion and improving fish passage at the Harmony Diversion on the Nowood River.

The Water Management Section filed 14 instream flow filings, the culmination of several years of field work and data processing. This is the first step in the process for securing permanent minimal flow protection for streams that afford critically important habitat for existing fisheries. Ten of the filings are for streams containing Yellowstone cutthroat trout and four will address the need to protect Colorado River cutthroat trout on the Commission's Red Rim-Grizzly Wildlife Habitat Management Unit. Another major accomplishment was enhancements to the instream flow web page on the Department's website. This is intended to inform anglers and others about the numerous fisheries conserved through instream flow efforts.

This past year angler participation was estimated at over 2.2 million angler days. Overall license sales were stagnant from the previous year. Considering the tough economic times and the impact especially on Wyoming's nonresident anglers, this may be a fairly positive result. Because we experienced several consecutive high water years, fish populations in

streams and reservoirs were robust for our anglers. However, economic factors continue to override the attraction and quality of our fisheries, especially for nonresident anglers.

Aquatic wildlife, sport fish, and herptile surveys were conducted at above average intensity this past year. In FY 12, we conducted more than 649 surveys designed for the purposes of evaluating species conservation and sport fisheries quality. We continued working to protect three species of native fish in the Green River including basic design and initial construction of a holding facility at the Boulder Hatchery. We continued to survey for native species of concern as identified in the State Wildlife Action Plan in the Big Horn, Powder, Belle Fourche, Niobrara, Little Missouri, Cheyenne, and Green River basins. Funding through State Wildlife Grants, the Governor's Endangered Species Fund, and general fund appropriations supported this sampling.

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 samplings of the same reach over one week's time with multiple boats and crews are only counted as a single completed survey. Lower water conditions this year challenged managers to complete sport fish surveys on our major rivers earlier in the year, but allowed more time for reservoir sampling.

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 introduced into Buffalo Bill Reservoir and the Green River drainages. These introductions have the potential to dramatically increase the Department's sport fish management costs in many ways, including additional expenses and burdens on our fish culture system.

The Fish Culture Section produced and stocked over 439,000 pounds of trout, kokanee, and grayling in FY 12. The five-year rolling average for fish production in our fish culture facilities is 368,688 pounds. The overall fish production of the Fish Culture Program increased by 30,336 pounds (7.4 percent increase) compared to FY 11 and is the highest production level over the past eight years. The recent expansion at Speas Rearing Station continues to be the main factor for the increased production since FY 09.

Warm or cool water sport fishes not available in Wyoming are received in trade for surplus grayling and trout eggs. This year we stocked eight coolwater and warmwater fish species including: bluegills, black crappie, channel catfish, sunfish hybrids (bluegill x green sunfish), northern pike, shovelnose sturgeon, tiger musky, and walleye. These totaled 2,113,911 fish, with the majority being 1,529,572 walleye fingerlings stocked to maintain the quality of our walleye sport fisheries.

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. The Fish Culture Program continued to meet the Program's internal goals. Coupled with more

favorable reservoir conditions, the stocking of more than 30,000 additional pounds of fish over last year should produce very good fishing for the next several years.

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 and 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 and Access Maintenance, and Information Technology/GIS. The Information & Education Section includes Conservation Education Regional Information and Education (I&E), Information/Publications, and the Customer Service (Telephone Information) Center.

During FY 12, the Services Division Administration continued to focus on providing consistent leadership and improving communications within the Division and between the Division and other work units in the agency. Priorities 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 and 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 12 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 defining priorities for the Electronic Licensing Service Online Licensing System and working to move the system to maintenance status.
- Work with the Office of State Lands and the State Auditor's Office toward compliance of the Uniform Real Property Reporting System; work with U.S. Fish and Wildlife Service toward agreement of federal aid real property right inventory; and work toward a verified electronic database of Commission owned real property rights.
- 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.
- 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 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 12, Services Division accomplished several major projects including:

- Coordinated 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.
- Worked 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.
- Completed oversight of a new building addition and coordinated moves that brought all employees back to the headquarters office.
- Worked with the Wildlife Division to complete implementation of the Wyoming Mule Deer Initiative through the Human Dimensions program and prepared a draft plan for the herd unit. The major portion of this work resulted in a public participation process called "Collaborative learning".
- Initiated work to develop a hunter and angler recruitment and retention program.

During FY 12, 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; this past year this included extensive participation in the State IT Consolidation process. The entire IT staff spent the spring and summer months diagnosing, remediating, and streamlining our Web farm server configuration and e-commerce applications in order to keep all licensing systems running at their peak efficiency during our busiest times. Combined efforts of the entire staff lead to a successful year of license sales without any system problems or response time slowdowns. Continued to provide substantial support to the development of the agency's Electronic Licensing On-line System (over \$63 million processed through our e-commerce systems in 2011); enhanced and streamlined the Internet Point of Sale System, which services over 203 license selling agents throughout Wyoming; incorporated a new Boats Issuance and Renewal System into the Online Sales system this past year; developed and implemented an Internet content management system for the new Game and Fish Website; and continued to update security practices to address Payment Card Industry Data Security Standards (PCI DSS) e-commerce compliance requirements. Continued to coordinate the re-design and re-development of our

GIS-based Decision Support System to an online application with a publicly accessible component (known as WISDOM - the Wyoming Interagency Spatial Database and Online Management System) within the larger context of the Western Governors Association efforts to guide and coordinate development of Crucial Habitat Assessment Tools by all states across the West. Hosted the Western Association of Fish and Wildlife Agencies - Administrative Officer's Workshop in Cody. Over 104 participants attended representing 20 states.

- Capital construction was completed on the Ten Sleep Fish Hatchery Rehabilitation Project and started on the Wigwam Rearing Station's RFUV project. State-wide boating access improvements were completed at Saratoga Lake and Fontenelle Reservoir. Regional office work was completed state-wide consisting of improvements to both the office facilities and warden stations. Fish passage design and construction was completed on the Encampment River and Clear Creek.
- Completed conservation easement surveys for the Perks property on the Grey's River and the Deer Creek Fishing easement in the Laramie Range. Completed boundary surveys for the North Cody Road, Lamont and Saratoga Lake Public Access Areas; North Jackson Warden's Residence; and Spence/Moriarity and Ocean Lake WHMAs.
- Considerable time and effort was spent constructing a new pond and installing four holding tanks at the Boulder Hatchery to be used for rearing the assemblage of three fish species for southwest Wyoming, also assisted Story Hatchery in repairing dikes and the intake for their water supply.
- Addressed landowner concerns regarding drainage and livestock control on the road to the North Platte/Treasure Island Public Access Area (PAA) by reshaping one-half mile of road and ditches, installing a new cattleguard, and installing new culverts; repaired concrete handicap accessible walkway at Wedding of the Waters PAA.
- Numerous new PAAs were developed this year including V Cross Cattle Company, Cody BOR, Diversion Winter, Perkes, and Remmick.
- At South Park and Horse Creek Wildlife Habitat Management Areas, completed the irrigating and haying, which will improve the forage, increase early winter palatability, and provide needed hay for the areas. Range pitting almost 40 acres on the Kerns WHMA to improve forage production.
- Installed a solar water well, water transfer line, and guzzler tank with buck and pole fence enclosure on Pennock Mountain WHMA. The water will help antelope, sage grouse, and other wildlife in the late summer and early fall when water is scarce in that part of the WHMA.
- Ninety-six wetlands maintained by the Department on Yellowtail, Springer, Table Mountain, Renner, South Park, and Ocean Lake WHMAs. The wetlands are monitored and water levels are maintained at optimum levels for the desired nesting, brood rearing, and hunting opportunities. Completed the re-vegetation project on South Park WHMA wetlands. An additional 10,000 sedges and rushes were planted into the wetlands.
- Over 98 miles of elk fence was maintained on Soda Lake WHMA, Greys River WHMA, South Park WHMA, Muddy Creek Feedground, Horse Creek WHMA, Kerns WHMA, Amsden WHMA, and Bud Love WHMA. Completed the installation of three sheet pile grade control structures in the Carlson Creek ditch and installed a new headgate & cut off wall at the Wick WHMA. Installed steel jack fence around springs near Thermopolis to

protect the springs from livestock over-utilization and to preserve drinking sources for sage grouse. Installed gating to prevent human trespass at the Spence bat cave.

- The Finnegan Feedground was destroyed by the Fontenelle Fire. The remains of the old Feedground were removed and new hay sheds, stackyard, and horse corrals were constructed. Snow removal from Jewett Feedground elk trap, Dell Creek Feedground stackyard, and Jewett Feedground stackyard to prevent elk from walking on snow drifts and accessing stored hay. Completed annual Feedground maintenance on all 22 Department Feedgrounds.
- Installed four sheet piling structures on Lower Stinking Creek for a Fish Division project request. Almost 400 yards of rip rap was used on the four structures. The structures are too slowly raise the water table and to improve the riparian area.
- Finished the double sill reconstruction at Seedskafee National Wildlife Refuge. Hauled and strategically placed approximately 1,100 cubic yards of rock on the sill at Seedskafee National Wildlife Refuge.
- Worked with the Casper Terrestrial Habitat Biologist to cut and haul aspen as part of a continuing project for the Bolton Creek Riparian Restoration Initiative near Casper.
- The Wyoming Game and Fish Wildlife Forensic and Fish Health Laboratory has a third American Fisheries Society certified Aquatic Animal Health Inspector. The laboratory's Fish Health Inspector finished a year of required experience and then was allowed to take (and pass) the national certifying test. This is an elite group of less than 80 individuals nationwide that are certified. The laboratory's Director continues to serve in the capacity of President for the Society for Wildlife Forensic Science and the Forensic Analyst serves as the Society's Director of Communication. Laboratory personnel continue to be heavily involved with the Scientific Working Group for Wildlife Forensics which has spent the last year working on a Certification Scheme and Best Practices/Guidelines for DNA and morphology documents. The Department's Forensic Program manager is the Executive Secretary of this group and the Laboratory Director is the Chair of the White-Paper subcommittee. It is the goal of this group to have a Certification Scheme on-line and develop standards and guidelines specifically for wildlife forensics before it is mandated by the Federal Government. The Wildlife Forensic Laboratory also hosted the second meeting of the Society for Wildlife Forensic Science at Jackson Lake Lodge with 91 scientists attending from seven countries.
- The Lands Administration Program accomplished the following major projects:
 - Acquired the new Game Warden Station at Meeteetse;
 - Sold the old Game Warden Stations at Meeteetse and Cody
 - Acquired water rights at Bump Sullivan Reservoir and Pine Creek
 - Acquired the Fish Creek Conservation Easement
 - Acquired the Johnson Place Conservation Easement
 - Acquired the Green River Chrisman Public Access Area Easement
 - Acquired the Deer Creek Public Access Area Lease
 - Acquired the new Salt River Perkes Public Access Area Easement
 - Acquired easements for the Dirtyman Creek Bypass
 - Acquired an easement for the Hell Canyon Creek Fish Bypass
 - Renewed the Walker Jenkins Public Access Area Lease
 - Renewed the North Platte River Pick Bridge Public Access Area Lease
 - Renewed the Snake River Von Gontard Landing Public Access Area Lease
 - Worked on several high-priority conservation easements throughout the State

- Worked on Commission approval for funding support on nine conservation easements to be held by 4 land trusts
- Completed the preliminary land inventory database in the Uniform Real Property Reporting System

During FY 12, the Division's I&E Section accomplished several major projects including:

- 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(5,329 students); Hunter Education Instructor Academy (38 certified instructors); Regional HE instructor workshop (over 100 instructors reached); Wyoming Hunter Mentor Program (811 participants); Youth Hunter Education Challenge (50 youth and 20 volunteers); 4-H Shooting Sports (over 1,200 contacts); youth, family, and women's shooting workshops (200 participants); Becoming an Outdoors Woman (48 women); Youth Conservation Camp (45 youth and over 10 adult volunteers); hosted the 3rd annual Hunter and Angler Recruitment and Retention Summit for local sportsman's organizations (28 individuals were present); Aquatic Education programs and Kids Fishing Days(over 7,000 kids/families); HE Instructor newsletter (reaching 300 instructors 4 times a year); Wild Times publication (approximately 7,500 subscriptions); Educator's Camp (40 educators – multiplying to thousands of students a year); Project WILD (over 100 facilitators equates to thousands of students a year); National Archery in the Schools Program (156 schools and 21 after school clubs), National Fishing in Schools Program (10 schools participating); school and community programs (over 100 contacts); and the Hunting and Fishing Expo (during the 2012 Expo, 8,170 students and teachers attended from around the State and a total of 12,287 people participated).
- Completed the Ten Sleep self-guided tour and inside Story Visitor Center; the new Wyoming Youth Fishing Challenge was developed and launched, providing opportunities for youth to receive recognition for their fishing and aquatic accomplishments; Drafted language to amend Chapter 26 (hunter education) to be more customer friendly; worked with a national group to develop results chains and evaluations for effective hunter and angler recruitment and retention programs; working with a professional curriculum writer, to create conservation education based units with multiple lesson plans for Wyoming 6th-12th grades.
- Began developing the Forever Wild Family Workshops, involving families from the Lander area and through a series of workshops teach basic and intermediate skills related to hunting and fishing. The Forever Wild Family Workshops have been chosen, on a state and national level, as the first pilot test program for effectiveness. In partnership with numerous conservation NGOs, state wildlife agencies, and all AFWA regional organizations, the Hunting Heritage Action Plan working group has begun developing a "toolkit" to assist state wildlife agencies and NGOs in planning and evaluating programs and efforts to recruit, retain, and reactivate sportsmen and sportswomen.
- 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.
- Gross sales from the product sales program was almost \$300,000 and sold over \$10,000 products in about 4,200 transactions.
- The Telephone Information Center fielded over 85,000 incoming calls during the year.

- During the year, the mailroom saved over \$50,000 in postage costs by using the bulk mail software and inserting machine technology, the presort services of Pitney Bowes, and doing freight comparison for packages.
- The Department's new website was launched in November 2011 and was awarded 2nd place at the ACI conference for website category.
- The Human Dimensions program worked on public input processes and opinion surveys. A survey of opinions and attitudes of Platte Valley mule deer hunters was completed in preparation for the implementation of the Wyoming Mule Deer Initiative in the Platte Valley herd unit. The Human Dimensions Coordinator worked with the Wildlife Division to plan and implement a collaborative learning process for the Platte Valley mule deer herd. Three sets of public meetings were conducted in southeastern Wyoming in FY 12. After having shared perspectives on major issues affecting the herd, and receiving information on what the Department is currently doing in relation to identified issues, members of the public brainstormed solutions to address those issues, resulting in information that was incorporated into a publicly supported management plan for the herd units. The Human Dimensions coordinator also worked with Wildlife Division and the Mule Deer Working Group to formulate and conduct a statewide mule deer hunter survey and plan a survey of hunter satisfaction with elk hunting in Wyoming. The Human Dimensions Coordinator worked with Fish Division to plan and conduct a statewide survey of angler satisfaction, the first to be conducted in 18 years.

WILDLIFE DIVISION

Brian Nesvik, Chief

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

All three division level administrators assumed their positions during or immediately prior to FY 12. The Division experienced significant turn over the past two years and FY 12 marked a year with many employees in new positions.

During FY 12, there was a significant decrease in precipitation following three years of an increasing moisture regime. This drought was more severe than experienced in decades in a large portion of the state. Initial indications are pronghorn and mule deer fawn survival decreased. Over winter adult and fawn survival was higher than normal due to milder winter conditions. Next year’s winter survival is expected to decrease resulting from very poor shrub production this summer.

The Division continued to place significant effort into completing the development of the mule deer management plan as a result of the Wyoming Mule Deer Initiative (MDI). Accomplishments within the initiative include:

Wyoming Range Herd:

- The Department continued to follow-up on recommendations from this collaborative process including the development of a large-scale habitat plan and contributions to one new mule deer research project.

Platte Valley Herd:

- Trend count and sightability survey results revealed a population estimate of about 11,000 deer, far below the population objective of 20,000.
- The Department conducted three public workshops and developed the final Platte Valley plan. The top three issues identified through the process were habitat, season structure, and predation. All three issues were addressed in the final plan and the Department addressed other lower priority issues as well including OHV use, access, and other disturbance.
- Based on results from the Platte Valley Mule Deer Initiative, the Department established and began a new endeavor to address mule deer issues termed the Platte Valley Habitat Partnership. The Commission allocated \$500,000 as seed money to set in motion an effort to involve private landowners, sporting publics, federal land managers, and others in implementing large-scale habitat work.

The Division finalized the development of a new spreadsheet population model to replace the dated POP II model. Implementation and training on the new model was complete at the end of the year and wildlife managers officially began their use of the spreadsheet model in July of 2012.

The Division had not taken big game population objectives through the public review process in over 15 years for most herds. In FY 12, the Division began the process of taking all big game herds out for objective review and concluded by presenting recommendations on new objectives for 15 elk herds at the July Commission meeting.

In FY 12, the Division again utilized a Hunt Management Coordinator (HMC) for a Hunter Management and Access Program (HMAP) in elk Hunt Area (HA) 7, southwest of Douglas to increase elk harvest and address landowner concerns caused by high densities of elk wintering in the LaPrele Valley. A new HMC/HMAP was developed in the Meeteetse area for elk HAs 61, 62, and 63, to address concerns over the high numbers of elk and brucellosis transmission between elk and livestock. Two HMCs were hired to administer the HMAP program. In HA 61, a total of 10 landowners enrolled 51,416 acres in the HMAP. In HA 62, a total of 3 landowners enrolled 3,365 acres in the HMAP. In HA 63, a total of 2 landowners enrolled 34,272 acres in the HMAP. In addition to the private land enrolled, large amounts of public land that was traditionally landlocked became available for hunting. This HMAP was considered a success as antlerless elk harvest and testable blood samples increased, and hunter and landowner satisfaction was high. The Division will continue the Meeteetse HMAP in FY 13.

The Division completed work on a long-term project to develop antler point restriction guidelines. The white paper was drafted to guide Department efforts related to implementation of antler point restrictions at appropriate times and for appropriate reasons. The document also served to inform concerned and interested constituents.

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 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 12 include:

- Statewide sage-grouse seasonal habitat mapping is underway. The results of this effort will enhance management of sage-grouse by better indentifying locations that would or would not benefit from habitat protection and/or enhancement.
- The legislature approved \$1.8 million for the local working group process and sage-grouse projects for the FY 11-12 biennium budget. The local working groups approved 35 projects. An additional \$1.5 million was allocated in the FY 13-14 biennial budget and projects will be developed during FY 13 for these funds.
- The Department's sage-grouse database was revised and in use by the close of the sage-grouse lek data collection period.

One domestic livestock herd in Park County tested positive for brucellosis. The suspected source was wild and free ranging elk. The Department continued to participate in the Brucellosis Coordination Team and with affected livestock producers to mitigate transmission risks. The Division completed Brucellosis Management Action Plans for Cody area elk herds. Sero-

prevalence dropped slightly in free ranging elk this year. The Division conducted a brucellosis workshop to share information and train new employees on the newest developments regarding research and mitigation for brucellosis.

In an effort to maximize efficiency and enhance effectiveness, the Division re-organized the trophy game conflict program and the trophy game research and management program into one large carnivore section. This effort served to merge priorities and goals for all trophy game species and to place one supervisor with responsibility for all trophy game management, conflict, and research. At year's end, this section was meeting and exceeding all expectations of its new structure and function.

Human/wildlife conflict management continues to be a major part of division operations. In FY 12, Division personnel expended 1,731 man-days and drove 203,540 miles on activities to prevent wildlife from causing damage to private property. Personnel expended 633 man-days and drove 28,944 miles investigating, processing, and handling damage claims and landowner coupon redemptions. A total of 148 damage claims in the amount of \$766,179 were filed and the Department paid \$705,221 (Note: there is still one FY 12 claim pending that will affect these figures). In addition, personnel spent 876 man-days and drove 112,189 miles responding to nuisance wildlife issues that were not considered wildlife damage under W.S. 23-1-901. Again in FY 12, there were a significant number of human/grizzly bear conflicts, with 50 grizzly bears captured as a result of conflict situations. In total, \$122,963 was paid in compensation for wolf depredation 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.

The Division completed a new Wildlife/Human Attack Protocol to guide field efforts to respond to wildlife/human attacks and a comprehensive manual on investigating trophy game depredation to livestock.

The Division re-assigned and re-structured all five of its species working groups. Each group was provided with a specific set of goals, objectives, and expected deliverables. The grizzly bear working group was re-structured to focus on all trophy game species and re-named the large carnivore working group.

Research efforts during FY 12 included the following:

- Linking Habitat with Population Performance in Shiras Moose - Objective is to evaluate habitat condition for a range of moose populations across the state that are increasing and decreasing to understand the relationship between habitat and population performance.
- Using Stable Isotopes to Delineate Seasonal Range Use for Wyoming Ungulates - Objective is to evaluate a new method to use isotopic signatures in ungulate teeth (which vary with bedrock geology) as a means of estimating seasonal range use and migration at a landscape scale.

- Evaluating the Influence of Development on Migrations - Objective is to evaluate the influence of development on ungulate migration behavior in order to understand the levels of development that will diminish Wyoming's ungulate migrations.
- Platte Valley Deer Study - Objective is to evaluate new sightability methods for estimating mule deer populations in addition to evaluating migration and interstate movement.
- PAPA Mule Deer Condition - The objective is to assess mule deer body condition as a function of well pad habitat use.
- WY Range Mule Deer Condition - The objective is to estimate relationships between habitat, condition, and demography for the Wyoming Range mule deer population.
- Chronic Wasting Disease (CWD) and its effect on mule deer populations in central Wyoming - This long-term study is designed to understand the population effects of CWD on mule deer.
- 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 12, including:

- Recovery efforts for the black-footed ferret continued and included habitat mapping and monitoring a portion of the ferret population. In FY 12, ferret surveys focused on an area near Rock River, Wyoming. A minimum of 17 individuals were located and results suggest the ferret population continues to expand its distribution.
- Survey techniques were evaluated for the northern flying squirrel and the white-tailed prairie dog.
- Via a request for proposal, WEST Inc. conducted surveys for the Department in southeastern Wyoming for jumping mice (*Zapus* spp.). Blood and tissue samples were taken from each captured jumping mouse and submitted for DNA analysis. Twenty-one were genetically identified as Preble's meadow jumping mouse. Results revealed that Chugwater, Cottonwood, and Rabbit Creeks and the North Laramie River were inhabited by Preble's while Lodgepole Creek was inhabited by the closely related western jumping mouse.
- Completed the forest bat inventory project. During the four years of this project more than 1,200 individual bats were captured representing 12 different species. The surveys yielded many new updates for distribution and reproductive status in Wyoming.
- Data loggers were installed in several caves and abandoned mines in order to collect baseline temperature and humidity data to evaluate the risk of white-nose syndrome to hibernating bats in Wyoming.
- Abundance trends of bald eagles, Peregrine falcons, trumpeter swans, common loons, long-billed curlews, American bitterns, and colonial nesting waterbirds, were monitored and aerial surveys for breeding pairs of Harlequin Ducks, which are monitored every 5 years, were completed.
- An ongoing project, initiated in 2009, continued to document Northern Goshawk nest sites in the Wyoming Range for use in planning habitat treatments and evaluating effects of proposed energy developments.

- A project was initiated to use satellite telemetry to track resident bald eagles in the Anticline Project area south of Pinedale.
- Ongoing projects that will be completed in 2013 have documented the population status of Ferruginous hawks and lowland nesting golden eagles and will quantify the effects of energy development on habitat and key prey species.
- Field work was initiated on Wyoming's first state basin-wide wetland assessment in the Green River basin through a partnership with The Nature Conservancy and Wyoming Natural Diversity Database funded through the Environmental Protection Agency. Over 60 randomly selected wetland sites were sampled to assess wetland type, condition, and habitat value. Monitoring of completed wetland projects on private lands in the Green River basin was continued.
- The WGFD submitted a standard North American Wetland Conservation Act grant proposal for the upper Green River for one million dollars to obtain funding for four easement properties and three wetland/riparian restoration projects.
- A multi-year project to conduct an intensive survey of all historic, known, potential, and new colonial waterbird breeding sites was initiated.
- Long-term monitoring efforts under the Integrated Monitoring in Bird Conservation Regions program continued with key Wyoming Partners in Flight participants. This program monitors or tracks populations of fifteen SGCN.
- A mountain plover project to assess habitat of breeding concentration areas, locate sites to implement permanent survey routes, and develop a species-specific survey technique to estimate abundance and trend in five known breeding concentration areas was completed
- In cooperation with the University of Wyoming Cooperative Fish and Wildlife Research Unit, the following research projects are on-going:
 - 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 – This study will develop spatially explicit projections of energy development and use distribution maps and energy development projects to assess the relative degree SGCN will be exposed to development.
 - Wind energy development and grassland birds – Study to compare the abundance, diversity, mortality, and nesting productivity of avian SGCN in mixed-grass prairie habitats both near and away from existing wind turbine complexes.
 - Coon Creek Revisited: Wildlife Response to Broad-Scale Forest Disturbance - Revisiting old study sites in the Sierra Madre Range (Coon Creek) to examine the local, short-term effect of beetle-induced lodgepole pine death on bird and red squirrel populations.
 - Energy development and songbirds – Study to monitor nests of sagebrush songbirds, determine the factors underlying variation in nest predation risk and

develop specific management recommendations for maximizing avian nest success across gradients in energy development intensity.

- A specialized technique to survey secretive marshbirds in the Cokeville Meadows National Wildlife Refuge was implemented in cooperation with the U.S. Fish and Wildlife Service. This survey was expanded to include additional SGCN.
- A research project studying the mechanisms underlying increased nest predation risk of sagebrush songbirds in the Jonah and Pinedale gas fields was completed in cooperation with the University of Wyoming Fish and Wildlife Research Unit.
- Through a partnership with the Rocky Mountain Bird Observatory, an outreach effort to increase awareness of SGCN among over 700 private landowners and resource professionals in southeastern Wyoming was completed.
- The annual Breeding Bird Survey roadside monitoring program in Wyoming was coordinated to provide distribution and population trend information for landbirds, including 10 SGCN.

In an attempt to improve regionally focused habitat work and planning and to gain efficiency of effort, the Division re-structured the terrestrial habitat section. Supervision of regional terrestrial habitat biologists shifted from the statewide habitat program manager to the respective regional wildlife management coordinators. Supervision of the habitat extension biologists remained unchanged. Focus for the statewide habitat program shifted to large-scale, landscape-scale projects; habitat biologist teaching, coaching and mentoring; and supervision of the extension program. The statewide habitat program retained responsibility for strategic habitat planning.

The terrestrial habitat section completed a myriad of projects that include: four landscape-scale projects using satellite imagery and ground-truthing to document land cover encompassing about 3.5 million acres; finer scale project level intensive rangeland and habitat inventories and assessments on almost 304,000 acres; grazing management plans on 25 areas totaling over 690,000 acres; wildlife stewardship plans on three areas totaling about 22,200 acres; nearly 17,000 acres of prescribed fire; mechanical vegetation treatments on about 7,900 acres; herbicide treatments on nearly 17,000 acres; seeding projects on about 2,900 acres; planting nearly 8,000 shrubs and trees; over 200 private landowners were assisted resulting in 127 on-the-ground habitat projects; involvement in 33 major information and education efforts; collecting information from 114 vegetation monitoring transects to document past projects; collecting information from 126 annual vegetation production/utilization transects, and administration and oversight of 128 different funding sources to implement projects.

Following a new agreement between Governor Mead and Secretary of Interior Salazar, the Department initiated a large-scale public process to develop a new wolf management plan. The plan was approved and adopted by the Commission in September 2011. The U.S. Fish and Wildlife Service filed the draft delisting rule October 1st and the Department worked with the Governor's Office and the legislature to draft new legislation to comply with the new terms of the agreement. Based on a peer review of the Commission's wolf management plan, the Department developed an addendum to the plan to address concerns outlined in the review. The legislature passed new legislation during the 2012 session and the Governor signed the legislation on March 8, 2012. The Department initiated another public process to develop chapter 21 and 47 regulations to comply with the new statutes and to set 2012 wolf hunting

seasons. The Commission adopted the new regulations at their April meeting. At year's end, the Department expected a final delisting rule to be published in late August.

In calendar year 2011, Wyoming had 85 enforcement personnel record law enforcement actions. These officers worked a total of 56,202 hours and drove 725,894 miles on law enforcement related activities. A total of 4,351 law enforcement actions were taken comprising 1,912 citations, 2,149 written warnings, and an additional 290 wildlife violations were documented that could not be attributed to an identifiable suspect.

The Investigative Unit spent most of FY 12 working on two separate, major, felony Lacey Act cases. One case involved illegal outfitting and transfer of big game licenses. The Federal prosecution phase of this case is completed. One Oregon defendant was found guilty by a Federal court jury. Nine other defendants pled guilty and were sentenced. The total of fines and restitution in this case is nearly \$300,000, which is the largest amount ever for a wildlife case in Wyoming. There are still another 8 to 10 defendants who will face charges in state courts. The other case will likely be presented to the Grand Jury in the fall of 2012. These cases are the result of huge efforts by many wildlife law enforcement agencies and their officers, including covert work.

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

- Glendo Reservoir – Memorial Day Weekend - Fishing and watercraft enforcement
- Alcova and Pathfinder Reservoirs - 4th of July Week - Fishing and watercraft enforcement
- Green River/Kemmerer/Cokeville Antler Task Force – Antler hunting regulation 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
- Antler rendezvous/Afton and Jackson – Possession of wildlife parts/enforcement
- Seminoe Reservoir – 4th of July Week - Fishing and watercraft enforcement
- Pinedale Winter Range – Enforcement along mule deer winter range/poaching
- Lost Cabin Gas Plant Turnover – Additional enforcement of big game/fishing laws and regulations

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. There were four new HMAs in 2011. The program grew from 1,099,125 private acres in 2010 to 1,176,497 acres in 2011. The new HMAs includes Harris Park, Pinto Creek, Savage Meadows, and Tipton. The WIA program increased in acreage during 2011 to 706,253 private acres compared to 681,683 in 2010. The Walk-in Fishing Area Program encompassed 4,944 acres in 2011, while stream miles increased from 96.3 miles to 107 miles in 2011. Overall 161 landowners were enrolled in HMAs and 451 landowners were enrolled in WIAs.

The Department created a new southwest Wyoming access coordinator position located in Kemmerer.

The HMA online permission slip system continues to be popular, with 1,740 individuals applying for or receiving permission for 3,214 permits within the first day of application. Improvements to the system have enhanced efficiencies and the distribution of permission slips. Harvest surveys from 2011 indicated that 13 percent of elk hunters, 18.3 percent of deer hunters, and 24.1 percent of antelope hunters used a PLPW Access Area (both HMA and WIA) during the hunting season.

During calendar year 2011, the Wildlife Division coordinated the drafting, review, editing and promulgation of twenty-eight (28) Wyoming Game and Fish Commission regulations. These regulations included a complete re-write of the Falconry Regulation; setting big game, game bird, and small game seasons for 2011; and making changes to the disabled hunter regulations.

In summary, the Wildlife Division addressed all major issues during FY 12, 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 FY 12 budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Fish Hatcheries and Rearing Stations	40.7	\$5,100,192
Regional Aquatic Wildlife Mgmt.	33.5	\$3,297,217
Aquatic Invasive Species**	16.0	\$1,060,976
Boating Access	0.0	\$871,000
Statewide Aquatic Wildlife Mgmt.	5.5	\$521,827
Fish Spawning	2.7	\$253,602
Fish Distribution	0.0	\$285,495
TOTAL	98.4	\$11,390,309

* Includes permanent, contract, and temporary positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.

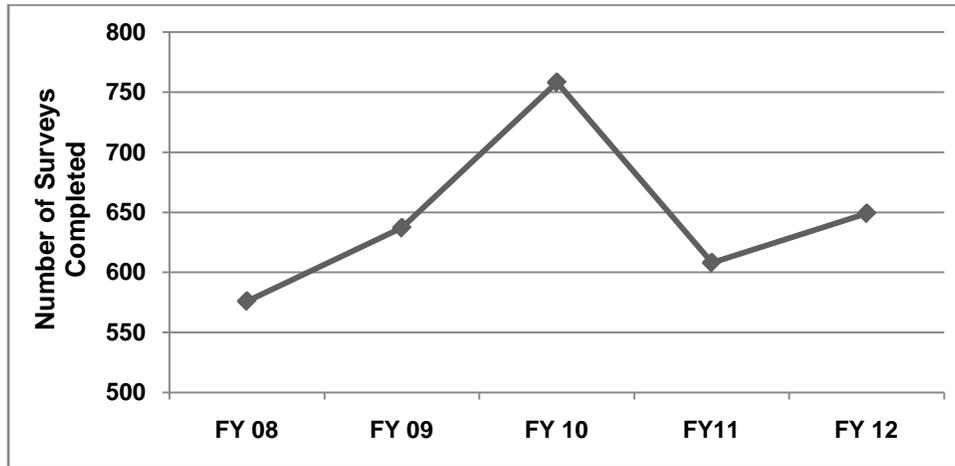
** Legislatively funded program.

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, controlling exotic species where necessary, and where ecologically and economically feasible reintroducing 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 the trade 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 12, a total of 649 streams and lakes were surveyed. This is slightly above the five-year average of 646 surveys per year. Fishery managers spent less time working on aquatic invasive species issues. Public information, public contacts, and response for vessel inspections remain crucial to restrict or stop the movement of invasive species into Wyoming waters. We continued sampling associated with natural gas-field development and potential impacts to native herptiles. Crews continued working to protect three species of native fish in the Green River. We continued to survey for native species of concern as identified in the State Wildlife Action Plan in the Big Horn, Powder, Belle Fourche, Niobrara, Little Missouri, Cheyenne, and Green River basins. Funding through State Wildlife Grants, the Governor’s Endangered Species Office, and General Fund appropriations supported this sampling.

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 are only counted as a single completed survey. Lower water conditions this year challenged managers to complete sport fish surveys on our major rivers earlier in the year, but allowed more time for reservoir sampling.

What has been accomplished:

The Aquatic Assessment Crew completed a significant number of herptile surveys and stream surveys. The majority of the surveys were completed by the Regional Fisheries Management

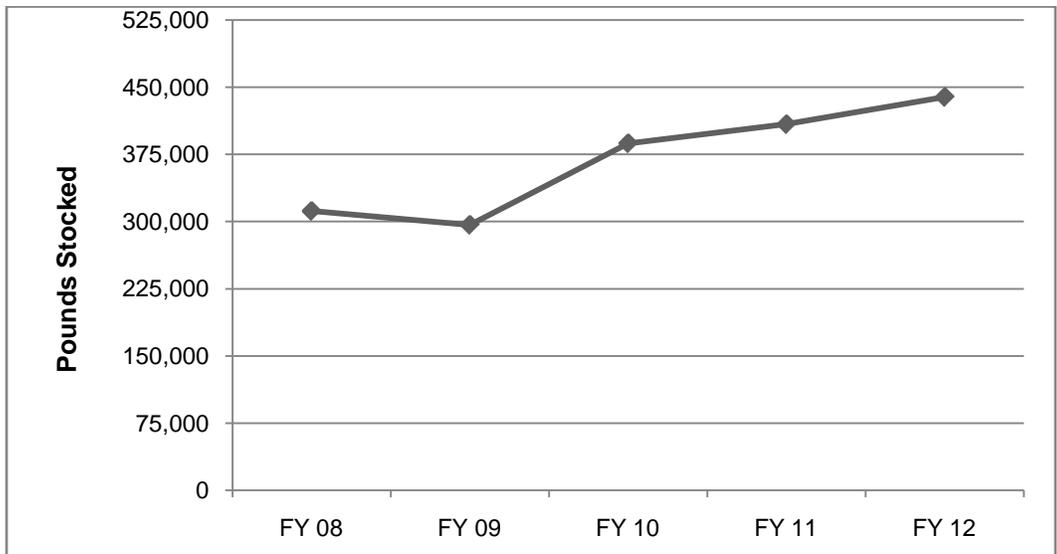
Crews as part of their routine management. Many of these surveys were designed to monitor management strategies and adjust as needed.

The SWAP revision was completed in FY 11. The Department continued focusing some sampling efforts on meeting the data needs identified for aquatic species in the SWAP. Surveys typically gather baseline inventory or trend monitoring data for Species of Greatest Conservation Need. The continued availability of funding from the Governor’s Endangered Species Office and General Fund appropriations greatly have accelerated the pace of our investigations for many SGCN.

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

- Continued implementation of actions identified in the revised SWAP.
- 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 work with partners such as the University of Wyoming or Wyoming Natural Diversity Database to assist in surveying bivalves, aquatic snails, and land snails. Endangered Species Act petitioners are increasingly targeting these invertebrate species, but we are acutely short on relative abundance and distribution data to respond to requests for information.
- Implement a modified AIS program to inspect all boaters coming from out of state.

Performance Measure #2: Pounds of fish stocked



Story behind the performance:

By 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. Our five native cutthroat trout brood stocks are also used to restore populations of genetically pure trout in their native 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. The eggs are hatched and reared at one of ten facilities and then stocked using our distribution trucks/system. 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.

In FY 12, a total of 439,084 pounds of trout, kokanee, and grayling were stocked from ten Wyoming facilities. The five year rolling average for fish production in Wyoming fish culture facilities is 368,688 pounds. *Myxobolus cerebralis* infections in spring water sources suspended all trout production at the Ten Sleep Hatchery until new construction brought the hatchery back on line in April 2012. Infections at Wigwam Rearing Station also served to reduce annual production from an average of 35,000 pounds to 11,046 pounds in FY 12. Despite this disruption in rearing capacities, the overall fish production of the Fish Culture program increased by 30,336 pounds (7.4 percent increase) compared to FY11 and is the highest production level over the past eight years. The recent expansion at Speas Rearing Station continues to be the main factor for the increased production since FY 09. Personnel at Speas continue to evaluate the potential production capacities of the new rearing units.

Warm or cool water sport fishes not available in Wyoming are received in trade for surplus grayling and trout eggs. This year we stocked eight coolwater and warmwater fish species including: bluegills, black crappie, channel catfish, sunfish hybrids (bluegill x green sunfish), northern pike, shovelnose sturgeon, tiger musky, and walleye. These totaled 2,113,911 fish with the majority being 1,529,572 walleye fingerlings stocked to maintain the quality of our walleye sport fisheries.

All statewide stocking requests were assessed and reallocated throughout the system to offset production losses at Ten Sleep and Wigwam. 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 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 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 conditions, the stocking of more than 30,000 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:

- Evaluation of the rearing units at Speas Hatchery continues as production rotations throughout a production year are expanded with the addition of the new hatchery building completed in September 2011. Production goals for 2013 and 2014 show a steady increase in both pounds and species of fish raised at the facility.
- The addition of the hatchery building at Speas Hatchery enhances the capacity to hatch eggs and raise fry for production at this facility. This increases production diversity throughout the sub-program as other hatcheries can schedule fish production in space previously allocated for the Speas transfers.
- The California golden trout brood stock at Story Hatchery continues to exceed expectations by producing 152,893 eyed eggs, exceeding Department requests again and providing 67,011 eggs to the states of Idaho, Utah, and Washington to bolster their programs. This is the first successful captive brood stock in the nation and will continue to play an important role in golden trout programs throughout the United States in the coming years.
- The renovation of the Ten Sleep hatchery, fully funded by the Legislature, was completed in September 2011, with the hatchery coming back into production in April 2012, stocking just over 96,000 fish (3,831 pounds) in FY 12. The hatchery will be in full production in FY13 to meet the stocking needs of the native Yellowstone cutthroat drainages.
- Due to a whirling disease exposure in spring water supplies at the Wigwam Rearing Station, production was partially suspended at this facility. Upgrades to the water treatment system were initiated in June 2012 through funding supplemented by a FY 11 Legislative appropriation. The rearing station is planned to be back in full production by April 2013 after the water treatment system upgrades are complete.
- Maintain and further develop captive brood stocks of native cutthroat species in protective refuges, periodically collecting wild recruitment year classes to maintain genetic stability.
- Advance and expand the training system in the sub-program on various fish culture skills, brood stock management plans, and database management of the various production requirements. Continue to incorporate and maintain high genetic integrity in captive 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, continue to expand proactive protocols to reduce the presence of bacterial coldwater diseases and address possible biosecurity issues from other fish health and aquatic invasive species threats.
- Strive to train fish culture personnel in management skills and the latest fish culture technologies to prepare for future challenges and anticipated retirements within the next five years.
- Continue development of a sub-program procedure manual for consistency in communications and operations. Each hatchery is completing operation manuals to compliment the sub-program manual to improve coordination.
- Expand 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 FY 12 budget.

<u>Sub-program</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Bird Farms	6.2	\$699,880

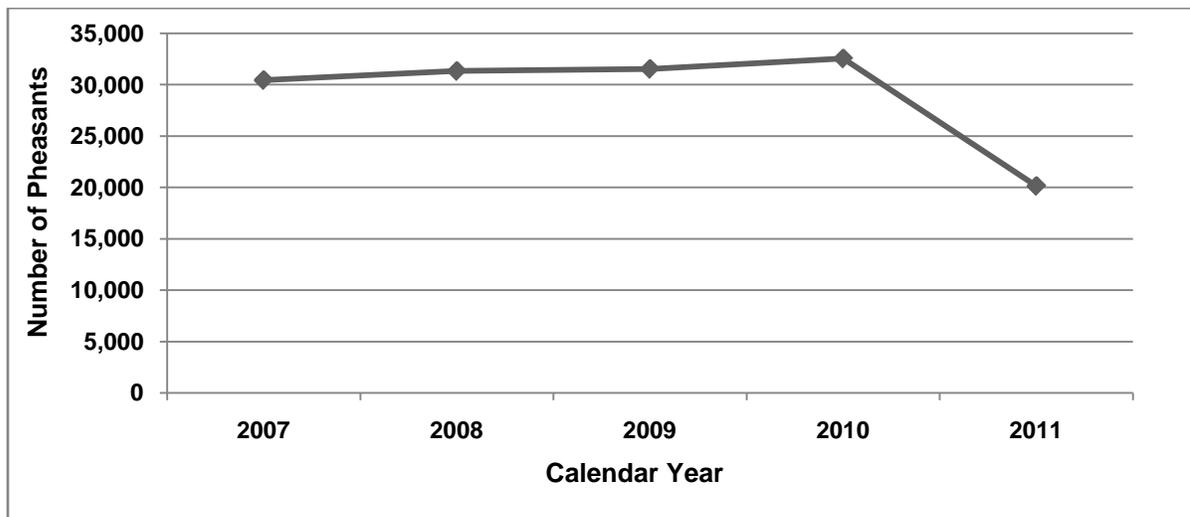
** Includes permanent, contract, and temporary positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

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 2007 and 2011, the number of pheasants released ranged from 20,137 to 32,548 with an average of 29,198. The number released in 2011 was lower than average due to a disease outbreak in the spring. The outbreak resulted in de-population of the Downar bird farm. Birds were purchased from private sources to continue hunts in southeast Wyoming. Replacement brood birds were obtained from Sheridan bird farm which reduced release numbers from that facility. A return to "normal" production is anticipated for 2012.

What has been accomplished:

Personnel at Sheridan bird farm continued to do facility upgrades to maximize efficiency in pheasant production. Personnel actively assist region personnel with check stations, chronic wasting disease monitoring, fish spawning projects, and extension services.

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 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:

- Return Downar bird farm to full production.
- 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 both aquatic and terrestrial wildlife management, 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 2012 (FY 12) budget:

<u>Sub-program</u>	<u>#FTEs*</u>	<u>2012 Annual Budget</u>
Hunter Education	1.0	\$ 415,425
Conservation Education	4.0	180,221
TOTAL	6.0	\$ 595,646

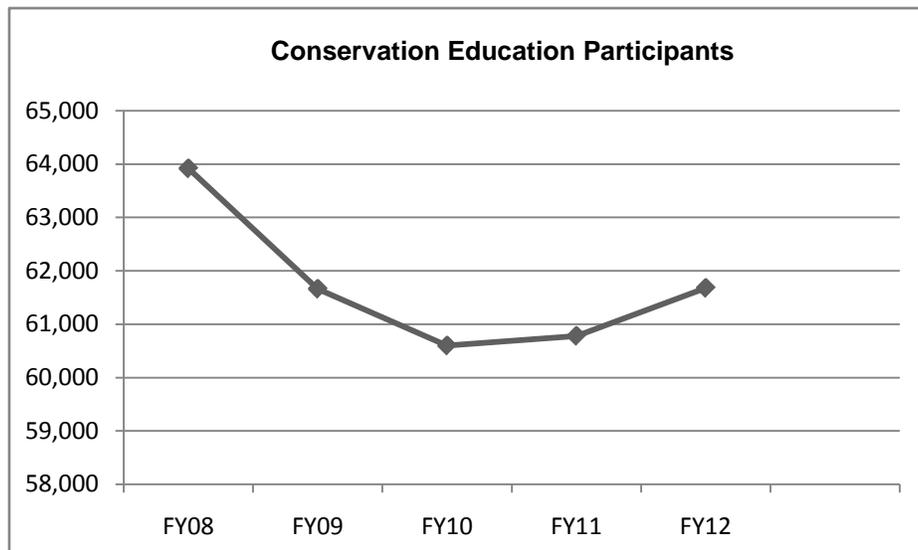
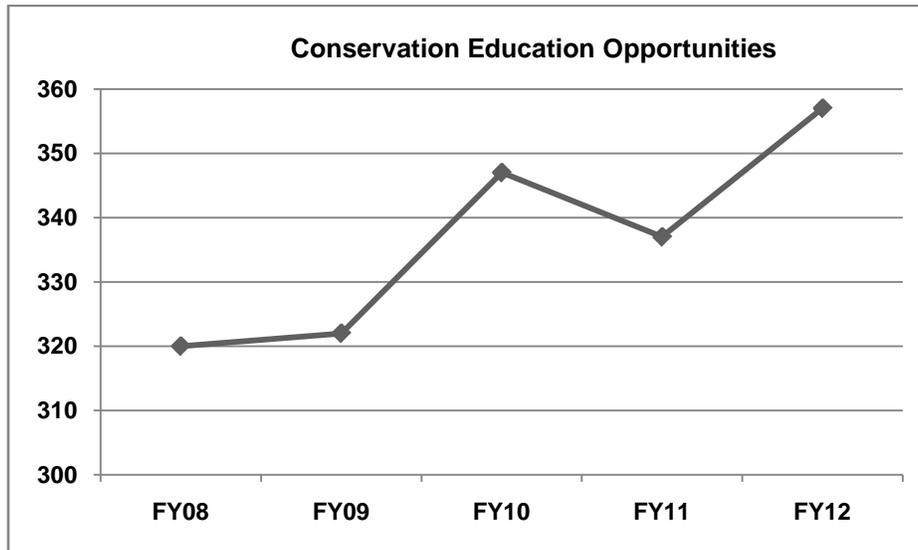
**Includes permanent and contract positions authorized in FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants. These programs do require statewide responsibilities, travel, and assistance from regional personnel.*

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, and continue to offer hunter education so that hunters engage in ethical, lawful, and safe actions.
- **Create awareness** in youth and adults of the importance of planned management practices for 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).



