

**Wyoming Game
and Fish
Department**

**2013
Annual Report**

2013 ANNUAL REPORT

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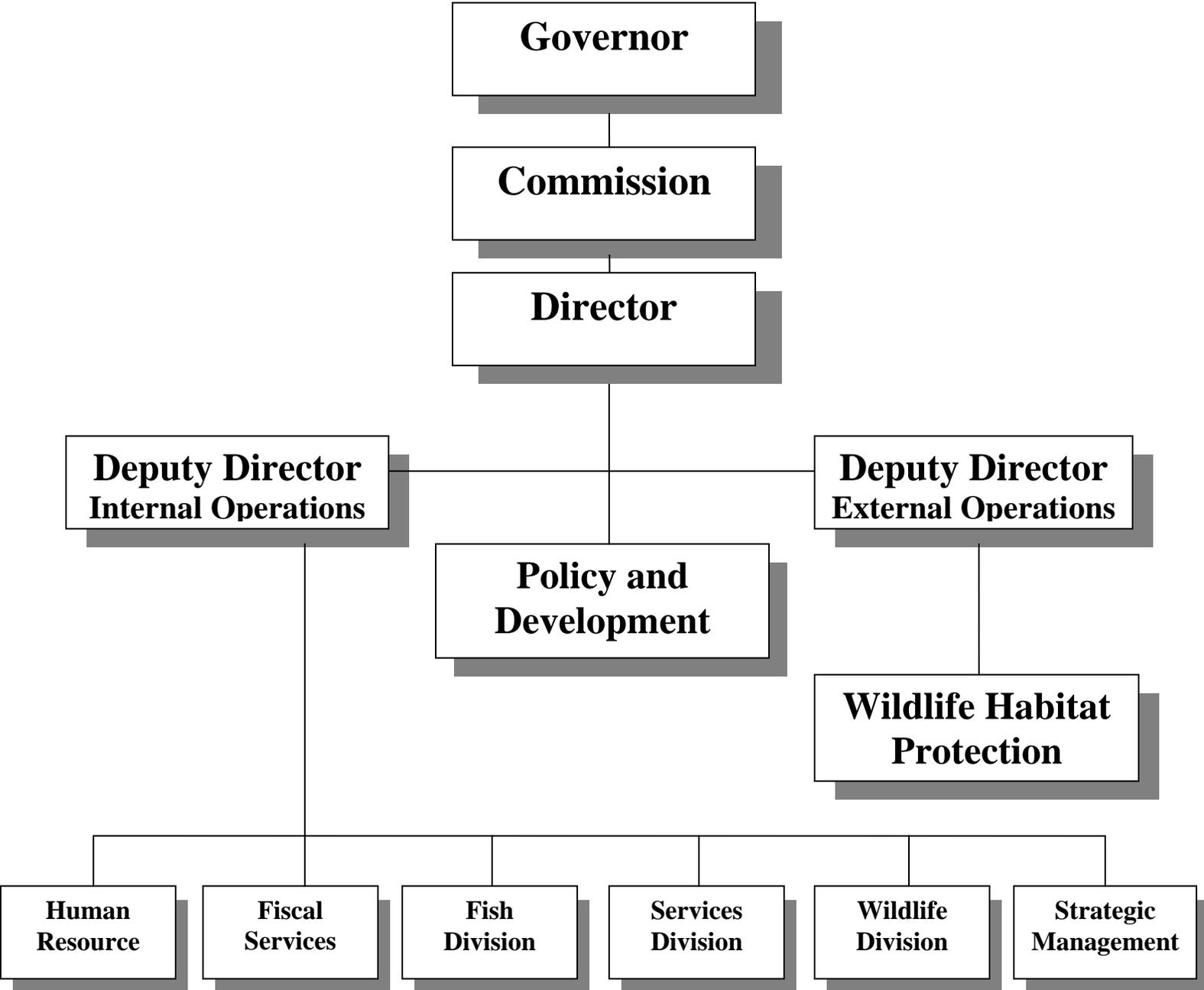
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Wyoming Game and Fish Organization Chart



Director's Summary

New Deputy Director Selected

Mark Konishi was named Wyoming Game and Fish Department (department) Deputy Director (external operations) by Director Scott Talbott effective May 1, 2013. Mark started his career with the department in 2009 as the Information and Publications Supervisor. In 2012, he was promoted to Services Division Chief. He also has 27 years of experience with the Colorado Division of Wildlife as a game warden, area supervisor, regional supervisor, assistant director, and deputy director where his responsibilities included overseeing legislative operations. Mark replaces John Emmerich, who retired.