Story behind the performance:

Educational opportunities are offered on an annual basis in the form of Project WILD Workshops, Outdoor Recreation Education Opportunities Educator Workshops, Fishing Clinics, Youth Camp, Becoming An Outdoors Woman Workshops, Hunter Education classes, writing and distributing *Wyoming Wildlife Wild Times* publication to schools, shotgun clinics, the Wyoming Hunting & Fishing Expo, National Archery in the Schools

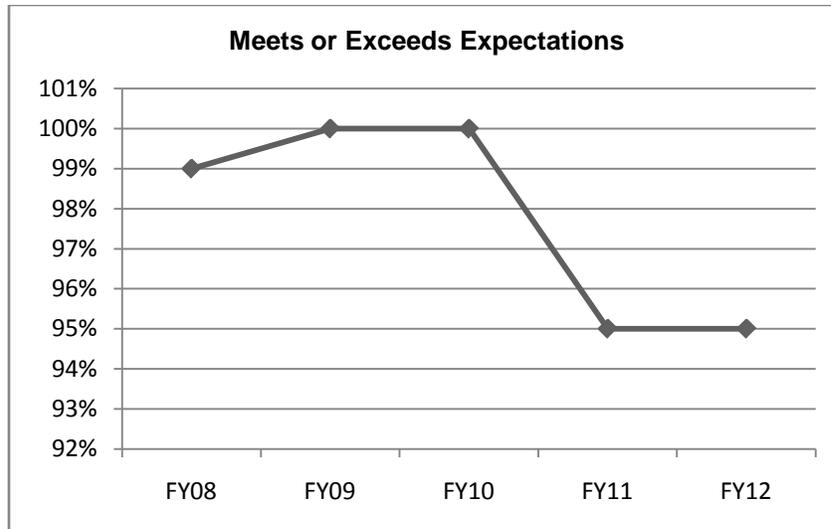
Program, and various Conservation Education programs offered in schools and other venues. These programs are aimed at a variety of audiences, including youth, adults, new and experienced sportsmen, women, and others. The number of educational opportunities is limited due to the number of personnel, conflicting schedules, workloads, new and on-going wildlife related issues, volunteer numbers, and budget restrictions; however, the staff and volunteer instructors were able to maintain the number of program opportunities in FY 12.

In FY 12, there were 357 program opportunities available, which was an increase of 20 opportunities from FY 11. This increase is in part due to filling vacant positions and balancing staff workloads. The number of participants in FY 12 was 61,680, which is slightly higher than FY 11 participants. Conservation Education staff worked hard to promote and improve program options for participants, thus the number of participants per program remained steady or increased. With increased promotion and school recruitment, attendance at Expo has steadily increased to an average of just over 13,000 since FY 06. In FY 12, due to good weather and increased awareness, Expo attendance increased to over 13,000. It is clear that continued participation in Department programs indicates that the quality of 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 the 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 comprehensive *Hunter Education Newsletter* is getting more interest and participation is increasing in the Hunter Education programs, classes, and workshops. The distribution of the *Wyoming Wildlife Wild Times* magazine has been on a steady increase as more schools and educators are exposed to our programs and resources. Budget limitations will keep the magazines distribution to around 8,700 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 that 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 Hunter Education Instructor Academy to solidify the program.
- Continue to collaborate with conservation organizations; Department of Education; local, state, and federal agencies; natural resource agencies; community organizations; businesses; and individuals to build effective educational programs.

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, OREO, BOW workshops, Youth Camp, Expo, NASP workshops, Expo, hunter education workshops, and shooting clinics. For the past few years, the evaluation forms for the various programs have not had consistent measurements. 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 programs met expectations was 93 percent. By incorporating input from 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 12, the Conservation Education work unit continues to make changes to the evaluations. Previous evaluations covered the general program. Evaluations are slowly being changed to provide better feedback on what aspects of a program are meeting a person’s needs and what aspects may need improvement.

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

- Evaluate and update participant feedback forms to provide more uniform and qualitative information/measurements and also to encourage 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 FY 12 budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Conservation Engineering	8.0	\$ 666,500

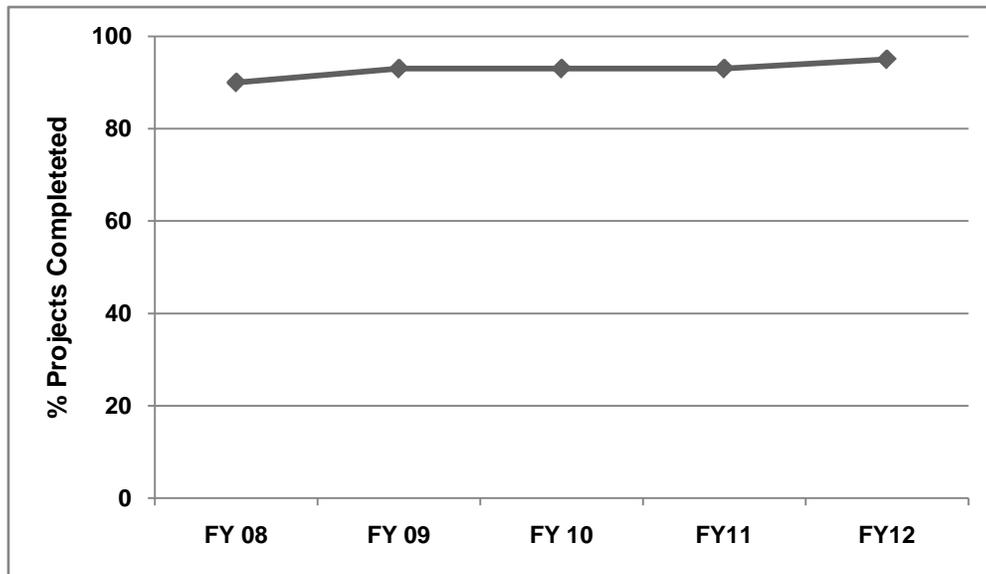
** Includes permanent positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

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 the 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: Work with divisions to insure that project requests and capital facilities projects are completed. (Personnel with this program will work to ensure that at least 90% of all project requests and capital facilities projects are completed).



Story behind the performance:

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 including major hatchery projects, regional office renovations, the Private Lands Public Wildlife Program, and the Hunting and Fishing Heritage Exposition added to routine projects. Consisting of a small core of specialists, performance is greatly affected by the number of personnel and the workload. Since FY08, Conservation Engineering has had a full complement of consistent, qualified staff along with a firm, customer-friendly leadership base, which has improved employee project completion efficiency. Other than a benchmark completion rate in FY 08 of 90 percent, the three-year average has remained above the 92 percent mark, with completion levels in FY 11 and FY12 reaching 93 percent and 95 percent respectively.

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

- With four full years with a new Chief Engineer, Conservation Engineering was able to implement some adaptive changes and showed positive signs of transitioning into improving the overall number of projects completed. This is reflected in the past 4 year completion rating of 93 percent. A high level of performance in this area is expected to be sustained or increased above this year's effort.

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 FY 12 budget. Customer Services is broken into four sections: Customer Services Supervisor, Telephone Information Center, Telecommunications Services, and Alternative Enterprises. A webmaster position was added during FY 12. The Telecommunication Services was removed from Customer Services and reassigned to Information Technology at the end of FY 12.

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Customer Services	7.0	\$ 385,419
Mailroom	1.0	606,288
TOTAL	8.0	\$ 991,707

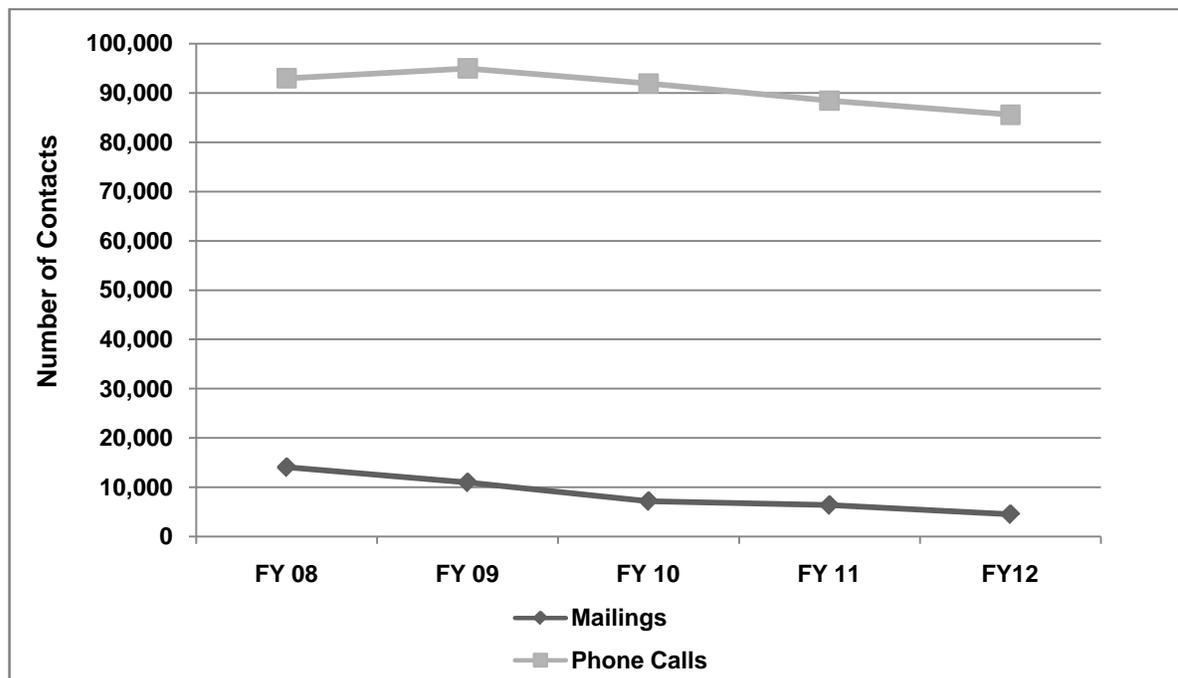
** Includes permanent and contract positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

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 customers. These contacts are typically done by telephone although many contacts are also made in person and via mail. Volume is tracked through NFocus reports of incoming call volume. The mail requests are tracked using a database.

The current staff is overburdened with calls during most weeks and is only able to answer an average of 85% of the calls “offered”. The highest volume of calls falls during license application deadlines and also during license issuance on a first come, first serve basis. High volume days are also generated by department mailings or media efforts. A decrease in staffing levels over the years, as expected, has decreased the ability to answer all incoming calls due to inaccessibility and subsequently we can expect to see customer satisfaction levels drop. Currently, each Customer Service representative if staffing the phone 100% of the time, can individually field approximately 20,000 calls per year. During FY 12, we were staffed at a level of 4.3 employees.

Most calls are currently related to:

1. Online help
2. Application procedure
3. Individual sportsperson records
4. Drawing odds and area information
5. Request for regulations and applications
6. Drawing results
7. PLPW program assistance
8. Fishing information

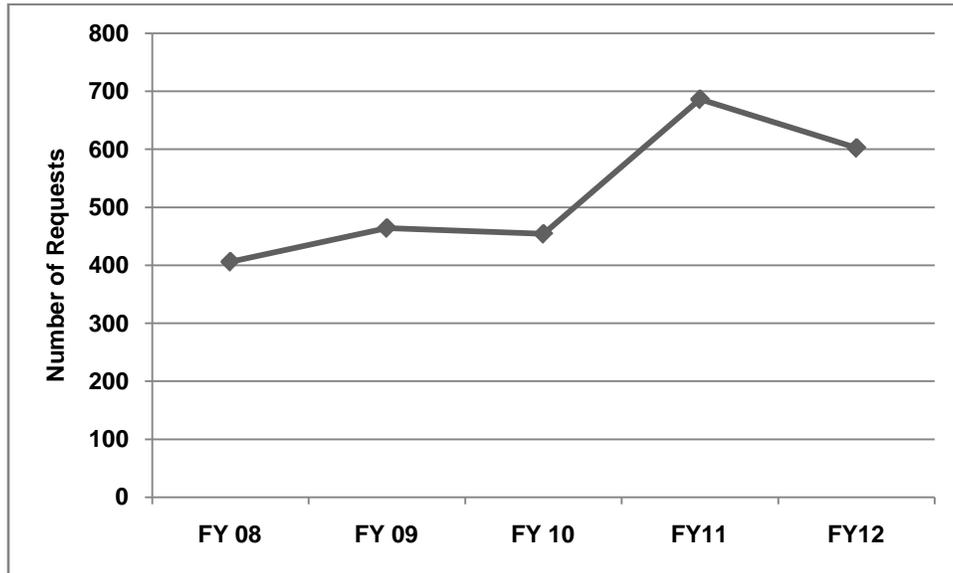
- 9. Watercraft related questions
- 10. Hunter Safety information
- 11. General regulations

The average annual number of mailings has been 8,635. The average annual number of phone calls is 90,790. In FY 12, the Customer Service staff managed 4,528 mailings and over 85,000 phone calls. 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 sportspersons, the majority of which are applying online.
- We will lower the number of transfer calls to other work units by using information material provided to us and encouraging communication between work units.

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).
 *Note: This performance measure will not appear in FY13 due to reassignment of duties to another section.



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's lead worker. As the Telecommunications Liaison, this employee serves as the point of contact for Department employees, Information Technology Division, and private vendors for all telecommunication related issues. This section has been relied upon 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.

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.

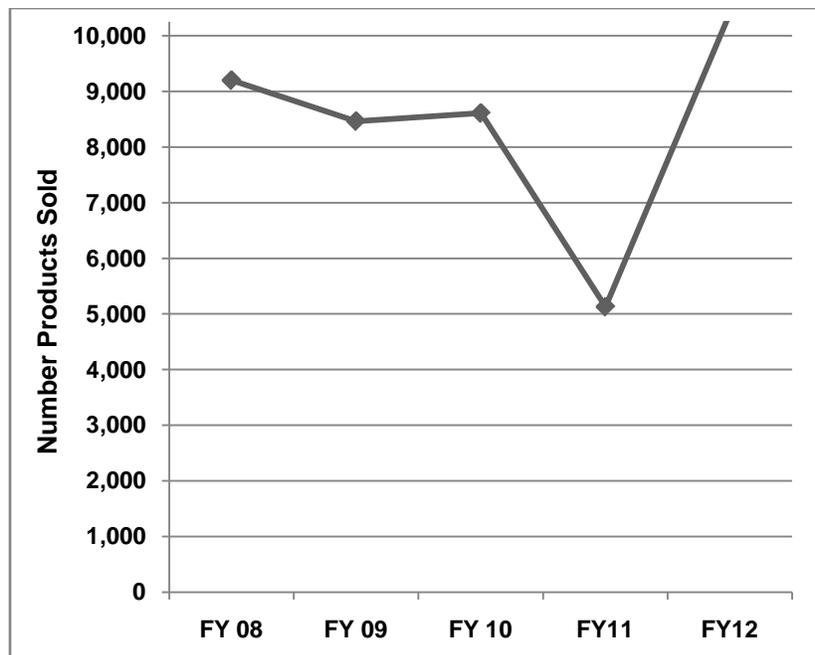
Access is currently granted by ITD to NFocus, a call tracking system. The restricted access does not allow for changes to displays, resets of passwords, or other feature programming and a work order or formal request is made directly to ITD.

In FY 12, the number of telecommunication requests from Department employees was 602. The new policy regarding personal cell phone use and reimbursement should decrease those types of requests with the exception of those employees who continue to carry Department phones and the cell phone needs of the Aquatic Invasive Species program, and other seasonal workers. We can expect ongoing requests for troubleshooting, password resets, and new phone orders to continue.

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

- At the end of FY 12, this position became vacant. The telecommunication duties performed were assigned to the Department’s Information & Technology section.

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 feature the logo "Wyoming's Wildlife Worth the Watching" and the Department's "Official Gear" line. 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.

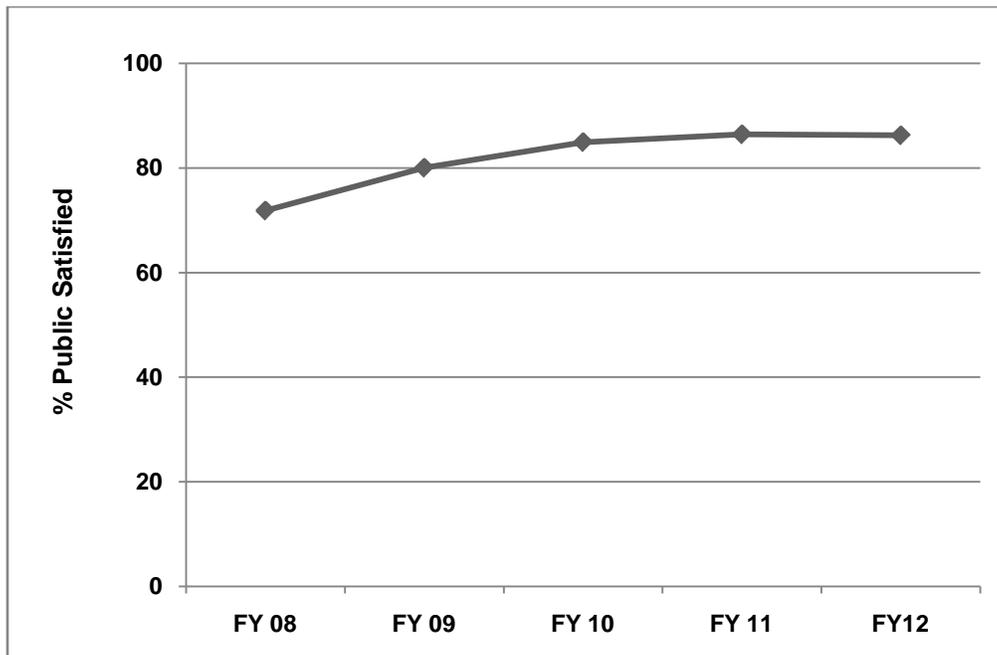
The products sold relate to wildlife, the Department, and its programs, so the number of products sold is an indication of how successful this program is at promoting the Department to the public. The products are sold above cost, so an increase in number of products sold will be reflected in greater profits generated. The target market includes residents, nonresidents, consumptive, and non-consumptive wildlife users. The profit generated by product sales is used exclusively for habitat restoration and conservation, hunting and fishing access, and other wildlife programs.

Since FY08, the average number of products sold annually was 8,363. In FY 12, the number of products sold was 10,412. The increase is due to the availability of a gift shop at Department Headquarters in Cheyenne and sales generated through advertisements in the Department's monthly magazine and sales from the online store. The new GPS chip that retails for \$99 dramatically increased revenue in FY 12 with over 1,500 sold.

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

- Identify new products to increase sales and promote the Department's brand. The gift shop sells items designed for walk in traffic as well as traditional products geared toward the outdoor enthusiast.
- Offer special products and incentives to participants of the Department's hunter safety classes and camps to promote the program and recognize student's achievements.

Performance Measure #4: Percent of general public satisfied with how their information needs are handled (Personnel within this program will work to ensure that at least 80% of the public is satisfied with how their information needs are handled).



Story behind the performance:

The CSC staff is often the only contact the customer has with the Department until they meet a warden or biologist in the field. Their opinion of the Department and the

Department's credibility are formed as a result of these contacts. The information given to hunters and anglers by the customer service representatives 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 evaluate the performance of select Department programs. Since FY 08, an average of 81.9 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 (FY08) to 86.2 percent (FY 12). When the number of residents who utilize CSC services is compared to nonresidents, we find that between FY 08-FY 12, more nonresidents utilized our services.

Program: Department Administration

Division: Office of the Director

Mission: Provide leadership for wildlife conservation in Wyoming.

Program Facts:

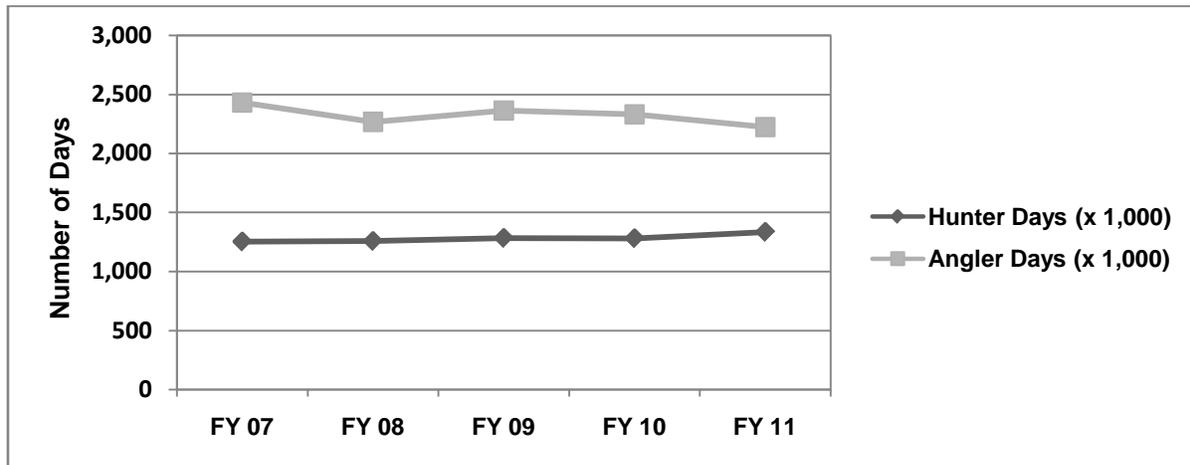
The Department Administration program is made up of four major sub-programs, listed below with number of staff and FY 12 budget:

<u>Sub-program</u>	<u>#FTEs*</u>	<u>2012 Annual Budget</u>
Office of the Director	7.0	\$ 1,186,777
Commission	0.8	112,299
Division Administration	10	1,616,481
Wildlife Heritage Foundation	0	200,000
TOTAL	17.8	\$ 3,115,557

**Includes permanent, contract, and temporary positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

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

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 Last Year of Performance:

The information presented in this report for hunter days are the same as presented in the FY 10 report because we mistakenly reported our most current available data at the time of publication which was from FY 11.

The number of days hunters spent in the field during FY 11 was 21 percent above target levels and four percent above numbers reported for FY 10. Most of this change can be attributed to

two sources: an increase in big game days, and reporting days related to trapper effort for the first time in FY 11. Most of the increase in big game days can be attributed to more hunter opportunity for pronghorn and elk. In spite of the increase in recreation days, declining access for hunting continues to impact hunter days as many licenses continue to go unsold in areas with difficult access. If access could be found, recreation days for these licenses would increase even further.

The other source of increased hunter days resulted from a change to the furbearer harvest survey. For the first time in several years, furbearer hunting and trapping effort was estimated for the 2010-2011 season (FY 11). Hunting effort for furbearers was extrapolated from the pool of respondents to all license holders assuming effort expended by respondents was representative of effort expended by non-respondents. However, trapping effort was only reported for survey respondents (i.e., trapping effort was not extrapolated to non-respondents). Therefore, the reported days for trapping effort represent a minimum estimate. These procedures resulted in an additional 39,270 days of effort reported in the total for the 2010-2011 season.

Consistent with national trends, the number of angler days in FY10 is down somewhat from FY10. High water levels in 2011 may have reduced some opportunities although it was good for fishing conditions in the long run. The water conditions in Wyoming's lakes and rivers previously ravaged by drought were completely recharged and improvements in boating and angling conditions should provide increased opportunity in the future. In terms of license sales, the number of all license types sold declined slightly (4.6% overall decline).

For the period FY 07 – FY 11, Wyoming residents and nonresidents have expended an average of 1,262,136 hunter days (preliminary data were used in the 2009 Annual Report) and 2,323,172 angler days. In FY 11, 1,334,416 hunter recreation days and 2,223,600 angler recreation days were provided. Values reflect Lifetime License holders included in the estimate of hunter and angler recreation days.

What has been Accomplished:

Declining hunting and fishing access is being partially addressed through the Department's Private Lands Public Wildlife Access Program. The enrollment in each program for calendar year 2011 was: Hunter Management, 1,176,497 acres; Walk-in Hunting, 706,253 acres; Walk-in Fishing lake acres, 4,944 acres; and Walk-in Fishing stream miles, 107 miles. The average enrollment in each program for 2007-2011 was: Hunter Management, 977,280 acres; Walk-in Hunting, 650,152 acres; Walk-in Fishing lake acres, 3,068 acres; and Walk-in Fishing stream miles, 96 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 3.58 million acres of hunting access for the fall 2011/spring 2012 hunting seasons. The Department will continue to explore options for enhancing hunting and fishing access to private lands.

In FY 11, the Department continued to concentrate on modernizing and repairing aging boating access infrastructure. Major repair of aging roads, parking areas, and comfort stations was a focus for a majority of work completed by our boating access program. The Department's Fish

Wyoming program assisted with angler workshops and fishing rod hand-outs for fishing workshop participants and students attending EXPO.

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 at 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 to the extent economic factors will allow. 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. 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.

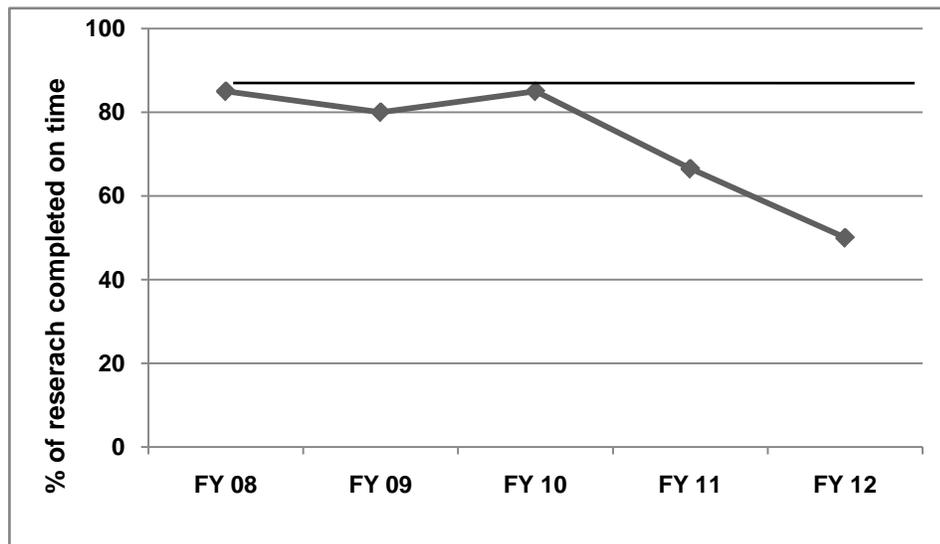
Program Facts: Scientific investigations are typically conducted by researchers associated with the Wyoming Cooperative Fish and Wildlife Research Unit, universities, and independent researchers. The external research program funds no Department personnel but by agreement, \$40,000 per year is used to help fund administration of the Wyoming Cooperative Fish and Wildlife Research Unit; listed below is the FY 12 budget:

<u>Sub-program</u>	<u># FTEs</u>	<u>2012 Annual Budget</u>
External Research/ Coop	0	\$ 906,010

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 and by 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: The percentage of funded projects that submit a final report within specified terms of the grant. (Personnel in this program will work to submit 90% of reports within terms of the grant).



Story behind the performance:

The Department is responsible for developing proposals for applied research projects to improve wildlife management in Wyoming. Since the Department has no internal staff dedicated to conducting research, research projects are developed in cooperation with the Wyoming

Cooperative Fish and Wildlife Research 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 professionals. Typically, the majority of research funding has gone to funding researchers hired or directed by the Coop Unit.

Annually, Fish and Wildlife Divisions evaluate the progress of ongoing research and whether projects will be completed and reports submitted as specified.

Variables affecting the timely completion of research are most often controllable. However, in the recent past, this performance measure had been negatively affected by turnover and the failed search for an Assistant Unit Leader for Fisheries. Since then two new Assistant Unit Leaders have been hired, Dr. Anna Chalfoun for terrestrial nongame on May 23, 2011 and Dr. Annika Walters for Fisheries on June 6, 2011. The Coop has also implemented a database to track research progress and alert students and advisors about looming deadlines resulting in a higher percentage of projects meeting deadlines.

What has been accomplished:

No final reports were due for FY 12 for Wildlife Division as none of the projects closed during this period. Unless a contract extension is approved, 10 wildlife projects will close in FY 13. These include: 1) river otter monitoring, 2) lodgepole beetle assessment of Species of Greatest Conservation Need, 3) Pinedale elk, 4) statewide moose habitat, 5) Coon Creek revisited, 6) ungulates and isotopes, 7) songbird energy development, 8) wind energy development and grassland birds, 9) elk Pop-II, and 10) Platte Valley mule deer.

The Department continues to work with the Coop Unit and other regional universities to meet continuing aquatic research needs. Although only two of six Fish Division research projects that were scheduled for completion in FY11 were completed on schedule, 83% (5 of 6) were completed within 8 months of the grant deadline. Three university research projects were completed in FY 12, two new projects were initiated, and one is ongoing.

The WY Coop Unit had one project scheduled for completion in FY 12. The research utilized stable isotopes as a tool to try to differentiate hatchery from wild fishes. Researchers tested the tool on populations of shovelnose sturgeon, Yellowstone cutthroat trout, channel catfish, and kokanee salmon. Data analyses was delayed due to catastrophic equipment failure, but a final report is anticipated by January 2013.

Six other aquatic research projects are ongoing. Two were initiated in FY 11 and are scheduled for completion in FY13. Researchers at Colorado State University are examining the swimming and leaping abilities of white sucker and burbot to aid in construction of barriers to prevent colonization of these fishes outside their native range. A second project at the University of Wyoming is examining the relationship between beaver and vegetation dynamics on Pole Mountain (Medicine Bow National Forest).

Four of the six ongoing projects were initiated in FY 12. The first project is being conducted through the University of Wyoming Department of Zoology and Physiology. The project will

determine whether steroids or other endocrine disrupting compounds are present in the Laramie, Wind or Salt rivers and, if so, assess effects on fish and fish populations. The second project is being conducted through the Montana State University Coop Unit. The research will attempt to determine the effects of angler harvest on burbot populations in lakes in the upper Wind River drainage. The goal of the third project, conducted by researchers at the Wyoming Natural Diversity Database (WYNDD) at the University of Wyoming, is to survey amphibians in key habitats in western Wyoming. Researchers will also design a monitoring program for amphibians in the Bridger-Teton National Forest and establish a central data repository at WYNDD where all cooperating agencies can submit and obtain these monitoring data. The final project is being conducted through New Mexico State University. Researchers are utilizing stable isotopes to attempt to identify where burbot captured throughout the Wind River basin, including irrigation canals, were born. Identifying the source(s) of these wild burbot populations will facilitate effective management of this SGCN.

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

- Seek to enhance funding for applied research on native species of concern, wildlife diseases, big game, game bird, and sport fisheries.
- Increase capacity for research by seeking funding through General Appropriations or Governor's Endangered Species Office for the FY 13/14 biennium. New funding from these sources would be used to address concerns addressed in the 2010 State Wildlife Action Plan.
- Continue support for the new Assistant Leader for Fisheries by implementing and developing research projects that increase research capacity in fisheries.

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 FY 12 budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Feedgrounds	2.0	\$ 2,205,548

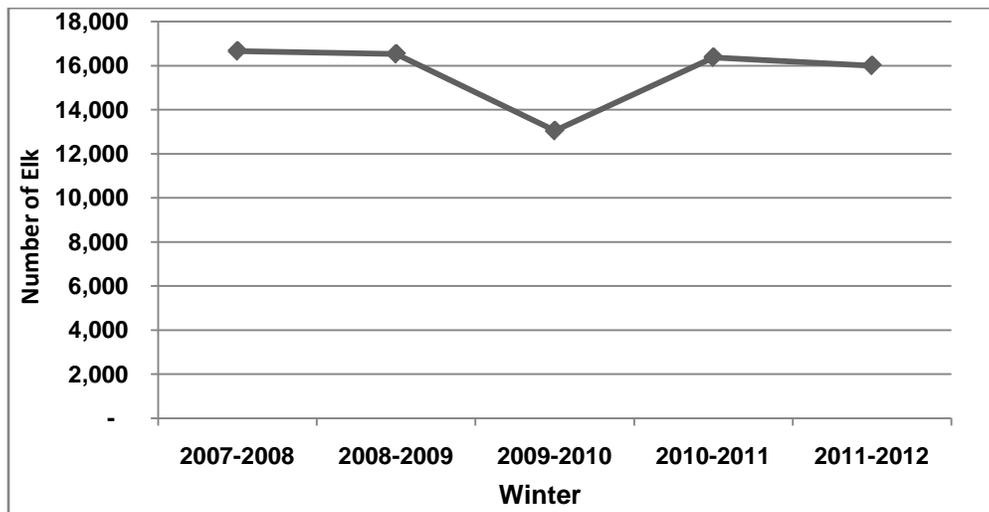
This program is uniquely organized in that it is statewide, but located in the Pinedale Region. Personnel are assigned in Pinedale and Etna. The program is supervised by the Pinedale Regional Wildlife Supervisor.

** Includes permanent positions authorized in the FY 12 budget. Any positions added during the budget cycle require 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 for 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 16,006 elk were fed during the winter of 2011-2012. This is 2,277 more than the 37 year average. Many winter feeding operations did not get started until mid January and most were over by April first. Therefore, there is a large surplus of hay at most feedgrounds for the next feeding season. During the last six winters, the number of elk attending the feedgrounds has ranged between 13,054 elk (winter 2009-2010) and 16,666 elk (winter 2006-2007). In order to reduce damage/commingling conflicts and prevent excessive starvation, about 91 percent of the elk in the Jackson and Pinedale regions were fed. No emergency feeding operations took place last season.

Western Wyoming has been under the influence of drought conditions for the past 12-21 years. Winter conditions during 2011-2012 were moderate to mild and created late start dates and early end dates. Overall, the feeding season was 90 days in length. Forty days shorter than the previous season. The average feeding season is 123 days. Wolves continue to chase elk from and between feedgrounds. These factors can influence the number of elk counted on feedgrounds and/or fed. Four of seven (Jackson, Afton, Hoback, and Fall Creek.) elk herd units (EHU), had elk numbers below the individual quotas. On average, 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, and 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 2011-2012 was .6 percent, .8 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 2011-2012, 58% percent (n=3,048) of elk calves on feedgrounds were ballistically vaccinated with Strain 19. This was the fifth year Fall Creek and Scab Creek were excluded and the sixth year Muddy Creek feedgrounds 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 90 days.
- 91 percent of elk attended feedgrounds.
- Mortality was .6 percent.
- Wolves caused elk mortality at eight of the 22 feedgrounds. There were 52 elk documented by elk feeders that had been killed by wolves. This number decreased 34 head 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 to cause 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 third 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. Continue Low-Density feeding strategy on feedgrounds with ample area and manageable snow conditions.

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 FY 12 budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Revenue Collection & Licensing**	19.4	\$ 1,830,803
Asset Management	2.5	587,882
Disbursements	4.0	269,016
Financial Systems	2.5	274,947
TOTAL	28.4	\$ 2,891,250

**Includes permanent, contract, and temporary positions authorized in the FY 2012 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

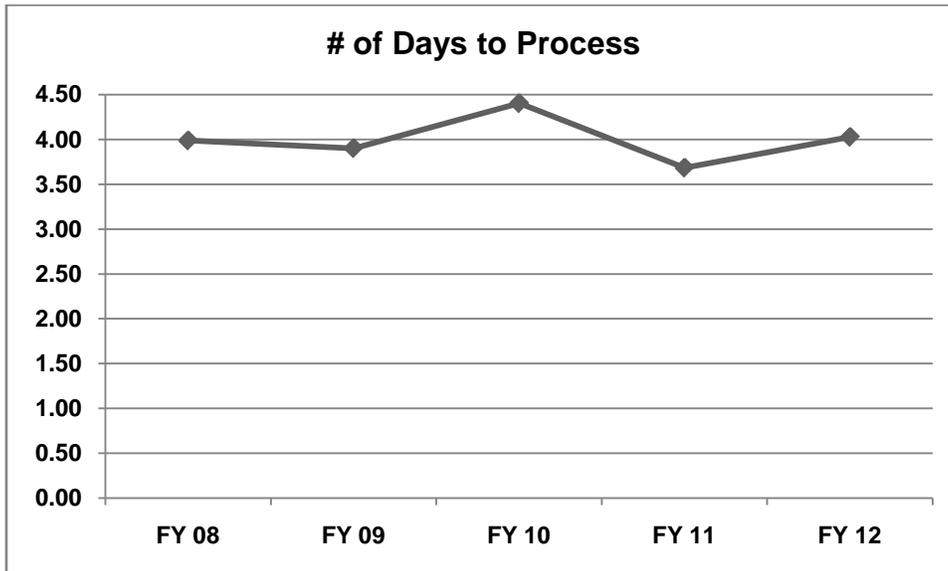
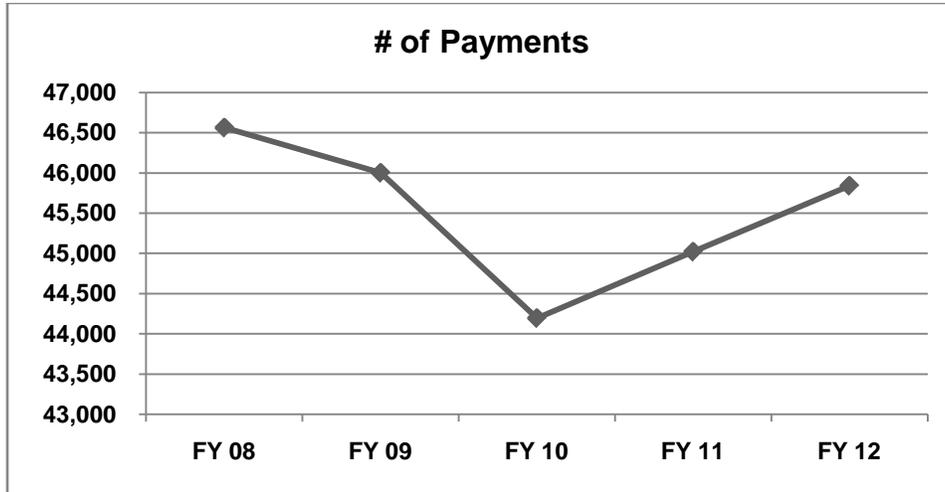
***Includes one ¾ fiscal specialist position.*

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

Primary Functions of the Financial Management Program:

- **We 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 \$66 million annually. In addition, we initiate, review, and process in excess of 50,000 payment transactions in accordance with state requirements.
- **We 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).
- **We 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).



Story behind the performance:

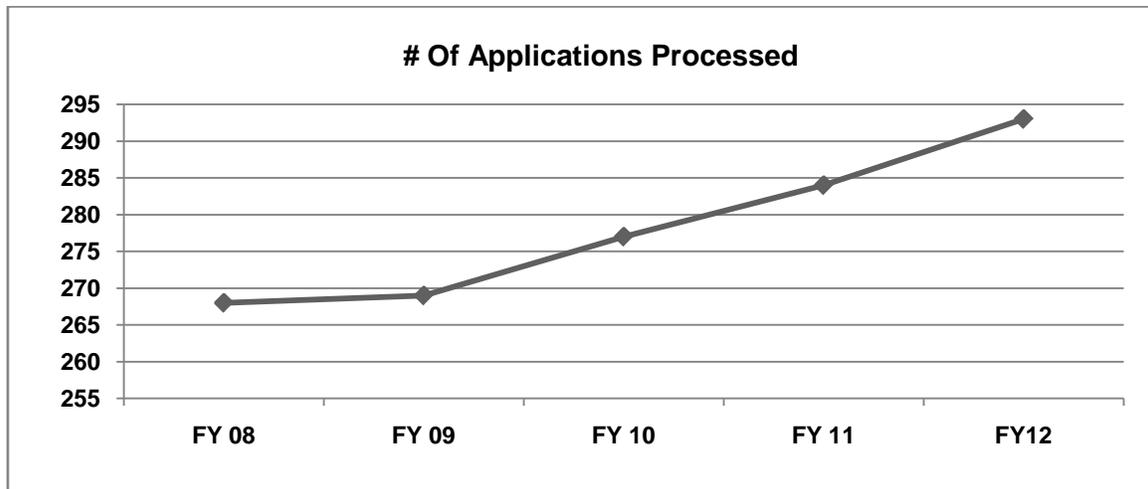
With the continuation of the Aquatic Invasive Species Program, the number of actual payment transactions increased in FY 2012 by approximately 2% to slightly fewer than 46,000 annual transactions. There was a vacancy due to a retirement this fiscal year, subsequently with a slight volume increase the processing turn-around time went from 3.68 days to 4.03 days. Experienced employees in this area have a significant impact on both timeliness and accuracy of reviewing, correcting, and processing transactions, as it takes between six months and a year for new personnel to learn state statutory and

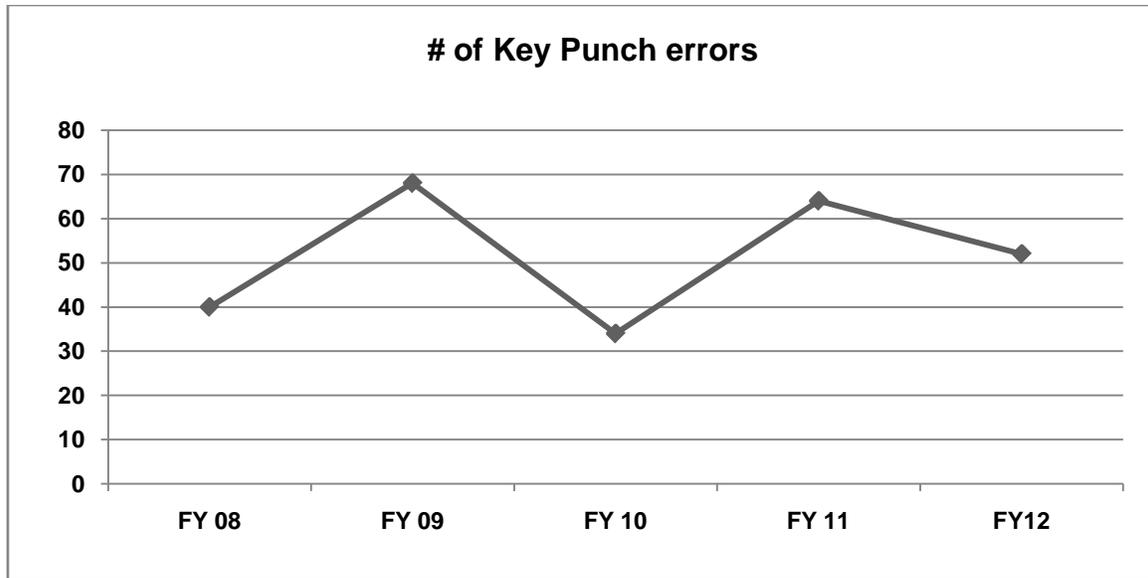
regulatory requirements, budget structure, Department personnel contacts, and internal and external automated financial systems. In this functional area, employee turnover has a significant impact on the timeliness of transaction processing. The level attained in FY 2012 is near optimum, based on the number of personnel in the section.

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

- In the area of disbursements, a fully automated process for license refunds for licenses already issued is fully integrated. This system assimilates into both our disbursements and licensing system to eliminate manual entries and updates to either database. This enhancement assists in keeping disbursement processing on a timely basis. Expanded fiscal training for field personnel is aimed at reducing the number of payment documents that must be corrected prior to entry due to incomplete data or errors. An initiative to increase purchase card use will reduce the errors on documents as well.

Performance Measure #2: Number of external customer license Inquiries resulting in Department correction of errors.





Story behind the performance:

Beginning in FY 07, the license draw section, in accordance with regulatory changes approved by the Wyoming Game and Fish Commission, incorporated two major changes in its license draw process. First, Internet applications for limited quota moose, sheep, goat, deer, antelope, elk, turkey, and bison licenses were initiated, which resulted in reduced data entry requirements for manual licenses. Additionally, the period for preference point purchases was changed to July 1 through September. These two innovations helped to reduce the volume of manual applications received during the five-month window (January 1 – May 31) during which draw applications are processed. In response to these changes, several benefits to both the Department and hunters were realized. With less manual applications, the number and cost of temporary personnel for processing applications was cut by approximately 400 percent from FY 06. In hunt year 2011, (FY 12) approximately 84% of the 293,000 applications were processed by hunters entering information directly through the internet. During FY 12, the Department only had to correct licenses or issue refunds for 52 applicants due either to key punch errors or online system problems. The error rate is less than .0002 or 2/100 of a percent. 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 continues to enhance customer service.

What we propose to improve performance in the next 2 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 database and all license purchases can be made utilizing credit cards.
- Upgrade internet capability to allow for online watercraft renewals and hunter safety card issuance through the internet.

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 FY 12 budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Terrestrial Habitat Management	14.5	\$ 2,017,036
Aquatic Habitat Management	10.8	1,445,089
Water Management	2.6	260,877
TOTAL	27.9	\$ 3,723,002

** Includes permanent, contract, and temporary positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

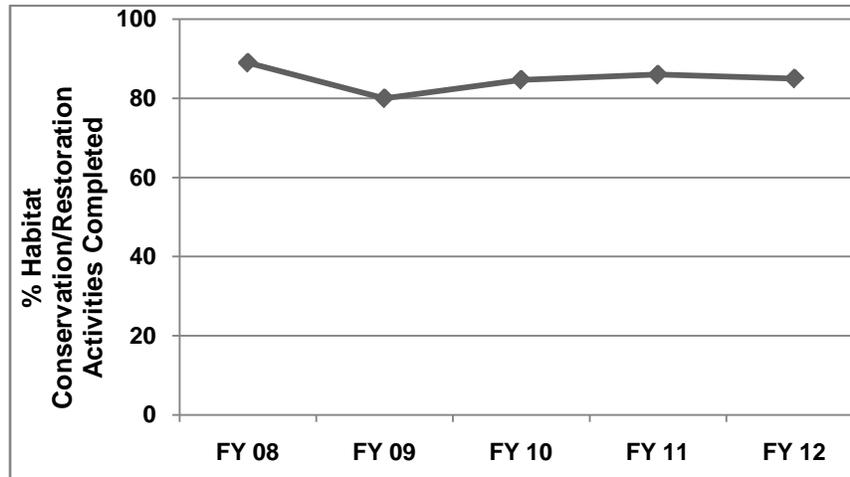
The Habitat program formerly included the Habitat and Access Management sub-program (Strategic Plan FY 04-FY 07, November 2003). While this sub-program has since been removed, the Habitat program has incorporated the Water Management sub-program (formerly a sub-program in the Aquatic Wildlife Management 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 the long-term sustainable management of fish and wildlife populations** by inventorying wildlife habitat conditions, determining where conditions are limiting, and planning and implementing 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 projects and actions completed that addressed habitat conservation, enhancements and restoration activities for wildlife within priority areas and/or habitat types. (Personnel in this program will work to complete at least 75 percent of planned activities).



Story behind the performance:

This measure of habitat conservation, habitat enhancements, and restoration activities to improve the quantity or quality of wildlife is tied to the accomplishments of the Department’s terrestrial habitat personnel. These individuals primarily address the Commission Habitat Program by implementing the 2009 Strategic Habitat Plan (SHP) goals 1, 2, 3, or 5 and to some extent goal 4. The five goals of the 2009 SHP are: Goal 1. Conserve and manage wildlife habitats that are crucial for maintaining terrestrial and aquatic wildlife populations for the present and future; Goal 2. Enhance, improve, and manage priority wildlife habitats that have been degraded; Goal 3. Increase wildlife-based recreation through habitat enhancements that maintain or increase the productivity of wildlife; Goal 4. Increase public awareness of wildlife habitat issues and the critical connection between healthy habitat and abundant wildlife populations; and Goal 5. Promote collaborative habitat management efforts with the general public, conservation partners, private landowners, and land management agencies.

The following describes how the number of habitat projects implemented annually is determined for terrestrial habitat projects. Information compilation is primarily derived from individual employee submission of summaries and includes information from FY 12 individual employee work schedules. These sources reflect guidance provided in the Strategic Habitat Plan (SHP) which identifies 110 potential action items to pursue toward achieving the five goals (http://gf.state.wy.us/downloads/pdf/SHP_Jan09.pdf). Prior to each fiscal year, habitat personnel develop work schedules and performance goals consistent with the SHP, addressing priority areas; on-going projects; routine follow-up monitoring; and opportunities to collaborate with private landowners, land management agencies, and conservation groups. These goals are tracked individually and reported collectively in terms of accomplishing a percentage of the performance goals completed

for the fiscal year. Information is compiled from annual and monthly activity highlight reports, daily activity reports, and annual performance appraisal evaluations as related to annual work schedules, the Governor's FY 12 Annual Report Habitat Program Section, and the SHP Accomplishments Report for calendar year 2011. Information is also obtained from individual employee performance appraisal goals as well as development of FY 13 funding applications and submissions for Department trust funds, other internal funding sources, and funding applications to outside entities. Habitat Extension Biologist's project implementation is also tracked in the federal fiscal year accomplishments report for the Natural Resource Conservation Service (October 1, 2010 – September 30, 2011). The Department's 2011 annual report on SHP accomplishments highlights many of these habitat projects.

Tracking of performance measures and goals improves the Department's ability to measure the Habitat Program's success and quality over time, sometimes decades, for long-term conservation and restoration efforts on large-scale, landscape projects. This is one way the Department measures the success and the quality of the habitat program.

Attempts were made to more narrowly define what constituted a 'habitat project'. This was based on guidance provided in the revised SHP; consolidation of projects; working on projects larger in scale; and combining projects that address habitat conservation, habitat enhancements, and restoration activities to improve the quantity or quality of wildlife within priority areas and/or habitat types. A project was defined as a habitat-related effort requiring over one percent or at least three days of an employees' work annually. This does not include routine monthly administration such as daily activity reports, site monitoring of past projects, or annual assistance on Department or Regional tasks and meetings. A project was also defined as beginning with the general identification of a need or opportunity, assessment and evaluation, collaboration with landowners and managers, development of specific objectives, securing funding, implementation and intensive monitoring, and assessment of results. These attempts follow guidance provided in the revised 2009 SHP regarding which projects are habitat conservation or restoration versus those that were mainly habitat enhancement or were related to others goals in the 2009 SHP.

What has been accomplished:

The Terrestrial Habitat Section planned 151 habitat projects and implemented 129 projects (85 percent) during FY 12. An additional 49 unplanned projects were implemented during the fiscal year. This was accomplished even with the resignation of the Gillette Habitat Extension Biologist in December 31, 2011, and the position filled in June 2012 in Sundance. Additionally, the Laramie Region Terrestrial Habitat Biologist transferred to Biological Services in March 2012 with the position remaining vacant and the NRCS electing to cancel the Wheatland Habitat Extension Biologist agreement effective December 31, 2011. The Wheatland Habitat Extension Biologist position and duties were revamped and include duties of the Laramie Region Habitat Biologist until the position is filled in August or September 2012. In addition, the Terrestrial Habitat Section was reorganized in November 2011 to enhance communication with Regional Wildlife Division personnel with the transfer of Region Terrestrial Habitat Biologists to

Wildlife Management Coordinators. The Habitat Extension Biologists remain under the Terrestrial Habitat Section as does project coordination and tracking of all terrestrial habitat project grants on a statewide basis.

Reasons for project goals not completed or implemented were largely beyond the direct control of habitat personnel and include weather; insufficient funds to implement the project fully; delays in completing required documents to conduct activities on federal lands, such as the National Environment Policy Act documents; other administrative priorities and timelines; and an insufficient number of personnel. In addition, habitat personnel have been asked to spend additional time developing proposals for the Wyoming Wildlife and Natural Resource Trust funds and associated applications for matching funds. At the same time, habitat personnel are expected to follow more stringent internal processes and procedures. Last, but not least, unplanned projects, defined as those requiring approximately three or more days of effort by section personnel also need to be dealt with. Planned and unplanned habitat activities resulted in a total of 178 projects completed and on-going for FY 12. In addition, new personnel spend much of their time attending required training and developing and improving relationships with private landowners, federal and state land management agencies, and other partners.

A partial list of terrestrial habitat projects and accomplishments completed during FY 12 include: finer scale project level intensive rangeland and habitat inventories and assessments on approximately 122,600 acres; grazing management plans on several different areas totaling about 73,000 acres; wildlife stewardship plans totaling about 10,700 acres; nearly 3,600 acres of prescribed fire; mechanical vegetation treatments on about 5,100 acres; herbicide treatments on nearly 17,800 acres; seeding projects on about 2,900 acres; planting nearly 15,600 shrubs and trees; over 148 private landowners were assisted resulting in 141 on-the-ground habitat projects; involvement in a number of major information and education efforts; collecting information from over 80 vegetation monitoring transects to document past projects; collecting information from about 103 annual vegetation production/utilization transects, and administration and oversight of 87 different funding sources to implement projects. Projects were accomplished by personnel working with partners and soliciting grants from outside sources including: Wyoming Wildlife and Natural Resource Trust, Wyoming Governor's Big Game License Coalition, Rocky Mountain Elk Foundation, North American Foundation for Wild Sheep, Natural Resources Conservation Service Wyoming Farm Bill Programs, Water for Wildlife Foundation, Pheasants Forever, U.S. Fish and Wildlife Service Private Lands Program and Landowner Incentive Program, the Wyoming Governor's Sage-Grouse Fund, private landowners, Bureau of Land Management (BLM), U.S. Forest Service, Wyoming Landscape Conservation Initiative, and private and corporate donors among others. Many of the terrestrial habitat projects include working with a variety of internal and external working groups and partnerships, providing habitat related wildlife environmental review, assisting with BLM Resource Management Plan and U.S. Forest Service plan revisions, and assisting on various wildlife habitat research projects. Finally, during FY 12 Terrestrial Habitat personnel prepared 22 project requests from

internal funding sources and 35 project requests from external funding sources for FY 13 project implementation.

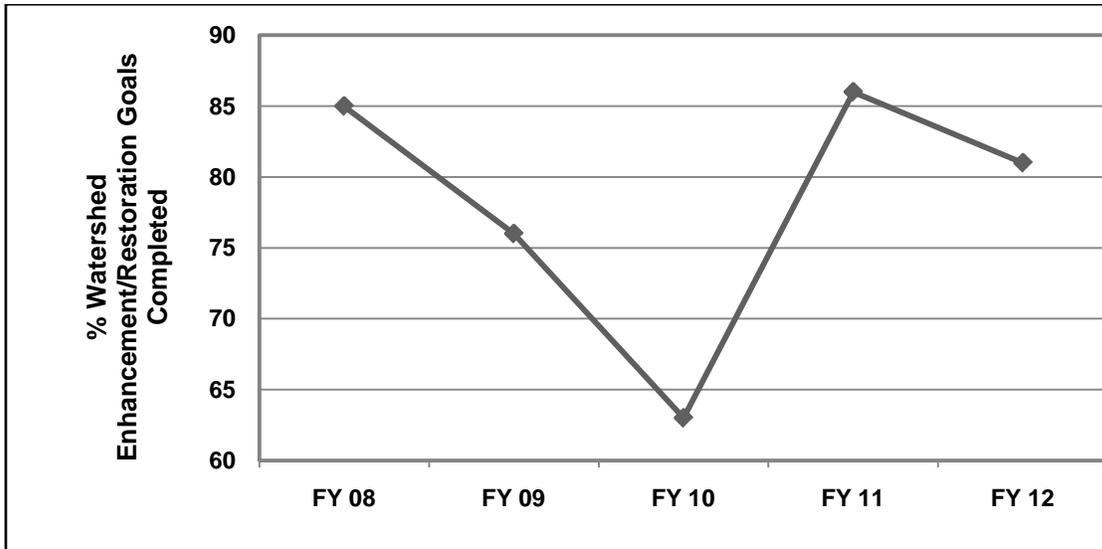
Habitat biologists have and continue to lose some productivity relative to implementation of SHP goals and projects due to increasing requests to assist in the mitigation of habitats disturbed from energy development, BLM Resource Management Plan activities, Forest Service Plan activities and revisions, USDA NRCS and FSA 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.

One of the most time consuming but gratifying aspects of the Terrestrial Habitat program is developing partnerships and collaborating with private landowners, land management agencies, private industry, and conservation partners. Personnel spend considerable time on these partnerships and continue to write grants and receive funds from a variety of other sources, including state, federal, private, and corporate donors.

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

- Evaluate and make recommendations and adjustments as identified relative to the Section's November 2011 restructuring to improve effectiveness and efficiencies. Continue to investigate section personnel structure and workload, need for additional field personnel resources including additional interns and longer-term habitat biologist technicians, and investigate and propose additional cost-share positions with various entities.
- Continue to improve efficiencies and effectiveness relative to implementing the Commission approved 2009 SHP in priority habitat areas and habitat types 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's budget process, continue to develop proposals to submit for funding to the WWNRT, the WLCI Team, USDA Farm Bill Program, conservation groups, and other funding source partners. These additional funds will allow for the funding of more conservation and restoration projects.
- Begin work on up-dating the SHP for Department and Commission consideration.

Performance Measure #2: Aquatic Habitat - Percentage of watershed restoration and habitat enhancement activities accomplished annually. (Personnel in this program will implement at least 75 percent of planned activities).



Story behind the performance:

The Aquatic Habitat section achieved 102 out of 126 or 81 percent of planned habitat projects in FY 12. An additional 21 unplanned projects were accomplished. On average, aquatic habitat biologists in each region completed 16 projects. The Department’s 2011 Annual report on its Strategic Habitat Plan accomplishments highlights some of these habitat projects. The Fish Division work plans and progress reports for calendar years 2011 and 2012 contain additional details about aquatic habitat project plans and progress for FY 12. Aquatic Section personnel and administration tracked and worked on 20 Department trust fund projects from FY 12 or earlier. An additional 17 new FY 13 Department trust fund aquatic projects were developed. Finally, the Aquatic Section administered funds from other sources for additional projects. Overall, approximately 57 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 conservation partners. Personnel spend considerable time on these partnerships and continue to write grants and receive funds from a variety of other sources, including state, federal, and private donors.

What has been accomplished:

Habitat efforts continue to be guided by the SHP, which identifies 110 actions to pursue toward achieving five goals (http://gf.state.wy.us/downloads/pdf/SHP_Jan09.pdf). Accomplishments include habitat protection efforts, habitat assessments and inventories, development/designing of projects, the on-the-ground projects/enhancements and restorations, maintenance of existing structures or projects, and monitoring of completed projects. An example of habitat protection work is the efforts of our Green River Aquatic Habitat Biologist in participating in the Rock Springs BLM Resource Management Plan revision process. Assessment and inventory fuels worthwhile habitat projects and the

Wyoming Habitat Assessment Methodology (WHAM) is one of our chief aquatic assessment tools. We employed WHAM in the Laramie Region again in 2011 to characterize Douglas Creek watershed conditions and identify management approaches to ultimately improve fishery resources. Similarly, in the Green River Region, the Aquatic Habitat Biologist monitored riparian and aspen vegetation to make informed range and ungulate management decisions. Examples of on-the-ground projects implemented in FY 12 include reconstruction of sills in the Green River on Seedskaadee National Wildlife Refuge to improve side channel juvenile fish and riparian habitat, improvements on Spring Creek in the Jackson Region to enhance fish movement while benefitting irrigation management, stream bank and fish habitat improvements on the East Fork Wind River in the Lander Region, the addition of toe wood and other restoration features to the Encampment River in the Laramie Region to improve stream function and sport fish habitat, maintenance of sills on a Green River side channel near the Huston boating access area, and the transplanting of beaver to watershed segments in the Black Hills in the Sheridan Region. Fish monitoring, maintenance, and tuning work at the Kendrick fish passageway on Clear Creek was conducted and continues to be important for realizing the long-term benefits of this project for the native coolwater fish community.

Examples of unplanned aquatic projects often include responding to landowner questions or concerns related to aquatic issues and responding to technical information or habitat project review requests from other agencies. Examples in FY 12 include assisting a private landowner in the Sheridan Region with planning and funding a fish screen, planting willows in a riparian enclosure on private lands in the Pinedale Region, developing riparian habitat along the Little Medicine Bow River in the Laramie Region, and planning a Gros Ventre River passage project with partners in the Jackson Region.

Fish passage accomplishments include completing a diversion and ditch screening on Bear Creek on the Department's Spence/Moriarty Wildlife Management Area. While work continues to install a larger drum screen in the ditch to allow optimal irrigation management, the two grouted boulder arches in the main Bear Creek channel allow fish passage. The Department cooperated with the Greybull Valley Irrigation District and Trout Unlimited to develop a fishway in conjunction with diversion rehabilitation. The Fish Passage Coordinator used the fish passage database to develop a draft list of priority locations for future fish passage work. Ongoing work includes designing a fishway on the Encampment River at the WYCO diversion and developing a design and funding for improving passage at the Harmony Diversion on the Nowood River.

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

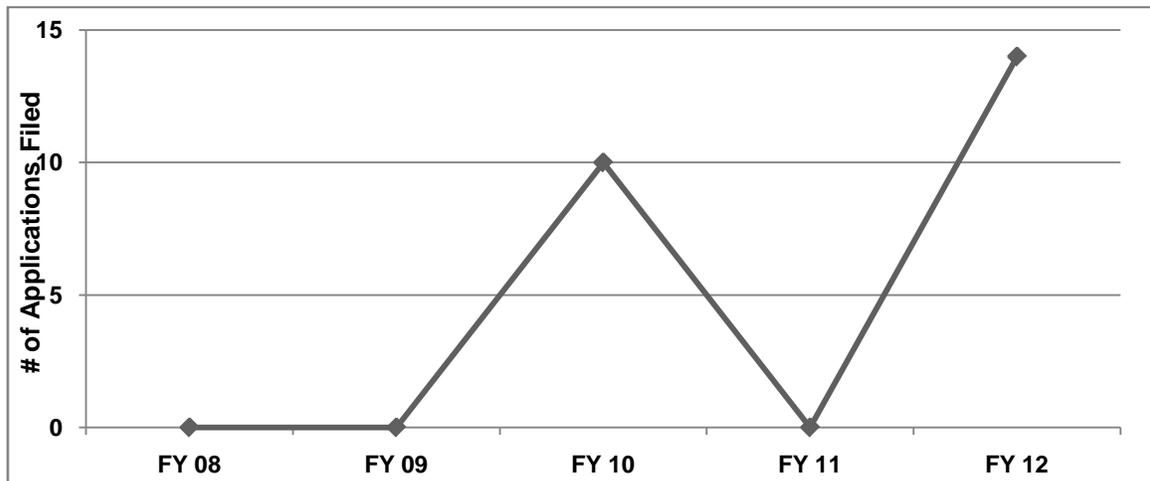
The largest gains in aquatic habitat performance could be achieved through staffing. The Aquatic Habitat Section is essentially down two positions. The Casper position was lost during the Wyoming state government position freeze of 2009 and 2010. The Cody position has been reclassified to Fish Passage Coordinator. There are unmet aquatic habitat protection, enhancement, and restoration needs in both regions that can only be met by assigning permanent personnel to the issues.

The Department and Commission approved \$30,507 in FY 13 for developing and implementing habitat projects. Due to budget cuts, this is less than previous years. Identified issues to be addressed included NEPA planning, archaeological surveys, wetland surveys, and acquiring design and engineering services. The contracts and projects conducted in FY 12 appear to be fruitful and leading toward projects; therefore, project planning funds were again dedicated for developing projects in FY 13. Projects developed and obstacles removed in this manner will increase the Department's ability to match the tremendous habitat project funding available through 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. The Habitat and Technical Advisory Group (HTAG), an internal Department team, is well positioned to actively implement the SHP. In 2012, the HTAG reviewed the habitat actions listed in the SHP and identified those that merit additional attention. As a result of this review, a few actions were flagged as perhaps receiving inadequate attention and include: 1) "Use the enhancement and crucial areas that have remote sensing applications to help focus annual inventories;" 2) "Inform landowners, land managers, and conservation organizations about relationships between pond development, introduced species, and water quality impacts;" 3) "Provide information to pond developers to incorporate natural and sustainable designs that benefit the broad community of native species;" and 4) "Continue to inform and educate land managers, landowners, and the public about the benefits of fire for managing certain vegetation communities." The Department will re-evaluate these actions given current workloads, funding, and how to address these important items over the next two years.

The Department 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 Wyoming Wildlife and Natural Resource Trust, Governor's Sage-grouse Fund, Wyoming Governor's Big Game License Coalition, U.S. Fish and Wildlife Service State Wildlife Grants, North American Wetlands Conservation Act, and the Wyoming Conservation Landscape Initiative.

Performance Measure #3: 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 filing applications for instream flow water rights. Each application is the culmination of several years studying the relationship between physical habitat and hydrology of individual stream segments. Not all field work, data analysis, and report preparation can always be completed within one year, which is one reason why the number of filings varies between years. This measure shows the number of instream flow water rights applications filed with the State Engineers Office. In FY 12, instream flow water rights field studies were completed on three different stream segments and new field studies were begun on four streams in the spring of 2012. Analyses and reports were initiated for all three streams where data was collected. Fourteen filings were submitted to the State Engineer in FY 12 – a reflection of the extra time it took to complete some studies that begun in FY 11. Filings are typically submitted in blocks as groups of applications are prepared. This protocol allows Department engineering staff to stay focused on preparing needed maps all at one time and also allows the Water Development Commission to better coordinate legislatively mandated feasibility studies and selection of contractors who conduct that work.

What has been accomplished:

Instream flow filings are the first step in the process of securing permanent minimal flow protection for streams that afford critically important habitat for public trust fisheries. If ultimately approved and adjudicated, the fourteen filings initiated by Department personnel will add significantly to the number of stream miles in the state that protect habitat for native cutthroat trout. Ten of the filings are for streams containing Yellowstone cutthroat trout and four will address the need to protect Colorado River cutthroat trout on the Commission’s Red Rim-Grizzly Wildlife Habitat Management Area.

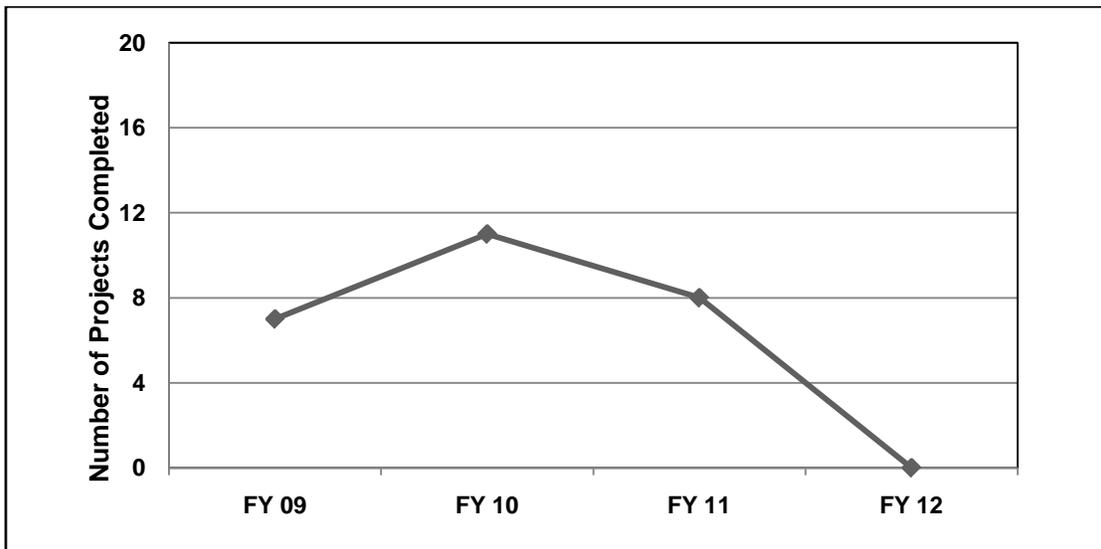
Another major accomplishment was enhancement of the instream flow web page on the Department’s website. This new feature includes an interactive map showing all

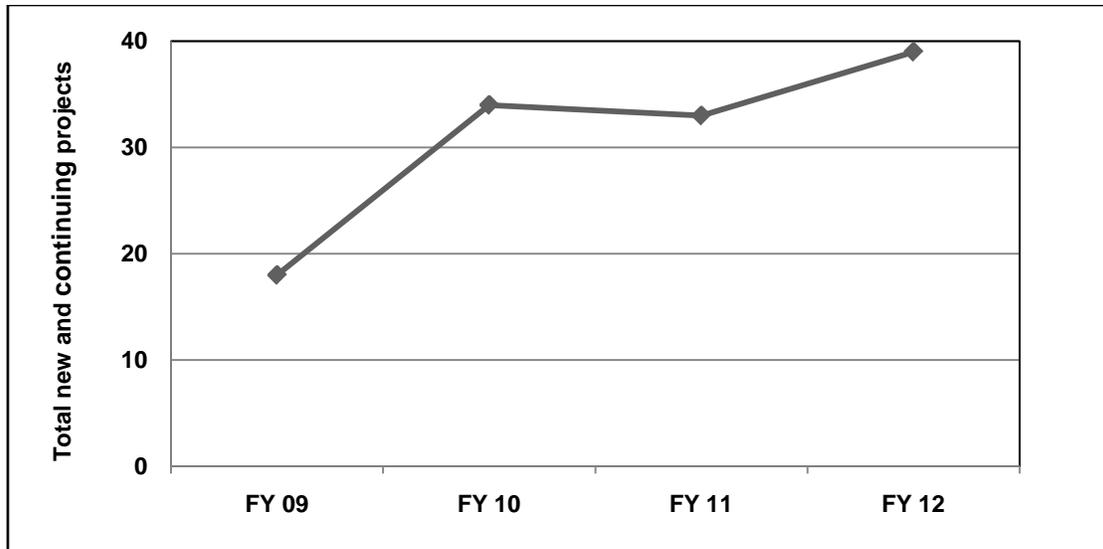
instream flow segments with directions for access. The pages also contain extensive information written over the past several decades, as well as more recent information, about instream flow water rights in general and how they benefit fisheries and the public.

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 use of Wyoming Game and Fish Commission water rights to maintain and protect fish and wildlife resources. A long-term water management plan was finalized in FY 12 that will be used to guide future instream flow filing efforts.
- Greater public awareness of instream flow and water management issues is needed. As a consequence, we will continue to provide information about instream flow rights to the general public and private landowners via articles in Department publications, presentations, and website. The X-Stream Angler program was launched on July 1, 2012 and will be actively promoted to increase public awareness and appreciation for instream flow rights and Department efforts to secure those water rights.

Performance Measure #4: Wyoming Landscape Conservation Initiative - Number of habitat enhancement/restoration projects completed (personnel in this section will work to complete at least 8 habitat projects annually).





Story Behind the Performance:

The metric “number of projects completed annually” is not a sensitive or meaningful metric for assessing success of the Wyoming Landscape Conservation Initiative (WLCI) program toward its habitat goals. Of the 39 projects funded in FY 12, none of the projects are complete. Many of the projects are continuing projects that will take a number of years to complete (i.e. weed control and wildlife friendly fencing) while others were held up due to NEPA requirements, or other unexpected circumstances. Several WLCI-funded projects could be considered complete if the project proponent had broken a project into phases; i.e. Phase I completed NEPA requirements, Phase II prescribe burn a certain amount of acres, Phase III prescribe burn a certain amount of acres and monitor previous burn, Phase IV monitor both prescribed burns for five years. Each one of the phases could be considered an individual project that adds up to greater conservation action, for instance a number of our weed projects have completed the initial phase of aggressive chemical control, and are now in a monitoring and spot treatment phase. Recognizing these two phases would yield higher numbers of completed projects.

An additional graph is provided above to illustrate a better index of WLCI habitat efforts. The WLCI, working with partners, funded nine new projects and 30 continuing projects, in FY 12. Both the new and continuing funded projects include aspen restoration efforts, fish passage, wildlife friendly fencing, a conservation easement, and invasive weed control. By comparison, in FY 11 there were 10 new projects and 23 continuing projects. The difference between years is a function of the number of projects being proposed by the Local Project Development Teams, and the WLCI’s funding from the federal government.

What has been accomplished:

The WLCI is a long-term science, based-effort to assess and enhance aquatic and terrestrial habitats at a landscape scale in Southwest Wyoming, while facilitating responsible development through local collaboration and partnerships. In FY 12, numerous coordination meetings, field trips, and work sessions occurred (over 16 Local Project Development Team (LPDT) and Executive Committee meetings alone) to help

develop projects and identify LPDT priorities. The WLCI coordination team members met with NGOs, permittees, landowners, agencies, and other entities to coordinate WLCI activities.

Work continues on the Conservation Action Plan (CAP), an effort to address habitat issues identified by the LPDTs. The CAP should serve as a guide to all involved with WLCI to address ecological functions throughout the WLCI area. Once completed, the CAP will be a shift away from shelf ready projects to projects that are more encompassing and occur at a landscape level.

In FY 12, two assessments were funded with Ruby dollars: Impacts of Ravens on Sage-grouse Nests, a study to compare sage-grouse nesting success and productivity in raven removal and non-removal sites, and an Assessment of Springs and Seeps, a BLM intern began to map and inventory all springs, seeps, and reservoirs within the priority area set by the Ruby Focus Group. These data will be used to prioritize areas for spring, seep, and reservoir enhancements to aide in sage-grouse habitat conservation.

The USGS in conjunction with WLCI's Science and Technical Advisory Committee hosted the third WLCI Science Workshop in Rock Springs. The three-day workshop included 80 presentations on a myriad of science gathering activities including cheatgrass control measures, sagebrush and sage-grouse habitat assessments, remote sensing activities and breakthroughs, habitat selection of migrating passerine birds, and managing our water resources. The presenters included personnel from USGS, BLM, Academia, County Weed & Pest Districts, and WGFD. The workshop was well attended by approximately 200 individuals.

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

Work continues on the CAP. Once finalized by the Executive Committee, this document will guide WLCI's conservation efforts for the next five years. This document will prioritize conservation efforts on the ground within each LPDT area; it will also aid and direct where WLCI needs to place its science efforts. WLCI will continue to fund projects; however, with the advent of the CAP those requests will be limited since a portion of WLCI's funding will be directed toward the LPDT's priority areas. WLCI will continue to work with interested partners to complete on-the-ground actions and strive to address the science needs of local managers.

A new concept being developed for WLCI is Habitat Leasing, whereby an agricultural producer leases a portion of their lands for the benefit of wildlife and/or habitat. WLCI has a 5-year term habitat leasing proposal for FY 13. The producer is willing to rent a portion of his grazing rights and a portion of his irrigated pasture on his private lands for wildlife forage. One of the main benefits of this project is to gain experience for WLCI on habitat leasing; either positive or negative results will serve as a learning experience and potentially expand this tool across a larger landscape focus in the future.

Program: Habitat and Access Management

Division: Services

Mission Statement: Manage and protect Commission property rights for the benefit of the Commission, the Department, and the 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 FY 12 budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2011 Annual Budget</u>
Habitat and Access Management	25.3	\$ 3,387,052

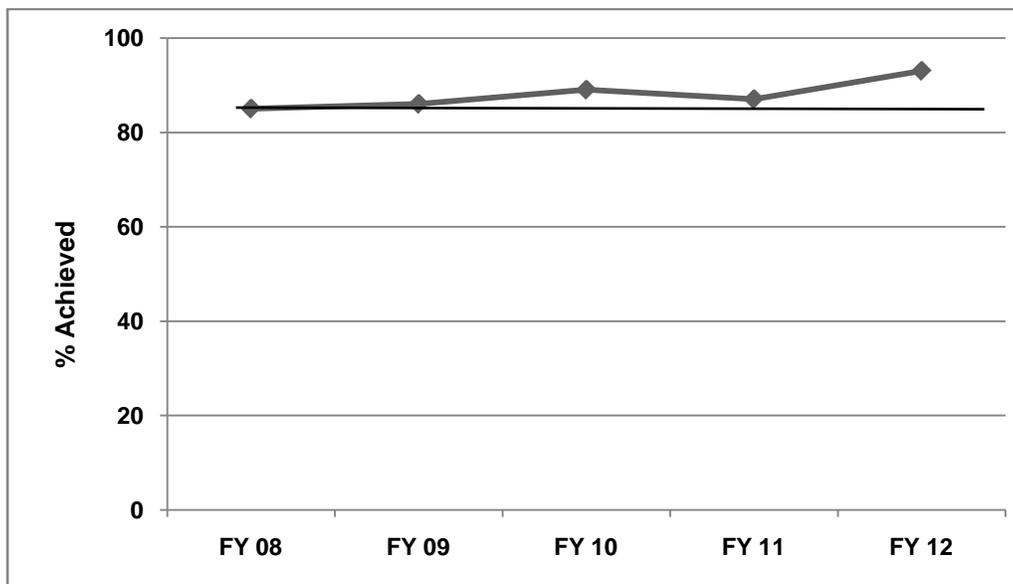
** Includes permanent, contract, and temporary positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

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



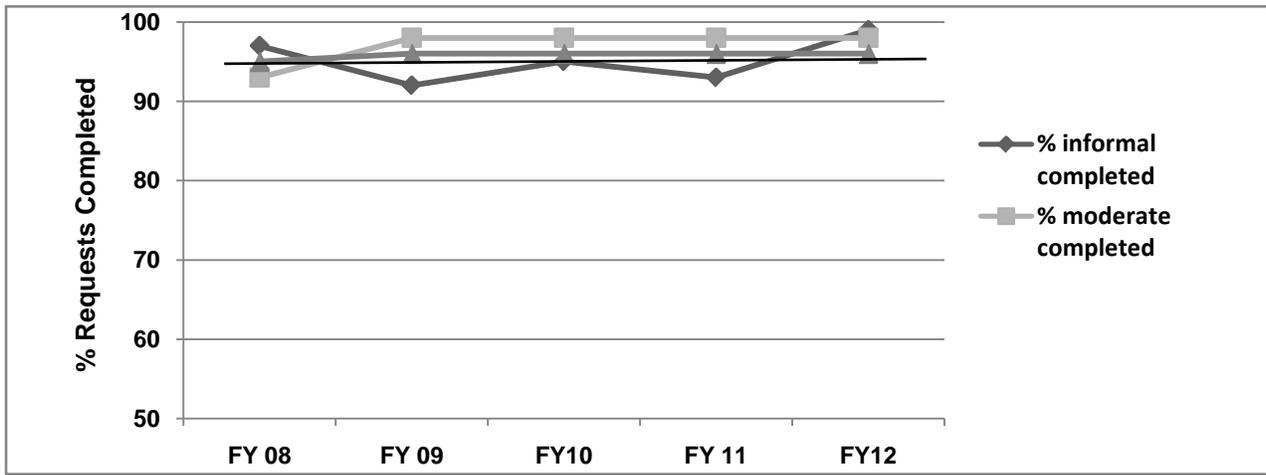
Story behind the performance:

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 very good because the majority of priorities and necessary services (88 percent average) are being provided. As illustrated above, this has been fairly consistent for the last five years. Several factors enabled FY 12 to exceed averages in previous years. The first is the program addresses Department priorities foremost and not necessarily program priorities. This keeps the work unit on task and always accomplishing the highest priority work plan elements. The second, is that after many years of high turnover in personnel, the work unit has stabilized, allowing more work to be accomplished within the same timeframe and workload.

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

- Continue hiring and promoting quality personnel to help with the long-term stability, integrity and services provided by the program.
- 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:

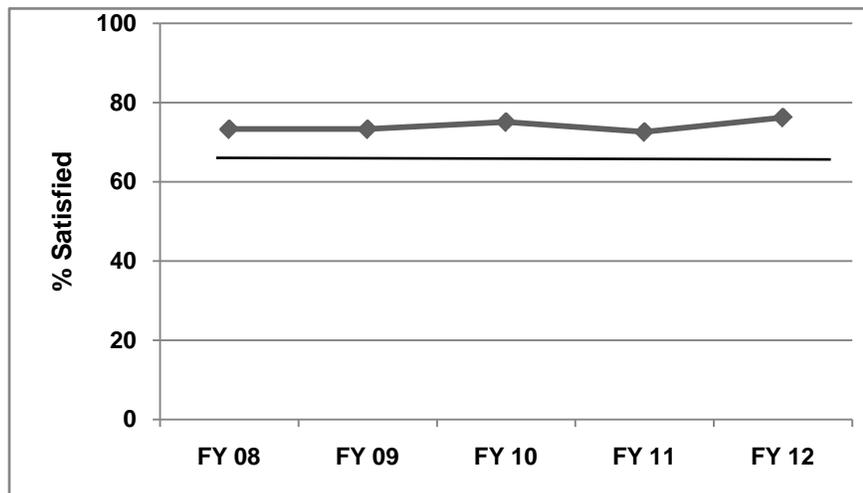
The Habitat and Access program is requested to assist or provide services for other programs within the Department. On average, 125 (95 percent) of these requests will be completed yearly. In order to track, schedule, and complete the requests (project requests) they are separated into three categories: 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 heavy equipment work on a hatchery.

The percent of project requests completed has been excellent within the constraints of manpower and budget capacity. The percent of project requests completed has been consistent between 2002 and 2012 with an average of 95.2 percent of all informal, 97 percent of moderate, and 96 percent of all major projects requests being completed. Results for 2012 varied minimally from this average with 99 percent of informal, 98 percent of moderate, and 96 percent of major project requests being completed within the year. However, there are two 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.

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 2014.
- Increase communication efforts with Division administration by scheduling quarterly meetings to clarify operational priorities.

Performance Measure #3: Percent of public 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 external satisfaction rate of at least 65 percent).



Story behind the performance:

The majority of Wyoming residents and non-residents appreciate the efforts of the Department in providing opportunities to access hunting and fishing within the state. The average percent of public satisfied with management and maintenance of facilities is 74.1 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 76.3 percent in FY 12. 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. 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.

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

- With the completion of the Managed Land Access Summary for each area, the management 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 planned for October of 2013.
- Concentrate on hiring and promoting quality personnel to help with the long-term stability, integrity, and services provided by the program.

Program: Habitat Protection

Division: Office of the Director

Mission: Our mission is to coordinate project proposal and land management plan reviews and recommend appropriate wildlife stipulations and mitigation strategies to protect important game and non-game habitats and to facilitate the implementation of the Governor’s Sage Grouse Executive Order.

Program Facts: The Habitat Protection Program is located in Cheyenne, Buffalo, and Rawlins and consists of the following:

	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Habitat Protection Program	8.0	\$ 540,471 ¹

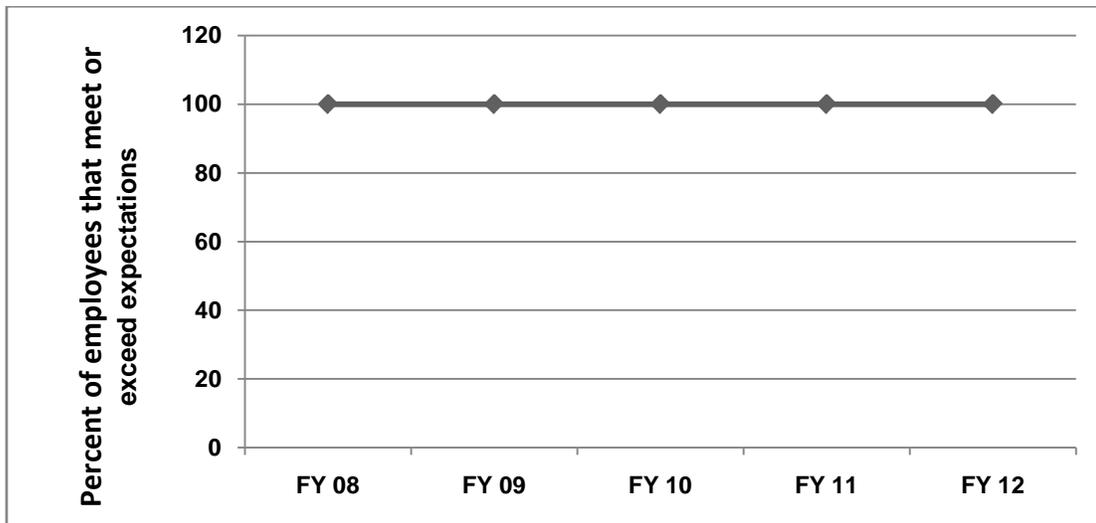
** Includes permanent, contract, and temporary positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

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.
- **Review federal and state agencies** development applications that are propose within the Wyoming Sage Grouse Core Population Areas.

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

Performance Measure #1: Performance Appraisals (Personnel in this program will work to ensure 100% of performance appraisals are rated as meets or exceeds expectations).



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 and visitors. 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.

Key action items of the Department are: 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. 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 this 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.

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

We will continue to work to communicate with our partners electronically, in person and through newsletters to garner input and ideas and discuss habitat protection opportunities.

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 FY 12 budget:

<u>Sub-programs</u>	<u>#FTEs*</u>	<u>2011 Annual Budget</u>
Information	5.0	\$ 75,753
Publications	3.0	\$ 463,987
TOTAL	8.0	\$ 539,740

** Includes permanent positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

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

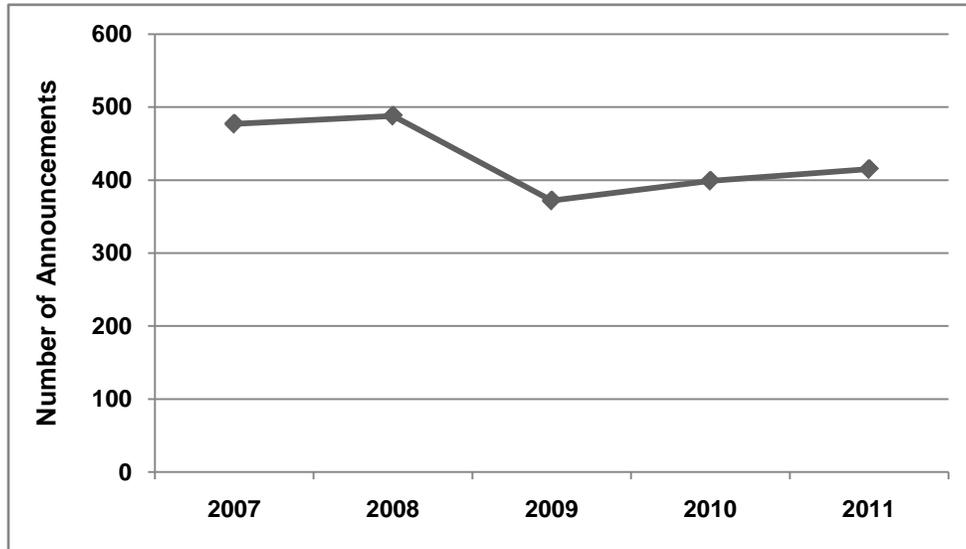
One of the Information FTEs was assigned Regional Information and Education Specialist (RIES) duties for the Laramie Region. This was done when the Regional Information and Education Specialists were placed under the Multi-Media Supervisor position, and the Laramie Region RIES/Supervisor FTE was converted to the webmaster FTE position.

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, as well as 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’s website. 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 website, significantly increasing the reach and the audience of 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 website.

The average information dissemination for the last five years is 407 individual print, radio, or television news releases, or public service announcements distributed. In 2011, the number of news and public service announcements distributed was 415. The number of news releases distributed fluctuates depending on the issues and challenges the Department faces each year. In 2009 personnel in the Department headquarters were moved to new offices in order to facilitate

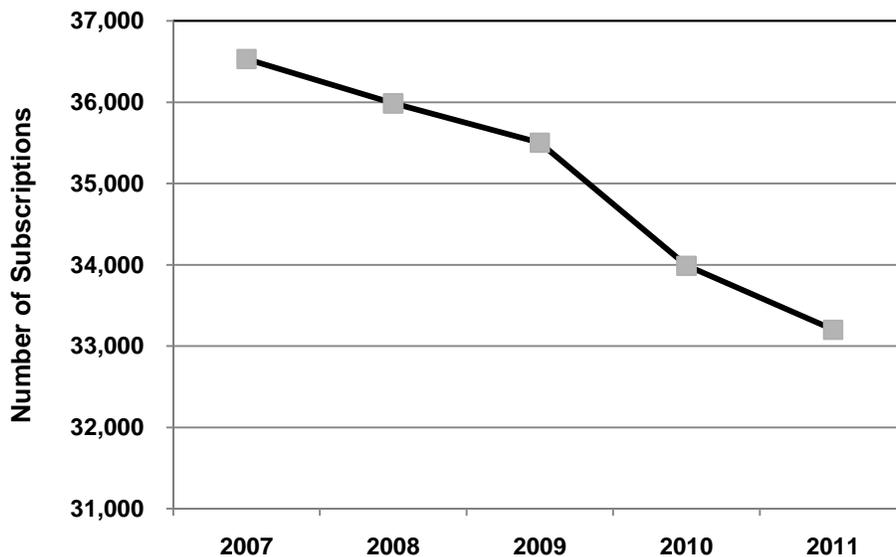
renovations. This move interrupted production of weekly radio programs temporarily, accounting for the decrease in overall programs released.

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. Additionally, alternative distribution methods, such as podcasting and secure funding for marketing to make more customers aware of these new features, should be investigated.
- Continue to monitor workloads and adjust duties and responsibilities as necessary to ensure efficient use of resources.
- Assist in the redesign of the Department's website, 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 31,486 and distribution of the News was

approximately 26,000 per issue, including a per-issue average of 2,500 subscribers. Both publications are tools used by the Department to generate appreciation and support for wildlife and wild places in the state as well as to raise awareness of issues that affect wildlife and outdoor recreation.

Wyoming Wildlife News targets anglers, hunters, and trappers inside the state. The focus of the *News* is outdoor recreation along with management of fish and terrestrial game. The *News* is distributed free of charge at Department offices, license selling agents, and other distributors across Wyoming and into western Nebraska.

Wyoming Wildlife magazine targets a broad audience. Many of the magazine's subscribers are hunters and anglers, but a large proportion of its readers have a less focused interest in the state's wildlife and open spaces. The magazine attempts to deepen their interest in and support for wildlife and wildlife conservation in Wyoming.

These two publications are the only Department public relations tools that defray much of their costs. In FY 2011, gross receipts from subscription sales reached \$286,712. Nearly all of this came from sales of magazine subscriptions. The average paid subscriptions for *Wyoming Wildlife* magazine over the last five years is 30,700 per year, a number that has remained fairly constant over the years. The decrease in the graphs is the loss of subscribers to *Wyoming Wildlife News*. Assuming an average household size of 2.59 people, that means the magazine reaches about 80,000 people per issue. Adequate funding of promotional efforts for magazine subscriptions would allow the staff to increase circulation, income, and readership.

The Publications Work Unit utilizes some freelance articles and photographs for the *Wyoming Wildlife* magazine and *Wyoming Wildlife News* resulting in increased costs related to purchasing articles and photos. Additionally, there is a need for additional funds for a survey tool to better illuminate readers' reactions to the periodicals.

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 website remains a cost-effective marketing tool to increase readership and subscribers.
- Cross-promote all publications and outreach efforts to increase visibility and expand the potential subscriber base. 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 to determine how adjusting the focus, content, delivery, or price of either publication will affect current readership.

Program: Information Technology

Division: Services

Mission: Provide high quality, secure technology solutions, services, and support to the 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 FY 12 budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Information Technology	20.0	\$ 2,929,606

** Includes permanent, contract, and temporary positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

One At-Will-Employee-Contract position has continued to help provide extended-hours technical support for the Department's Electronic License Point-of-Sale Service. Payroll for one GIS Analyst position was funded in the 601A CWCS 11-12 General Fund budget. Two additional contract positions were added, with funding from the US Fish and Wildlife Service. All three positions remain as GIS support positions within the GIS Section of the Information Technology program.

The Information Technology program is also referred to as the Management Information Services program in Fiscal documentation. The current program is made up of administration and three sections: Application Development, Operations and Support, and Geographic Information Systems.

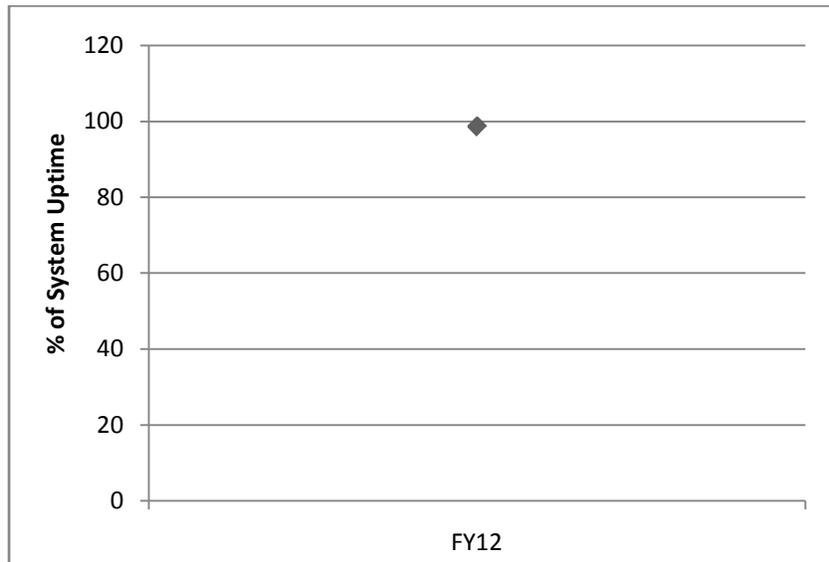
This program is located in the Department Headquarters Office in Cheyenne.

Primary Functions of the Information Technology Program:

- **Provide high quality, secure technology solutions for the Department** to support its overall mission and to 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 System Uptime (Personnel in this section will work to ensure the system is up at least 95% of the time).