New Chief of Services Division Selected

Scot Kofron, a department employee since March 2001, was named Services Division Chief on July 1, 2013. Scot began his career with the department as a habitat and access crew leader in the Laramie region. After four years, he transferred to the Casper region where he served as Habitat and Access Assistant Branch Chief for 8 years. In January 2013, he relocated to Cheyenne to become Assistant Division Chief for the Services Division. Scot replaces Mark Konishi, who became Deputy Director (external operations) on May 1, 2013.

Legislative Session

The 2013 Wyoming Legislature considered 429 pieces of legislation. The department actively tracked 27 bills and monitored 16 bills. Eleven of the bills actively tracked were signed into law, while 16 died. Eight of the enacted bills that have significant impacts or interest to the department include:

Bill Number: HB0037

Title: Hunting license raffle

Bill Summary: An act relating to Game and Fish; providing for the issuance of licenses through department authorized raffles; providing for rule making; providing that participation in the raffles is not gambling; and providing for an effective date.

Sale of raffle tickets for 1 bighorn sheep, 1 moose, 1 mountain goat, 1 bison, 1 elk, 1 deer, 1 antelope, and 1 grizzly bear license (when delisted) and the sale of raffle tickets for a chance to pick 3 licenses from the following license pool: 1 bighorn sheep, 1 moose, 1 mountain goat, 1 bison, 1 elk, 1 deer, 1 antelope, and 1 grizzly bear (when delisted) license is proposed in the bill. Price of raffle tickets will be determined by the Wyoming Game and Fish Commission through rule and regulation. The initial suggestion is to charge \$10 for the single species raffle and \$30 for the three species raffle. An amendment was passed clarifying that a license shall not be issued to a person whose privileges to possess a license have been suspended. An amendment was added on the Senate floor stating that each license issued for bighorn sheep, moose, mountain goat, or grizzly bear through a competitive raffle shall, when applicable, be counted against any nonresident quota.

Bill Number: HB0041

Title: Wild bison licenses

Bill Summary:

HB0041 amends W.S. §23-2-107(a) and (e) and creates a new subsection W.S. §23-2-107(f). The bill statutorily codifies the once-in-a-lifetime license eligibility requirement for a wild bison

hunter who is issued a wild bison license and harvests a “male of the species.” Currently, the aforementioned requirement is addressed in the Wyoming Game and Fish Commission Chapter 15, Wild Bison Recreational Hunting Season regulation, but is not specific to the sex of the bison harvested. This bill enables bison hunters who successfully harvest a “female of the species” to apply for and receive a wild bison license immediately following a 5-year wait period. Finally, this bill amends the existing license fee schedule, establishing the nonresident fee at \$2,500 for a license to harvest a male bison and \$1,000 for a license to harvest a female bison. An amendment to the bill sets the resident license to harvest a female or calf wild bison at \$250.00. The bill was amended to read “a bull of the species” instead of a “male of the species” and a “female or calf of the species” instead of a “female of the species”.

Bill Number: HB0078

Title: Budget review process

Bill Summary:

An act relating to administration of government; providing the departments of Transportation and the Game and Fish shall submit proposed budgets to the budget division of the Department of Administration and Information as specified; amending conflicting statutes; providing an appropriation; and providing for an effective date.

An amendment to the bill in Committee removes the language of “legislative approval” to “legislative review” and requires that budget reporting format approved by the Budget Office for legislative review shall accommodate the existing budget preparation practices of each department.

Bill Number: HB0128

Title: Illegal possession of wildlife

Bill Summary:

This bill creates new subsections (c) and (d) to W.S. §23-3-301. Subsection (c) prohibits the possession or importation into Wyoming, any wildlife or wildlife parts taken illegally in any other state or country. Subsection (d) increases the penalty for violating W.S. §23-3-301 to a high misdemeanor. Additionally, this bill adds language to W.S. §23-3-303(a) prohibiting possession of any parts of a big game animal, when that animal was intentionally or needlessly allowed to go to waste. The Senate amended the bill to prohibit a person from knowingly possessing or importing any wildlife or wildlife parts taken illegally in any other state or country as well as knowingly possessing any parts of a big game animal, when that animal was intentionally or needlessly allowed to go to waste.

Bill Number: HB0131

Title: Game fish definition

Bill Summary:

This bill amends W.S. §23-1-101(a)(v), game fish definition, to allow the Commission to designate, through rule and regulation, species of game fish that could be designated as non-game species in specified waters.

Bill Number: SF0132 (revived from HB005)

Title: Silencers, suppressors, and automatic weapons

Bill Summary:

This bill amends W.S. §23-3-112 by repealing the provision prohibiting the possession of silencers or suppressors, in the game fields and forests of Wyoming (thus allowing the use for

hunting), but maintains the prohibition of taking of wildlife with automatic weapons. This bill also provides for an additional penalty when silencers or suppressors are used in the commission of specific hunting violations regarding big or trophy game (e.g. take out of season, without a license, wanton destruction, and trespass).