**In the past, the performance measure for Information Services was “Percent of employees satisfied with the IT/GIS program”. This performance measure was replaced by “Percent of system uptime” in the Department’s FY 12-16 Strategic Plan. While employee satisfaction is important to evaluating Information Services’ effectiveness performance, it fails to describe how well the IT/GIS Branch is satisfying the overall technology needs of the Department. Percentage of system uptime is believed to more accurately track this measure. Although there is no data on percentage of system uptime from years prior to FY 12, the performance of the primary functions of the Information Services program, in comparison to previous years, is planned to be tracked in the “Story behind the performance” section while multiple year data for system uptime is being compiled.*

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, as well as 254 Internet Point-of-Sale system touch screen devices located at Department offices and license selling agent locations throughout Wyoming; developing and supporting 72 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 through which the Department's various programs can connect to 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; evolving technologies) 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 and impact our customer service. Thus system uptime is critical to providing a level of service not only necessary for Department personnel to conduct their work, but also essential to maintaining consistent license sales. Average uptime for Department eCommerce systems for 2012 was 98.653%.

Since implementing these e-Commerce systems in 2007, the Department has become increasingly dependent on technologies to process license sales (981,235 items totaling \$63,689,051 dollars were processed through these systems in 2011). It is essential that data integrity is maintained and that this system has the capacity to handle over 200 concurrent License Selling Agents, plus Internet users. At peak times, it is not

improbable that there could be 6,000 to 8,000 Internet users submitting on-line applications per day, with over 200 LSAs completing daily transactions at the same time.

Thus, reduced or failed service during even part of a day can seriously impact business and certainly influence both internal and external customer perception of the IT/GIS program, especially if this occurs during critical periods. Conversely, when the IT Operations Team is executing effectively in building and maintaining a robust infrastructure, and the IT Applications Development Team has programmed streamlined and well performing applications, their work is invisible since the technology is performing as employees and customers expect.

An example of this was seen in July of 2011, when selling leftover big game licenses via the Department's website and license terminals located throughout the state. During the 2009 and 2010 draw periods, systems had been running seamlessly and we felt confident the 2011 draws would operate in the same manner. However, in July of that year, these systems experienced a significant delay in the license purchase process during the first twenty minutes of leftover licenses going on sale. We saw a significant amount of traffic generated by hunters and outfitters looking to purchase leftover licenses with over 8,000 separate connections to our systems just prior to the licenses going on sale on July 20. As many on-line retailers have experienced during similar high demand situations, this resulted in a number of unsatisfied internal and external customers.

Shortly thereafter, IT personnel worked aggressively to conduct extensive research and testing to recreate the problem and then to identify and correct the source of the slowdown. They converted the licensing application to use a later .NET technology and continued to stress test and refine the licensing applications in an effort to enhance the performance and stability in this application for 2012. As a result of these efforts, during the first hour alone on July 10 when full price leftover big game licenses went on sale, the Department was able to sell 5,578 items for a total of \$666,832. Total items sold on this day were 11,110, totaling \$1,091,466 without a single slowdown of our systems. Sales on this date exceeded the previous year totals by 998 licenses and resulted in \$143,440 above the previous year sales. We achieved similar results on July 17 when reduced price big game licenses went on sale.

Improved customer satisfaction with the performance of our e-commerce systems has illustrated that the Department's entire internet site needed to be rewritten in the same technologies to permanently resolve remaining customer satisfaction issues. The largest part of this work has been completed.

The continued enhancements to the on-line product sales process, as well new products have greatly increased the number of items sold online. Over the first eight months of 2012, 79,576 products were sold online. This is a 25% increase over the first eight months of 2011 (79,576 vs. 63,561).

Overall, big game applications were up slightly in 2012. We had 215,701 applications in 2012, compared to 212,686 in 2011. These do not include preference point applications

as that application period is still open. More importantly, there is a steady shift away from paper applications and towards applying on-line. In 2012, 82.4% of resident big game license applications were entered online, compared to 78.8% in 2011. In 2012, 84.3% of nonresident big game license applications were entered online, compared to 81.1% in 2011. Once again, these numbers do not include preference point applications as that application period is still open. The percentage of sportspersons applying on-line for preference points is even greater though. In 2011, 96.1% of the 81,951 preference point applications received were purchased on-line.

With advances in worldwide e-Commerce, securing credit card transactions and further hardening systems to help guard against identity theft have taken center stage. As of July 2010, we have been required to comply with the Payment Card Industry Data Security Standards. This brings with it a significant set of requirements and ways of managing Department technologies in order to meet and maintain compliance. These requirements affect everything from network infrastructure down to the individual desktop and work in this area continues.

In light of 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.

The IT Help Desk and IT governance are in place to assist Department employees and external customers in achieving their individual goals. In particular, IT governance functions by setting rules and regulations under which the IT Section functions and establishes mechanisms to ensure compliance with those rules and regulations. A critical role of both entities is also to help protect against system failures which have a great influence on customer satisfaction, which in turn supports the need for system uptime.

The IT help desk interacts with Department personnel on a constant basis. There are few, if any, other entities within the Department that regularly interact 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. With the exponential rate that technologies are evolving, having the ability to provide the desired technologies in a timely manner, at a reasonable cost, and later to be able to support those technologies when employees need assistance can also be a daunting challenge. This especially true considering that this must be done in compliance with the security standards noted above. 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 as noted above.

When looking at the IT Operations Section, we continued to man all extended-hours technical support for the Internet Point-of-Sale System, which includes 254 touch screen

devices located at Department offices and license selling agent locations throughout Wyoming. This has impacted our ability to respond to agency requests for technical services as rapidly as was possible prior to this change; however, we have been able to maintain satisfaction to this point.

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 IT Governance Structure, which began implementation of centralized common IT services throughout state government including technology procurement.

During the 2012 budget session, the Wyoming Legislature consolidated the majority of technology statutes and created a new agency named the Department of Enterprise Technology Services to house certain IT personnel in Wyoming Government. All positions in our IT Operations Section have been identified to be transferred to this agency; however, they are to be reassigned directly back to the Department to do the same work they have done as Department employees. This has been approved by the IT Oversight Panel and the Governor's Office and is now pending final authorization from the Joint Appropriations Committee and the Legislature as a whole.

W.S. 9-2-2019 and 9-2-2901 through 9-2-2907 also removed Department information technology procurement exemptions from statute and now requires us to seek approval from the State Chief Information Officer prior to purchasing technologies over a specified dollar threshold. At the time, we are working through the transition process. The impacts to the Department's business processes and customer service are yet to be seen.

This process has required a significant amount of effort and time commitment, especially for the Department's IT Manager. This in turn has placed more workload on the Application Development, Operations, and GIS Supervisors in order to address daily Department specific IT issues. This, along with agency conformance to the statewide governance structure and accompanying changes in IT policy and technology procurement methods, has undoubtedly impacted satisfaction with our quality of services from 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 Consolidation Process.

Another factor that has affected customer satisfaction since early 2003 is an Electronic Licensing Service we have implemented in conjunction with Fiscal Division as noted above. Aside from mission critical applications, this project continues to be 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. While the Application Development Section has

been working on various smaller projects as able, we know from personal interaction that Department personnel desire more of their applications completed.

A similar influence on customer satisfaction is efforts to centralize and reduce fragmentation of GIS work throughout the Department. We are continuing to see large support for this initiative. We believe this support is in part due to individuals beginning to see value in collaboration and benefits of centralized data. A GIS Working Group was created to help address agency-wide GIS consolidation and has 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 was intended to build the back-end infrastructure to 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 the economic downturn, this full-time permanent position was frozen and ultimately eliminated.

At the same time, Department-wide demand for GIS work has continued to rise significantly. Examples of these demands include assignments to the Western Governor's Wildlife Council's Western States Decision Support System Sub-Group, the Great Northern Landscape Conservation Cooperative, and work with the Wyoming Geographic Information Science Center to re-develop our GIS-based decision support system. As more efforts have been initiated to address concerns associated with species and their habitats (sage-grouse implementation recommendations, State Wildlife Action Plan revision and implementation, Strategic Habitat Plan revision, etc.), impacts on data needs, analyses, and GIS technology products have increased.

The GIS necessary to support this work are an integrated part of our larger technology infrastructure. As such, our ability to maintain uptime of these systems is essential to supporting these projects. With the additional Department priorities noted above, our ability to address projects and activities planned at an earlier date have been delayed, thus customer perceptions of our service in this area may decline.

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

- Continue to prioritize the GIS workload and work closely with the Services Division and Department Administration to find ways to address the increasing demand for GIS technologies.
- 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 upon 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.
- 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.
- Proactively engage in public relations efforts to highlight our successes and to ensure that our efforts are recognized by Department personnel, as communication is possibly the single most important task we can do to affect perceptions of performance. This will include revising a packet of technology-related information specifically pertinent to new employees (IT/GIS Branch structure, policies, procurement process, general instructions, information about help 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 request assistance with paperwork and documentation.

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, we have begun tracking new metrics as of this fiscal year.

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 FY 12 budget:

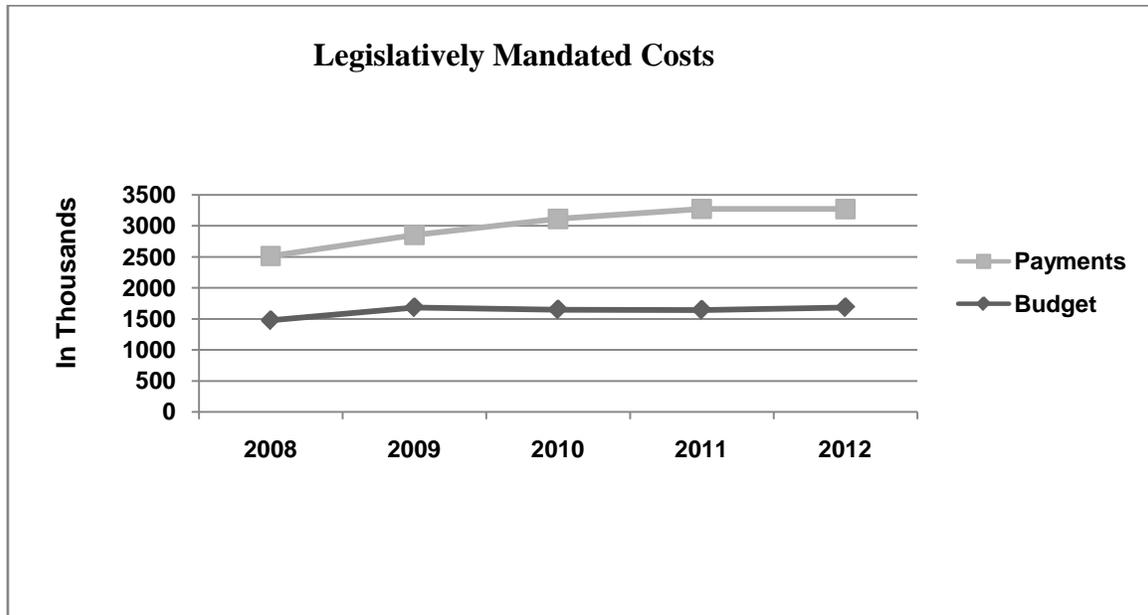
Sub-Program	#FTE's	2012 Annual Budget
Damage Claims	0	\$ 500,000
Landowner Coupons	0	840,000
Retiree Assessment	0	63,360
SALEC	0	283,500
TOTAL		\$ 1,686,860

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

Primary Function of the Legislatively Mandated Expenses Program:

- We 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 FY07. 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 FY06. The Budget Office began assessing this charge to the Wyoming Game and Fish Department in the mid 1990s. 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 the savings from the cost allocation moratorium in the form of special one-time projects for habitat, access, and conservation education. Whether this moratorium will continue into the future is unknown at this time. The amount of cost allocation, if now assessed, would approximate \$1 million. In FY11, there was a significant increase in damage claim payments, up approximately \$150,000 from \$417,821 in FY10 to \$571,113 in FY11. For the first time in the last fifteen years, the Department had to transfer funds from other unexpended budgets, to cover damage claims, which exceeded the budget amount of \$500,000, established by Wyoming Statute. The other areas within this program remained relatively constant. The payments in this program (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 2 years:

The Department, based on concurrence of the Governor and the Legislature, is hoping to continue the moratorium on cost allocation, which will allow the Department to use those savings on projects that benefit wildlife, 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 FY 12 budget:

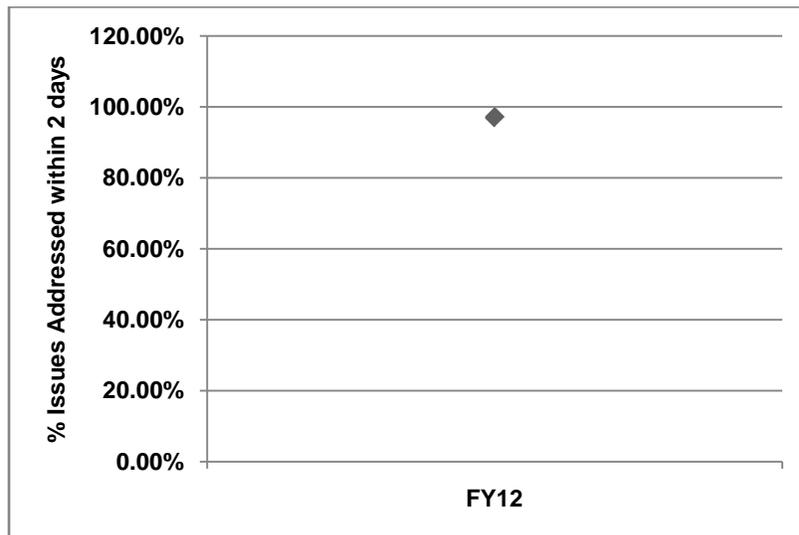
<u>Sub-program</u>	<u># FTEs</u>	<u>2011 Annual Budget</u>
Personnel Management	4	\$196,987

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: Questions and requests are addressed and completed within a two (2) day time frame. Exceptions to this are identified and communicated to employees. (Personnel in this program will work to ensure that at least 90% percent of questions are addressed in the time frame).



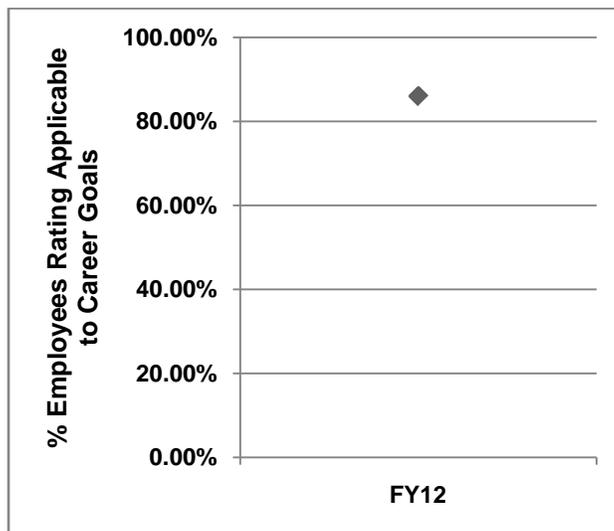
Story behind the performance:

Excellent customer service is critical to the success of the Personnel Management section. In addition to maintaining a courteous and professional work environment, Personnel staff strive to provide accurate, timely, and valuable information and services to both internal and external customers. An effective and productive workforce relies on accurate and 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 accuracy and timeliness of services provided by Personnel Management can realize significant positive impacts in their own productivity and effectiveness. Personnel Management’s mission to recruit and retain effective and productive employees can only be met if employees and administrators feel confident in the information and services provided by Personnel Management.

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

- Monitor levels of internal constituent satisfaction with the accuracy and timeliness of information they receive in regard to their contacts with Personnel Management staff.
- Expand and improve the use of web-based technology to better provide timely delivery of information and services to employees and administrators.

Performance Measure #2: Develop, enhance, and implement programs that focus on developing employees to enable them to achieve their career goals. (Personnel in this section will work to ensure that 80% percent of employees feel these programs are applicable to their career goals.)



Story behind the performance:

The employees of the Department have always been regarded as its most valuable asset. It is the mission of Personnel Management to recruit and retain effective and productive employees to carry out the mission of the Department. Today’s workforce faces a unique challenge; as the baby boomer generation continues to reach retirement age and leave the

workplace, they take with them experience, knowledge, and leadership that is critical to the operation of the Department. It is imperative that we provide our employees with the opportunities to excel in their current positions, as well as to develop the knowledge and skills needed to move into key leadership positions.

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

- Determine levels of internal constituent satisfaction with the types and effectiveness of programs provided by Personnel Management as it relates to employee development.
- Identify opportunities to develop or enhance programs in order to better meet the needs of the Department and employees.

Program: Property Rights (Lands) Management

Divisions: Services and 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 FY 12 budgets:

<u>Sub-programs</u>	<u>#FTEs*</u>	<u>2012 Annual Budget</u>
Property Rights (Lands) Admin. **	3.0	\$ 1,066,772
PLPW Access Sub-Program	7.6	1,500,658 ***
TOTAL	10.6	\$ 2,350,088

* *Includes permanent, contract, and temporary positions authorized in FY 12 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

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

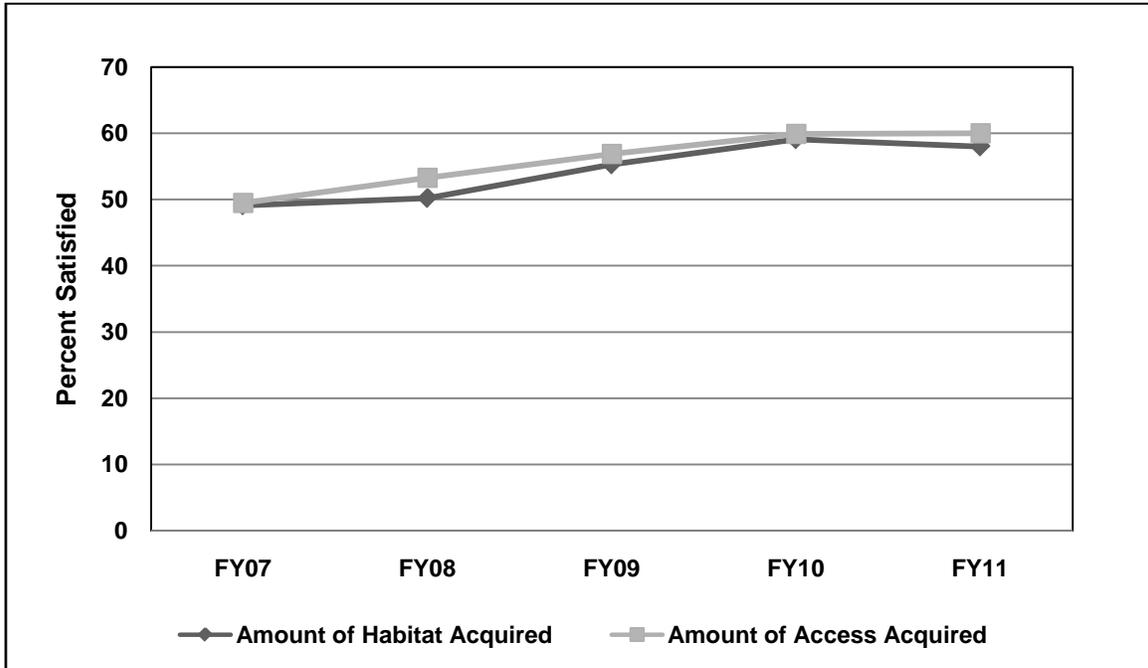
*** *Includes personnel, operations, and easement payments.*

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 as well as addressing 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: 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 Commission owns 166,316 acres and administers another 246,006 acres of federal, state, and private lands, which conserve and sustain wildlife populations and provides public access and recreation. In addition, the Commission has acquired permanent public access to over 123 miles of streams and rivers around the state. The performance measure evaluates 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.

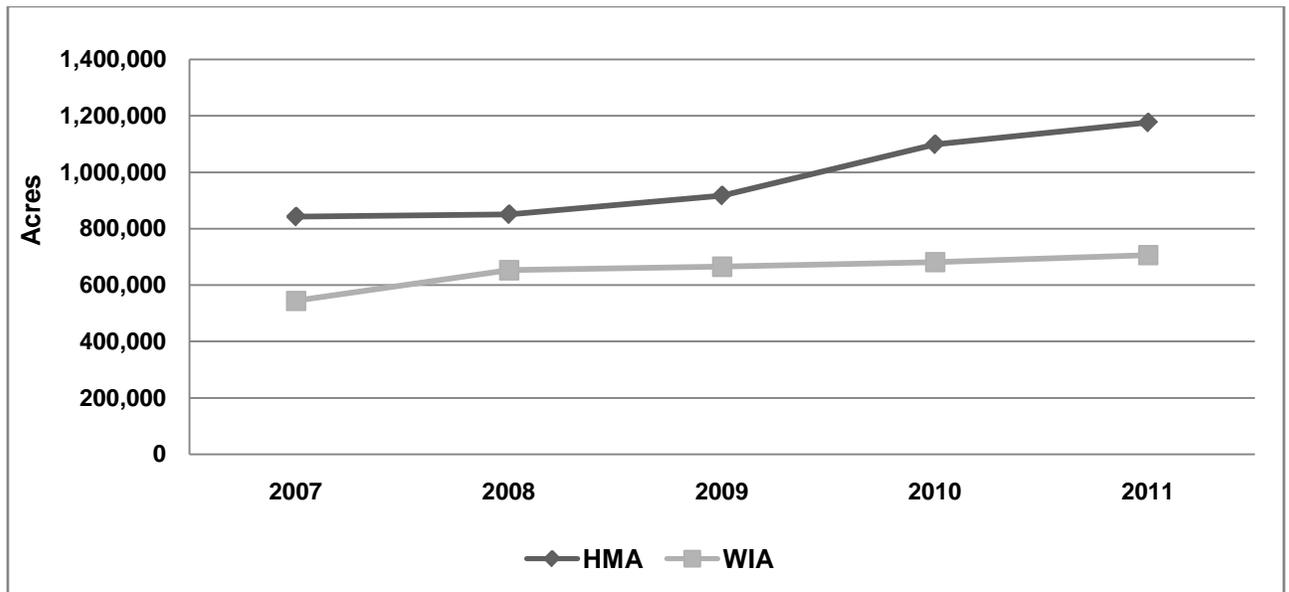
With respects to the amount of habitat acquired, 61 percent of the sampled public was satisfied. With respect to the amount of access acquired, 62 percent of the public was satisfied. Given the narrow range in satisfaction levels across the years, it is doubtful that the general public satisfaction will ever be much higher than indicated over the last five years. These consistent results may be due in part to a 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:

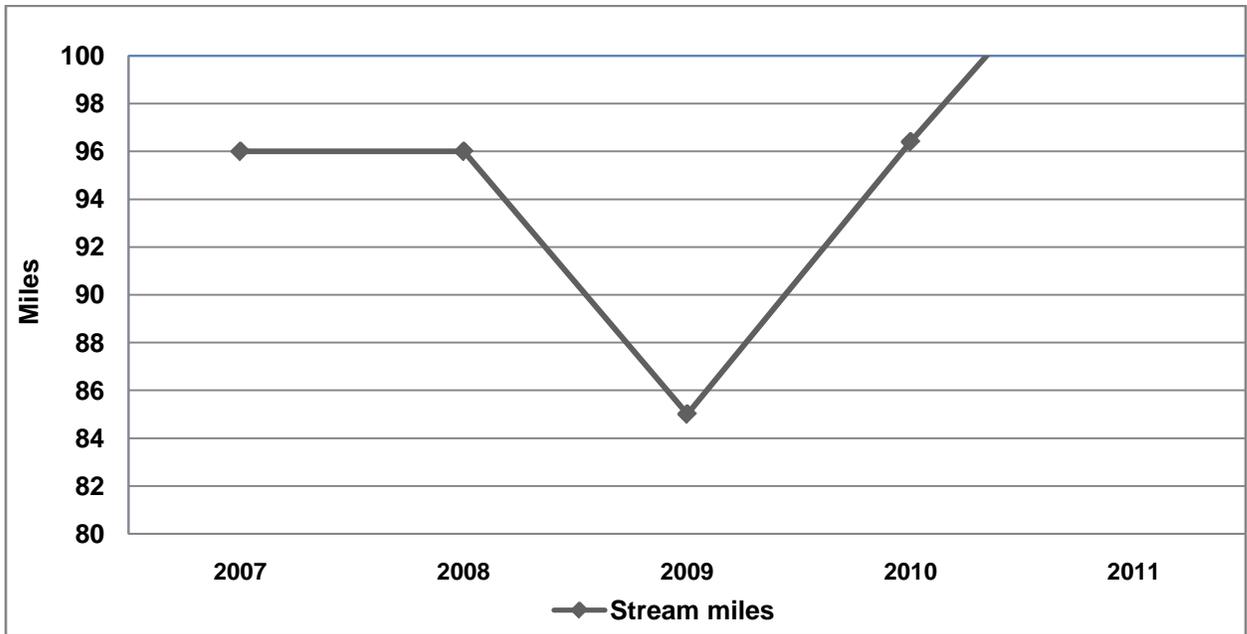
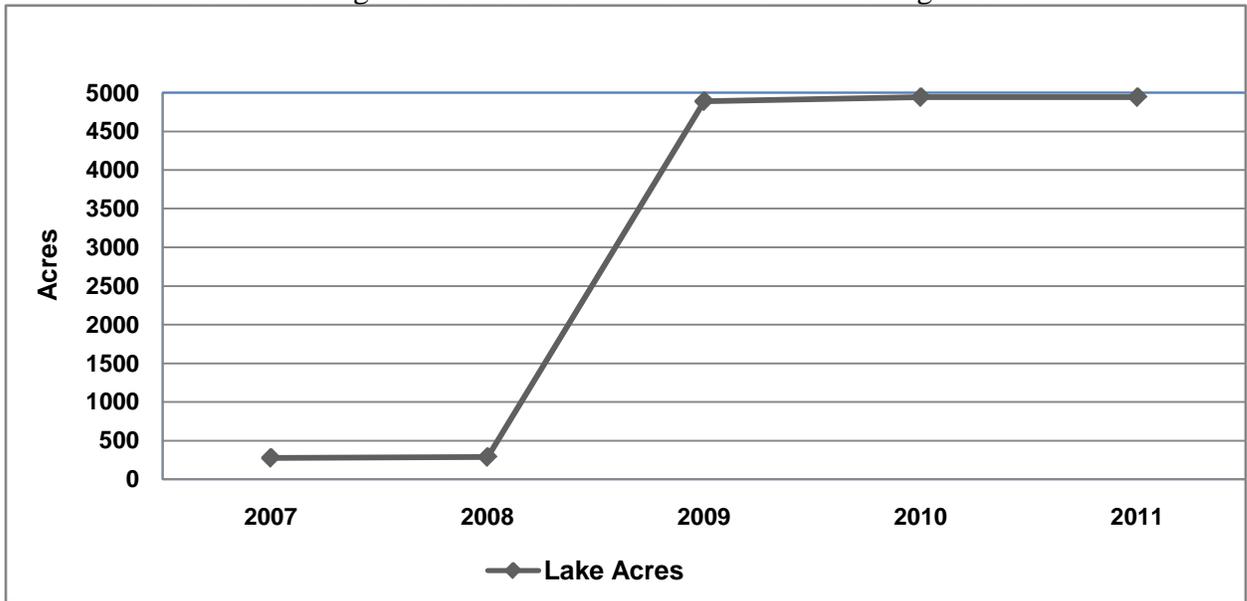
- Continue with implementation of the Department’s Strategic Habitat Plan by providing technical expertise to conserve and enhance wildlife habitat through fee title acquisitions, conservation easements, leases, and agreements.
- Continue with implementation of Commission priorities in acquiring public 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.
- Development of a property rights inventory database to accurately reflect Commission ownership of real property rights.

Performance Measure #2: 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 Commission adopted the Private Lands Public Wildlife (PLPW) Access Program as a permanent program in the Department. The PLPW Access Program staff work with 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:

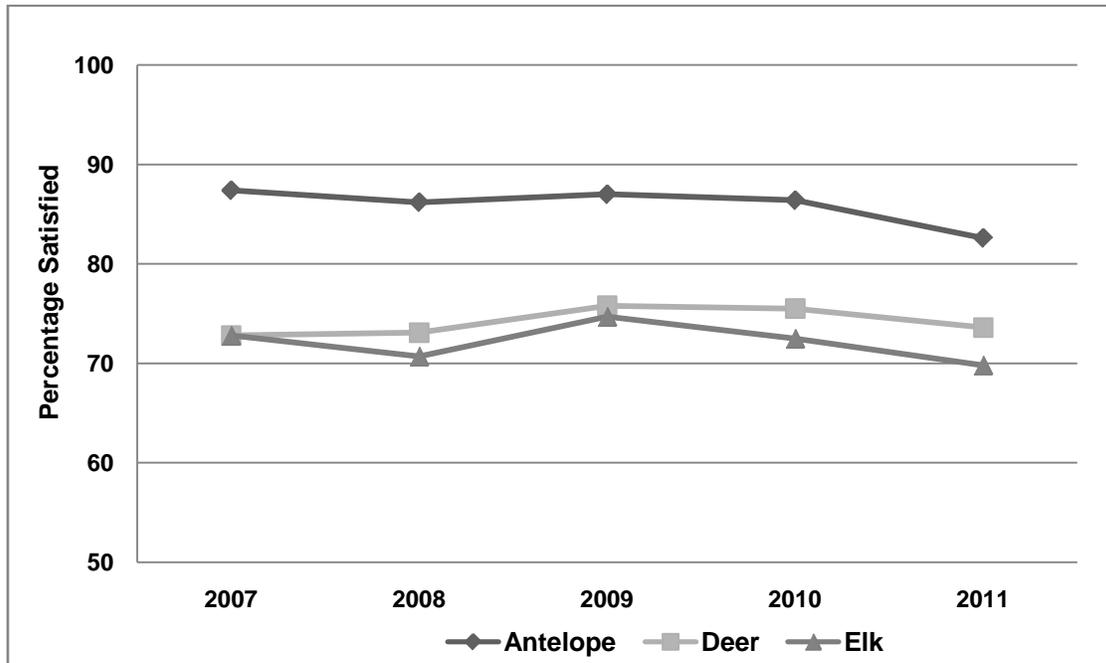
The enrollment in each program for 2011 were: Hunter Management, 1,176,497 acres; Walk-in Hunting, 706,253 acres; Walk-in Fishing lake acres, 4,944 acres; and Walk-in Fishing stream miles, 107 miles. The average enrollment in each program for 2007-2011 is: Hunter Management, 977,280 acres; Walk-in Hunting, 650,152 acres; Walk-in Fishing lake acres, 3,068 acres; and Walk-in Fishing stream miles, 96 miles. Enrollment in either a Walk-in or Hunter Management Area is dependent upon the amount of available Access Yes funds. During 2011, easement payments were slightly less than 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 associated with the enrolled private lands, the PLPW Access Program provided approximately 3.58 million acres of hunting access for the fall 2011/spring 2012 hunting seasons. Fishing opportunities are continually sought out for increased opportunity.

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

- With the addition of a fourth Regional Access Coordinator located in Kemmerer, more attention will be given to maintaining existing properties and searching out new ones.
- 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 utilize the Voluntary Public Access and Habitat Incentive Program grant to promote Access Yes through advertisement and public relation activities.
- PLPW will continue to evaluate new funding sources based upon the 2010-2011 Leadership Development 1 action team report.
- PLPW will continue to pursue one additional regional PLPW access coordinator to alleviate the workload on current employees and improve the quantity and quality of services offered to Department personnel, landowners, and the general public.

Performance Measure # 3: 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 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 six years of data, the results show hunters have a 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 2011 harvest survey data satisfaction rates are: antelope, 82.6 percent (85.9 percent average since 2007); deer, 73.6 percent (74.2 percent average since 2007); and elk, 69.8 percent (69.8 percent average since 2007). Satisfaction with a hunting experience can mean a variety of things from harvesting a record-book animal to having a place to go. All three averages are similar to 2010 and remain very high.

The 2011 harvest surveys also indicated high levels of participation by hunters using PLPW Access Areas. When asked if hunters used a PLPW Access Area, 24% of antelope hunters; 18.3% of deer hunters; and 13% of elk hunters indicated they had used either a Walk-in or Hunter Management Area to hunt.

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

- PLPW staff will continue to foster cooperative relationships and team work with Department employees for increased assistance with the program.
- With the addition of a fourth Regional Access Coordinator in Kemmerer, the PLPW staff will be better able to provide customer service to landowners, hunters, anglers, and Department employees to maintain or increase satisfaction with our access areas.
- PLPW staff will continually evaluate properties enrolled in the Program to provide quality hunting and fishing opportunities.
- PLPW will continue to pursue one additional Regional PLPW Access Coordinator position to provide adequate coverage of State.

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 FY 12 budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Regional Information & Education	5.0	\$ 642,350

** Includes permanent positions authorized in FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

This program is located statewide. One Regional Information and Education Specialist (RIES) is assigned to five of the eight Department regional offices. The Jackson position is assigned to both the Jackson and Pinedale regional offices.

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. The time period for which the Casper RIES position will continue as Casper RIES/WWN editor will end with the September/October issue of WWN. A new editor will begin employment on October 1, 2012. This position was a result of reorganizing FTEs when a Services Division position became vacant.

The Lander RIES position was not funded following the 2010-2011 legislative session. This position will be filled on September 17, 2012 as a result of reorganizing FTEs when a Services Division position became vacant.

The Laramie RIES supervisor/specialist was vacated in May 2010 and remained vacant through fiscal year FY11. The duties of the Laramie RIES position were added to the current duties of a member of the Information Section.

The Cody RIES position was filled in September 2011 following a retirement.

The RIES work unit was reorganized in August 2010 and incorporated into the Information Section. The duties of the work unit were changed to address the needs of the Lander region. The region was divided among four RIES positions and additional duties were assigned to each. The assignments are as follows: the Jackson specialist—northwest Lander, Green River specialist—south Lander and the Cody specialist—north

Lander. The Sheridan specialist was assigned the northern portion of the Casper Region and web page responsibilities for the Laramie and Lander regions.

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 *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.

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

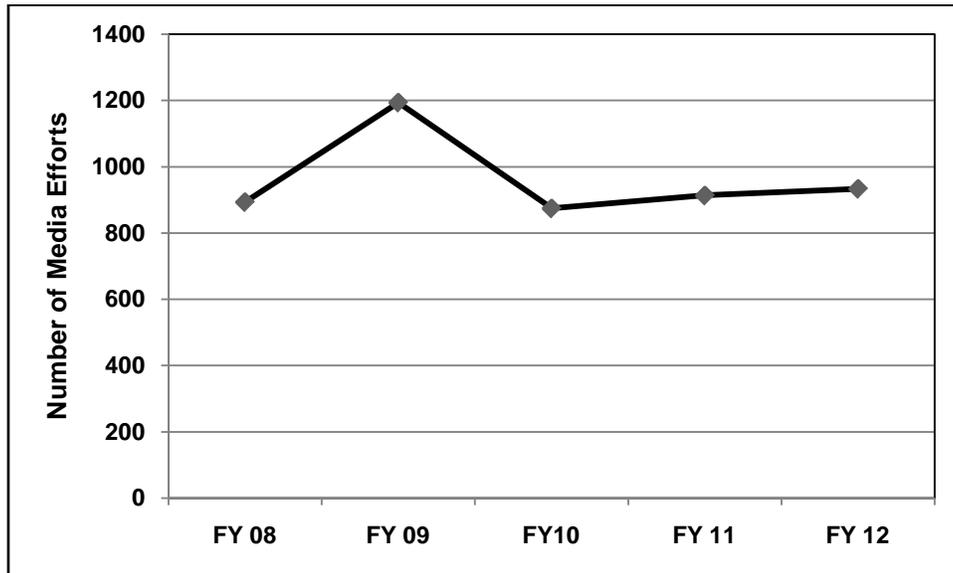
Major Accomplishments for FY 12:

- 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 and Laramie regions and headquarters office.
- 3) Continued the process for drafting criteria to differentiate between exceeds, meets, and needs improvement ratings for the nine appraisal standards, consistent with the Department as well as Services and RIES missions and strategic plans.
- 4) Maintained and updated for the third 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 the 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. Eight seminars were attended by over 259 people in eight Wyoming communities around the state.
- 7) Assisted in the Wyoming Range Mule Deer Initiative collaborative learning process.
- 8) Continued to represent the Information Section on the Department's Predator Attack Team.

Performance Measure #1: 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 913 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 about these various issues. This is done through a variety of communications programs and activities.

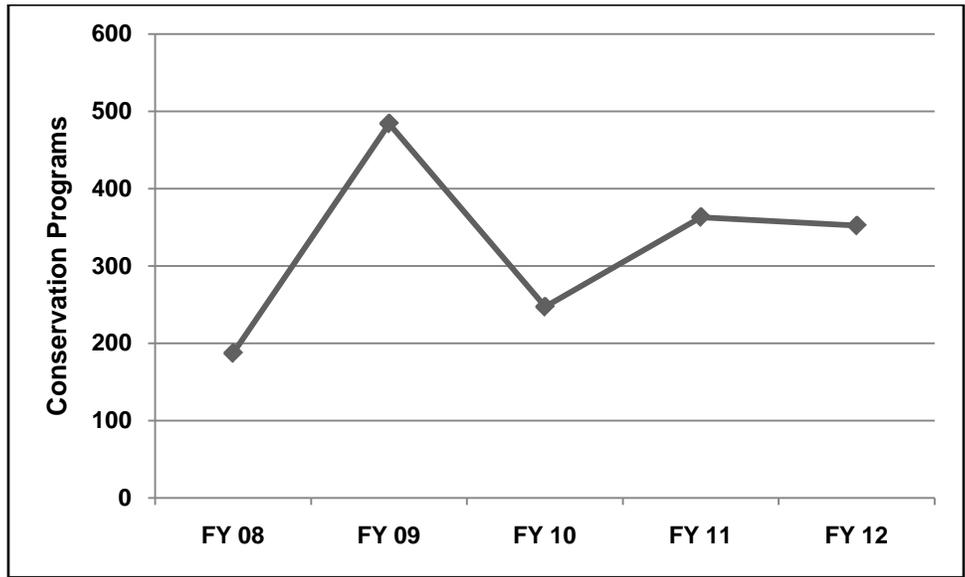
Utilizing formal work plans and Information & Education leadership team assignments, additional effort is put into the development of media outreach using common tools such as news releases, meeting announcements, public service announcements, interviews, and on-site media field trips. This effort is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

Although the RIES work unit continues to address the added responsibilities for the Lander and Laramie regions, media outreach efforts lag behind regional office personnel expectations.

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

- Continue to cover the information and education responsibilities for the Laramie region with Cheyenne information branch personnel.
- Continue to use the monthly record spreadsheets 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.
- 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 #2: 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.

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

- Each region will continue to use a monthly record spreadsheets to improve RIES record keeping.
- Meet with the Conservation Education Branch personnel each winter/spring to plan outreach efforts and to 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 identified Department and regional 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 the long-term health and viability of terrestrial wildlife for the people of Wyoming, while providing recreational opportunities 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 FY 12 budget.

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Regional Terrestrial Wildlife Administration	12.9	\$ 1,960,383**
Regional Terrestrial Wildlife Biologists	28	3,460,925
Regional Game Wardens	54	7,086,639
TOTAL	94.9	\$ 12,507,947

* *Includes permanent positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

** *Does not include federal cost share dollars (50 percent) that support eight game warden positions.*

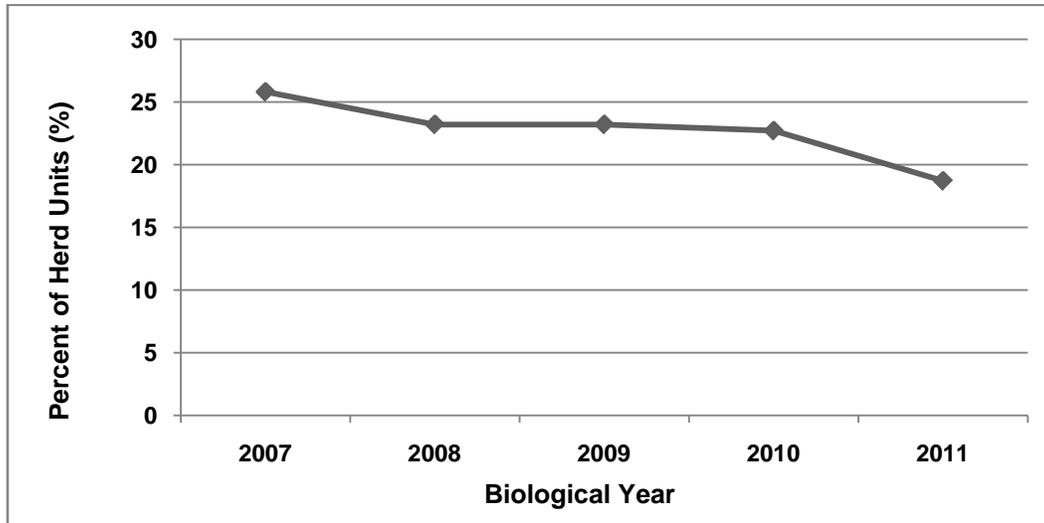
The sub-programs that comprise the Regional Terrestrial Wildlife Management program were previously part of the Terrestrial Wildlife Management program (Strategic Plan FY 04-FY 07, November 2003).

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; to ensure big game management strategies are designed to achieve population objectives; to review projects with potential to impact wildlife and their habitats; to 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 met.
- **Enforce laws and regulations** to ensure viable wildlife populations and public safety; to 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 and 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).



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 revenue 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 (2007 and 2008) and the final big game Job Completion Reports (2009, 2010, and 2011).

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 the Department’s control or difficult to address, 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 affects drought and other factors have had on wildlife habitat. 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. Landscape-scale habitat improvements to benefit big game and other species are needed in many areas and could be funded by the Wyoming Wildlife and Natural Resource Trust, the Wyoming Governor’s Big Game License Coalition, and other sources.

Since 2007, an average of 23.4 percent of big game herds in Wyoming were within 10 percent of their population objective. Of the total 150 big game herds in Wyoming in 2011, 28 herds (18.7 percent) were at objective (+/- 10 percent), 44 (29.3 percent) were above objective, 54 (36 percent) were below objective, and 24 herds (16 percent) had incomplete data. The percent of herds within 10 percent of their population objective has ranged from 18.7 percent to 25.8 percent.

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 monitoring to federal land management agencies and to the public. The Department informs land management agencies and landowners about habitat improvement priority areas, and as resources are available, encourages 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 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 Wyoming Wildlife and Natural Resource Trust, the Wyoming Governor's Big Game License Coalition, many non-governmental organizations, 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 2011. 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, 2010, and 2011. Funding for the Department's Veterinary Services program was approximately \$1.7 million in FY 12.

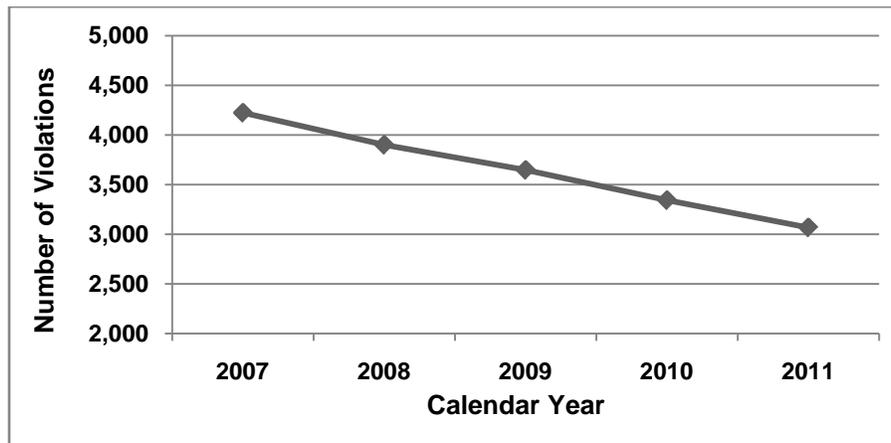
What we propose to improve performance in next two years:

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

In FY 12, the Department began a statewide process to review and revise all big game objectives over the next five years. Traditionally, the Department has managed all herds using one objective type – post-hunt population size. Considering the realities of wildlife management in the 21st century, Wildlife Administration approved two additional objective types providing regional wildlife managers the flexibility they need while still holding them accountable to our land management partners and the public. These alternative objectives are mid-winter trend

counts and landowner/hunter satisfaction. Sixteen of the 35 elk herds in Wyoming were reviewed internally, taken to the public for input, and revised by the Commission at their July 2012 meeting (Fall Creek, Jackson, Hoback, Piney, Upper Green River, Pinedale, Gooseberry, Cody, North Bighorn, Rochelle Hills, West Green River, Iron Mountain, Rawhide, Wiggins Fork, Rattlesnake, Pine Ridge). The goal of revising objectives is to bring them more in line with present-day management issues and the desires of landowners and the public.

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



Story behind the performance:

Enforcing wildlife and watercraft safety statutes and regulations is an integral component of terrestrial and aquatic wildlife management. Formal case management and law enforcement reporting systems have been used by the Department since the late 1970s. Beginning in 1996, case records began to be entered into a computerized case management system (CMS). As technology evolved between 1996 and 2008, several CMS systems were developed and used. The current system, CMS Web, was developed in 2008 and rolled out in 2010. CMS Web does not require a synchronization process, data queries are more concise than prior systems, and there is less lag time between the entry of cases and statewide access to those cases.

The ten most common violations for 2011 in order of prevalence are hunting/fishing/trapping/commercial operations without a license/stamp (742); failure to provide proper safety equipment on watercraft (349); trespass to hunt or fish (348); hunting in wrong/closed area or after hours (275); false statements to procure a license or game tag (217); failure to tag/register a big/trophy game animal, wild turkey, or bobcat (214); waste of game animal (177); failure to take hunter safety or produce hunter safety card (165); violation of regulations/rules of Department/State lands (117); watercraft registration violations (101); failure to purchase AIS decal or stop at AIS check station (93); over limit of game animals (89); and hunting under the influence and boating under the influenced (14). In 2011, law enforcement personnel discovered 4,424 violations. This is down from the number of violations discovered in 2010.

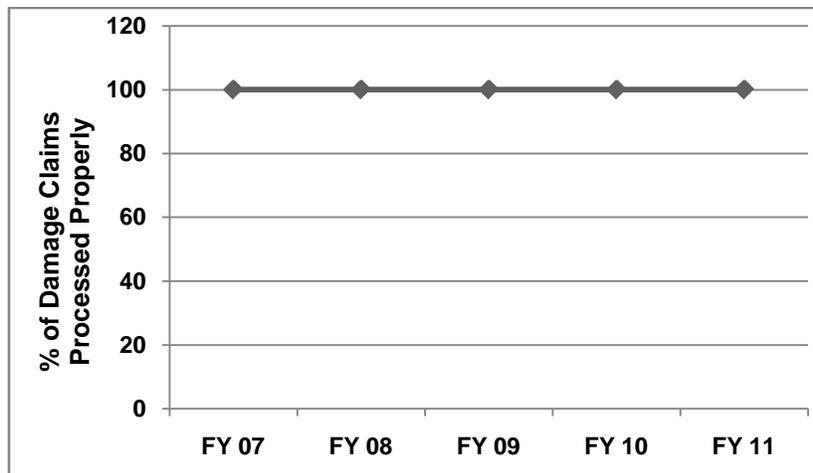
What has been accomplished:

- Comparisons of Wildlife Violator Compact data with Department license information continue to be completed.
- CMS Web was enhanced to add new features and capabilities.

What is proposed 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 database with Department license information on a routine basis.
- Work with the information technology division to continue the enhancement of CMS Web.

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, initiating habitat improvement projects, or paying monetary compensation for damages caused by 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 07, 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 FY 12 budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Law Enforcement Administration & Boating Safety	3.0	\$ 414,440**
Law Enforcement Investigative Unit	6.0	842,450
TOTAL	9.0	\$ 1,256,890

* *Includes permanent positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

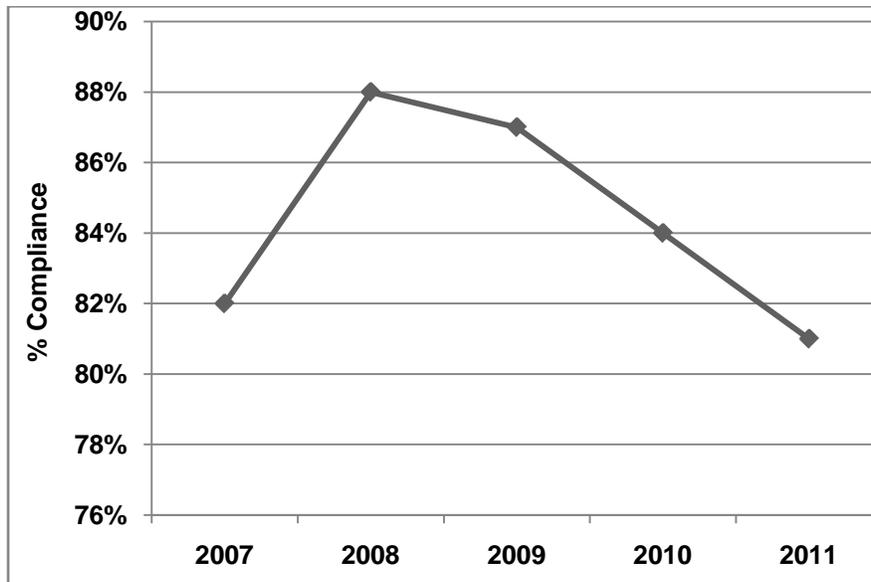
** *Does not include federal cost share dollars.*

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 by 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 wildlife.
- **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 boating fatalities each year as a result of 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 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. Services division personnel also assist with boating safety education.

During 2011, 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.

In the five years prior to 2011, the average compliance rate has been 85 percent. The highest compliance rate during this time period was achieved in 2008 with an 88 percent compliance rate. The five watercraft regulations with the highest numbers of violations in 2011 were: failure to provide life jackets (192), failure to provide throwable flotation device (92), operating an unnumbered boat (55), failure to provide fire extinguisher (54), and failure to operate watercraft in accordance with buoys or markers (47).

What has been accomplished:

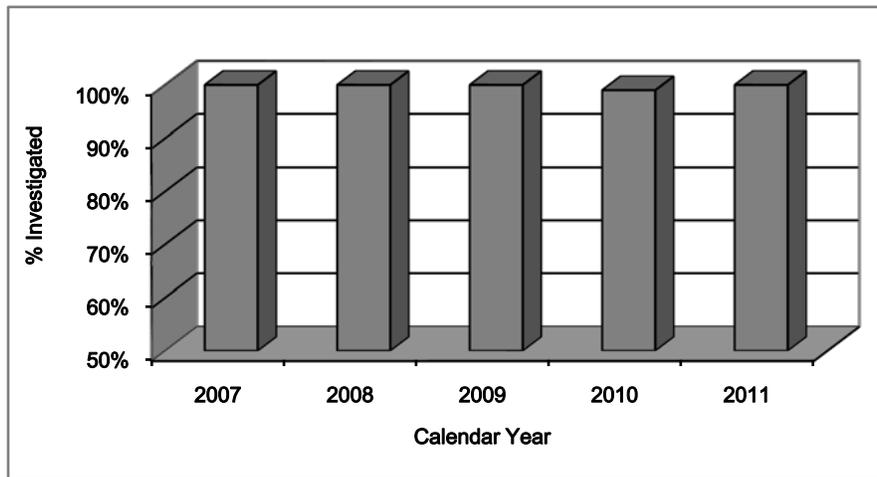
- Four game wardens were hired and assigned to watercraft enforcement.

- 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.
- Five game wardens attended boat accident investigation classes. Classes are facilitated through the U.S. Coast Guard's National Association of Boating Law Administrators and Department's in-service training program.
- The Department continues to provide the Boating America correspondence course and the course has been updated to include regulation changes.
- Special permit authorization letters were issued for six 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 a request.
- Department personnel spent a total of 6,937 hours on boating safety. Total hours include time spent on law enforcement, safety and education programs, search and rescue events, accident investigation, and buoy maintenance.
- Officers responded to and investigated eighteen separate accidents that involved seventy-five people and resulted in six fatalities.
- Badly worn buoys were replaced with new buoys.

What is proposed 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 and by having our Boating Basics home study-course available at regional offices.
- 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 ensure funding is received for the Department's recreational boating safety program.
- Continue to conduct annual evaluations of the 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.
- Continue to work with the 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 the public assist our officers in apprehending wildlife violators.

The Stop Poaching program is based on a calendar year. During the five years prior to 2011, an average of 432 poaching reports were received, 362 cases closed, \$98,339 in fines/restitutions paid, and \$8,800 in rewards paid annually. The majority of these reports and subsequent cases are a direct result of the Department’s Stop Poaching Hotline. Some Stop Poaching reports are submitted by email from the Stop Poaching link on the Department’s homepage or are submitted directly to law enforcement personnel. During 2011, there were a total of 485 Stop Poaching reports documented and all reports were investigated although some reports remain under investigation. Of these reports, enforcement actions resulted in 457 closed cases. A total of \$82,350 in fines/restitutions was paid and \$14,750 in rewards was paid to informants during 2011. Stop Poaching Hotline calls are answered by SALECS dispatchers.

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 in fines/restitution. The highest amount of fines ever paid in one year was \$139,940 in 2001, and the highest amounts of rewards ever paid in one year were \$15,100 in 2008.

What has been accomplished:

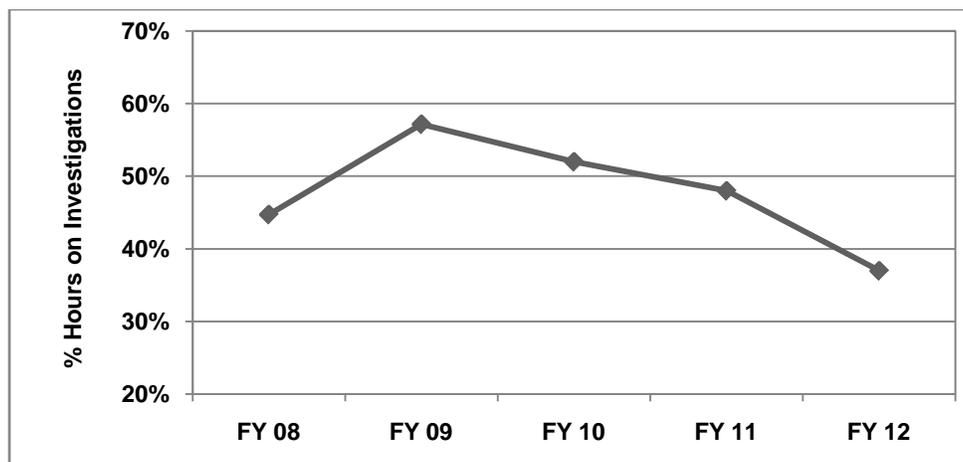
- A wide variety of promotional items were purchased and distributed to the public to promote awareness of the program.

- Decals advertising the new Stop Poaching phone number are being placed on all new wildlife division vehicles.

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

- Wrap-around Stop Poaching graphics will be added to the Stop Poaching trailer. The Stop Poaching trailer is used to transport displays around the state.
- Publish a book highlighting some of the Stop Poaching cases.
- 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.
- Develop a new Stop Poaching logo.
- 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.
- Maintain a membership in the International Association of Natural Resource Crimestoppers in order to participate in international (United States and Canada) analysis and solutions to poaching.
- Continue to monitor the SALECS tracking system of the Stop Poaching Hotline to ensure calls are being accurately documented.
- Ensure 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 by 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 five full-time Wildlife Investigators stationed at or near regional offices. The Unit is supervised by one supervisor/investigator stationed at the Casper Regional Office. Unit members operate with unmarked vehicles and typically out of uniform. Personnel are equipped with modern evidence, surveillance, tracking, and other equipment.

The Unit initiates many cases, but the bulk of cases are referred from District Wardens and other sources. The Unit conducts investigations that are generally complex, long-term wildlife violation cases utilizing specialized methods and equipment and require time commitments beyond what 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. Personnel 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 08, an average of 5,663 investigative hours were completed annually. In FY 12, the Unit was involved in hundreds of cases of all sizes and spent 4,715 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 4,715 hours working to solve wildlife crime.
- Many cases have progressed including several covert cases.
- Investigators have received more training to accomplish their work assignments.

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

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

Program: Statewide Terrestrial Wildlife Management

Division: Wildlife

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

Program Facts: The Statewide Terrestrial Wildlife Management program is made up of seven major sub-programs, listed below with number of staff and FY 12 budget.

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Biological Services	6.5	\$ 989,782
Terrestrial Nongame (CWCS)	9.9	757,456
Migratory Game Bird (Waterfowl)	1.2	189,178
Trophy Game Mgmt. & Research	4.5	519,424
Trophy Game Conflict Resolution	6.7	697,917
Sage-Grouse Conservation	2.0	903,823
Predator Management	0.0	100,000
TOTAL	30.8	\$ 4,155,580

** Includes permanent and contract positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

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

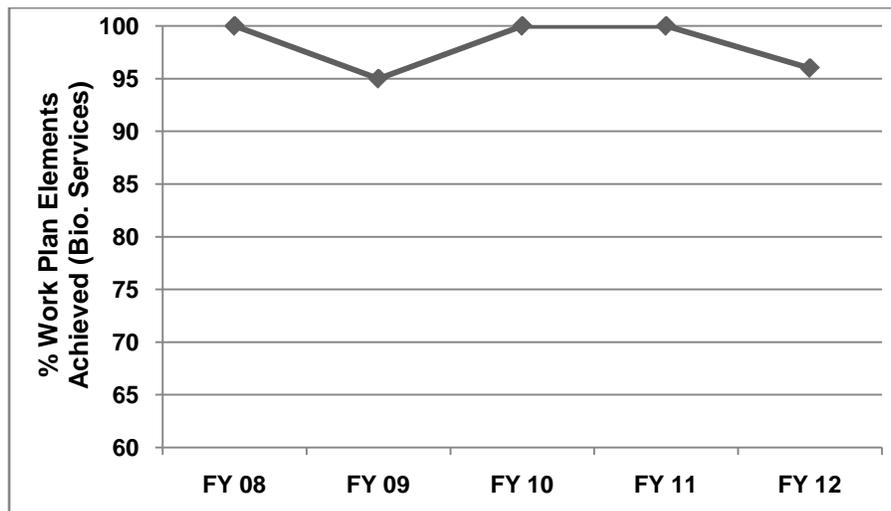
This program has statewide responsibilities that are based in various locations throughout the state.

Primary Functions of the Statewide Terrestrial Wildlife Management Program:

- **Assist with recovery and conservation of species that are threatened, endangered, or in greatest conservation need** by developing and implementing plans and strategies, providing technical and financial assistance, collecting data, coordinating with other agencies and organizations, and conducting research.
- **Participate in statewide terrestrial wildlife management** by providing policy, data and environmental analyses, planning and evaluation, data collection, and trophy game conflict resolution; by compiling and administering statewide management data; and by representing the division or agency in multi-disciplinary and multi-organization conservation and management efforts.

- **Contribute to harvest management of game species** by conducting annual harvest surveys, compiling, and analyzing harvest information; making recommendations on harvest strategies; and interstate coordination.
- **Serve internal and external customers** by providing and interpreting data, disseminating information about wildlife and its management, and providing additional related services.

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



Story behind the performance:

The number of major work plan elements achieved continues to be the measure of Biological Services’ annual performance. These work elements are selected based on the importance of the particular products and services Biological Services provides to internal and external customers.

Over the past five years (FY 08-FY 12), Biological Services has completed an average of 98 percent (100 of 102) of its major work plan elements. In FY 12, 96 percent (24 of 25) of the major work plan elements were completed. The work plan element, “Maintain and post on WGFD intranet – big game, small game, upland, and migratory game bird summary spreadsheets” was not completed because only the big game was posted. For small game, upland, and migratory game birds the summary spreadsheets were developed and all data entered. However, because of a change in personnel these completed products were not posted on the WGFD intranet site.

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.

What has been accomplished:

Major work plan elements identified annually constitute a large percentage, but not all of 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 12 these elements were:

BIOLOGICAL SERVICES

- Preparation and administration of budget.
- Administration and supervision of the Biological Services program.
- Implementation of the State Wildlife Action Plan (SWAP).
- Participation with the Habitat and Technical Advisory Group Committee duties other than SWAP such as Habitat Trust, Wyoming Wildlife and Natural Resource Trust, and State Wildlife Grant project review and approval.
- Participation with the Wyoming Landscape Conservation Initiative Science and Technical Advisory Committees and Monitoring Committee.
- Helping to plan, attend, and contribute to coordinators, supervisors, biologists meetings.
- Review, edit, and make recommendations on funding, study tracking, and follow-up for maintenance and operational research proposals.
- Review hunt area maps for big game, trophy game, small game, migratory, upland game, and furbearers regulation development.
- Write the Bobcat Convention on International Trade of Endangered Species annual report.
- Respond to wildlife nuisance calls (May – October).
- Coordinate with external providers for pronghorn, mule deer, white-tailed deer, elk, and black bear big and trophy game harvest surveys.
- Conduct internally and publish reports for moose, bighorn sheep, and mountain goat harvest surveys.
- Conduct internally small, upland, migratory game, and furbearer harvest surveys.
- Administer and manage the Wildlife Observation System.
- Publish reports and database maintenance for Job Completion Reports.
- Maintain and post on the WGFD intranet – big game, small game, upland, and migratory game bird summary spreadsheets.
- Maintain black bear and mountain lion hotlines.
- Complete implementation of a spreadsheet model for estimating big game populations and train wildlife division personnel to use the model.

SAGE-GROUSE

- Preparation and administration of budget.
- Participation in the Western Association of Fish and Wildlife Agencies sage-grouse team and other multi-state duties.

- Implementation of Governor Mead’s Executive Order 2011-5 (Greater Sage-Grouse Core Area Protection) and other in-state duties including interactions with Local Working Groups.
- Completion of revisions to the Density Disturbance Calculation Tool, upgrade GIS applications related to the tool, and trained personnel on its use.

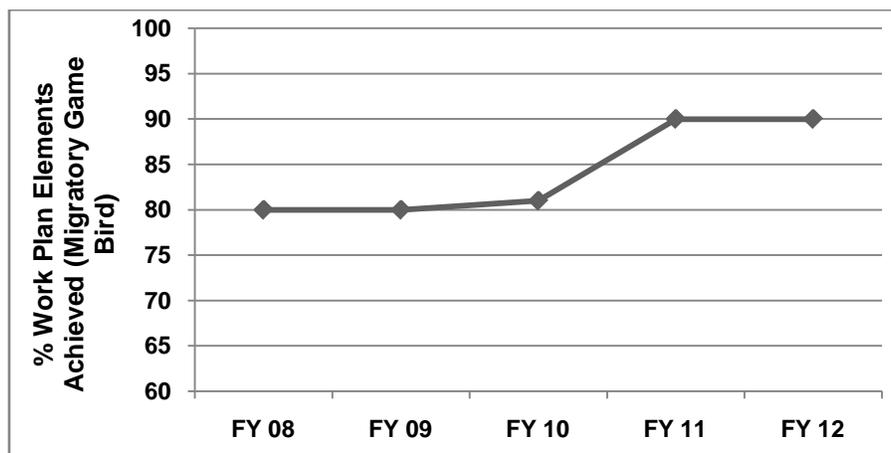
MIGRATORY GAME BIRDS

- Preparation and administration of budget.
- Administration and supervision of the statewide waterfowl program.
- Completion of related technical committee duties for the Pacific and Central Flyways, including serving as Chair of the Central Flyway.

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.
- Continue to cross-train on several databases the section maintains.
- Continue exploring ways to streamline surveys, reports, packet and regulation map processes, and other products in order to make them more efficient and useful.
- Continue to look for ways to reduce costs and improve internal communications by posting WGFD publications and users manuals on the WGFD website.
- Reduce harvest survey costs by conducting the black bear and mountain lion surveys internally rather than through contracted services.
- Continue to update and maintain the Wildlife Observation System while investigating other alternatives for system maintenance.

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/Springer WHMA pit/blind maintenance, budget preparation, dissemination of information, recommendations on protection/mitigation for migratory game bird habitat, annual completion reports, and the 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 08, the Migratory Game Bird Management sub-program completed an average of 84 percent of its annual major work plan elements. In FY 12, 90 percent (nine 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, the one not achieved was the 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. Often, with assistance of the Nongame Bird Biologist, the Migratory Game Bird Biologist conducts several surveys of migratory game birds. The Alpine Staff Biologist represents the Department at 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 pre-season 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 these structures. Less effective structures, on which geese do not regularly nest, are being eliminated where possible. In addition, structures in poor condition are being removed and not replaced.

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.

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 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 Flyway Technical Committee meetings held annually in December/January, March, and July.

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

What has been accomplished:

The Migratory Game Bird Biologist coordinated surveys to collect waterfowl and sandhill crane harvest and population data, analyzed the data, prepared hunting season recommendations, and represented the Department at 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 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, and mid-winter waterfowl surveys.

The goose nesting structure database was updated with current information. The 2011 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 pre-season duck banding effort. Two crews banded ducks in North Dakota during FY 12.

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 Wyoming Joint Ventures Steering Committee.

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 the goals and objectives of the Migratory Game

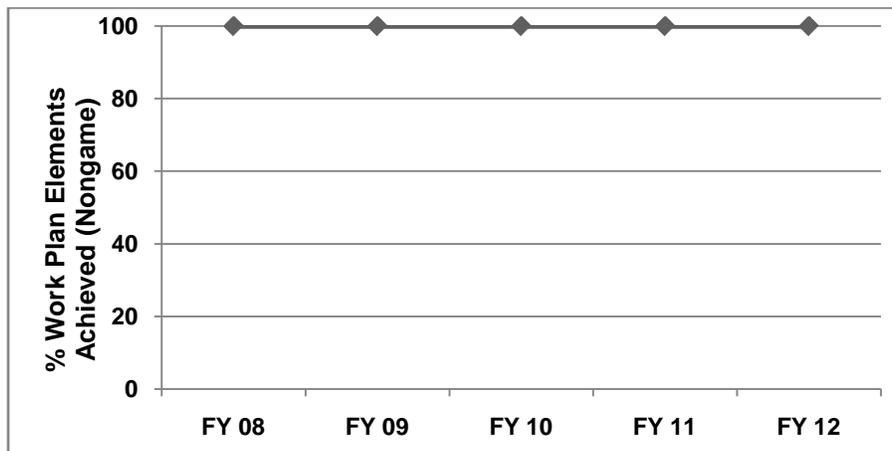
Bird Section, and with those personnel who are occasionally requested to assist with surveys and other functions.

- 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 this 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. Personnel 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 program is responsible for the 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 abundance trends of Species of Greatest Conservation Need (SGCN) including bald

eagles, peregrine falcons, trumpeter swans, common loons, long-billed curlews, American bitterns, and colonial nesting waterbirds; coordinating with Partners in Flight and the Wyoming Bird Records Committee; reintroducing and monitoring black-footed ferrets; inventorying bats and associated habitats; surveying swift fox; surveying raptor nests; completing State Wildlife Grants projects; and reporting and disseminating information.

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 under the Endangered Species Act, and the need to work on many of these before listing, has greatly increased workloads. 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:

- Recovery efforts for the black-footed ferret continued and included habitat mapping and monitoring a portion of the ferret population. In FY 12, ferret surveys focused on an area near Rock River, Wyoming. A minimum of 17 individuals were located and results suggest the ferret population continues to expand its distribution.
- Evaluated several survey techniques for mammals classified as Species of Greatest Conservation Need. Evaluated survey techniques for the northern flying squirrel and the white-tailed prairie dog. Results yielded recommendations for future surveys.
- Via a request for proposals, WEST Inc. conducted surveys for the Department in southeastern Wyoming for jumping mice (*Zapus* spp.). Approximately 40 jumping mice were captured and blood and tissue samples were collected which the Department submitted for DNA analysis. Results revealed that Chugwater and Cottonwood Creek were inhabited by Preble's meadow jumping mouse and Lodgepole Creek was inhabited by the closely related western jumping mouse.
- Completed the last year of a forest bat inventory project. During the four years of this project more than 1,200 individual bats were captured representing 12 different species. The surveys yielded many new updates for distribution and reproductive status in Wyoming.
- Installed data loggers in several caves and abandoned mines in order to collect baseline temperature and humidity data to improve our ability to evaluate the risk of white-nose syndrome to hibernating bats in Wyoming.
- Continued monitoring abundance trends of bald eagles, peregrine falcons, trumpeter swans, common loons, long-billed curlews, American bitterns, and colonial nesting waterbirds. Additionally, in FY 12 aerial surveys were completed for breeding pairs of Harlequin Ducks, which are monitored every five years.

- Continued with an ongoing project initiated in 2009 to document Northern Goshawk nest sites in the Wyoming Range for use in planning habitat treatments and evaluating effects of proposed energy developments.
- Initiated a project to use satellite telemetry to track resident Bald Eagles in the Anticline Project area south of Pinedale.
- Continued an ongoing project that will be completed in 2013 to document the population status of Ferruginous Hawks and to quantify the effects of energy development on habitat and key prey species. The cooperative study was initiated in 2010 with funding from the U.S. Forest Service, U.S. Fish and Wildlife Service, Bureau of Land Management, and greatly enhanced with funding from the Governor's Endangered Species Fund.
- Created a third project based on the Department's Green River Basin Trumpeter Swan Summer Habitat Plan (State Wildlife Grant 2003-2004) to develop habitat for the expanding swan population and other wetland birds and the recently completed statewide Wetlands Conservation Strategy. In 2012, field work was initiated on the first state basinwide wetland assessment in the Green River basin through a partnership with The Nature Conservancy and Wyoming Natural Diversity Database funded through Environmental Protection Agency. Over 60 randomly selected wetland sites were sampled to assess wetland type, condition, and habitat value. A final report will be completed in 2013. The trumpeter swan habitat program received additional funding from the Wyoming Landscape Conservation Initiative for a new project in the Boulder area. Monitoring of completed wetland projects on private lands in the Green River basin is ongoing.
- Submitted a standard North American Wetland Conservation Act grant proposal for the upper Green River for one million dollars in July 2012 to obtain funding for four easement properties and three wetland/riparian restoration projects. Awards will be announced in spring 2013. This project would conserve over 14,000 acres of wetland habitat and enhance an additional 1,500 acres on private lands and at Seedskadee National Wildlife Refuge that provide habitat for a large number of priority wildlife species.
- Completed a multi-year project to conduct an intensive survey of all historic, known, potential, and new colonial waterbird breeding sites. This project was funded by a U.S. Fish and Wildlife Service cooperative agreement.
- Continued with key Wyoming Partners in Flight participants for long-term monitoring efforts under the Integrated Monitoring in Bird Conservation Regions program. This program monitors or tracks populations of 15 SGCN. The project was funded by a Bureau of Land Management cooperative agreement, Wyoming State Legislature general fund appropriations, Wyoming Governor's Endangered Species Act Funds, and the U.S. Forest Service.
- Completed a Mountain Plover project to assess habitat of breeding concentration areas, locate sites to implement permanent survey routes, and develop a species-specific survey technique to estimate abundance and trend in five known breeding concentration areas. This project was funded by Wyoming Partners in Flight funds from the Bureau of Land Management as a Request for Proposals project.
- Completed in cooperation with the University of Wyoming Fish and Wildlife Research Unit, a research project to study the impacts of wind energy development on

grassland birds in eastern Wyoming. This project was funded by State Wildlife Grants.

- Implemented a specialized technique to survey secretive marshbirds in the Cokeville Meadows National Wildlife Refuge in cooperation with the U.S. Fish and Wildlife Service. This survey was expanded to include additional SGCN. This project was funded by Wyoming State Legislature general fund appropriations.
- Completed in cooperation with the University of Wyoming Fish and Wildlife Research Unit a research project studying the mechanisms underlying increased nest predation risk of sagebrush songbirds in the Jonah and Pinedale gas fields. This project was funded by State Wildlife Grants.
- Conducted through a partnership with the Rocky Mountain Bird Observatory an outreach effort to increase awareness of SGCN among over 700 private landowners and resource professionals in southeastern Wyoming. This project was funded by Wyoming State Legislature general fund appropriations.
- Completed, in cooperation with the University of Wyoming Fish and Wildlife Research Unit, a research project that evaluated the impacts of the mountain pine beetle epidemic on avian and small mammal species in the Medicine Bow National Forest in southeast Wyoming. This project was partially funded by State Wildlife Grants.
- Coordinated the annual Breeding Bird Survey roadside monitoring program in Wyoming, which provides distribution and population trend information for landbirds, including 10 SGCN. This project is funded by Wyoming State Legislature general fund appropriations, Wyoming Governor's Endangered Species funds, and cooperative agreements with the National Park Service, U.S. Forest Service, Bureau of Land Management, U.S. Fish and Wildlife Service, and Bureau of Reclamation.

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

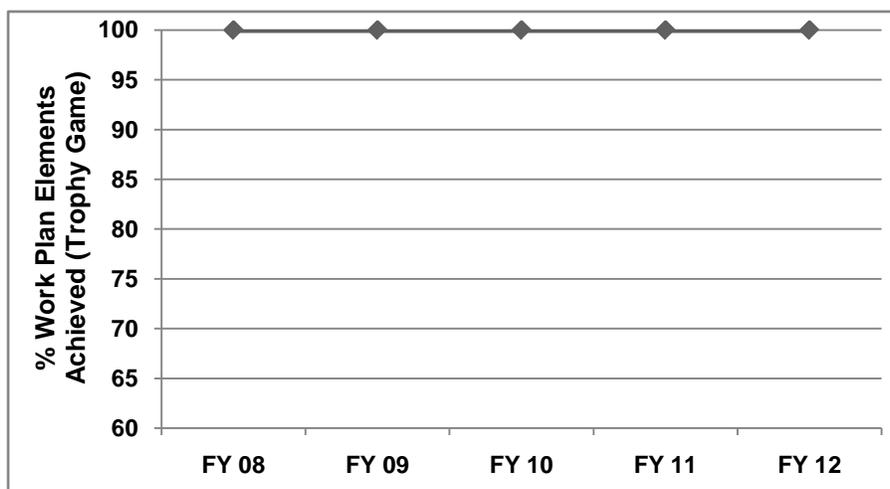
- Conduct surveys in western Wyoming in cliff and canyon habitats for bats classified as SGCN.
- Revise the known distribution of Preble's meadow jumping mouse by conducting inventories in suitable habitats.
- Develop baseline population trends for northern flying squirrel and pygmy rabbit.
- Evaluate population trends of the swift fox in eastern Wyoming.
- Revise distribution maps for fisher in Wyoming.
- Participate in field evaluations of a sylvatic plague oral vaccine for prairie dogs to benefit the recovery of black-footed ferrets.
- Address issues raised by the petition to list the Black Hills Distinct Population Segment of the black-backed woodpecker as threatened under the federal Endangered Species Act in cooperation with the U.S. Forest Service and South Dakota Game and Fish Department.
- Implement State Wildlife Grants funding awarded for grassland SGCN in eastern Wyoming including mountain plover, upland sandpiper, long-billed curlew, and burrowing owl. Funding will enable us to establish or expand species-specific monitoring programs to estimate distribution and abundance.

- Complete a research project that is evaluating the effectiveness of sage-grouse core areas as an umbrella for nongame sagebrush SGCN in cooperation with the University of Wyoming Cooperative Fish and Wildlife Research Unit.
- Apply for State Wildlife Grants funding to focus efforts on high priority SGCN identified in the State Wildlife Action Plan. Focal areas will include the influence of non-native grass invasion on grassland SGCN; Lewis’s Woodpecker population status and habitat associations; and a Wyoming Breeding Bird Atlas project to verify the breeding status and distribution all avian species that breed in the State, including SGCN and species whose status and distribution are currently unknown, and to fill existing data gaps on more common species.
- Increase efforts for implementation planning to assure 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. Personnel are currently investigating better performance measures.

Performance Measure #4: Large Carnivore Management and Monitoring – 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 achieved annually. These work plan elements include: annual grizzly bear observation surveys, aerial monitoring of radio collared bears, monitoring 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 these 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 of findings and development of dialogue relative to the season setting processes, participating on the Interagency Grizzly Bear Study Team (IGBST), fulfilling information requests, preparation of various annual reports, implementation of new monitoring techniques, and educational presentations to the public. 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 section responds to numerous unplanned, higher priority assignments from the administration. There is typically little latitude to adjust section personnel's assignments. While personnel do anticipate several unplanned events annually, the frequency and timing cannot be predicted.

What has been accomplished:

- Conducted management/monitoring trapping of grizzly and black bears in the Grass Creek area south of Meeteetse.
- Conducted management/monitoring trapping of grizzly and black bears in the Togwotee Pass area north of Jackson. Conducted aerial monitoring of radio collared grizzly bears.
- Coordinated and conducted observation flights.
- Managed database for telemetry flights.
- Managed grizzly bear location and capture databases for grizzly bears, black bears, and mountain lions.
- Revise Wyoming's Gray Wolf Management Plan.
- Drafted revisions to Wyoming Game and Fish Commission wolf regulations.
- Conducted numerous information and education programs relative to bear, mountain lion, and wolf ecology, management, and human safety/awareness.
- Managed black bear and mountain lion harvest databases and prepared annual harvest summaries.
- Analyzed black bear harvest data from the previous season and produced the annual harvest report.
- Continued field work with the Teton Cougar Project on a cooperative effort to develop non-invasive techniques for monitoring mountain lions. Field work will continue through calendar year 2012.
- Initiated a project to estimate the Black Hills mountain lion population. Field work began during the winter of 2011/2012.
- Provided assistance with a Utah State mountain lion research project in the Bighorn Mountains.

- Assisted with the prevention, management, and mitigation of numerous conflicts between large carnivores, people, property, and livestock.
- Worked with IGBST on grizzly bear location data and verification of all 2011 grizzly bear data.
- Worked with other members of the IGBST on a new technique to estimate the size of the grizzly bear population in the Greater Yellowstone Ecosystem.
- Participated in the IGBST, Yellowstone Grizzly Coordinating Committee, and Interagency Grizzly Bear Committee.
- Worked on publication of the analysis of the Greater Yellowstone grizzly bear distribution. Publication scheduled for FY 13.
- Prepared grizzly bear moth site use and hunter numbers chapters for IGBST Annual Report.
- Obtained additional funding through the Yellowstone Grizzly Bear Conservation Strategy to assist with data collection, conflict management, and information and education efforts.
- Completed all reporting requirements for Federal Section 6 and Conservation Strategy funding.
- Prepared a research proposal for population estimation and hunter impacts on black bears.
- Provided comments and edited several research proposals for trophy game species.

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

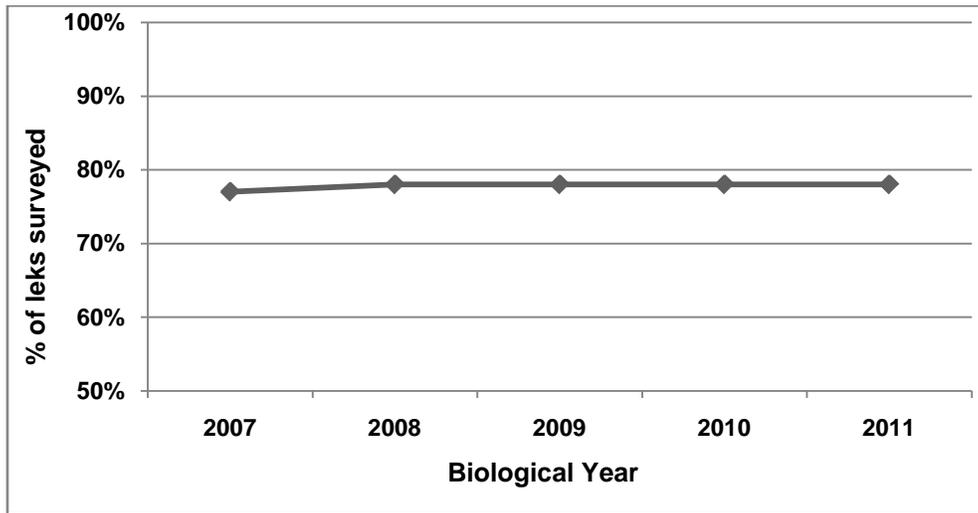
- Continue to meet with regions to analyze black bear and mountain lion population data and implement management strategies.
- Continue to educate the public, as well as Department personnel, on the fundamentals of large carnivore ecology and management in Wyoming.
- Continue to work with the IGBST on grizzly bear population estimation techniques.
- Continue to develop potential research projects that address grizzly bear, black bear, and mountain lion ecology and management issues important to the state.
- Complete grizzly bear distribution write-up and publish results.
- Explore options for new ways to more effectively and efficiently monitor grizzly bear, black bear, and mountain lion populations in Wyoming and the Greater Yellowstone Ecosystem.
- Continue field work on the Black Hills mountain lion population estimation project.
- Continue to work with Teton Cougar Project on non-invasive monitoring techniques.
- Implement the 2012 wolf hunting season as well as monitor harvest and affects on the population.

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 2012 (end of biological year 2011), there were approximately 1,900 known occupied and 145 undetermined status sage-grouse leks in Wyoming. 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 2001-2010) averaged 78 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, believed to be 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 most years since 2006 contributed to declining sage-grouse numbers over the last six years. In the spring of 2012, the average number of males on “count” leks was 17/lek, the same as observed in 2011. While this is still below the recent high of 46/lek in the spring of 2006, it remains substantially higher than the low of nine/lek reported in 1995 and the bottom threshold of 10/lek. Monitoring and research suggests sage-grouse populations cycle; similar to rabbits. This research and past history also suggests the statewide population is at or near the low point in the current cycle and may be beginning to cycle up. The relationship between climatic conditions and the population cycle has not been determined.

In March 2010, the U. S. Fish and Wildlife Service (Service) issued its “warranted but precluded” decision for listing Greater sage-grouse as threatened or endangered under the Endangered Species Act. The 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:

- Governor Matt Mead issued an Executive Order on June 2, 2011 which reiterated and clarified the intent of Wyoming’s Core Area Strategy originally developed under former Governor Freudenthal’s administration with the assistance of the Governor’s Sage-Grouse Implementation Team and the local sage-grouse working groups.
- Implementation of the Executive Order and the 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 (\$4.7 million to date) together with other public and private funding sources. To date, approximately 140 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.

- Local Sage-Grouse Working Groups began the process of updating their local conservation plans to incorporate new information (e.g. the core area strategy).
- 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.
- The Department's sage-grouse database was revised and upgraded in order to improve accuracy of the data and efficiency for those collecting, entering, reporting, and utilizing the data.

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

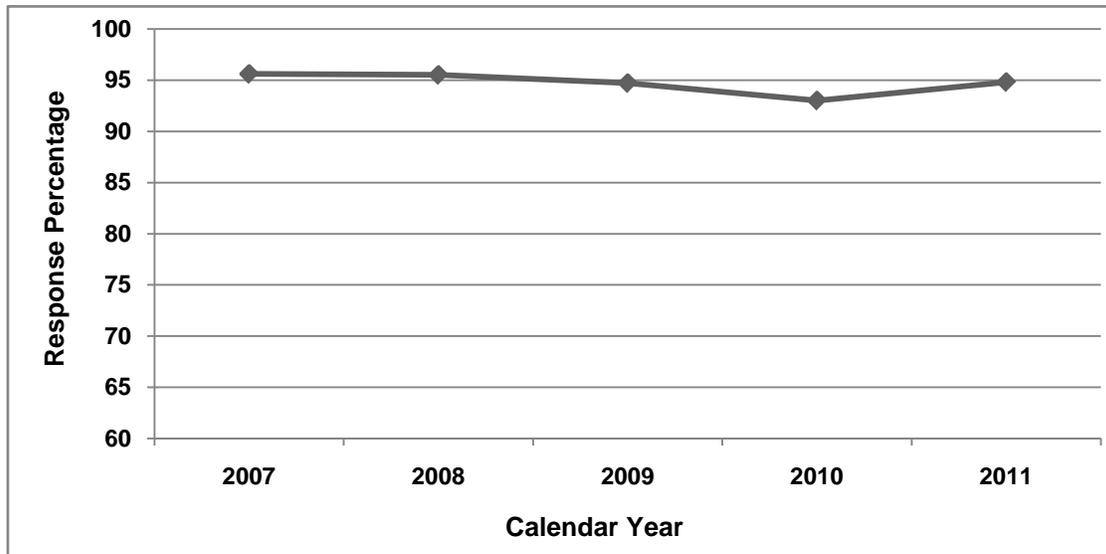
- While weather events and the nation's energy policy will greatly determine future trends in Wyoming's sage-grouse population, efforts to proactively manage sage-grouse and their habitats will continue via implementation of the eight local working group plans and the Core Area Management Strategy.
- Statewide sage-grouse seasonal habitat mapping is underway. The results of this effort will 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 Western Association of Fish and Wildlife Agencies Sage-Grouse Technical Committee to develop better population estimation techniques although this has been a difficult task to accomplish to date.

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. A small number of these entities have not yet submitted 2011 data. Therefore, the above figures are the best available as of the preparation of this report.

Performance Measure #6: Large Carnivore 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. During the five-year period 2007-2011, the Trophy Game Conflict Management Section has responded to an average of 94 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 94.8 percent (n=420) of reported (n=443) 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:

The trend in number and types of conflicts will be documented 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 and serve its publics through improved 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 FY 12 budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Strategic Management	1.0	\$ 103,613

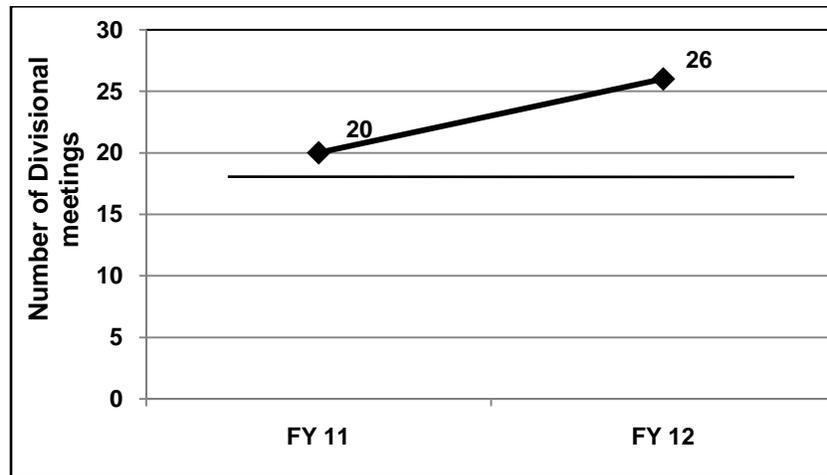
**Includes permanent and contract positions authorized in the FY 12 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

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, and by working inter-divisionally to identify and plan social science needs to better include public input in management decisions.
- **Facilitate the Department’s ability to make informed wildlife conservation decisions** through improved management effectiveness. By applying social sciences to natural resource-related issues, the Department’s ability to identify and understand a diverse group of stakeholders is enhanced, thus leading to more informed and publicly supported management decisions.

Performance Measure #1: Quarterly meetings held with divisions to determine data needs (Personnel in this program will work to ensure that at least 20 meetings are held each year).



Story behind the performance:

The Strategic Management Coordinator works closely with other divisions within the Department to measure public satisfaction, Department effectiveness, public support, and trend forecasting. This position has transitioned to focus solely on human dimensions research, and will hence be called the Human Dimensions Coordinator (HDC). Human Dimensions is the study of how people think about, relate to, and act toward wildlife, and the effect this has on their decision making regarding natural resource issues. The HDC is heavily involved in public involvement and input for certain issues within the Department. 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.

Human dimensions projects involving collaboration with field personnel and personnel at the Cheyenne headquarters have increased in the time that emphasis has been placed on human dimensions research. This has allowed the HDC 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. Each year the HDC works with each division and the Director’s Office to identify and prioritize projects in preparation for the upcoming fiscal year. However, additional projects assigned throughout the year and the expansion in scope of ongoing projects increases the workload and may hinder the ability to move to other prioritized projects. For this reason, communication with the divisions about the status of projects remains important.

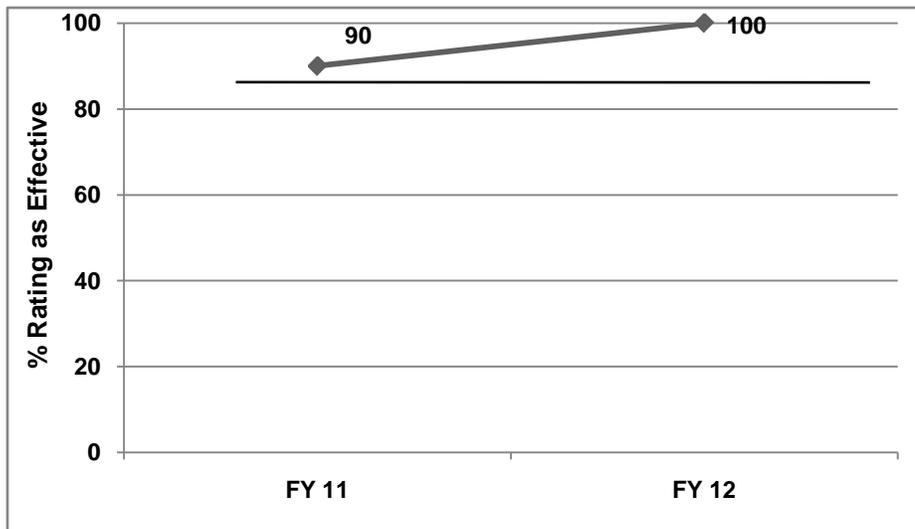
Because of a history of shifting priorities and postponed projects, and due to a planned extended absence for the HDC, the divisions worked with each other and the Human Dimensions program in FY 12 to limit the number of projects. The program completed a survey of hunter attitudes in the Platte Valley mule deer herd unit, oversaw the beginning of the collaborative learning process for the Platte Valley herd unit, and began a survey of Wyoming angler satisfaction. The HDC met with Wildlife and Fish Divisions to

coordinate the projects and apprise them of changes to project timelines as needed, but no less than once a month. The HDC also met with the Director's Office and Habitat Protection to discuss fiscal year priorities prior to finalizing the program's budget.

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. This will include working 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, their importance will be examined and the list re-evaluated. 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 HDC and Department personnel.
- Continue to work with Division personnel to refine the process of submitting and compiling necessary information for both the Department's Strategic Plan and Annual Report. By doing so, communication with the HDC should be improved, adding to internal customer satisfaction both with that facet of collaboration and with timeliness of this service.

Performance Measure #2: Data gathered and analyzed from surveys is used by the divisions to help strategic management decisions (Personnel in this program will work to ensure that divisions rate 90% of gathered data as effective).



Story behind the performance:

Surveys assessing public attitudes and opinions toward wildlife and fish management and public input processes must be developed in a way that is meaningful to wildlife and fish managers. Equally as important as coordination on projects to be implemented by the Human Dimensions program is the coordination of the study itself. By working with Division personnel, the HDC can ensure that the questions asked will be of use and

directly applicable to management decisions. Continual communication with division personnel at all levels will also help in the development of questions that are easily understandable by a broad range of publics. The HDC works with divisions to strategically plan survey content so that questions of interest to a management decision are covered in detail. By identifying the overarching study question(s), the HDC can develop questions that effectively and thoroughly explore the topic area. This collaboration aids in the continual improvement of human dimensions studies and their role in wildlife management.

In FY 12, the Human Dimensions program completed a survey of attitudes toward mule deer management in the Platte Valley. Data from the survey were presented to constituents as a part of the collaborative learning process in the Platte Valley, and aided members of the public and Platte Valley deer managers by providing information about hunter attitudes in the herd unit. By having a generalizable sample of the hunting public, managers were able to make decisions based on the input of a broad range of the hunting public, not just those who were able to attend meetings in person. The data also allowed members of the public who did attend meetings to have a better idea of the attitudes and opinions of their fellow hunters on a broad scale. Information gathered from this survey was deemed effective by Division personnel because they were able to represent a broad range of viewpoints in the final Platte Valley Mule Deer Management Plan.

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

- 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 HDC works most often.

Program: Support Facilities and Personnel

Divisions: 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 Programs are listed below with number of staff and FY 12 budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2011 Annual Budget</u>
Regional Office Management	20.0	\$ 1,466,865
Headquarters and Regional Office Buildings	2.5	<u>1,233,838</u>
TOTAL	22.5	\$ 2,700,703

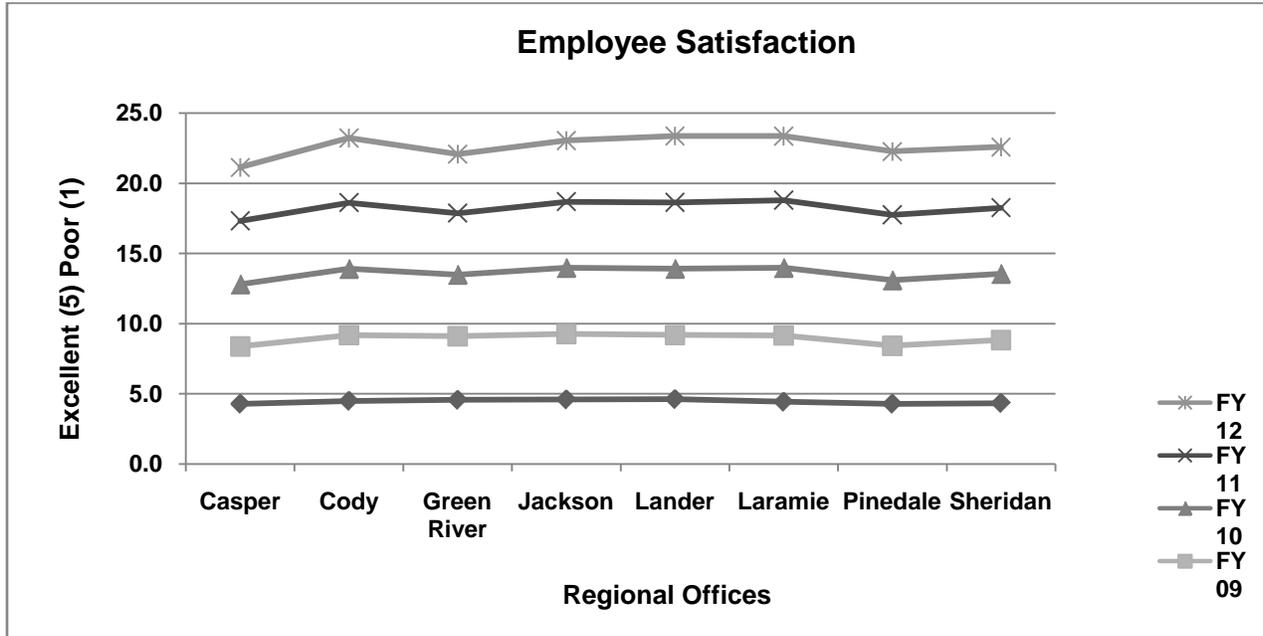
**Includes permanent, contract, and temporary positions authorized in the FY 2012 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

This program is located in eight regional office locations and the Department's Headquarters Office in Cheyenne.

Primary Functions of the Support Facilities and Personnel Program:

- **We 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.
- **We ensure that office environments are adequate** for Department employees by ensuring routine maintenance is performed and adequate office space is provided so employees can accomplish their primary job functions.

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



Story behind the performance:

Regional office managers continued to play an integral part in system testing and implementation throughout FY 12. Regional office manager positions experienced some turnover during FY 12, but even with vacancies and new personnel, overall employee satisfaction with regional office management performance remained relatively constant.

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 external clients depends upon the ability of employees to satisfy the needs of their internal clients.

Overall in FY 12, the regional offices received a score of 4.4 on a scale of 5 (excellent) to 1 (poor) based on employee satisfaction with the level of regional office management support, the same level as last year. The highest score (4.7) was received by the Lander region and the lowest score (3.8) was received by the Casper office. Based on these survey results, the majority of regional office personnel are highly satisfied with the service levels provided by administrative personnel in their offices.

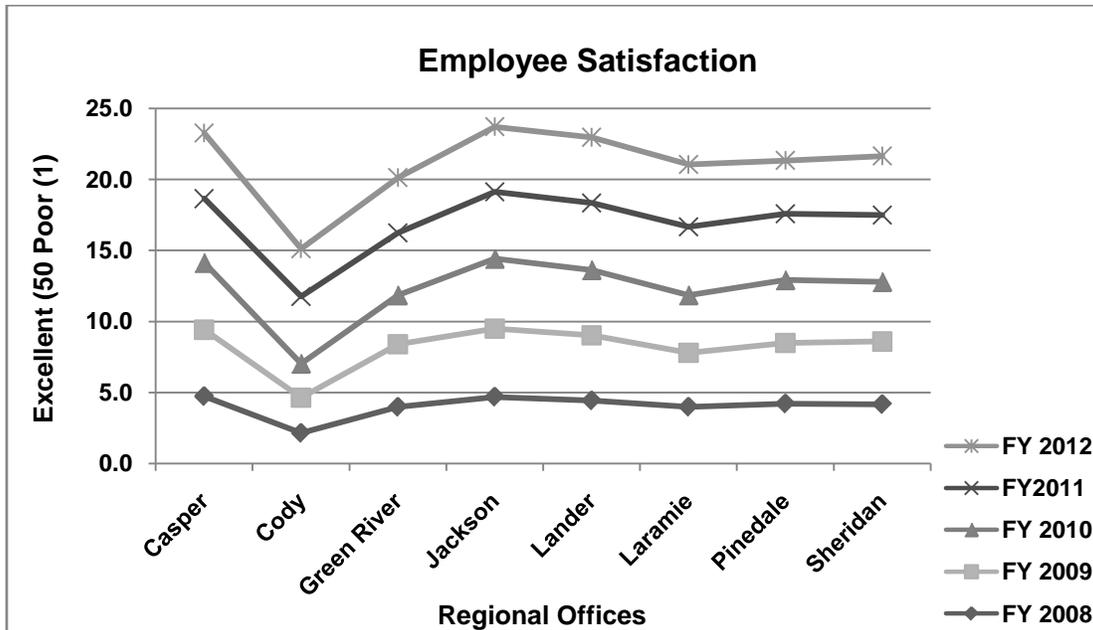
What we propose to improve performance in the next two years:

- Ongoing regional team meetings with all divisions represented and with attendance from staff level personnel on an as needed basis will help to insure that all employees

housed in the regional offices are being provided the level of support necessary for them to accomplish the administrative and fiscal functions within their positions.

- Regional office managers can best handle workloads if administrators review and shift priorities, if needed, on an ongoing basis so that office managers can accommodate the level of support required.

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



Story behind the performance:

During the 2010 Legislative session, capital construction funding was secured to allow modular units to be purchased and placed adjacent to the Cody regional office to expand existing workspace. Previously, several employees had been working off-site and there was no meeting room and limited storage space in the office. The modulares are a short-term solution as the Cody office needs to be either replaced or significantly expanded. Laramie, Green River, and Pinedale offices received “neutral” satisfaction levels. Laramie and Green River were both remodeled and slightly expanded in the mid 1990s, but with additional demands of significant numbers of seasonal employees in the Aquatic Invasive Species and Sensitive Species program, space is at a premium at these facilities. The purchase of cold storage in Laramie has helped, allowing all office space to be used for personnel, but again this is a short-term solution. It is believed that satisfaction levels at offices are directly proportional to the newness of the facility and amount of workspace provided to 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 external clients depends upon the ability of employees to satisfy the needs of their internal clients.

Overall in FY 12, the regional offices received a score of 4.2 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 11. The highest score 4.62 was received by the Casper area; the lowest score, 3.36, was in Cody region; however, this was up from 3.13 in the previous year.

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

- The Department will be continue to work on obtaining funding for both the Cody and Laramie offices, that may include 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

Divisions: 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 programs are made up of two major sub-programs, listed below with number of staff and FY 12 budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2012 Annual Budget</u>
Laboratory Services	7.0	\$ 711,412
Veterinary Services	15.0 **	1,705,663
TOTAL	22.0	\$ 2,417,075

* Includes permanent, contract, and temporary positions authorized in the FY 12 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 FY04-FY07, November 2003).

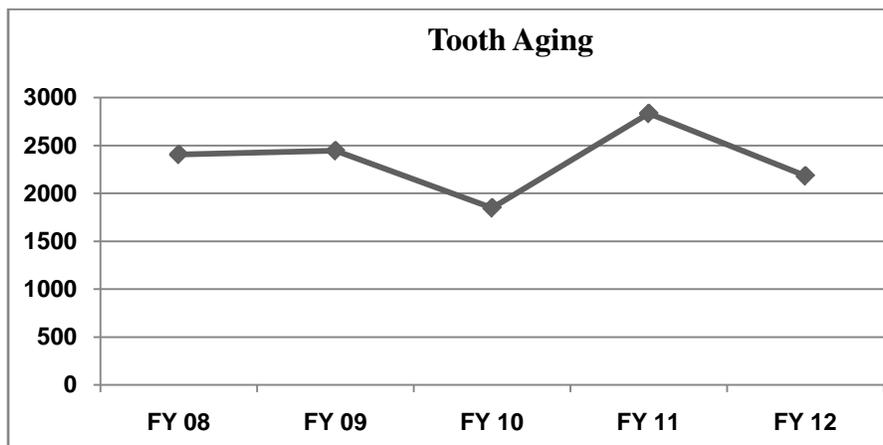
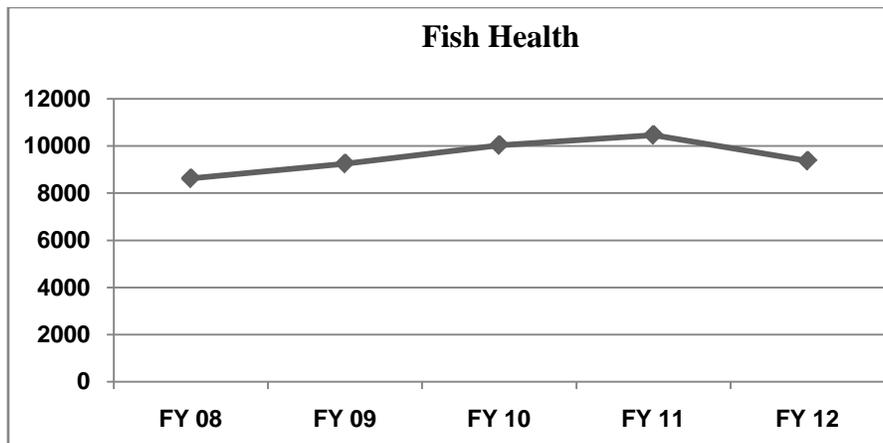
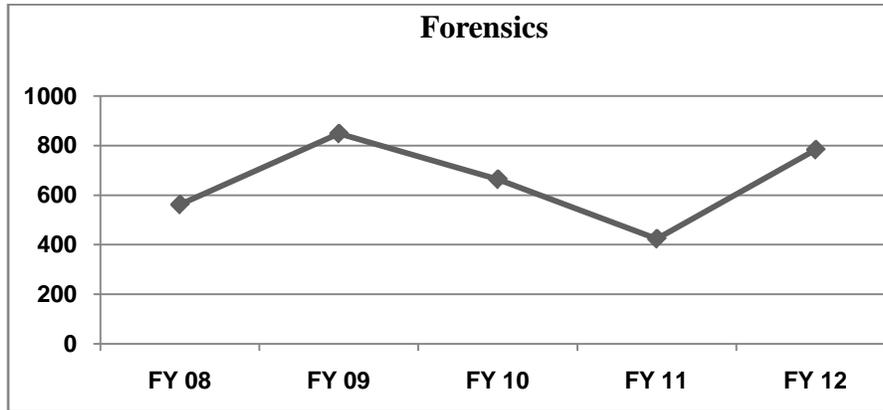
Laboratory Services is located on the University of Wyoming campus. The Laboratory section of Veterinary Services is located at the Wyoming State Veterinary Lab. The headquarters and research unit is located at the Tom Thorne and Beth Williams Wildlife Research Unit at Sybille and numerous brucellosis biologists are located in Pinedale and Jackson.

Primary Functions of the Wildlife Health and Laboratory Services Program:

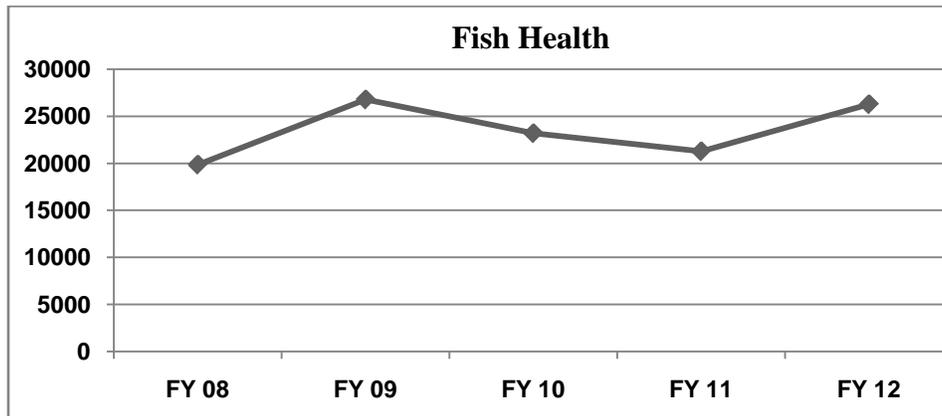
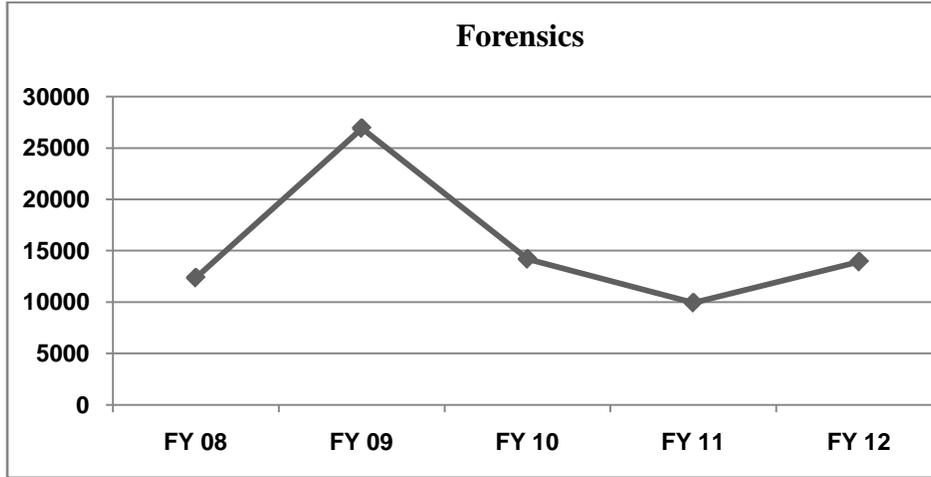
- **Enhance and protect the integrity of Wyoming's fish and wildlife resources** by monitoring, diagnosing, and reporting on diseases and implementing disease control measures for wildlife and fish species for which the Department has statutory authority to regulate.
- **Enhance and protect the integrity 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: 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:



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 the number and types of procedures and protocols increases and as the laboratory becomes more efficient, the hope is it can be of service to a larger number and more varied personnel/sections within the Department; however, it should be noted the laboratory has no control over the type or number of cases submitted. Fish hatchery inspections 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. While there was a large increase in the number of items submitted this fiscal year compared to last, it is more in line with the number of items submitted in FY 09 and FY 10. It is hoped that as more poachers are prosecuted and there is enough media about arrests, there will be a greater awareness of the capabilities of the lab by the general public. In this manner, the laboratory can assist the wildlife resource through deterrence, allowing the resource to be protected for the ethical 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 the Commission's Chapter 10 regulations and the Fish Health Section of the American Fisheries Society sets sample size numbers. The number of hatchery inspections in Wyoming continues to remain relatively constant due to 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 from the Fish Health Section. The number of diagnostic cases had decreased this year to 53 from 68 last year and a high of 82 in FY 10. This most likely has to do with many of the facilities completing construction projects and hatchery managers using decreased densities of fish to manage for disease. As part of the disease prevention program, Department regulations require 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. The finding of whirling disease in two hatcheries that were previously positive greatly increased the workload in the area of whirling disease analysis.

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 upon the sample type and upon 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 Wyoming Game and Fish Wildlife Forensic Laboratory continues to work with the Society for Wildlife Forensic Science to further the science of Wildlife Forensics. In the fall of 2010, the Society put together a Scientific Working Group for Wildlife Forensics (SWGWILD). The group is working closely with the Society on meeting new federal mandates that are anticipated to become law within the next 3-5 years. SWGWILD is nearing completion on a Certification Scheme as well as standardization utilizing a "Standards and Guidelines" document for non-human genetics and morphology. The Wyoming Game and Fish Laboratory has two members in the new SWGWILD group; one is the chair of the white-paper sub-committee and the second is the Secretary for the group. SWGWILD also hopes to work with accreditation agencies to determine the appropriate requirements for non-human forensic laboratories.

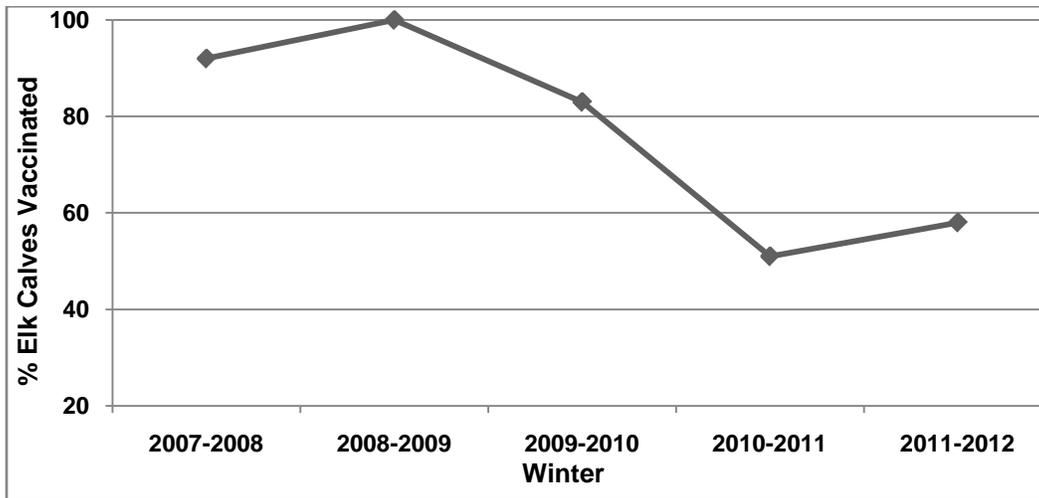
The Laboratory Director is serving as the President of the Society for four more years and the Forensic Analyst is serving as the Membership and Outreach Director for the next three years.

The Fish Health Section continues to study the American Fisheries Society's Blue Book requirements and continuously changes and improves the protocols of the fish health laboratory to bringing it up to this standard. While this has significantly increased the workload 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.
- Continue to work on expanding more open lines of communication between 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 Laboratory services by field personnel.
- Continue education of all new fish culture and law enforcement personnel in the Department to increase knowledge of the Laboratory's sampling requirements and will improve the quality of sample submissions and will facilitate better overall utilization of the capabilities at the Laboratory.
- Continuous formal education of all the employees in the Laboratory whether it be through the University of Wyoming or through more specialized training of laboratory professionals.
- The Fish Health Section Aquatic Animal Health Inspector has gone through the Department's Leadership Development program (levels I and II). The Fish Health Program Manager is currently in LDII and the Forensic Analyst is currently in LDI. Having Laboratory personnel in these programs will increase the ability of personnel to deal with other sections in the Department, as well as better deal with the public.
- 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 #2: 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 WGF D 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. Elk attending Dell Creek feedground 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 and sex (calves/juveniles, cows, spike bulls, branch-antler bulls). Vaccination supplies are distributed to each feedground based upon the number of juveniles counted, and a maximum number of juvenile elk are targeted for vaccination on 22 of 23 feedgrounds each winter. 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 83,949 elk calves have been vaccinated to date.

Vaccination efforts have resulted in 66% 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, and deep snow conditions typically enhance tolerance of elk to disturbances associated with vaccination activities. Recent year's vaccination coverage should be considered the maximum and increased effort will not increase percent of calves vaccinated.

What has been accomplished:

During winter 2011-2012, winter conditions were moderate, resulting in 58% of all elk calves attending feedgrounds being vaccinated. Several feedgrounds reported over 100 percent coverage, which suggests yearling females were boosted. Very few calves (6 of 400 counted) 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. Frequent wolf activity at the Camp and Horse Creek feedgrounds complicated vaccination efforts, contributing to only 19 of 415 elk being vaccinated. Similarly, at Finnegan feedground, the presence of a grizzly bear on the feedground during early March prevented vaccination efforts. Vaccination did not occur on the Fall, Scab, and Muddy Creek feedgrounds again this winter, to avoid complications with false positive titers in determining long-term effects of test and slaughter which was conducted at those sites from 2006-2010. A total of 1,779 calves were vaccinated on 16 feedgrounds during winter 2011-2012.

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

- Although winter conditions and availability of native forage affect elk tolerance of 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.

APPENDIX A:

**INDIVIDUAL MANAGEMENT
PROGRAMS**

BIG GAME

Pronghorn

Elk

Mule Deer

White-tailed Deer

Moose

Bighorn Sheep

Rocky Mountain Goat

Bison

PRONGHORN

2011:

Population:	469,143^a	Licenses Sold:	73,982
Population Objective:	461,950^b	License Revenue:	\$ 6,996,438
Harvest:	55,525	All Other Agency Revenue*:	\$ 4,975,736
Hunters:	58,890	Total Program Revenue:	\$ 11,972,173
Success Rate:	94%	Program Costs:	\$ 3,958,296
Recreation Days:	207,237	Hunter Expenditures: ¹	\$ 26,916,528
Days/Animal:	3.7	Cost Dept. Per Animal:	\$ 71
		Economic Return per Animal:	\$ 485

^aStatewide population was calculated from 39 of 44 pronghorn herds. Population estimates for the other 5 herds were not available.

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

In 2011, Wyoming's total statewide pronghorn population for the herds for which we have estimates was 469,143 animals compared to the objective of 461,950. The estimated state population decreased from 2010 to 2011 with two more herds not having sufficient data to add to the estimate, and is now just above the state-wide objective. Many of the herds above objective have hunter access limitations, and the Department is unable to sell sufficient licenses to obtain harvests that will control the species in those areas. Wide swings in winter and spring precipitation make it difficult to predict the condition of seasonal ranges, herd survival, and productivity. Poor range quality and extensive loss of habitat from escalating mineral development are of great concern to managers. The Department continues to monitor habitat conditions, recommend improvements where necessary, seek mitigation of habitat lost to development, and promote hunting seasons that move the population toward objective.

The Department increased license quotas in 2002-2010 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 2011 harvest of 55,525 animals was a decrease from the previous two years, but above 2007-2008. Hunter effort increased to 3.7 days per animal harvested, above the five-year average (3.5 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
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
2010	58,863	210,198	96%	3.6	75,972	7,127,010	4,057,197	26,505,933
2011	55,525	207,237	94%	3.7	73,982	6,996,438	3,958,296	26,916,528

¹ The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$2,009), and interest earned on Department cash balances.

ELK

2011:

Population:	109,525^a	Licenses Sold:	65,532
Population Objective:	83,640	License Revenue:	\$ 9,040,835
Harvest:	23,189	All Other Agency Revenue*:	\$ 7,006,779
Hunters:	55,258	Total Program Revenue:	\$ 16,047,614
Success Rate:	42%	Program Costs:	\$ 16,493,854
Recreation Days:	441,737	Hunter Expenditures:¹	\$ 45,648,785
Days/Animal:	19	Cost Dept. Per Animal:	\$ 711
		Economic Return per Animal:	\$ 1,969

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

Overall, the Department continues to manage to reduce Wyoming elk numbers. However, conditions are such that elk numbers remain steady or are increasing. At present, only 2 of 35 elk herds are below objective, 77 percent are at or above objective.

The harvest decreased 9.7 percent from 2010 to 2011, but was above the five-year average (23,059). Hunter success decreased in 2011 to 42 percent and was below the five-year average (43 percent). Hunter effort (days/animal) increased from 2010 to 2011 and was the highest of the five-year average (17.9 days/animal).

Management strategies will continue to focus on decreasing the statewide population, except in the six herds at objective. Seasons have been extended for the antlerless and cow/calf licenses to try to increase harvest. 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
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
2010	25,672	429,413	48%	16.7	63,730	8,870,293	13,483,854	43,082,749
2011	23,189	441,737	42%	19	65,532	9,040,835	16,493,854	45,648,785

¹ The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$1,061,446), and interest earned on Department cash balances.

MULE DEER

2011:

Population:	376,104^a	Licenses Sold: ¹	76,566
Population Objective:	564,150^b	License Revenue: ¹	\$ 9,175,770
Harvest:	27,951	All Other Agency Revenue*:	\$ 6,284,056
Hunters:	56,143	Total Program Revenue:	\$ 15,459,826
Success Rate:	50%	Program Costs:	\$ 8,341,097
Recreation Days:	295,268	Hunter Expenditures: ²	\$ 33,426,158
Days/Animal:	10.6	Cost Dept. Per Animal:	\$ 298
		Economic Return per Animal:	\$ 1,196

^aStatewide population was calculated from 34 of 38 mule deer herds. Population estimates for the other 4 herds were not available.

^bStatewide population objective calculated from 37 of 38 mule deer herds. There is no objective for 1 herd.

Wyoming's mule deer population declined 12 percent from 2010 to 2011 and is now approximately 67 percent of the statewide objective. A variety of factors are causing this decline, and the Department has begun a statewide Mule Deer Initiative, with a beginning emphasis on the herds in the Wyoming Range and Platte Valley. Plans have been created with public input to try to reverse the downward trend of mule deer through a variety of actions and projects.

Harvest and hunter success decreased in 2011. The 2011 harvest is below the five-year average of 35,544, and the 50 percent success rate is below the five-year average (57 percent). Hunter effort increased in 2011 and was above the five-year average (8.9 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
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
2010	34,469	305,734	56%	8.9	88,731	9,756,395	8,121,724	33,602,887
2011	27,951	295,268	50%	10.6	76,566	9,175,770	8,341,097	33,426,158

¹ Includes mule deer only. Figures included mule and white-tailed deer prior to 2011.

² The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$164,662), and interest earned on Department cash balances.

WHITE-TAILED DEER

2011:

Population:	46,096^a	Licenses Sold: ¹	8,486
Population Objective:	52,000^b	License Revenue: ¹	\$ 9,175,770
Harvest:	15,415	All Other Agency Revenue*:	\$ 6,284,056
Hunters:	25,186	Total Program Revenue:	\$ 15,459,826
Success Rate:	61%	Program Costs:	\$ 674,624
Recreation Days:	124,718	Hunter Expenditures: ²	\$ 14,173,584
Days/Animal:	8.1	Cost Dept. Per Animal:	\$ 44
		Economic Return per Animal:	\$ 919

^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 herds. Most white-tailed deer inhabit private lands in eastern Wyoming and the riparian areas of major watercourses 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 it displaces mule deer; however, it has generally gained status equal to other big game species overall in the state.

The 2011 white-tailed deer harvest was five percent higher than the 2010 harvest, and was above the five-year average (14,845). Hunter numbers decreased slightly from 2010. Hunter success increased slightly in 2011 and was above the five-year average (58 percent).

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
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
2010	14,650	111,307	58%	7.6	88,731	9,756,395	502,003	12,281,059
2011	15,415	124,718	61%	8.1	8,486	9,175,770	674,624	14,173,584

¹ Includes white-tailed deer only. Figures included mule and white-tailed deer prior to 2011.

² The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$628), and interest earned on Department cash balances.

MOOSE

2011:

Population:	7,458^a	Licenses Sold:	539
Population Objective:	13,820^b	License Revenue:	\$ 122,258
Harvest:	460	All Other Agency Revenue*:	\$ 862,405
Hunters:	532	Total Program Revenue:	\$ 984,663
Success Rate:	87%	Program Costs:	\$ 982,685
Recreation Days:	4,120	Hunter Expenditures:¹	\$ 618,216
Days/Animal:	9.0	Cost Dept. Per Animal:	\$ 2,136
		Economic Return per Animal:	\$ 1,344

^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 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 2011 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 five percent from 2010 to 2011, hunter success decreased slightly, and hunter effort increased five percent. The 2011 hunter success was barely below the five-year average (88 percent), and hunter effort was above average (8.2 days/animal).

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
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
2010	485	4,148	89%	8.6	560	133,877	1,588,023	604,289
2011	460	4,120	87%	9.0	539	122,258	982,685	618,216

¹ The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$40,142), and interest earned on Department cash balances.

BIGHORN SHEEP

2011:

Population:	5,301^a	Licenses Sold:	260
Population Objective:	8,435	License Revenue:	\$ 58,855
Harvest:	181	All Other Agency Revenue*:	\$ 975,777
Hunters:	249	Total Program Revenue:	\$ 1,034,632
Success Rate:	73%	Program Costs:	\$ 1,823,835
Recreation Days:	2,029	Hunter Expenditures:¹	\$ 652,867
Days/Animal:	11.2	Cost Dept. Per Animal:	\$ 10,076
		Economic Return per Animal:	\$ 3,607

^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, decreased three percent from 2010 to 2011. 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 2011 bighorn sheep harvest decreased 14 percent from 2010, and was below the five-year average (197). Hunter success decreased from 2010 to 2011, and was below the five-year average (79 percent). Hunter effort increased in 2011 and was above 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
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
2010	211	1,867	80%	8.8	267	81,624	1,788,348	583,244
2011	181	2,029	73%	11.2	260	58,855	1,823,835	652,867

¹ The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$150,131), and interest earned on Department cash balances.

ROCKY MOUNTAIN GOAT

2011:

Population:	315	Licenses Sold:	23	
Population Objective:	250	License Revenue:	\$	(11,895)
Harvest:	20	All Other Agency Revenue*:	\$	26,567
Hunters:	21	Total Program Revenue:	\$	14,672
Success Rate:	95%	Program Costs:	\$	56,123
Recreation Days:	89	Hunter Expenditures:¹	\$	33,310
Days/Animal:	4.5	Cost Dept. Per Animal:	\$	2,806
		Economic Return per Animal:	\$	1,666

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 extend 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
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
2010	19	112	95%	5.9	20	(9,373)	89,638	40,698
2011	20	89	95%	4.5	23	(11,895)	56,123	33,310
¹ The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

BISON

2011:

Population:	887	Licenses Sold:	227
Population Objective:	500	License Revenue:	\$ 130,722
Harvest:	194	All Other Agency Revenue*:	\$ 95,905
Hunters:	227	Total Program Revenue:	\$ 226,627
Success Rate:	86%	Program Costs:	\$ 300,643
Recreation Days:	1542	Hunter Expenditures:¹	\$ 294,317
Days/Animal:	7.9	Cost Dept. Per Animal:	\$ 1,550
		Economic Return per Animal:	\$ 1,517

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. The population varies based on harvest and other factors, and it decreased by four percent from 2010 to 2011. Harvest increased nine percent from 2010 to 2011, but is still lower than the harvest in 2008. 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. Jackson Herd bison 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 where bison hunting is now allowed. The participation rate decreased (195) in 2010. 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 increased 9 percent from 2010 to 2011. Hunter success in 2011 decreased slightly (6%), and was above the five-year average (81 percent). Hunter effort was 7.9 days/bison harvested, which is an increase from 5.6 days/bison harvested in 2010 and below the average (8.5 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 (\$)
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
2010	178	998	91%	5.6	195	109,412	174,431
2011	194	1542	86%	7.9	227	130,722	300,643

¹ The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$4,067), and interest earned on Department cash balances.

TROPHY GAME

Black Bear
Grizzly Bear
Mountain Lion

BLACK BEAR

2011:

Population:	Not available	Licenses Sold:	3,709
Population Objective:	Not available	License Revenue:	\$ 307,243
Harvest:	401	All Other Agency Revenue*:	\$ 152,260
Hunters:	2,572	Total Program Revenue:	\$ 459,502
Success Rate:	16%	Program Costs:	\$ 864,833
Recreation Days:	24,459	Hunter Expenditures:¹	\$ 1,961,965
Days/Animal:	61.0	Cost Dept. Per Animal:	\$ 2,157
		Economic Return per Animal:	\$ 4,893

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 the management of black bears in Wyoming since other forms of data are hard to collect.

The 2011 harvest decreased six percent from 2010, but was still above the five-year average (365). Quotas have been increased in recent years to address increasing bear/human and bear/livestock conflicts and the perception the statewide population is increasing. 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 2011 hunter success rate was slightly lower than the previous year and even with the five-year average. The 2011 hunter effort increased and was just above the five-year average (60.2 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
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
2010	427	21,528	18%	50.4	3,396	233,595	760,785	1,676,560
2011	401	24,459	16%	61.0	3,709	307,243	864,833	1,961,965
¹ The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).								
*Includes allocated application fees, conservation stamp revenue, general fund (\$3,246), 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 Park, 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 2008	1,359,017
FY 2009	1,746,787
FY 2010	1,917,167
FY 2011	1,927,556
FY 2012	1,694,477

MOUNTAIN LION

2011:

Population:	Not available	Licenses Sold:	2,196
Population Objective:	Not available	License Revenue:	\$ 128,188
Harvest:	278	All Other Agency Revenue*:	\$ 97,179
Hunters:	Not available	Total Program Revenue:	\$ 225,367
Success Rate:	Not available	Program Costs:	\$ 692,596
Recreation Days:	711	Hunter Expenditures:²	\$ 135,552
Days/Animal:	3.0	Cost Dept. Per Animal:	\$ 2,491
		Economic Return per Animal:	\$ 488

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 2011 mountain lion harvest was slightly lower than in 2010, but well above the average (242). No formal hunter survey was conducted for this year; so much of the data is incomplete. The last two years show a change in how statistics for lion hunting are determined. 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. From 2007-2009, effort of all hunters was estimated annually from the results of a harvest survey of all mountain lion hunters. In 2010, however, a formal survey was not conducted and effort was calculated as it had been prior to 2007.

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}
2007	198	10,944	19%	55.3	1,680	78,958	399,474	1,909,594
2008	212	13,236	18%	62.4	1,759	89,267	517,806	2,401,901
2009	237	12,784	22%	53.9	1,845	114,055	689,285	2,319,878
2010	286	863	---	3.0	2,156	128,373	574,596	159,738
2011	278	711	---	3.0	2,196	128,188	692,596	135,552
¹ Calculations prior to 2007 were based on the number of licenses sold.								
² The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).								
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.								
<small>*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$4, 119,) and interest earned on Department cash balances.</small>								

SMALL GAME

Cottontail
Snowshoe Hare
Squirrel

COTTONTAIL RABBIT

2011:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	11,802	All Other Agency Revenue*:	\$	**
Hunters:	3,485	Total Program Revenue:	\$	**
Animals/Hunter:	3.4	Program Costs:	\$	**
Recreation Days:	13,318	Hunter Expenditures: ¹	\$	3,847,243
Days/Animal:	1.1	Cost Dept. Per Animal:	\$	Not Available
		Economic Return per Animal:	\$	326

The cottontail rabbit is the most popular small game animal in Wyoming. It is found in a variety of habitats throughout the state including shrub communities, farmlands, and urban and suburban areas in 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 2011 harvest statistics, and general observations of cottontail abundance over the past year, indicate the population continues to decline. Harvest decreased from a recent high of 89,823 in 2005 to 11,802 in 2011. Hunter numbers and recreation days both declined from 2010 to 2011. The number of animals harvested per hunter also decreased from 2010 and is below the five-year average (5.2 animals/hunter). The number of days/animal increased from 2010 to 2011 and is above the five-year average (0.7 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
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
2010	16,712	13,805	4.4	0.8	3,807	**	**	3,871,772
2011	11,802	13,318	3.4	1.1	3,485	**	**	3,847,243
**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 The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

SNOWSHOE HARE

2011:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	205	All Other Agency Revenue*:	\$ **
Hunters:	361	Total Program Revenue:	\$ **
Animals/Hunter:	0.6	Program Costs:	\$ **
Recreation Days:	1,476	Hunter Expenditures: ¹	\$ 426,380
Days/Animal:	7.2	Cost Dept. Per Animal:	\$ Not Available
		Economic Return per Animal:	\$ 2,080

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 hare harvest increased from 2010, but was still below the five-year average (267 animals). More hunters harvested snowshoe hares at a slightly higher rate than in 2010 and invested less effort. The number of hares harvested per hunter in 2011 was below the five-year average (1.1 animals/hunter), and the 2011 effort rate was well above average (5.7 days/animal).

Five-year trends in Wyoming's snowshoe hare program. Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Animal/Hunter	Days/Animal	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. ¹
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
2010	123	965	0.5	7.8	263	**	**	270,645
2011	205	1,476	0.6	7.2	361	**	**	426,380
<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 The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).</p> <p>*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.</p>								

SQUIRREL

2011:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	1,186	All Other Agency Revenue*:	\$ **
Hunters:	368	Total Program Revenue:	\$ **
Animals/Hunter:	3.2	Program Costs:	\$ **
Recreation Days:	1,615	Hunter Expenditures: ¹	\$ 466,534
Days/Animal:	1.4	Cost Dept. Per Animal:	\$ Not Available
		Economic Return per Animal:	\$ 393

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 increased, but harvest decreased in 2011. According to the 2011 harvest survey, 368 hunters harvested an estimated 1,186 squirrels. Hunters invested the same effort per squirrel harvested in 2011 as in 2010, but the average number of squirrels taken in 2011 was below the five-year average (4.2 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
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
2010	1,595	2,311	4.5	1.4	352	**	**	648,147
2011	1,186	1,615	3.2	1.4	368	**	**	466,534
**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 The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).								
*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

2011:

Population:	Not available	Licenses Sold:	24,676
Population Objective:	Not available	License Revenue:	\$ 584,537
Harvest:	29,463	All Other Agency Revenue*:	\$ 1,199,120
Hunters:	8,244	Total Program Revenue:	\$ 1,783,657
Bird/Hunter:	3.6	Program Costs:	\$ 1,693,459
Recreation Days:	33,793	Hunter Expenditures: ¹	\$ 9,761,968
Days/Bird:	1.1	Cost Dept. Per Bird:	\$ 57
		Economic Return per Bird:	\$ 331

Pheasants are not as abundant in Wyoming as 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 the Sheridan area. Established pheasant populations are supplemented by releases from the Department's Downar and Sheridan Bird Farms. A disease outbreak at the Downar Bird Farm resulted in the entire population being euthanized. About 10,000 birds were purchased, but releases were reduced or eliminated in some areas, which was part of the reduction in harvest, hunters, and recreation days.

The 2011 pheasant season showed a continuation of the decline in recreation days from a high in 2005, and hunter numbers and harvest decreased. Hunter effort increased slightly in 2011 and was slightly higher than the five-year average (0.9 days/bird). Hunter success decreased in 2011 and was well below the five-year average (4.1 birds/hunter).

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
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
2010	40,480	39,939	4.6	1.0	8,885	615,844	3,525,360	11,201,356
2011	29,463	33,793	3.6	1.1	8,244	584,537	1,693,459	9,761,968
<p>**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.</p> <p>¹ The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).</p> <p>*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$2,947), and interest earned on Department cash balances.</p>								

GRAY PARTRIDGE

2011:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	6,019	All Other Agency Revenue*:	\$	**
Hunters:	1,474	Total Program Revenue:	\$	**
Bird/Hunter:	4.1	Program Costs:	\$	**
Recreation Days:	8,148	Hunter Expenditures:	\$	2,353,757
Days/Bird:	1.4	Cost Dept. Per Bird:	\$	Not Available
		Economic Return per Bird:	\$	391

The gray 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 Wyoming sportsmen.

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). The 2011 season continued an improvement in bird numbers and hunter participation seen the previous three years, with high numbers for harvest, recreation days, and birds per hunter.

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 consistent with the harvest statistics for 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
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
2010	5,245	7,465	3.5	1.4	1,513	**	**	2,093,645
2011	6,019	8,148	4.1	1.4	1,474	**	**	2,353,757
**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 The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

CHUKAR

2011:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	4,658	All Other Agency Revenue*:	\$ **
Hunters:	1,736	Total Program Revenue:	\$ **
Bird/Hunter:	2.7	Program Costs:	\$ **
Recreation Days:	7,451	Hunter Expenditures:	\$ 2,152,411
Days/Bird:	1.6	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 462

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.

All numbers for hunting chukars in 2011 indicate smaller numbers of birds and tougher hunting, continuing a trend for the last four years. Harvest decreased 45 percent from 2010, and the smaller number of hunters got fewer birds per hunter.

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
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
2010	6,744	7,804	3.3	1.2	2,074	**	**	2,188,722
2011	4,658	7,451	2.7	1.6	1,736	**	**	2,152,411
**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 The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

SAGE-GROUSE

2011:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	10,120	All Other Agency Revenue*:	\$ 918,276
Hunters:	4,474	Total Program Revenue:	\$ 918,276
Bird/Hunter:	2.3	Program Costs:	\$ 3,258,052
Recreation Days:	10,829	Hunter Expenditures:	\$ 3,128,232
Days/Bird:	1.1	Cost Dept. Per Bird:	\$ 322
		Economic Return per Bird:	\$ 309

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 2011.

The 2011 harvest, recreation days, and hunters decreased five to eight percent from 2010, while harvest and hunter numbers stabilized. It was also the lowest harvest and number of hunters in the past five years. Harvest rate essentially equaled the five-year average (2.2 birds/hunter), and hunter effort was average (1.0 days/bird).

The Department is involved in interstate sage-grouse conservation efforts. It will continue to monitor sage-grouse populations, press for minimization and mitigation of environmental impacts in sagebrush habitats, and try to improve habitat conditions throughout the state.

Five-year trends in Wyoming's sage grouse program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. ¹
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
2010	11,057	11,434	2.3	1.0	4,732	**	2,414,403	3,206,798
2011	10,120	10,829	2.3	1.1	4,474	**	3,258,052	3,128,232

**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 \$734,435 in general funds.

¹ The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$739,934), and interest earned on Department cash balances.

SHARP-TAILED GROUSE

2011:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	3,315	All Other Agency Revenue*:	\$	**
Hunters:	1,323	Total Program Revenue:	\$	**
Bird/Hunter:	2.5	Program Costs:	\$	**
Recreation Days:	5,251	Hunter Expenditures:	\$	1,516,885
Days/Bird:	1.6	Cost Dept. Per Bird:	\$	Not Available
		Economic Return per Bird:	\$	458

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 2011 season continues a five-year trend of increasing harvest, hunters and recreation days, with a 36 percent increase from 2010 in harvest. The success rate increased in 2011, and was above the five-year average (2.1 birds/hunter), while hunter effort decreased and was below the five-year average (1.8 days/bird).

Five-year trends in Wyoming's sharp-tailed grouse program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. ¹
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
2010	2,428	4,511	2.3	1.9	1,071	**	**	1,265,162
2011	3,315	5,251	2.5	1.6	1,323	**	**	1,516,885
**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 The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

BLUE GROUSE

2011:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	7,669	All Other Agency Revenue*:	\$	**
Hunters:	3,309	Total Program Revenue:	\$	**
Bird/Hunter:	2.3	Program Costs:	\$	**
Recreation Days:	14,277	Hunter Expenditures:	\$	4,124,275
Days/Bird:	1.9	Cost Dept. Per Bird:	\$	Not Available
		Economic Return per Bird:	\$	538

Blue grouse occupy most of Wyoming's mountain conifer habitats, except for the Black Hills in the northeast corner of the state. They winter among conifers and migrate to lower altitudes with more open cover for the spring and summer. The Department maintains liberal hunting seasons and harvest limitations since hunting has little influence on blue grouse populations. Blue grouse numbers fluctuate primarily due to natural factors such as weather events and, to some degree, land management practices. The extensive conifer beetle outbreaks occurring throughout the state are expected to have a significant effect on blue grouse in the future.

Since 2007, blue grouse harvest and those hunting them have mostly been declining. The 2011 season saw the lowest harvest and hunter numbers in the five year period, with a 14% decrease in hunters from 2010. The 2011 harvest rate decreased from 2010 and was below average (2.2 birds/hunter). The 2011 effort rate increased and was above the five-year average (1.9 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
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
2010	7,818	15,836	2.0	2.0	3,844	**	**	4,441,390
2011	7,669	14,277	2.3	1.9	3,309	**	**	4,124,275

**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 The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).

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

RUFFED GROUSE

2011:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	3,140	All Other Agency Revenue*:	\$	**
Hunters:	1,574	Total Program Revenue:	\$	**
Bird/Hunter:	2.0	Program Costs:	\$	**
Recreation Days:	7,579	Hunter Expenditures:	\$	2,189,387
Days/Bird:	2.4	Cost Dept. Per Bird:	\$	Not Available
		Economic Return per Bird:	\$	697

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 decreased in 2011 and was below the five-year average (4,089 birds). Hunter numbers also decreased in 2011, as did recreation days. Hunter effort decreased and was above average (2.1 days/bird). Hunter success remained the same and was below average (2.3 birds/hunter).

Like blue grouse, ruffed grouse populations appear to be affected by weather and land management practices, with hunting playing a minor role in population changes.

Five-year trends in Wyoming's ruffed grouse program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$)	Hunter (\$) Expend. ¹
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
2010	3,540	8,885	2.0	2.5	1,741	**	**	2,491,901
2011	3,140	7,579	2.0	2.4	1,574	**	**	2,189,387

**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 The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).

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

MOURNING DOVE

2011:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	23,607	All Other Agency Revenue*:	\$	**
Hunters:	2,291	Total Program Revenue:	\$	**
Bird/Hunter:	10.3	Program Costs:	\$	**
Recreation Days:	6,735	Hunter Expenditures:	\$	1,945,576
Days/Bird:	0.3	Cost Dept. Per Bird:	\$	Not Available
		Economic Return per Bird:	\$	82

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 18 percent in 2011. Hunter numbers and recreation days also decreased (9 percent and 17 percent, respectively). The 2011 harvest rate was below 2010 and the five-year average, and effort rate remained the same. 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 ACT. Concern over the decline in mourning 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 Mourning 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
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
2010	28,906	8,096	11.4	0.3	2,528	**	**	2,270,617
2011	23,607	6,735	10.3	0.3	2,291	**	**	1,945,576
<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 The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).</p> <p>*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.</p>								

TURKEY

2011:

Population:	Not available	Licenses Sold:	8,668
Population Objective:	Not available	License Revenue:	\$ 193,267
Harvest:	3,575	All Other Agency Revenue*:	\$ 229,858
Hunters:	6,671	Total Program Revenue:	\$ 423,124
Bird/Hunter:	0.5	Program Costs:	\$ 175,429
Recreation Days:	20,417	Hunter Expenditures:	\$ 5,899,087
Days/Bird:	5.7	Cost Dept. Per Bird:	\$ 49
		Economic Return per Bird:	\$ 1,650

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.

Turkey harvest, hunter numbers, and recreation days all decreased in 2011 primarily due to a change in how data are reported in 2010. Prior to 2010, turkey data were reported by calendar year. In 2010, however, it was decided to bring turkey data reporting in line with the rest of the species' data reported in this document, which is by biological year. Therefore, the reported 2010 data includes the 2010 Fall and 2011 Spring seasons. For continuity purposes and to ensure these data were captured, the 2010 Spring season data are included in the reported 2010 data as well. The success and hunter effort numbers are comparable between 2011 and 2010, so the true comparisons can begin in 2012.

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. Additionally, starting in 2010, a hunter was allowed to receive up to two wild turkey licenses in a season, provided certain restrictions were met. 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
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
2010	7,343	41,726	0.6	5.7	13,114	244,862	330,420	11,704,758
2011	3,575	20,417	0.5	5.7	6,671	193,267	175,429	5,899,087

¹ The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).

*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

2011:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	47,387	All Other Agency Revenue*:	\$	**
Hunters:	6,069	Total Program Revenue:	\$	**
Bird/Hunter:	7.8	Program Costs:	\$	**
Recreation Days:	31,155	Hunter Expenditures:	\$	8,999,915
Days/Bird:	0.7	Cost Dept. Per Bird:	\$	Not Available
		Economic Return per Bird:	\$	190

A variety of duck species migrate through the Central and Pacific Flyway portions of Wyoming during spring and fall. Wyoming is also considered a production state, as significant numbers of ducks remain here to nest. Breeding and migrating waterfowl occupy most habitats where water is present in good quantity and quality. However, duck populations are low during winter months when frozen conditions prevail on most lakes and streams.

During 2011, habitat conditions across the traditional survey area in the United States and Canada were characterized by average to above-average moisture and a normal winter and spring, with a few minor exceptions. The breeding duck population was approximately 11 percent above the prior year, and 35 percent above the long-term average.

In Wyoming, the 2010-2011 winter was wetter than average, followed by a cold, wet spring. Water conditions and breeding habitat were markedly improved. Hunter numbers, harvest, and recreation days increased from 2010 to 2011. The harvest rate and effort in 2011 were slightly below the five-year averages (8.4 birds/hunter and 0.6 days/bird, respectively).

The Department remains concerned about the degradation and loss of wetlands, other waterfowl habitats, and the associated status of some duck species. The Department will continue to work with private landowners, other government agencies, and organizations to conserve waterfowl habitat and to increase the amount and quality of habitat available.

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
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
2010	44,451	30,125	8.0	0.7	5,583	**	**	8,448,906
2011	47,387	31,155	7.8	0.7	6,069	**	**	8,999,915
**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 The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

GOOSE

2011:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	21,732	All Other Agency Revenue*:	\$	**
Hunters:	5,202	Total Program Revenue:	\$	**
Bird/Hunter:	4.2	Program Costs:	\$	**
Recreation Days:	26,787	Hunter Expenditures:	\$ 7,738,107	
Days/Bird:	1.2	Cost Dept. Per Bird:	\$ Not Available	
		Economic Return per Bird:	\$	356

Goose hunting in Wyoming has remained good since 2000 despite a series of drought years, and has been excellent the past couple wet years. Opportunities to harvest migratory populations of Canada geese often depend upon winter weather patterns, which can affect the timing and extent of the migration and the number of birds available to hunters. The vast majority of Wyoming's goose harvest is comprised of Canada geese, but the increasing lesser snow goose population and liberalization of hunting opportunities have provided additional recreation opportunities, especially in late winter and early spring, during the Light Goose Conservation Order.

Goose harvest has fluctuated over the past five years, ranging from a high of 41,024 in 2010 to a low of 19,511 in 2007. From 2010 to 2011 harvest decreased 47 percent. Recreation days decreased 21 percent, and both hunter success and effort rate were below the five-year average (4.8 birds/hunter and 1.1 days/bird, respectively). Liberal season lengths and bag limits designed to lower goose populations continue to afford hunters with abundant harvest opportunities. Liberal seasons will continue, especially the late season conservation order for snow and Ross' geese, as the flyway councils attempt to reduce overabundant populations to protect sensitive arctic nesting habitat from overuse.

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
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
2010	41,024	33,766	6.5	0.8	6,350	**	**	9,470,067
2011	21,732	26,787	4.2	1.2	5,202	**	**	7,738,107
**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 The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

SANDHILL CRANE

2011:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	161	All Other Agency Revenue*:	\$ **
Hunters:	297	Total Program Revenue:	\$ **
Bird/Hunter:	0.5	Program Costs:	\$ **
Recreation Days:	709	Hunter Expenditures:	\$ 204,812
Days/Bird:	4.4	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 1,272

Two populations of sandhill crane are found in Wyoming: the Rocky Mountain Population (RMP) of Greater Sandhill Cranes and the Mid-Continent Population (MCP). The RMP is managed in cooperation with several other western states and the federal government. Most of Wyoming's crane harvest consists of RMP greater sandhill cranes hunted in central and western portions of the State. Above average recruitment has enabled the RMP to increase over the past few years. Allowable harvest is derived from a formula based on population counts on fall staging areas and an estimate of annual recruitment (proportion of chicks) from an independent survey in the San Luis Valley, Colorado. Permit quotas are set annually to achieve the allowable harvest. The MCP of Sandhill Cranes has been relatively stable since the early 1980s, but increased slightly over the past three years. Peripheral segments of this population migrate annually through central and eastern Wyoming. Harvest is largely opportunistic and only a handful of MCP cranes are taken each year in Wyoming.

In the 2011 season, hunters and harvest decreased from the previous year (by nine percent and eleven percent, respectively). The success rate dropped slightly below the five-year average from 2010 to 2011. Hunter effort in 2011 was well above the average (3.6 days/animal harvested).

Five-year trends in Wyoming's Sandhill Crane program.								
Harvest, recreation and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Fiscal Year	Harvest	Rec. Days	Bird/Hunter	Days/Bird	Number Hunters	License Revenue (\$)	Mgmt. Costs (\$) ¹	Hunter (\$) Expend. ²
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
2010	182	695	0.6	3.8	328	**	**	194,920
2011	161	709	0.5	4.4	297	**	**	204,812
**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 The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Department cash balances.								

RAIL, SNIPE, AND COOT

2011:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	Not available	All Other Agency Revenue*:	\$ **
Hunters:	Not available	Total Program Revenue:	\$ **
Bird/Hunter:	Not available	Program Costs:	\$ **
Recreation Days:	Not available	Hunter Expenditures:	\$ Not Available
Days/Bird:	Not available	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ Not Available

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. No data are available for these species from 2010 on, because they were dropped from the state survey.

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
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
2010	---	---	---	---	---	**	**	Not Available
2011	---	---	---	---	---	**	**	Not Available
**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 The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).								
*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

2011:

Recreation Day Objectives:	2,778,000	License Revenue:	\$ 5,442,153
Recreation Days: ¹	2,223,600	All Other Agency Revenue:	\$ 8,693,540
Fish/Day:	2.5	Total Program Revenue:	\$ 14,135,692
Licenses Sold:	291,065	Program Costs:	\$ 21,474,956 ³
Economic Return Per Day:	\$71.00	Angler Expenditures:	\$157,785,600 ^{1,2}

In 2011, more than 2.2 million angler days of sport fishing recreation were estimated. Overall license sales were stagnant from the previous year. Considering the tough economic times and the impact on especially our non-resident anglers, this may be a fairly positive result. 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)¹². 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. Costs do not include general fund capital construction dollars for hatchery renovations³.

Five-year trends in Wyoming's sport fisheries program.						
Year	Recreation Days ¹	Fish/Day	Licenses Sold	License Revenue (\$)	Program Costs (\$)	Angler Expenditure ²
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	16,806,936 ³	\$161,287,622
2009	2,363,461	2.5	339,523	\$5,784,352	20,113,566 ³	\$160,999,174
2010	2,331,446	2.5	317,097	\$5,011,096	20,265,111 ³	\$165,532,666
2011	2,223,600	2.5	291,065	\$5,442,153	\$21,474,956 ³	\$157,785,600

¹ 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 FY08-10 are based on figures found in the *2006 National Survey of Fishing, Hunting, and Wildlife Associated Recreation* for FY06 but adjusted for inflation². License totals do not reflect sales of lifetime licenses which now total 13,987; undoubtedly this has negatively impacted sales of resident annual licenses over the last decade. Costs do not include general fund capital construction dollars for hatchery renovations³.

COMMERCIAL FISHERIES

2011:

Licenses Sold:	977
License Revenue:	\$14,115
All Other Agency revenue:	\$ 1,237
Total Program Revenue**:	\$15,352
Program Costs:	\$19,745

The statewide objective for the Commercial Fisheries program is to provide licensing, monitoring, and extension services for minnow seiners, private bait dealers, commercial hatcheries, and private fishing preserves.

Live baitfish and seining permits continue to show a very gradual upward trend over the last few years; other license types are trending upward also with the exception private hatchery permits which have been stable. Overall, interest in seining and dealing in live baitfish was stable this year, but since the last decade, sales of seining and trapping permits have increased over 180%.

Five-year trends in Wyoming's commercial fisheries program.			
Year	Licenses Sold	License Revenue (\$)	Program Costs (\$)
2007	778	\$ 23,853	\$ 36,040
2008	844	\$ 14,880	\$33,103
2009	840	\$ 14,724	\$ 4,098
2010	903	\$16,876	\$17,734
2011	869	\$14,115	\$19,745
** Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on Game and Fish cash balances.			

FURBEARERS

Bobcat
Other Furbearers

BOBCAT

2011:

Bobcat Harvest¹:	1,875	Licenses Sold ⁴:	1,948
Bobcat Trappers³:	585	License Revenue:	\$ 96,205
Bobcats per Trappers²:	3.2	Other Agency Revenue*:	\$ 75,025
Recreation Days:	NA	Total Program Revenue:	\$ 171,230
Days/Animal:	NA	Program Costs:	\$ 480,931
		Benefits to the State: ⁵	\$ 17,979,868
		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 Wyoming Game and Fish Department 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 has remained fairly stable over the last five years, while bobcat harvest success has generally decreased. The 2011 season saw a slight reversal in that trend. The number of trappers increased only one percent from 2010 to 2011, but the harvest increased by 17 percent. The harvest rate (number of bobcats/trapper) decreased slightly in 2011 while the harvest increased, but both were well below the five-year averages (3.9 bobcats/trapper, and 2,221 bobcats, 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
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
2010	1,606	3.3	487	1,880	92,862	257,658	16,846,829
2011	1,875	3.2	585	1,948	96,205	480,931	17,979,868

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 The 2007, 2008, 2009, 2010, and 2011 Benefit to the State was calculated from the previous year's Benefit to the State corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).

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

OTHER FURBEARERS

2011:

Furbearer Harvest:	9,929	Licenses Sold ²:	1,948
Furbearer Trappers¹:	696	License Revenue:	\$ 96,205
Furbearers per Trapper:	14.2	Other Agency Revenue*:	\$ 75,025
Recreation Days:	25,405	Total Program Revenue:	\$ 171,230
Days/Animal:	2.5	Program Costs:	\$ 189,976
		Benefits to the State: ³	\$ 17,979,868
		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 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. It was simplified and restructured again in 2010 to remove predatory species (i.e., coyote, red fox, raccoon, and striped skunk) from the survey.

Five-year trends in Wyoming's furbearer program.							
Fiscal Year	Other Furbearer Statistics			Entire Furbearer Program			
	Reported Harvest ⁴	Furbearers/Trapper	Number Trappers ¹	Licenses Sold ²	License Rev. (\$)	Program Costs (\$)	Benefits to the State (\$) ³
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
2010	9,195	14.0	655	1,880	92,862	271,214	16,846,829
2011	9,929	14.2	696	1,948	96,205	189,976	17,979,868

¹ includes bobcat trappers.

² The total number of furbearer licenses sold.

³ The 2007, 2008, 2009, 2010, and 2011 Hunter expenditure was calculated from the previous year's Hunter expenditure corrected for inflation using the Consumer Price Index (2007 was 1.03, 2008 was 1.04, 2009 was 1.00, 2010 was 1.02, 2011 was 1.03).

⁴ Predatory species (i.e., coyote, red fox, raccoon, and striped skunk) were removed from the survey in 2010.

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

RAPTORS

RAPTORS

The objectives of the Raptor Program are to provide for the capture of 50 raptors annually for falconry and to maintain a capture success rate of 50 percent, based on 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 2011, sixteen resident licenses were issued and four birds were captured, for a capture success rate of 25 percent. Thirteen nonresident licenses were issued and eleven birds were captured, for a capture success rate of 85 percent. In total, fifteen raptors were captured in Wyoming for use in falconry for an overall success rate of 50 percent, which is above the average (49 percent). The number of birds captured in 2011 is about 3/10 of the objective, and the success rate is above 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 (\$)
2007	15	45%	33	7,242	165,296
2008	27	69%	39	3,486	362,577
2009	8	53%	15	4,022	771,731
2010	5	26%	19	4,044	712,094
2011	15	50%	29	5,984	653,433

¹Based on capture licenses sold.
²Includes only licenses to capture falcon; licenses to hunt with falcon in 2011 issued were 77. General fund revenue received was \$120,627.

**NONGAME 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 Wyoming's State Wildlife Action Plan (SWAP). The SWAP now, for the most part, directs the section's inventory monitoring and survey activities. The Wyoming legislature award \$1.3 million for sensitive species project funding for FY 2011 and FY 2012 during the 2010 budget session. The Governor's Endangered Species Account also includes an additional \$1.8 million. This will supplement significantly federal State Wildlife Grant funds the Department receives annually and will allow the nongame program to accelerate surveys and research on aquatic and terrestrial Species of Greatest Conservation Need. Revisions to the SWAP were completed and approved by the Wyoming Game and Fish Commission in January 2011 for submission to the U.S. Fish and Wildlife Service according to the state's five-year revision schedule.

In 2011, non-consumptive users spent approximately \$442,253,280 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, and 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, Outdoor Recreation Education Opportunities, and Becoming an Outdoor Woman. Beginning in 2003, a percentage of the proceeds from the sale of big game licenses the Governor donates to conservation groups for fundraising are being made available for nongame programs in the state.

Trends in Wyoming's non-game and non-licensed uses of wildlife programs.		
Year	Recreation Days	Non-consumptive Users' Expenditures (\$)
2007 ¹	3,009,000	406,715,070
2008 ¹	3,009,000	410,663,760
2009 ¹	3,009,000	418,561,140
2010 ¹	3,009,000	426,458,520
2011¹	3,009,000	442,253,280
¹ The number of recreation days and expenditures for 2006, 2007, 2008, 2009, and 2010 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; 2006 expenditure x 1.08 = 2010 expenditures; 2006 expenditure x 1.12 = 2011 expenditures).		

APPENDIX B:

**HUNTER AND ANGLER
EXPENDITURE**

Estimates of 2011 Expenditures in Wyoming
by Hunters and Anglers

Restitution Values of Game Animals

**SUMMARY OF 2011 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	20,166	23,205	86.9%	86,404	4.3	29,055	\$796,610	\$11,222,396
NONRESIDENT	35,359	35,685	99.1%	120,833	3.4	44,927	\$6,199,827	\$15,694,132
MULE DEER								
RESIDENT	15,475	35,628	43.4%	197,978	12.8	50,027	\$1,784,720	\$22,412,330
NONRESIDENT	12,476	20,515	60.8%	97,290	7.8	26,539	\$7,391,050	\$11,013,828
WHITE-TAILED DEER								
RESIDENT	10,273	17,125	60.0%	96,241	9.4	5,773	-----	\$10,937,314
NONRESIDENT	5,142	8,061	63.8%	28,477	5.5	2,713	-----	\$3,236,270
ELK								
RESIDENT	17,967	44,612	40.3%	373,260	20.8	54,101	\$2,506,839	\$38,572,421
NONRESIDENT	5,222	10,646	49.1%	68,477	13.1	11,431	\$6,533,996	\$7,076,364
MOOSE								
RESIDENT	376	438	85.8%	3,658	9.7	443	\$31,400	\$548,892
NONRESIDENT	84	94	89.4%	462	5.5	96	\$90,858	\$69,324
BIGHORN SHEEP								
RESIDENT	125	180	69.4%	1,548	12.4	191	\$8,043	\$498,097
NONRESIDENT	56	69	81.2%	481	8.6	69	\$50,812	\$154,770
ROCKY MTN GOAT								
RESIDENT	16	16	100.0%	80	5.0	17	-\$1,729	\$29,942
NONRESIDENT	4	5	80.0%	9	2.3	6	-\$10,166	\$3,368
BISON								
RESIDENT	177	208	85.1%	1,470	8.3	208	\$83,341	\$280,575
NONRESIDENT	17	19	89.5%	72	4.2	19	\$47,382	\$13,742
BLACK BEAR								
RESIDENT	307	2,248	13.7%	22,459	73.2	3,362	\$162,155	\$1,801,536
NONRESIDENT	94	324	29.0%	2,000	21.3	347	\$145,088	\$160,429
MOUNTAIN LION								
RESIDENT	No Data	No Data	No Data	No Data	No Data	1,972	\$57,004	Not Available
NONRESIDENT	No Data	No Data	No Data	No Data	No Data	224	\$71,184	Not Available
TOTAL	278	No Data	No Data	711	2.6	2196		
TURKEY³								
RESIDENT	2,511	5,214	48.2%	16,701	6.7	6,545	\$84,639	\$4,825,423
NONRESIDENT	1,064	1,457	73.0%	3,716	3.5	2,123	\$108,627	\$1,073,665
SECTION TOTAL	127,189	205,749	61.8%	1,122,327	8.8	242,384	26,141,680	129,624,819
RESIDENT TOTAL	67,393	128,874	52.3%	799,799	11.9	151,694	5,513,022	91,128,926
NONRESIDENT TOTAL	59,518	76,875	77.4%	321,817	5.4	88,494	20,628,658	38,495,893

**SUMMARY OF 2011 CALENDAR YEAR HARVEST, LICENSE SALES AND EXPENDITURES IN WYOMING
BY HUNTERS AND ANGLERS (BLUE = Provided by Bio Services)**

LICENSE	HARVEST	HUNTERS	SUCCESS RATE	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED	LICENSE SALES ¹	TOTAL HUNTER EXPENDITURES ²
COTTONTAIL RABBIT	11,802	3,485	338.7%	13,318	1.1	-----	-----	\$3,847,243
SNOWSHOE HARE	205	361	56.8%	1,476	7.2	-----	-----	\$426,380
SQUIRREL	1,186	368	322.3%	1,615	1.4	-----	-----	\$466,534
SECTION TOTAL	13,193	4,214	313.1%	16,409	1.2	-----	-----	4,740,157

LICENSE	HARVEST	HUNTERS	SUCCESS RATE	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED	LICENSE SALES ¹	TOTAL HUNTER EXPENDITURES ²
PHEASANT	29,463	8,244	357.4%	33,793	1.1	24,676	\$584,537	\$9,761,968
GRAY PARTRIDGE	6,019	1,474	408.3%	8,148	1.4	-----	-----	\$2,353,757
CHUKAR	4,658	1,736	268.3%	7,451	1.6	-----	-----	\$2,152,411
SAGE GROUSE	10,120	4,474	226.2%	10,829	1.1	-----	-----	\$3,128,232
SHARP-TAILED GROUSE	3,315	1,323	250.6%	5,251	1.6	-----	-----	\$1,516,885
BLUE GROUSE	7,669	3,309	231.8%	14,277	1.9	-----	-----	\$4,124,275
RUFFED GROUSE	3,140	1,574	199.5%	7,579	2.4	-----	-----	\$2,189,387
MOURNING DOVE	23,607	2,291	1030.4%	6,735	0.3	-----	-----	\$1,945,576
DUCK	47,387	6,069	780.8%	31,155	0.7	-----	-----	\$8,999,915
GOOSE	21,732	5,202	417.8%	26,787	1.2	-----	-----	\$7,738,107
SANDHILL CRANE	161	297	54.2%	709	4.4	-----	-----	\$204,812
RAIL	-----	-----	-----	-----	-----	-----	-----	-----
SNIPE	-----	-----	-----	-----	-----	-----	-----	-----
COOT	-----	-----	-----	-----	-----	-----	-----	-----
RAPTOR	5	19	26.3%	-----	-----	-----	\$5,984	-----
SECTION TOTAL	157,276	36,012	436.7%	152,714	1.0	24,676	590,521	44,115,325

LICENSE	HARVEST	HUNTERS	SUCCESS RATE	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED	LICENSE SALES ¹	TOTAL ANGLER EXPENDITURES ²
SPORT FISHING	-----	-----	0.0%	0	-----	291,065	\$5,442,153	\$165,532,666
COMMERCIAL	-----	-----	-----	-----	-----	977	\$14,115	-----

LICENSE	HARVEST ⁴	HUNTERS ⁵	SUCCESS RATE ⁵	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED ⁶	LICENSE SALES ⁶	TOTAL TRAPPER EXPENDITURES ⁶
BOBCAT	1,875	585	320.5%	No Data	No Data	0	0	\$17,979,868
OTHER FURBEARERS	9,929	696	1426.6%	25,405	2.6	1,948	96,205	-----
SECTION TOTAL	11,804	1,281	921.5%	25,405	2.2	1,948	96,205	17,979,868

SUMMARY								
TOTALS	309,462	247,256		1,316,855		561,050	32,284,674	361,992,835

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.

³Prior to 2010, turkey data were reported by calendar year. In 2010, turkey data were reported by biological year (2010 Fall & 2011 Spring seasons) with the Spring 2010 season data included for both continuity purposes and to ensure these data were captured.

⁴Only successful bobcat trappers surveyed (BOBCAT).

⁵Bobcat trappers only (BOBCAT).

⁶All 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 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>2011 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 13 BUDGET SUMMARY

MAINTENANCE & OPERATIONS

Director	\$2,928,948
Fiscal Services	4,865,201
Services	13,229,459
Fish (1)	12,464,975
Wildlife (1)	23,330,628

TOTAL M&O	56,819,211
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COUPONS	820,000
EARLY RETIREMENT	59,364
DAMAGE	500,000
COST ALLOCATION	
SALECS	252,000
ACCESS EASEMENTS	1,000,000
PROPERTY RIGHTS	410,340
NONRECURRING PROJECTS(2)	1,036,825
WILDLIFE TRUST	966,745
STATE WILDLIFE GRANTS	833,981
REIMBURSED CONTRACTS	7,885,370

FY 13 BUDGET (approved July 2012)	70,583,836
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AUTHORIZED CARRYOVER	8,627,262
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AMOUNT AUTHORIZED FOR FY 12 SPENDING* 79,211,098

(1) does not include FY13-14 capital construction appropriation awarded to the State Department of Administration of \$170,000 in construction funds for elk fence, and cold storage at the research facility.
Does not include the fy13-14 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 AIS appropriation

(2) funding for these projects was made possible by the biennium Legislative appropriation to the State Auditor to reimburse the Department for free and reduced price 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 13 DETAIL BUDGET
STRATEGIC PLAN
(EXCLUDING COMPETITIVE REIMBURSED PROJECTS)**

	FY13*	FY 12*	FY 11*
<u>OFFICE OF THE DIRECTOR</u>			
ADMINISTRATION	1,142,825	1,193,348	-4%
COOPERATIVE RESEARCH	769,285	906,010	-15%
PERSONNEL	530,587	515,038	3%
STATEWIDE HABITAT PROTECTION	575,547	561,443	3%
WY HERITAGE FOUNDATION	100,000	200,000	-50%
COMMISSION	113,675	112,299	1%
CWCS/SWAP COORDINATOR	95,976	93,429	3%
sub-total	3,327,893	3,581,567	-7%

<u>FISCAL AND ADMIN SERVICES</u>			
REVENUE COLLECTION	1,837,965	1,830,803	0%
LEGISLATED EXPENSES	1,631,364	1,686,860	-3%
REGIONAL OFFICE MANAGEMENT	1,487,343	1,466,865	1%
ASSET MANAGEMENT	651,204	587,882	11%
ADMINISTRATION	377,671	313,825	20%
ACCOUNTS PAYABLE	304,955	269,016	13%
FINANCIAL SYSTEMS	206,064	274,947	-25%
sub-total	6,496,565	6,430,198	1%

<u>SERVICES</u>			
HABITAT ACCESS & MAINTENANCE	3,782,994	3,487,052	8%
MANAGMENT INFO SYSTEMS	2,937,724	2,929,606	0%
PROPERTY RIGHTS	1,102,310	1,693,498	-35%
HEADQUARTERS & SUPP FACILITIES	1,398,602	1,233,838	13%
PUBLICATIONS	789,624	775,545	2%
CONSERVATION ENGINEERING	718,771	694,582	3%
REGIONAL I/E	564,169	578,076	-2%
MAIL SERVICES	503,701	353,078	43%
GAME & FISH LABORATORY	714,290	736,412	-3%
ADMINISTRATION	581,855	615,915	-6%
CUSTOMER OUTREACH & INFO	505,423	784,590	-36%
CONSERVATION EDUCATION	500,799	717,529	-30%
CUSTOMER SERVICES	424,816	426,057	0%
HUNTER EDUCATION	207,464	555,606	-63%
STRATEGIC MANAGEMENT	139,357	203,613	-32%
sub-total	14,871,899	15,784,997	-6%

**FY 13 DETAIL BUDGET
STRATEGIC PLAN
(EXCLUDING COMPETITIVE REIMBURSED PROJECTS)**

	FY13*	FY 12*	FY 11*
<u>FISH DIVISION</u>			
HATCHERIES & REARING STATIONS	5,225,242	5,360,192	-3%
REG AQUATIC WILDLIFE MNGT	3,304,212	3,390,417	-3%
AQUATIC HABITAT MNGT	1,493,612	1,545,089	-3%
BOATING ACCESS	871,000	871,000	0%
CWCS	365,090	509,496	-28%
ADMINISTRATION	513,360	502,970	2%
STATEWIDE WIDLIFE MNGT	635,656	521,827	22%
FISH PASSAGE	337,606	371,508	-9%
FISH SPAWNING	253,762	253,602	0%
WATER MNGT	267,135	260,877	2%
AQUATIC INVASIVE SPECIES	1,899,559	1,065,890	78%
FISH DISTRIBUTION	107,369	285,495	-62%
subtotal	15,273,602	14,938,363	2%

<u>WILDLIFE DIVISION</u>			
REGIONAL GAME WARDENS	7,128,269	7,086,639	1%
REGIONAL TERRESTERIAL BIOLOGISTS	3,665,476	3,460,925	6%
WILDLIFE FEEDING	1,785,085	2,905,548	-39%
TERRESTERIAL HABITAT	2,675,914	2,117,036	26%
REGIONAL WILDLIFE SUPERVISORS	2,151,798	1,960,383	10%
VETERINARY SERVICES	1,874,177	2,142,199	-13%
PROPERTY RIGHTS (ACCESS YES ADMIN)	1,726,467	1,662,688	4%
SAGE GROUSE MNGT	862,415	1,599,013	-46%
TROPHY GAME & CONFLICT RESOLUTION	1,198,130	1,217,341	-2%
BIOLOGICAL SERVICES	985,050	989,782	0%
ADMINISTRATION	1,066,976	911,248	17%
SWAP (TERRESTRIAL NONGAME)	846,702	796,244	6%
STATEWIDE WILDLFE ENFORCEMENT	701,792	842,450	-17%
BIRD FARMS	697,524	699,880	0%
WOLF MANAGEMENT	304,051	640,311	-53%
BOATING SAFETY & INVEST ADMIN	471,666	414,440	14%
WATERFOWL	193,124	189,178	2%
PREDATOR MANAGEMENT	100,000	100,000	0%
sub-total	28,434,618	29,735,305	-4%

BUDGETS ON A Sub program BASIS	\$ 68,404,577	\$ 70,470,430	-3%
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*general fund biennium budget is shown as amounts expended/encumbered for second year of biennium (fy12) and for fy 13 1/2 the total fy 13-14 biennium..

WYOMING GAME AND FISH COMMISSION FY 13 BUDGET - Projects

WILDLIFE TRUST FUND PROJECTS:

HABITAT PROJECTS & GRANTS

	<u>LOCATION</u>	
Anadarko WGFD Fence Removal/Conversion	Green River	31,000
Bare Creek Restoration	Pinedale	10,000
Barnum Area Mahogany Restoration Phase II	Sheridan	20,000
Black Mt Cheatgrass Control*	Cody	25,000
Blue Crane Creek Channel Enhancement	Jackson	15,000
Chain Lakes WHMA Water Well Development	Lander	10,000
Condict Ranch Habitat Restoration II*	Laramie	20,000
East Fork River Bank Stabilization	Pinedale	50,000
Gooseberry Creek Fish Passage	Green River	10,000
Gros Ventre Fish Passage - Phase 2*	Jackson	30,000
Heart Mountain Fence Modification	Cody	13,740
Hell Canyon Fish Barrier	Green River	15,000
Holmes Ditch Fish Screen	Lander	15,000
Horse Creek Fish Passage	Pinedale	25,000
Lower Stinking Creek Watershed Enhancement	Casper	30,000
Mathes Fish Screening on French Creek	Sheridan	2,500
Mead Coffeen Crossover Diversion Engineering	Sheridan	50,000
Mule Deer/Sage Grouse Legume Seeding*	Statewide	60,000
Natrona County Cheatgrass Control 2012	Casper	88,905
North Murphy-Weiner Creek Aspen Prescribed Burn	Jackson	20,000
Noxious Weed Management - Greys River District BTNF	Jackson	10,000
Overland Trail Ranch Fence Modification	Lander	6,000
Platte Valley Mule Deer Initiative Projects 2012	Laramie	20,000
Seedskadee Aquatic habitat Project*	Green River	10,000
Soda Lake WHMA Water Well Development	Pinedale	12,000
South Laramie Range Habitat Enhancement III*	Laramie	20,000
Spence and Moriarty Habitat Improvement	Lander	70,000
Thorne/Williams WHMA Johnson Creek Habitat	Laramie	15,000
Tongue River Rehabilitation Scott Bicentennial Park	Sheridan	20,000
Upper S. Tongue River Watershed Rehabilitation	Sheridan	17,500
West Fork Long Creek Stream Crossing*	Lander	15,000
Yellowtail Invasive Plant Management VI*	Cody	150,000
YMCA of the Bighorns Camp Roberts Reservoir Rehab	Sheridan	20,000

habitat projects	\$ 926,645
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CONSERVATION EDUCATION (WORTH THE WATCHING) PROJECTS

Don't Poach the Powder/Pathways Campaign	Jackson	5,000
Lovell Elementary School Outdoor Classroom	Cody	3,100
Native Non-game Fish Posters	Statewide	7,000
Outdoor Recreation Edu. Opportunities Curriculum	Statewide	20,000
Snake River Ambassador Program*	Jackson	5,000

educational projects	40,100
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TOTAL FY13 DEPARTMENT TRUST PROJECTS	\$ 966,745
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WYOMING GAME AND FISH COMMISSION FY 13 BUDGET - Projects

WILDLIFE TRUST FUND PROJECTS:

STATE WILDLIFE GRANT PROJECTS:

Burbot Ecology in the Wind River Drainage **	9,900
Columbia Spotted Frog **	39,014
Core area Umbrella Sage Grouse Evaluation **	75,988
Cutthroat Conservation *	63,539
Exotic Grassland Plants on SGCN Mammals **	35,018
Fresh Water Mussels*	75,643
Great Gray Owls in Western Wyoming	70,708
Inventories of Fisher in Northwest Wyoming	31,435
Inventory of bats in cliffs & canyons of western WY	74,462
Monitoring Bird Conservation Regions **	50,000
Northern Wyoming Herpetofaunal Survey	32,420
Regional SGCN Biologist	10,344
SE Wyoming Herpetologist*	59,148
SGCN GIS *	47,754
Song birds & Energy Development impacts* **	9,521
Sucker Hybridization in the Upper CO River **	24,000
Western Amphibian Monitoring* **	65,476
Wind Energy Effects on Sage Grouse* **	50,000
Wind Energy Impact on Grassland birds * **	9,521

TOTAL DEPARTMENT FY13 State Wildlife Projects	\$ 833,891
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SPECIAL PROJECTS FROM FY13 FUNDING SOURCES:

(License recoupment fees & cost allocation moratorium reduction)

Spence Moriarity	100,000
Spence Moriarity HMA Habitat Work	60,000
Green River Burbot Investigations	141,478
Community Pond at Fly Caster Memorial Access Area	32,500
Platte Valley Habitat Partnership	500,000
Contract Facilitator for the Platte Valley Habitat Partnership	42,000
Wyoming Range Mule Deer	150,000
Project Planning Funds	30,507

TOTAL DEPARTMENT FY13 Special Projects	\$ 1,056,485
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* ongoing projects

** work being performed by the UW coop unit

**STATEMENT OF ASSETS, LIABILITIES, AND FUND BALANCES (G&F funds only)
ARISING FROM CASH TRANSACTIONS
AS OF JUNE 30, 2012**

**% CHNG
FY 09 to
FY12**

	2012	2011	2010	2009	
ASSETS:					
PETTY CASH	\$ 17,250	\$ 17,225	\$ 17,075	\$ 16,975	2%
CASH - OPERATIONS	39,914,796	43,213,175	37,099,785	35,961,959	11%
CASH- WLDLFE TRUST INTEREST	3,419,343	3,261,302	3,029,341	2,527,220	35%
CASH- ACCESS FUND	1,409,627	1,592,524	1,517,988	1,422,646	-1%
	<hr/>	<hr/>	<hr/>	<hr/>	
	44,761,017	48,084,226	41,664,189	39,928,800	12%
CASH - WLDLFE TRUST CORPUS	24,406,299	23,504,809	22,680,288	21,835,713	12%
CASH- LIFETIME LICENSE FUND	4,294,679	4,153,591	3,955,745	3,724,308	15%
CASH-ALTERNATIVE ENTERPRISES	54,801	43,198	42,950	50,000	10%
CASH - APPS/UNDISTRIBD IN PROCESS	12,502,319	13,475,231	13,951,984	14,108,188	-11%
CASH-AQUATIC INVASIVE SPECIES	444,795	444,794			
RETURNED CHECKS	717	602	975	2,280	-69%
TOTAL ASSETS	<hr/> 86,464,628	<hr/> 89,706,451	<hr/> 82,296,131	<hr/> 79,649,289	<hr/> 9%
LIABILITIES:					
VOUCHERS PAYABLE	2,926		260	260	1025%
LICENSE AGENT BONDS	100,000	92,752	100,000	100,000	0%
COURT ORDERED RESTITUTION	57,626	20,125	49,626	82,290	-30%
APP/UNDIST PENDING DRAW	12,502,319	13,475,231	13,951,984	14,108,188	-11%
RESTRICTED FEDERAL FUNDS	28,644		1,820,667	328,461	-91%
UNREALIZED INVESTMENT GAIN/LOSS	0	444,794	245,366	59,516	-100%
OTHER DEFERRED REVENUE	208,433	1,202,982	150,558	192,143	8%
TOTAL LIABILITIES	<hr/> 12,899,948	<hr/> 15,235,884	<hr/> 16,318,461	<hr/> 14,870,858	<hr/> -13%
FUND BALANCE:					
RESTRICTED					
OUTSTANDING ENCUMBERANCES	8,587,998	9,343,571	6,396,903	6,464,993	33%
WLDLFE TRUST FUND CORPUS (F08)	24,406,299	23,504,809	22,680,288	21,835,713	12%
WLD TRUST FUND INTEREST (F07)	2,822,680	2,876,717	2,651,002	2,064,330	37%
ACCESS FUND CORPUS (F06)	1,409,627	1,384,904	1,517,988	1,422,646	-1%
AQUATIC INVASIVE SPECIES	444,795				
LIFETIME LICENSE FUND (F02)	4,294,679	4,153,591	3,871,015	3,724,308	15%
ALTERNATIVE ENTERPRISES	54,801	43198	41,861	50,000	10%
UNRESTRICTED					
G&F OPERATING FUND(F01)	32,036,782	33,163,777	28,818,613	29,216,441	10%
TOTAL FUND BALANCE	<hr/> 74,057,662	<hr/> 74,470,567	<hr/> 65,977,670	<hr/> 64,778,431	<hr/> 14%
TOTAL LIABILITIES AND					
FUND BALANCE	<hr/> 86,957,610	<hr/> 89,706,451	<hr/> 82,296,131	<hr/> 79,649,289	<hr/> 9%

WYOMING GAME AND FISH COMMISSION
STATEMENT OF REVENUE AND EXPENDITURES
FOR THE PERIODS ENDED JUNE 30, 2012

EXPENDABLE FUNDS only:	FY 12	FY 11	% Change from FY11
REVENUE RECEIVED**			
Hunting & Fish Lic	32,258,773	32,394,405	0%
Conservation Stamps	846,821	771,054	10%
Boating Registration	452,270	374,878	21%
Other license revenue (pp points)	4,524,984	4,111,171	10%
Pooled Interest Opr**	2,125,438	1,767,514	20%
Pooled Interest Trt(1)	1,020,716	787,479	30%
Income from Inv&Land	232,323	510,372	-54%
100% Reimbursable(2)	8,122,673	7,695,027	6%
Application Fees	1,884,051	1,878,036	0%
Publication Sales	186,162	184,625	1%
Access Yes donations/cstamp(3)	879,076	859,641	2%
Federal Aid & Grants	10,865,993	13,359,034	-19%
License Recoupment	825,461	874,539	-6%
General Funds	3,884,117	3,512,220	11%
Other Items	164,525	77,547	112%
TTL REVENUE EARNED	68,273,383	69,157,542	-1%

EXPENDITURES MADE(4)

Maintenance & Ops			
Office of Director	2,715,392	2,700,639	1%
Fiscal Division	4,006,877	3,895,632	3%
Services Division	11,874,260	11,244,635	6%
Fish Division	12,019,156	10,694,467	12%
Wildlife Division	24,311,045	22,240,303	9%
TOTAL M&O EXPENSES	54,926,731	50,775,676	8%

Access Fund	888,580	792,380	12%
Wyoming wildlife trust(1)	630,799	850,217	-26%
Legislated Expenses	1,586,851	1,592,993	0%
Pr yr encmbrd m/o exp(5)	3,069,362	2,632,507	17%
TTL OPERATING EXP	61,102,323	56,643,773	8%

Reimbursable Contracts	5,215,161	5,752,194	-9%
State Wildlife Grants	662,643	636,868	4%
Landowner Incentive Grants (I)		47,186	-100%
Property Rights	13,495	610	2112%
Nonrecurring Projects	861,383	772,941	11%
Pr yr encmbrd other xp(6)	2,823,200	1,349,933	109%
TTL NONOP EXPENSES	9,575,882	8,559,732	12%

TOTAL EXPENDITURES	70,678,204	65,203,505	8%
DEFICIT OF REVENUE OVER EXP	(2,404,821)	3,954,037	

STATEMENT OF REVENUE AND EXPENDITURES

For period ended June 30, 2012

Continued

All Department revenue is recognized above excepting:

1) \$415,216 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 \$53,970 of lifetime conservation stamps and 37 1/2% of the c-stamp \$846,821 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 \$161,709 which are deposited into an access fund and are budgeted and spent in the year following receipt; they can only be used for purchasing non fee title access easements;

4) \$11,374 (net gain on a cash basis for revenue of \$257,254 and expenses of \$245,880) from sale of promotional products and publications;

5) \$244,056 collected in Aquatic Invasive Species decals prior to the 2011 supplemental budget redirecting this revenue to the general fund appropriation for this program;

6) Effective with the 2011 Legislative session, AIS decal revenue is recorded in the general fund; FY 12 to date = \$499,038.

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
FOR THE YEAR ENDED JUNE 30, 2012**

	Game & Fish Operating Fund	Wildlife Trust Fund	Access fund	Non recurring Projects	State Wild Grnts	100% funded Third Party Grnts	Sub-Total Agency funding	General fund (non capital constructn)	Total Agency Expenditures	% Expd
AQUATIC WILDLIFE MNGT	3,754,652			2,182	323,590	28,984	\$ 4,109,408		\$ 4,109,408	5.79%
BIRD FARMS	597,927					3,000	600,927		600,927	0.85%
COOPERATIVE RESEARCH	210,602				127,537		338,139		338,139	0.48%
CONSERVATION ENGINEERING	641,559						641,559		641,559	0.90%
CWCS						1,614,118	1,614,118	692,900	2,307,018	3.25%
AQUATIC INVASIVE SPECIES								\$ 821,674	821,674	1.16%
DEPARTMENT ADMINISTRATION	3,638,537					-227	3,638,311		3,638,311	5.13%
EDUCATION	590,463	65,778		350,000		63,641	1,069,883		1,069,883	1.51%
FEEDGROUNDS	2,496,681						2,496,681		2,496,681	3.52%
FINANCIAL MANAGEMENT	2,366,079					31,815	2,397,893		2,397,893	3.38%
FISH CULTURE*	5,224,039			227,775		180,414	5,632,228		5,632,228	7.94%
HABITAT *	6,009,805	315,021		162,294		1,039,642	7,526,762		7,526,762	10.61%
INFORMATION	1,426,756			100,000			1,526,756		1,526,756	2.15%
LEGISLATED EXPENSES(2)	1,503,341					83,717	1,587,058		1,587,058	2.24%
CUSTOMER SERVICES	385,419						385,419		385,419	0.54%
MANAGEMENT INFO SYSTEMS	2,446,251					77,702	2,523,952		2,523,952	3.56%
PERSONNEL MANAGEMENT	572,199						572,199		572,199	0.81%
PROPERTY RIGHTS	1,287,645	250,000	888,580			289,253	2,715,477		2,715,477	3.83%
REGIONAL INFORMATION/ED	477,966						477,966		477,966	0.67%
SPECIALIZED LAW ENFORCMNT	1,024,795					219,738	1,244,533		1,244,533	1.75%
HUMAN DIMENSIONS	178,975						178,975		178,975	0.25%
SUPPORT FACILITIES/PERSONL	2,314,492						2,314,492		2,314,492	3.26%
TERRESTRIAL WILDDLIFE MNGT	14,256,755				211,515	743,669	15,211,939	883,347	16,095,286	22.69%
WILDLIFE HABITAT PROTECTION	540,471					467,238	1,007,709		1,007,709	1.42%
WILDLIFE HEALTH & LAB SVCS	697,552			19,132		372,457	1,089,141	1,429,529	2,518,670	3.55%
TTL DEPT OBJECTIVES	52,642,959	630,799	888,580	861,383	662,643	5,215,161	60,901,524	3,827,450	64,728,974	91.27%
PRIOR YR ENCUMBERED FNDS**	3,344,374	231,876	207,621	852,566	314,032	942,095	5,892,563	56,667	5,949,230	8.39%
ALTERNATIVE ENTERPRISES							245,880		245,880	0.35%
TTL AMT EXPND	55,987,333	862,675	1,096,200	1,713,949	976,675	6,157,255	67,039,968	3,884,117	70,924,085	
** (3) ENCUMBERED XPS INCLUDE: \$697,531 Aquatic Mngt; \$108,941 Bird Farms; \$501,734 Cooperative Research; \$38,777 Cons. Engineering \$50,577 CWCS; \$15,571 Dept. Admin.; \$31,265 Education; \$75,938 Feedgrounds; \$187,480 financial management; \$752,598 Fish Culture; \$992,236 Habitat; \$212,703 Information; \$83,509 Legislative; \$0 Cust. Servs.; \$332,410 Info. Syst.; \$5950 Personnel; \$743,482 Prop. Rights; \$0 Regional I&E; \$18 Law Enforcement; \$47,920 Strategic planning; \$148,911 Supportive Facilities \$833,930 Terrestrial Wildlife; \$283 Habitat Protection; \$30,798 Lab Services										

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

BIG GAME LICENSES	PRICE	2007	2008	2009	2010	2011
Resident Antelope	\$27.00	15,247				
Resident Antelope	\$33.00		17,331	18,428	18,523	18,087
Resident Youth Antelope	\$15.00	2,296	2,582	2,684	2,703	2,700
Resident Doe/Fawn Antelope	\$19.00	6,723				
Resident Doe/Fawn Antelope	\$22.00		7,455	7,389	7,416	6,980
Resident Youth Doe/Fawn Antelope	\$14.00	671	766	714	718	760
Pioneer Antelope	\$2.00	204	192	169	138	126
Pioneer Doe/Fawn Antelope	\$2.00	51	48	46	46	30
Pioneer Heritage Antelope	\$16.00	157				
Pioneer Heritage Antelope	\$20.00		160	171	214	284
Pioneer Heritage Doe/Fawn Antelope	\$15.00	29				
Pioneer Heritage Doe/Fawn Antelope	\$18.00		35	40	59	88
TOTALS		25,378	28,569	29,641	29,817	29,055
Nonres Special Antelope	\$426.00	647				
Nonres Special Antelope	\$512.00		662	607	519	570
NonRes Special Antelope w/Preference Point	\$456.00	1,044				
NonRes Special Antelope w/Preference Point	\$542.00		1,003	928	973	1,038
NonRes Antelope w/Preference Point	\$256.00	3,094				
NonRes Antelope w/Preference Point	\$302.00		2,807	3,005	2,753	2,953
NonRes Antelope Yth w/Preference Point	\$120.00	329	293	327	282	315
Nonres Antelope	\$226.00	13,972				
Nonres Antelope	\$272.00		13,733	13,557	14,092	13,276
Nonres Youth Antelope	\$110.00	799	788	821	1,023	937
Nonres Doe/Fawn Antelope	\$29.00	18,959				
Nonres Doe/Fawn Antelope	\$34.00		19,981	22,262	24,927	24,233
Nonres Youth Doe/Fawn Antelope	\$19.00	1,100	1,323	1,433	1,586	1,605
TOTALS		39,944	40,590	42,940	46,155	44,927
TOTAL ANTELOPE LICENSES		65,322	69,159	72,581	75,972	73,982
Resident Bighorn Sheep	\$96.00	183				
Resident Bighorn Sheep	\$117.00		183	191	196	191
Nonresident Bighorn Sheep	\$1,901.00	61				
Nonresident Bighorn Sheep	\$2,252.00		61	67	71	69
TOTAL BIGHORN SHEEP LICENSES		244	244	258	267	260
Resident Deer	\$31.00	40,969				
Resident Deer	\$38.00		41,621	42,449	42,182	40,088
Resident Deer Military Combat	\$0.00	10	6	21	4	3
Resident Youth Deer	\$15.00	5,327	5,206	5,345	5,647	5,536
Resident Doe/Fawn Deer	\$19.00	7,529				
Resident Doe/Fawn Deer	\$22.00		7,732	8,639	8,083	8,544
Resident Youth Doe/Fawn Deer	\$14.00	646	807	859	797	814
Pioneer Deer	\$2.00	390	339	299	251	218
Pioneer Doe/Fawn Deer	\$2.00	52	62	50	40	38
Pioneer Heritage Deer	\$19.00	200				
Pioneer Heritage Deer	\$23.00		229	260	396	462
Pioneer Heritage Doe/Fawn Deer	\$15.00	21				
Pioneer Heritage Doe/Fawn Deer	\$18.00		33	41	57	93
TOTALS		55,144	56,035	57,963	57,457	55,796
Nonres Special Deer	\$461.00	1,342				
Nonres Special Deer	\$552.00		1,406	1,165	1,005	871
NonRes Deer Special w/Preference Point	\$501.00	1,376				
NonRes Deer Special w/Preference Point	\$592.00		1,468	1,111	1,026	1,030
NonRes Deer w/Preference Point	\$301.00	3,789				
NonRes Deer w/Preference Point	\$352.00		4,309	3,862	3,581	3,536
NonRes Deer Yth w/Preference Point	\$120.00	216	272	228	213	259
Nonresident Deer	\$261.00	20,103				
Nonresident Deer	\$312.00		17,846	17,790	17,329	15,865
Nonresident Youth Deer	\$110.00	873	834	796	805	747
Nonresident Doe/Fawn Deer	\$29.00	7,812				
Nonresident Doe/Fawn Deer	\$34.00		6,926	7,420	6,953	6,578
Nonresident Youth Doe/Fawn Deer	\$19.00	359	444	434	362	370
TOTALS		35,870	33,505	32,806	31,274	29,256
TOTAL DEER LICENSES		91,014	89,540	90,769	88,731	85,052

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

Resident Elk	\$43.00	38,707				
Resident Elk	\$52.00		38,575	38,706	37,894	37,280
Resident Elk Military Combat	\$0.00	7	5	17	2	3
Resident Youth Elk	\$25.00	3,838	3,697	3,623	3,671	3,742
Pioneer Elk	\$5.00	447	372	335	266	218
Resident Cow/Calf Elk	\$36.00	5,260				
Resident Cow/Calf Elk	\$43.00		6,783	8,244	9,690	11,097
Resident Yth Cow/Calf Elk	\$20.00	370	521	606	736	927
Pioneer Cow/Calf Elk	\$5.00	54	59	51	54	51
Pioneer Heritage Elk	\$27.00	369				
Pioneer Heritage Elk	\$32.00		372	397	510	609
Pioneer Heritage Cow/Calf Elk	\$23.00	46				
Pioneer Heritage Cow/Calf Elk	\$27.00		65	92	131	174
TOTALS		49,098	50,449	52,071	52,954	54,101
Nonres Special Elk/Fishing	\$881.00	556				
Nonres Special Elk/Fishing	\$1,057.00		669	549	657	727
NonRes Elk Yth w/Preference Point	\$285.00	90	84			
NonRes Elk Yth w/Preference Point	\$325.00			89	73	70
NonRes Elk Special w/Preference Point	\$931.00	2,253				
NonRes Elk Special w/Preference Point	\$1,107.00		1,855	1,483	1,315	1,331
NonRes Elk w/Preference Point	\$531.00	2,900				
NonRes Elk w/Preference Point	\$627.00		2,824	2,848	2,704	2,574
Nonres Elk & Fishing	\$481.00	2,762				
Nonres Elk & Fishing	\$577.00		2,699	2,963	3,092	3,152
Nonres Youth Elk/Fishing	\$275.00	83	79	86	77	83
Nonres Cow/Calf Elk	\$240.00	1,565				
Nonres Cow/Calf Elk	\$288.00		1,874	2,417	2,722	3,336
Nonres Youth Cow/Calf Elk	\$100.00	77	93	114	136	158
TOTALS		10,286	10,177	10,549	10,776	11,431
TOTAL ELK LICENSES		59,384	60,626	62,620	63,730	65,532
Resident Moose	\$91.00	640				
Resident Moose	\$112.00		586	489	460	443
Nonresident Moose	\$1,201.00	129				
Nonresident Moose	\$1,402.00		129	107	100	96
TOTAL MOOSE LICENSES		769	715	596	560	539
Resident Mountain Goat	\$101.00	15				
Resident Mountain Goat	\$122.00		15	17	15	17
Nonres Mountain Goat	\$1,801.00	5				
Nonres Mountain Goat	\$2,152.00		5	5	5	6
TOTAL MOUNTAIN GOAT LICENSES		20	20	22	20	23

COMMERCIAL LICENSES	PRICE	2007	2008	2009	2010	2011
Comm'l Fish Hatchery	\$151.00	14				
Comm'l Fish Hatchery	\$182.00		11	11	12	12
Deal in Live Bait	\$56.00	55				
Deal in Live Bait	\$67.00		63	68	64	67
Fishing Preserve	\$111.00	77				
Fishing Preserve	\$132.00		73	41	46	55
Resident Fur Dealer	\$43.00	11				
Resident Fur Dealer	\$52.00		16	13	15	13
Nonresident Fur Dealer	\$231.00	11				
Nonresident Fur Dealer	\$277.00		13	10	6	11
Game Bird Farm	\$111.00	105				
Game Bird Farm	\$132.00		111	115	112	108
Seine or Trap Fish License	\$16.00	632				
Seine or Trap Fish License	\$20.00		697	720	781	735
Resident Taxidermist	\$56.00	171				
Resident Taxidermist	\$67.00		179	180	190	187
Nonresident Taxidermist	\$601.00	4				
Nonresident Taxidermist	\$702.00		4	3	3	6
TOTAL COMMERCIAL LICENSES		1,080	1,167	1,161	1,229	1,194

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

FUR BEARING/TRAP LICENSES	PRICE	2007	2008	2009	2010	2011
Res Fur Bearing Trap	\$36.00	1,653				
Res Fur Bearing Trap	\$44.00		1,685	1,723	1,691	1,793
Res Youth Fur Bear Trap	\$6.00	136	117	136	153	115
Nonres Fur Bearing Trap	\$201.00	55				
Nonres Fur Bearing Trap	\$242.00		48	43	36	40
TOTAL FUR BEARING/TRAPPING LICENSES		1,844	1,850	1,902	1,880	1,948

GAME BIRD/SML GAME LICENSES:	PRICE	2007	2008	2009	2010	2011
Res Bird/Small Game Annual	\$19.00	9,997				
Res Bird/Small Game Annual	\$24.00		8,689	8,880	8,198	7,953
Res Daily Bird/Small Game	\$7.00	1,026				
Res Daily Bird/Small Game	\$9.00		957	994	938	927
Res Bird/Small Game Military Combat	\$0.00	5		6	2	3
Nonres Bird/Small Game Annual	\$61.00	2,050				
Nonres Bird/Small Game Annual	\$72.00		1,879	1,779	1,777	1,738
Nonres Daily Bird/Small Game	\$16.00	6,233				
Nonres Daily Bird/Small Game	\$20.00		5,192	4,800	4,937	4,977
Nonres Youth Bird/Small Game Annual	\$40.00	101	128	117	118	115
TOTAL COMBINATION LICENSES		19,412	16,845	16,576	15,970	15,713

GAME BIRD LICENSES:	PRICE	2007	2008	2009	2010	2011
Resident Game Bird	\$13.00	7,375				
Resident Game Bird	\$16.00		7,553	7,822	7,727	7,430
TOTAL GAME BIRD LICENSES		7,375	7,553	7,822	7,727	7,430

SMALL GAME LICENSES:	PRICE	2007	2008	2009	2010	2011
Resident Small Game	\$13.00	2,031				
Resident Small Game	\$16.00		1,831	1,713	1,600	1,533
TOTAL SMALL GAME LICENSES		2,031	1,831	1,713	1,600	1,533

TURKEY LICENSES:	PRICE	2007	2008	2009	2010	2011
Resident Spring Turkey	\$13.00	4,302				
Resident Spring Turkey	\$16.00		4,358	4,447	4,960	4,503
Resident Fall Turkey	\$13.00	2,427				
Resident Fall Turkey	\$16.00		2,649	2,542	2,202	2,042
TOTALS		6,729	7,007	6,989	7,162	6,545
Nonres Spring Turkey	\$61.00	1,497				
Nonres Spring Turkey	\$72.00		1,412	1,451	1,870	1,847
Nonres Fall Turkey	\$61.00	507				
Nonres Fall Turkey	\$72.00		496	313	280	276
TOTALS		2,004	1,908	1,764	2,150	2,123
TOTAL TURKEY LICENSES		8,733	8,915	8,753	9,312	8,668

GAME FISH LICENSES:	PRICE	2007	2008	2009	2010	2011
Resident Fishing Annual	\$19.00	77,087				
Resident Fishing Annual	\$24.00		73,489	77,392	75,381	72,197
Resident Youth Fishing Annual	\$3.00	6,327	6,101	6,371	6,377	6,128
Resident Daily Fish	\$4.00	40,953				
Resident Daily Fish	\$6.00		36,192	39,004	39,225	37,992
Resident Daily Fish Military Combat	\$0.00	12	6	32	17	21
TOTALS		124,379	115,788	122,799	121,000	116,338
Nonres Fishing Annual	\$76.00	15,479				
Nonres Fishing Annual	\$92.00		12,466	12,460	12,609	11,419
Nonres Youth Fish Annual	\$15.00	3,707	3,417	3,390	3,438	2,855
Nonres Daily Fishing	\$11.00	219,353				
Nonres Daily Fishing	\$14.00		183,477	188,046	180,050	160,453
TOTALS		238,539	199,360	203,896	196,097	174,727
TOTAL FISHING LICENSES		362,918	315,148	326,695	317,097	291,065

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

LIFETIME LICENSES:	PRICE	2007	2008	2009	2010	2011
Bird/Fish/Small Game	\$401.00	299				
Bird/Fish/Small Game	\$482.00		97	65	83	79
Fishing	\$251.00	233				
Fishing	\$302.00		68	63	62	62
Bird/Fish/Small Game & Conservation Stamp	\$551.50	783				
Bird/Fish/Small Game & Conservation Stamp	\$662.50		313	238	255	338
Bird/Small Game	\$251.00	38				
Bird/Small Game	\$302.00		10	12	13	17
Bird/Small Game & Conservation Stamp	\$401.50	19				
Bird/Small Game & Conservation Stamp	\$482.50		11	1	3	8
Fishing/Conservation Stamp	\$401.50	464				
Fishing/Conservation Stamp	\$482.50		253	150	195	209
Conservation Stamp	\$150.50	232				
Conservation Stamp	\$180.50		131	81	96	84
TOTAL LIFETIME LICENSES		2,068	883	610	707	797

OTHER LICENSES:	PRICE	2007	2008	2009	2010	2011
Resident Archery	\$13.00	12,986				
Resident Archery	\$16.00		13,723	14,173	13,559	13,249
Resident Youth Archery	\$6.00				974	1,074
Nonresident Archery	\$25.00	4,170				
Nonresident Archery	\$30.00		4,364	4,646	4,958	5,114
Nonresident Youth Archery	\$12.00				126	140
TOTAL ARCHERY LICENSES		17,156	18,087	18,819	19,617	19,577
Res License to Capture Falcon	\$31.00	17				
Res License to Capture Falcon	\$38.00		10	7	12	16
Nonres Lic to Capture Falcon	\$201.00	16				
Nonres Lic to Capture Falcon	\$242.00		29	8	7	13
License to Hunt with Falcon	\$13.00	86				
License to Hunt with Falcon	\$16.00		75	79	87	77
License to Capture Fur Bearing Animal	\$16.00	1				
License to Capture Fur Bearing Animal	\$20.00		1	1	2	1
Disabled Hunter Companion Permit	\$5.00	96	97	109	133	180
Duplicate with Coupon	\$4.00	1,159				
Duplicate with Coupon	\$5.00		1,618	2,046	2,270	2,320
Duplicate without Coupon	\$4.00	138				
Duplicate without Coupon	\$5.00		151	115	143	143
Duplicate Multi-Purpose	\$4.00	862				
Duplicate Multi-Purpose	\$5.00		1,127	2,053	2,307	2,405
Duplicate Commercial	\$4.00	12				
Duplicate Commercial	\$5.00		4	8	5	4
Duplicate Lifetime	\$4.00	263				
Duplicate Lifetime	\$5.00		248	262	272	244
TOTAL OTHER LICENSES		2,650	3,360	4,688	5,238	5,403

DECALS AND PERMITS:	PRICE	2007	2008	2009	2010	2011
Nonresident AIS Motorized Decal	\$30.00				5,755	5,254
Nonresident AIS Nonmotorized Decal	\$15.00				2,521	2,873
Resident AIS Motorized Decal	\$10.00				20,675	19,914
Resident AIS Nonmotorized Decal	\$5.00				6,505	6,733
Pheasant Special Mgmt Permit	\$10.00					
Pheasant Special Mgmt Permit	\$10.50	5,555				
Pheasant Special Mgmt Permit	\$12.50		5,591	5,716	5,578	4,867
Conservation Order Special Mgmt Permit	\$10.50	208				
Conservation Order Special Mgmt Permit	\$12.50		228	208	133	214
TOTAL PERMITS		5,763	5,819	5,924	41,167	39,855

STAMPS AND TAGS:	PRICE	2007	2008	2009	2010	2011
Conservation Stamps	\$10.50	180,410				
Conservation Stamps	\$12.50		172,586	176,790	175,760	170,810
Elk Special Management Stamp	\$10.50	13,695				
Elk Special Management Stamp	\$12.50		13,523	13,279	12,493	12,115
Wildlife Damage Management Stamp	\$10.00	141	249	149	122	241
Reciprocity Stamps	\$10.00	7,400	8,230	8,688	8,111	7,588
Interstate Game Tags	\$5.00	17,227				
Interstate Game Tags	\$8.00		15,834	14,979	14,772	14,489
TOTAL STAMPS AND TAGS		218,873	210,422	213,885	211,258	205,243

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

TROPHY GAME LICENSES:		PRICE	2007	2008	2009	2010	2011
Resident Black Bear	\$37.00		2,968				
Resident Black Bear	\$45.00			2,962	3,079	3,101	3,362
Nonres Black Bear	\$301.00		284				
Nonres Black Bear	\$362.00			295	282	295	347
TOTAL BLACK BEAR LICENSES			3,252	3,257	3,361	3,396	3,709
Resident Mountain Lion	\$25.00		1,548				
Resident Mountain Lion	\$30.00			1,631	1,703	1,943	1,923
Resident Additional Mountain Lion	\$16.00		3				
Resident Reduced Price Mountain Lion	\$20.00					27	49
Nonres Mountain Lion	\$301.00		129				
Nonres Mountain Lion	\$362.00			128	142	182	213
Nonresident Reduced Price Mountain Lion	\$92.00					4	11
TOTAL MOUNTAIN LION LICENSES			1,680	1,759	1,845	2,156	2,196
WILD BISON LICENSES:		PRICE	2007	2008	2009	2010	2011
Resident Wild Bison	\$331.00		257				
Resident Wild Bison	\$402.00			279	266	180	208
Nonresident Wild Bison	\$2,101.00		20				
Nonresident Wild Bison	\$2,502.00			28	22	15	19
TOTAL BISON LICENSES:			277	307	288	195	227
			2007	2008	2009	2010	2011
GRAND TOTAL LICENSES:			871,865	817,507	840,888	867,829	829,946

EXPENDITURE ALLOCATIONS FY PROGRAM -- FY12

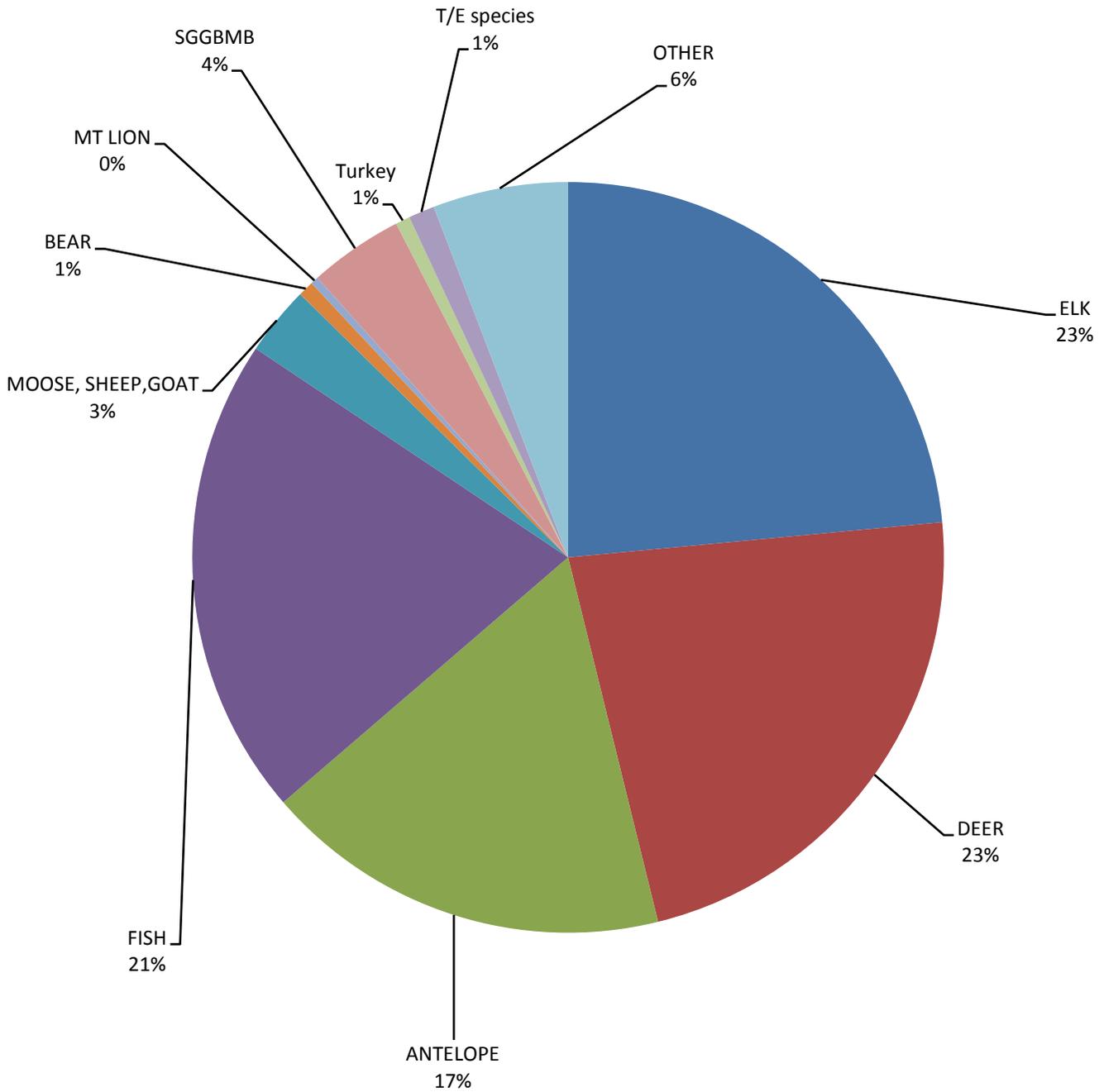
CODE	PROGRAM	COSTS BEFORE ALLOCATION	GEN'L WILDLIFE ALLOCATION*	COSTS AFTER ALLOCATION
			20%	
AA	GENERAL WILDLIFE	14,134,653		
BC	ANTELOPE	3,160,389	797,908	3,958,296
BD	ELK	13,169,047	3,324,807	16,493,854
BE	ROCKY MOUNTAIN SHEEP	1,456,189	367,646	1,823,835
BF	MOOSE	784,597	198,088	982,685
BG	ROCKY MOUNTAIN GOAT	44,809	11,313	56,123
BJ	MOUNTAIN LION	552,984	139,612	692,596
BK	BLACK BEAR	690,501	174,332	864,833
BL	GRIZZLY BEAR	1,352,906	341,570	1,694,477
BM	MULE DEER	6,659,711	1,681,386	8,341,097
BN	WHITE-TAILED DEER	538,634	135,990	674,624
BP	BISON	240,040	60,603	300,643
BW	WOLF	586,278	148,018	734,296
CA	SMALL GAME	22,551	5,694	28,245
CB	GAME BIRDS	130	33	163
CC	PHEASANTS	1,352,094	341,365	1,693,459
CF	TURKEY	140,066	35,363	175,429
CG	PARTRIDGE	2,712	685	3,397
CR	BLUE/RUFFED GROUSE	3,954	998	4,952
CT	SAGE GROUSE	2,601,299	656,753	3,258,052
CV	SHARP-TAILED GROUSE	18,539	4,681	23,219
DB	GEESE	244,186	61,650	305,835
DC	DUCKS	852,588	215,254	1,067,842
DD	SWANS	166,958	42,152	209,110
DE	DOVES	105,122	26,540	131,663
DF	CRANES	86,740	21,899	108,639
FX	SPORT FISH	17,146,066	4,328,890	21,474,956

EXPENDITURE ALLOCATIONS FY PROGRAM -- FY12

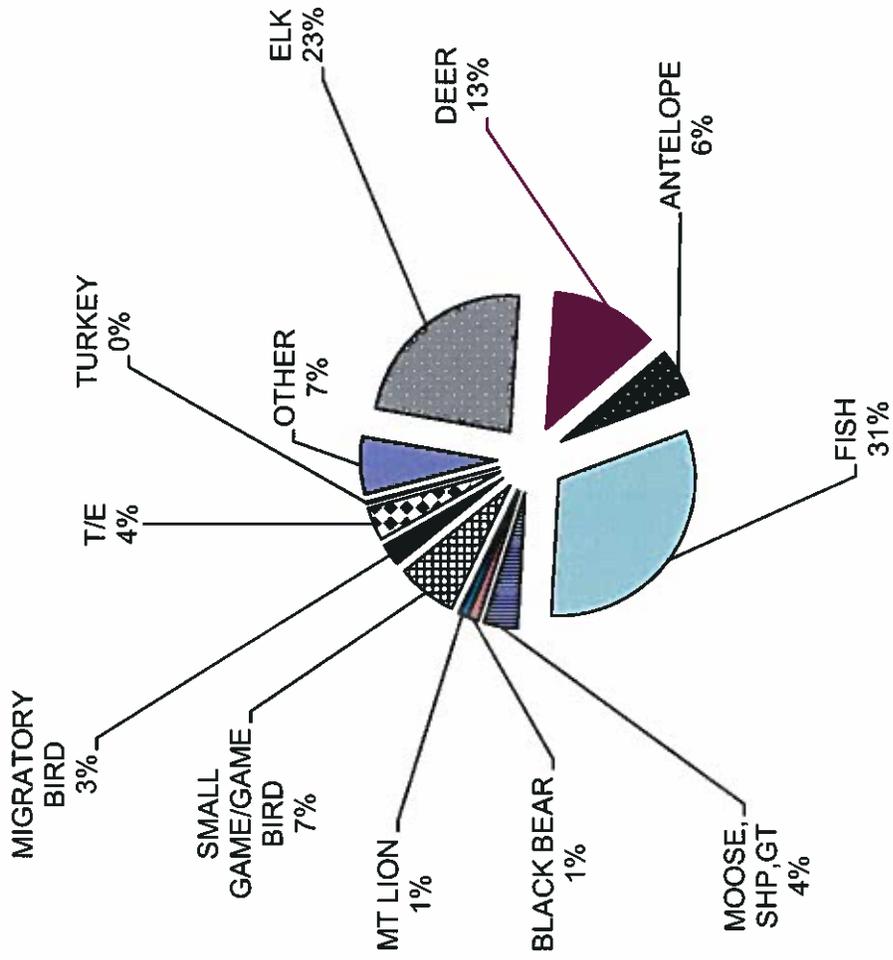
CODE	PROGRAM	COSTS BEFORE ALLOCATION	GEN'L WILDLIFE ALLOCATION*	COSTS AFTER ALLOCATION
HB	BOBCAT/LYNX	383,986	96,945	480,931
HC	BEAVER	151,681	38,295	189,976
MB	COMMERCIAL FISHERIES	15,765	3,980	19,745
NA	NONGAME MAMMALS	788,223	199,004	987,226
NB	NONGAME BIRDS	660,595	166,781	827,377
NC	RAPTORS	521,715	131,718	653,433
ND	NONGAME FISH	729,562	184,193	913,755
NE	AMPHIBIANS/REPTILES	327,026	82,565	409,590
NF	PREDATORY BIRDS	5,324	1,344	6,668
NH	PEREGRINE FALCON	44,467	11,227	55,694
NJ	BALD EAGLE	67,442	17,027	84,470
NK	BLACK FOOTED FERRET	135,178	34,128	169,306
NL	CANADIAN LYNX	6,688	1,689	8,376
NM	PREBLES MEADOW MOUSE	29,834	7,532	37,366
NP	PREDATORY MAMMALS	31,096	7,851	38,946
NR	BLACK-TAILED PRAR DOG	7,627	1,925	9,552
NS	WHITE-TAILED PRAR DOG	82,299	20,778	103,077
NW	WYOMING TOAD	11,852	2,992	14,844
NX	EXOTIC GAME	5,736	1,448	7,184
ZZ	NONWILDLIFE	804,245		804,245
TOTAL PROGRAM COSTS		70,924,085	14,134,654	70,924,085

*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 FY12 (includes general fund noncapital construction)



WGFD Expenditures by Species - FY 12 (includes general fund non capital construction)



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

PROGRAM	2007	2008	2009	2010	2011	2012	%	%	%	%	%	%
Antelope	3,167,032	3,785,765	3,451,229	4,642,327	4,057,197	3,958,296	7.16%	5.77%	6.80%	6.21%	6.21%	5.58%
Elk	11,183,083	12,415,185	13,942,785	14,652,727	13,483,854	16,493,854	23.47%	23.32%	21.45%	20.65%	20.65%	23.26%
Rocky Mountain Sheep	1,199,696	1,284,207	1,237,934	1,935,584	1,788,348	1,823,835	2.43%	2.07%	2.83%	2.74%	2.74%	2.57%
Moose	699,814	1,022,129	819,010	1,395,340	1,588,023	982,685	1.93%	1.37%	2.04%	2.43%	2.43%	1.39%
Rocky Mountain Goat	59,229	48,575	86,302	66,089	89,638	56,123	0.09%	0.14%	0.10%	0.14%	0.14%	0.08%
Mountain Lion	444,845	399,474	517,806	689,285	574,596	692,596	0.76%	0.87%	1.01%	0.88%	0.88%	0.98%
Black Bear	522,166	1,076,992	682,477	600,596	760,785	864,833	2.04%	1.14%	0.88%	1.17%	1.17%	1.22%
Grizzly Bear	1,182,214	1,359,017	1,746,787	1,917,167	1,927,556	1,694,477	2.57%	2.92%	2.81%	2.95%	2.95%	2.39%
Mule Deer	5,145,752	5,819,403	6,250,196	7,815,382	8,121,724	8,341,087	11.00%	10.45%	11.44%	12.44%	12.44%	11.76%
White-tailed Deer	456,980	411,374	560,517	830,597	502,003	674,624	0.78%	0.94%	1.22%	0.77%	0.77%	0.95%
Bison	21,928	336,837	216,062	129,169	174,431	300,643	0.64%	0.36%	0.19%	0.27%	0.27%	0.42%
Wolf	406,597	966,111	1,096,770	444,373	308,087	734,296	1.83%	1.83%	0.65%	0.47%	0.47%	1.04%
Small Game	95,689	63,398	50,274	41,726	42,347	28,245	0.12%	0.08%	0.06%	0.06%	0.06%	0.04%
Game Birds	4,403	1,925	338	5,396	735	163	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%
Pheasants	1,049,837	1,081,735	2,805,527	1,447,921	1,343,098	1,693,459	2.05%	4.69%	2.12%	2.06%	2.06%	2.39%
Turkey	211,984	325,686	298,506	283,493	330,420	175,429	0.62%	0.50%	0.42%	0.51%	0.51%	0.25%
Partridge	2,464	421	1,323	94,263	8,438	3,397	0.00%	0.00%	0.14%	0.01%	0.01%	0.00%
Blue/Ruffed Grouse	36,226	11,228	8,261	13,973	7,468	4,952	0.02%	0.01%	0.02%	0.01%	0.01%	0.01%
Sage Grouse	2,247,751	2,536,600	3,375,155	3,688,894	2,414,403	3,258,052	4.80%	5.65%	5.40%	3.70%	3.70%	4.59%
Sharp-Tailed Grouse	25,630	37,840	32,047	24,237	23,053	23,219	0.07%	0.05%	0.04%	0.04%	0.04%	0.03%
Geese	656,724	531,811	1,046,785	1,392,274	1,577,790	305,835	1.01%	1.75%	2.04%	2.42%	2.42%	0.43%
Ducks	343,937	225,079	237,433	324,943	41,640	1,067,842	0.43%	0.40%	0.48%	0.06%	0.06%	1.51%
Swans	146,297	306,190	630,108	233,611	258,155	209,110	0.58%	1.05%	0.34%	0.40%	0.40%	0.29%
Doves	69,344	144,777	50,190	57,738	51,337	131,663	0.27%	0.08%	0.08%	0.08%	0.08%	0.19%
Cranes	105,790	182,947	172,882	88,641	171,299	108,639	0.35%	0.29%	0.13%	0.26%	0.26%	0.15%

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

PROGRAM	2007	2008	2009	2010	2011	2012	%	%	%	%	%	%
Sport Fish	15,226,226	15,286,495	16,806,936	20,113,566	20,265,111	21,474,956	28.90%	28.11%	29.45%	31.03%	31.03%	30.28%
Bobcat/Lynx	382,423	551,070	337,402	358,400	257,658	480,931	1.04%	0.56%	0.52%	0.39%	0.39%	0.68%
Beaver	21,596	54,599	42,549	48,901	271,214	189,976	0.10%	0.07%	0.07%	0.42%	0.42%	0.27%
Commercial Fisheries	38,195	36,040	33,103	4,095	17,734	19,745	0.07%	0.06%	0.01%	0.03%	0.03%	0.03%
Nongame Mammals	241,600	380,567	432,085	655,143	711,679	987,226	0.72%	0.72%	0.96%	1.09%	1.09%	1.39%
Nongame Birds	312,312	535,644	522,666	619,112	447,560	827,377	1.01%	0.87%	0.91%	0.69%	0.69%	1.17%
Raptors	104,928	165,296	362,577	771,732	712,094	653,433	0.31%	0.61%	1.13%	1.09%	1.09%	0.92%
Nongame Fish	359,073	381,811	475,643	1,575,399	1,377,514	913,755	0.72%	0.80%	2.31%	2.11%	2.11%	1.29%
Amphibians/Reptiles	342,471	153,371	348,854	431,625	431,113	409,590	0.29%	0.58%	0.63%	0.66%	0.66%	0.58%
Predatory Birds	1,782	1,234	3,685	9,078	6,767	6,668	0.00%	0.01%	0.01%	0.01%	0.01%	0.01%
Peregrine Falcon	30,092	30,089	83,310	30,446	36,583	55,694	0.06%	0.14%	0.04%	0.06%	0.06%	0.08%
Bald Eagle	23,210	40,138	35,472	24,797	17,686	84,470	0.08%	0.06%	0.04%	0.03%	0.03%	0.12%
Black-Footed Ferret	241,312	158,585	274,268	137,172	178,179	169,306	0.30%	0.46%	0.20%	0.27%	0.27%	0.24%
Canadian Lynx	7,020	4,634	6,905	7,946	18,172	8,376	0.01%	0.01%	0.01%	0.03%	0.03%	0.01%
Prebles Jumping Mouse	39,830	303	3,033	26,560	34,694	37,366	0.00%	0.01%	0.04%	0.05%	0.05%	0.05%
Predatory Mammals	18,116	4,792	26,540	35,530	23,647	38,946	0.05%	0.06%	0.05%	0.04%	0.04%	0.05%
Black-Tailed Prairie Dog	69,989	90,565	69,781	22,083	739	9,552	0.01%	0.04%	0.03%	0.00%	0.00%	0.01%
White-Tailed Prairie Dog	56	6,991	11,844	12,769	116,423	103,077	0.17%	0.12%	0.02%	0.18%	0.18%	0.15%
Wyoming Toad	1,526	3,137	2,083	6,399	6,459	14,844	0.01%	0.02%	0.01%	0.01%	0.01%	0.02%
Exotic Game	518,486	605,449	555,456	15,535	4,058	7,184	0.01%	0.00%	0.02%	0.01%	0.01%	0.01%
Nonwildlife	47,465,655	52,894,125	59,789,087	68,305,129	65,299,372	70,924,085	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
TOTAL PROGRAM COSTS												

ALL AGENCY EXPENDITURES ON AN ACTIVITY BASIS

cd	ACTIVITY DESCRIPTION	2008		2009		2010		2011*		2012**	
		AMT	%	AMT	%	AMT	%	AMT	%	AMT	%
001	Legal research	3,975	0.01	822	0.00	139	0.00	413	0.00	2,051	0.00
002	Legal briefs	367	0.00			14,881	0.02			2,913	0.00
003	Legal pleadings	1,963	0.00					35,000	0.05		
004	Legal - court appearances	667	0.00			186	0.00			4,368	0.01
005	Legal conferences										
051	Fee Title Acq-Aquatic Habitat	4,678	0.01	3219	0.00	2,600	0.00	3,323	0.01	200	0.00
052	Fee Title Acq- Rip Habitat	60,925	0.09	87880	0.13	97,396	0.14	5,469	0.01	2,538	0.00
053	Fee Title Acq- Ter Habitat	14,031	0.02	1019111	1.49	9,108	0.01	9,309	0.01	8,959	0.01
054	Fee Title Acq- Boat Access	99	0.00	382	0.00	-		757	0.00	3,100	0.00
055	Fee Title Acq- Public Access	1,537	0.00	2229	0.00	7,639	0.01	467	0.00	2,590	0.00
056	Fee Title Acq- Dept Facilities	20,345	0.03	174283	0.26	26,044	0.04	566,928	0.87	386,669	0.55
061	Non-Fee Title- Aquatic Habitat	4,733	0.01	5726	0.01	1,071,784	1.57	68,415	0.10	305,825	0.43
062	Non-Fee Title- Rip Habitat	1,523	0.00	2514	0.00	4,429	0.01	7,179	0.01	16,204	0.02
063	Non-Fee Title- Ter Habitat	376,547	0.55	594874	0.87	4,479,639	6.56	199,342	0.31	1,051,613	1.48
064	Non-Fee Title- Boat Access	19,212	0.03	1693	0.00	3,600	0.01	7,765	0.01	21,300	0.03
065	Non-Fee Title-Public Access	733,097	1.07	762538	1.12	806,896	1.18	795,148	1.22	847,927	1.20
066	Non-Fee Title-Dept Facilities	954	0.00	1697	0.00	573	0.00	1,912	0.00	7,036	0.01
100	Administration	6,280,257	9.19	7,142,528	10.46	7,438,325	10.89	7,471,713	11.44	6,930,354	9.77
105	Clerical	1,479,359	2.17	1,493,730	2.19	1,504,431	2.20	1,338,883	2.05	1,346,739	1.90
110	License Sales & Accounting	1,591,740	2.33	1,201,886	1.76	1,158,877	1.70	1,144,786	1.75	1,125,342	1.59
114	Product Sales & Alt Funding	156,933	0.23	85,937	0.13	95,497	0.14	96,148	0.15	230,486	0.32
115	Fiscal	642,581	0.94	664,842	0.97	649,905	0.95	699,177	1.07	771,955	1.09
121	Management Planning	1,040,850	1.52	1,115,303	1.63	1,217,468	1.78	1,150,617	1.76	1,413,190	1.99
122	Strategic Planning	150,925	0.22	160,643	0.24	107,443	0.16	124,916	0.19	134,094	0.19
125	Procurement & Inventory	585,887	0.86	1,658,148	2.43	1,147,020	1.68	276,476	0.42	688,564	0.97
130	Regulations	309,986	0.45	264,317	0.39	326,162	0.48	327,377	0.50	375,389	0.53
132	Season Setting	129,201	0.19	101,056	0.15	111,372	0.16	153,543	0.24	146,455	0.21
135	Grant-in-Aid Administration	99,956	0.15	94,985	0.14	115,043	0.17	84,186	0.13	100,374	0.14
140	Inter-Agency communications	1,015,319	1.49	1,054,948	1.54	1,047,990	1.53	1,134,747	1.74	1,306,829	1.84
141	Mngt Info Systems(LE & LIC)	358,852	0.53	413,399	0.61	378,539	0.55	626,451	0.96	393,303	0.55
142	Mngt Info Systems(other)	74,906	0.11	98,927	0.14	105,935	0.16	102,396	0.16	94,434	0.13
143	Mngt Info Systems-Hdw/Soft	1,681,623	2.46	797,229	1.17	1,007,300	1.47	1,458,957	2.23	1,603,858	2.26
145	Intra-Agency Communications	1,294,577	1.90	1,287,943	1.89	1,368,973	2.00	1,585,455	2.43	1,714,184	2.42
149	Commuting Mileage	5,773	0.01	5,627	0.01	4,384	0.01	7,386	0.01	5,913	0.01

cd	ACTIVITY DESCRIPTION	2008		2009		2010		2011*		2012**	
		AMT	%	AMT	%	AMT	%	AMT	%	AMT	%
150	Hunter Safety	143,046	0.21	125633	0.18	157,609	0.23	145,179	0.22	191,063	0.27
155	Conservation Education	401,628	0.59	617313	0.90	497,148	0.73	576,701	0.88	1,001,267	1.41
156	Aquatic Education	84,229	0.12	82266	0.12	124,897	0.18	118,548	0.18	169,305	0.24
158	Mass Media Presentations	297,595	0.44	246388	0.36	131,781	0.19	219,633	0.34	423,371	0.60
160	Public Contacts	1,488,869	2.18	1553368	2.27	1,839,943	2.69	1,809,085	2.77	1,949,193	2.75
165	Info Documents & Displays	1,080,718	1.58	984884	1.44	1,189,907	1.74	1,038,801	1.59	1,043,488	1.47
170	Wyo Wildlife Magazine	552,468	0.81	502393	0.74	536,023	0.78	519,130	0.79	503,869	0.71
175	Extension Service	50,214	0.07	64143	0.09	59,123	0.09	30,091	0.05	47,029	0.07
180	In-Service Training	1,239,054	1.81	1417849	2.08	1,925,740	2.82	1,883,892	2.89	2,373,262	3.35
181	Instructional Training	84,815	0.12	115612	0.17	165,095	0.24	120,598	0.18	178,325	0.25
201	Habitat Dvmt on Priv Land	103,114	0.15	135083	0.20	392,667	0.57	224,215	0.34	125,710	0.18
210	Department Facility Dev	876,887	1.28	412484	0.60	705,538	1.03	931,659	1.43	936,946	1.32
231	Wildlife Rearing Facility Dev	232,450	0.34	457901	0.67	681,078	1.00	2,333,151	3.57	1,122,989	1.58
232	Watering Facility Dev	107,282	0.16	27174	0.04	59,333	0.09	22,289	0.03	11,190	0.02
233	Motor Boat Access Dev	444,024	0.65	848540	1.24	666,715	0.98	276,701	0.42	632,341	0.89
234	Stream Habitat Development	51,371	0.08	141659	0.21	209,381	0.31	224,952	0.34	244,572	0.34
235	Reservoir/Lake Habitat Dev	29,995	0.04	14561	0.02	17,118	0.03	8,208	0.01	15,867	0.02
236	Impoundment Development	2,201	0.00	2907	0.00	3,742	0.01	18,838	0.03	6,402	0.01
23N&Y	NEPA Development	773	0.00			686	0.00	756	0.00	6,320	0.01
237	Fish Passage Development	16,239	0.02	160428	0.23	315,604	0.46	682,298	1.04	558,542	0.79
240	Riparian Habitat Dev	39,399	0.06	50996	0.07	139,328	0.20	70,157	0.11	148,240	0.21
250	Terrestrial Habitat Dev	98,508	0.14	114272	0.17	90,621	0.13	4,721	0.01	8,552	0.01
260	Public Facility Development	9,659	0.01	101563	0.15	71,989	0.11	55,846	0.09	11,489	0.02
270	Cropland Development	229	0.00	143	0.00						
280	Transport Facility Dev	814	0.00			16,433	0.02	77	0.00	13	0.00
290	Fence Construction	30,513	0.04	22151	0.03	70,732	0.10	49,837	0.08	163,209	0.23
299	Other Misc Public Dev	2,689	0.00	2390	0.00	231	0.00	1,578	0.00	737	0.00
300	Routine Enforcement	1,584,988	2.32	1515515	2.22	1,424,927	2.09	1,644,431	2.52	1,506,309	2.12
310	Enforcement Investigations	773,373	1.13	724163	1.06	771,178	1.13	750,744	1.15	743,082	1.05
320	Enforcement Administration	369,856	0.54	379140	0.56	371,412	0.54	404,991	0.62	395,174	0.56
401	Habitat Mntn on Priv Land	1,186	0.00	373544	0.55	60,296	0.09	1,466	0.00	518	0.00
410	Facility Maintenance	2,085,069	3.05	2238895	3.28	2,599,032	3.81	2,525,067	3.87	2,455,694	3.46
420	Equipment Maintenance	381,161	0.56	422299	0.62	408,807	0.60	508,912	0.78	564,817	0.80
422	Equine Maintenance	47,191	0.07	70752	0.10	90,638	0.13	99,232	0.15	122,462	0.17
430	Aquatic Habitat Maintenance	23,398	0.03	45802	0.07	71,264	0.10	94,230	0.14	186,089	0.26
433	Motor Boat Access Site Main	114,864	0.17	100016	0.15	216,151	0.32	166,735	0.26	121,761	0.17
440	Riparian Habitat Maintenance	90,149	0.13	116118	0.17	247,564	0.36	825,529	1.26	355,537	0.50
450	Terrestrial Habitat Main	420,905	0.62	315330	0.46	302,760	0.44	360,148	0.55	629,314	0.89
451	Noxious Vegetation Control	205,785	0.30	234035	0.34	217,174	0.32	232,070	0.36	197,044	0.28
452	Livestock Grazing	71,317	0.10	81986	0.12	77,173	0.11	43,135	0.07	51,736	0.07

cd	ACTIVITY DESCRIPTION	2008		2009		2010		2011*		2012**	
		AMT	%	AMT	%	AMT	%	AMT	%	AMT	%
453	Permanent Cover/Food Patch	214,003	0.31	318770	0.47	367,683	0.54	452,145	0.69	449,157	0.63
454	Veg Cover Mngt- Presc Burns	91,721	0.13	120708	0.18	35,401	0.05	86,954	0.13	171,751	0.24
455	Veg Cov Mngt- Mech Tmnt	401,539	0.59	405071	0.59	341,018	0.50	347,138	0.53	195,819	0.28
456	Veg Cov Mngt- Chem Tmnt	57,195	0.08	55115	0.08	150,194	0.22	264,560	0.41	445,971	0.63
457	Watering Facility Maintenance	44,553	0.07	25027	0.04	50,285	0.07	14,448	0.02	54,359	0.08
458	Cropland Maintenance	98,128	0.14	34908	0.05	25,764	0.04	33,768	0.05	79,056	0.11
45N	NEPA Prescribed Burn									615	
460	Public Access Maintenance	621,554	0.91	642766	0.94	432,952	0.63	422,354	0.65	463,159	0.65
480	Transport Facility Maintenance	150,817	0.22	197400	0.29	203,268	0.30	272,786	0.42	250,523	0.35
490	Fence Maintenance	379,114	0.56	488712	0.72	553,880	0.81	535,777	0.82	742,645	1.05
510	Habitat & Populations Evaluations	1,497,508	2.19	1620143	2.37	2,206,904	3.23	1,644,133	2.52	1,589,387	2.24
511	Habitat Inventory	618,817	0.91	1046856	1.53	1,324,294	1.94	962,511	1.47	719,532	1.01
512	Fish & Wildlife Population Studies	2,523,070	3.69	3019588	4.42	3,427,268	5.02	3,689,221	5.65	5,087,507	7.17
513	Fish Passage Investigations	182,809	0.27	230259	0.34	669,778	0.98	91,078	0.14	91,653	0.13
514	NonG&F Habitat/Pop Evaluation	12,697	0.02	14354	0.02	23,993	0.04	17,424	0.03	21,401	0.03
520	Public Use Inventory	1,070,335	1.57	1176448	1.72	1,049,669	1.54	975,576	1.49	1,323,700	1.87
530	Resource Reconnaissance	159,280	0.23	193484	0.28	194,789	0.29	204,533	0.31	240,082	0.34
540	Environmental Protection	636,770	0.93	1008783	1.48	1,247,497	1.83	1,685,707	2.58	1,518,585	2.14
551	Disease Investigation	1,155,153	1.69	1523211	2.23	1,458,418	2.14	1,639,689	2.51	1,450,952	2.05
553	Life History/Ecology Investigations	320,493	0.47	474818	0.70	715,485	1.05	936,673	1.43	976,750	1.38
554	NonGame Life History Inv	318	0.00	363	0.00	75	0.00	21,770	0.03	61,447	0.09
571	Economic Investigation	360	0.00					4377.84	0.01		
576	Investigation of Techniques	80,105	0.12	20392	0.03	65,738	0.10	99,014	0.15	166,926	0.24
577	Artificial Propagation Investigations	839	0.00	701	0.00	1,751	0.00	2,290	0.00	1,070	0.00
580	Water rights Admin	37,832	0.06	36989	0.05	156,323	0.23	157,033	0.24	173,634	0.24
610	Fish & Wildlife Control	392,463	0.57	319131	0.47	384,734	0.56	403,815	0.62	347,578	0.49
620	Damage Prevention	710,817	1.04	660256	0.97	753,495	1.10	988,516	1.51	918,412	1.29
630	Damage Claims	1,018,265	1.49	1399694	2.05	1,530,919	2.24	1,656,777	2.54	1,680,477	2.37
710	Fish & Wildlife Rearing	1,958,366	2.87	1983743	2.90	2,341,825	3.43	2,451,852	3.75	2,932,055	4.13
712	Fish Egg Collection	217,295	0.32	224199	0.33	217,295	0.32	271,223	0.42	264,216	0.37
715	Wildlife Stocking-Restoration	18,033	0.03	18451	0.03	23,470	0.03	20,781	0.03	19,017	0.03
716	Wildlife Stocking-Maintenance	303,138	0.44	224552	0.33	243,063	0.36	245,841	0.38	250,195	0.35
717	Wildlife Stocking-Put&Take	124,369	0.18	132332	0.19	142,463	0.21	158,457	0.24	188,473	0.27
718	Wildlife Stocking/Establishment	5,529	0.01	18157	0.03	2,333	0.00	325	0.00	8,202	0.01
720	Wildlife Feeding	1,435,278	2.10	2240909	3.28	1,632,821	2.39	920,631	1.41	2,334,956	3.29
730	Trapping & Transplanting	28,198	0.04	23345	0.03	128,786	0.19	70,870	0.11	41,707	0.06
810	Paid Leave-Military, Admin	231,161	0.34	237917	0.35	150,136	0.22	190,054	0.29	102,780	0.14
811	Paid Leave-Annual	1,966,350	2.88	2143834	3.14	2,246,075	3.29	2,262,168	3.46	2,522,179	3.56

cd	ACTIVITY DESCRIPTION	2008		2009		2010		2011*		2012**	
		AMT	%	AMT	%	AMT	%	AMT	%	AMT	%
812	Paid Leave-Sick	558,215	0.82	596400	0.87	651,310	0.95	716,456	1.10	514,381	0.73
813	Paid Leave-Comp Time Off	119,597	0.18	123114	0.18	100,420	0.15	93,928	0.14	117,433	0.17
814	Paid Leave-Holiday	938,081	1.37	1014357	1.49	1,051,723	1.54	1,103,592	1.69	1,120,692	1.58
815	Paid Leave - Bee Time	94,310	0.14	67456	0.10	79,689	0.12	94,629	0.14	92,912	0.13
816	Paid Leave - Personal Day	73,740	0.11	88552	0.13	181,646	0.27	38,337	0.06	102,801	0.14
817	Paid Leave - Fins Fur Fitness									29,017	
818	Paid Leave - FMLA									134,130	
830	Employee Moving	25,783	0.04	55450	0.08	44,339	0.06	50,041	0.08	92,592	0.13
900	Boating Enforcement	330,160	0.48	234217	0.34	250,403	0.37	268,534	0.41	310,753	0.44
905	Boating Accident Invest	907	0.00	17173	0.03	10,683	0.02	10,989	0.02	26,889	0.04
910	Boating Certificate & Sales	85,863	0.13	86022	0.13	91,908	0.13	102,624	0.16	118,121	0.17
915	Boating Administration	78,767	0.12	65746	0.10	62,544	0.09	66,316	0.10	71,777	0.10
920	Boating Education	16,082	0.02	22514	0.03	23,760	0.03	17,993	0.03	16,067	0.02
925	Search & Rescue	6,923	0.01	3290	0.00	3,251	0.00	5,641	0.01	17,044	0.02
930	Local Law Enforcement Assistance	8,609	0.01	9193	0.01	12,172	0.02	11,673	0.02	15,619	0.02
935	Boating Buoy Maintenance	5,624	0.01	5037	0.01	4,874	0.01	6,548	0.01	7,734	0.01
940	Boating Equip/Supp Proc	5,786	0.01	1069	0.00	148	0.00	1,521	0.00	2,614	0.00
	TOTAL	52,888,339	77	59,789,087	88	68,305,129	100	65,299,372	100	70,924,085	100

*includes general fund expenditures of \$3,512,220

**includes general fund expenditures of \$3,884,117

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

FY	LANDOWNER COUPONS	% CHANGE	DAMAGE CLAIMS	% CHANGE
2008	627,640	3.59%	259,760	2.63%
2009	774,640	23.42%	326,241	25.59%
2010	835,808	7.90%	417,821	28.07%
2011	799,024	-4.40%	571,113	36.69%
2012	717,104	-10.25%	647,513	13.38%

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