Bill Number: SF0149 **Title:** Complimentary hunting licenses

Bill Summary: This bill increases the number of Governor complimentary licenses from 20 hunting and 20 fishing to 25 hunting and 25 fishing. It allows the issuance of up to five wild bison licenses to the list of eligible complimentary licenses that the governor may issue. Any wild bison license issued as a governor's complimentary license is exempted from any restriction as per commission rule or regulation. The bill does not change the provision that no more than five bighorn sheep or five moose licenses shall be issued.

Bill Number: SF0162 **Title:** Authorized taking of an eagle

Bill Summary:

This bill creates a provision in which a person may take an eagle as long as the taking of the eagle is authorized by federal law or by a federally compliant commission regulation.

2012 Landowners of the Year (recognized in July 2013)

The department and Wyoming Wildlife – The Foundation, a component fund of the Wyoming Community Foundation, partnered to celebrate and acknowledge the 2012 recipients of the prestigious Landowners of the Year Award. This event, held at the Silver Spur Lodge near Saratoga, recognized landowners who made significant contributions to wildlife conservation, habitat management, or wildlife-related recreational access. Over 100 people, including present and past award recipients, legislators, county commissioners, non-governmental organizations, Wyoming Game and Fish Commissioners, and key department personnel attended the ceremony.

Leadership Development Program

The department administration continues to provide leadership training for future agency administrators and supervisors. In summer 2007, the department initiated its internal Leadership Development Program. This year marked the 6th graduating class of the first level of the program (LD1). Employees participating in LD1 received training through the following courses: Leadership Principles, Team Leadership Skills, Personal Mastery, Interpersonal Mastery, Situational Management, and Synthesis. With this year's graduating class, a total of 126 department employees have participated in LD1. In addition to these classes, participants were assigned to action teams that developed solutions to high-priority agency issues and challenges. To date, a total of 17 action teams have developed solutions to important issues ranging from improving internal communications, to increasing recruitment of hunters and anglers, to exploring options for alternative funding for the department. This year also marked the 4th graduating class of the 2nd level of the program (LD2). Employees participating in LD2 received training through the following courses: Myers-Briggs Type Indicator; Successfully Connecting with the Public, Press, and Peers; Mastering Agency Change; Supervisor Credibility; Interest-Based Problem Solving; Why Leaders Fail; and Going from Good to Great. To date, a total of 73 department employees have participated in the LD2 training.

Wyoming's Mule Deer Initiative

In FY 2013, the department continued implementation of the public participation processes to further develop management plans for the Wyoming Range and Platte Valley mule deer herds as part of 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 affecting these herds. Collaborative learning enables stakeholders to discuss issues in an open forum, allowing 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 solutions to identified issues.

Using the collaborative process, the department initialized and successfully executed a partnership in the Platte Valley mule deer herd unit. The Platte Valley Habitat Partnership (PVHP), formed in May 2012, is a direct result of the Platte Valley Mule Deer Initiative implemented by the department in July 2011. The PVHP was developed to establish effective partnerships in order to maintain and improve mule deer habitat throughout the Platte Valley. The PVHP is comprised of private landowners, concerned citizens, hunters, outfitters, members of the Saratoga-Encampment-Rawlins Conservation District, and the staffs of the department, Bureau of Land Management (BLM), University of Wyoming Extension, U.S. Forest Service, and nongovernmental organizations (NGOs). The Wyoming Game and Fish Commission appropriated \$500,000.00 for the PVHP to leverage other sources of money to implement landscape scale habitat improvement projects in the Platte Valley. The PVHP's "Mule Deer Habitat Plan" was completed in June 2013. The development of habitat improvement project proposals also began in June 2013 and will be considered by the department and the Commission for funding in fall 2013.

Recognizing the importance of habitat to the vitality of mule deer in the Wyoming Range, the department is employing actions aimed at habitat improvement. In the Wyoming Range, the department is implementing a ten-year habitat plan. The plan specifically outlines 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. Implementation of these projects across the landscape will enhance the long-term quality of habitat and result in a healthier mule deer herd.

To better understand the capacity of habitats in the Wyoming Range, the department and the Wyoming Cooperative Fish and Wildlife Research Unit, and numerous other partners initiated the Wyoming Range Mule Deer Project during winter 2012-2013. The goal of the project is to investigate the nutritional relationships between mule deer population dynamics, energy development and disturbance, habitat conditions, and climate to provide a mechanistic approach to monitoring and managing mule deer. The first helicopter capture occurred in March 2013 with 70 adult females captured and 40 fitted with satellite uplink collars. This will provide real-time data on their movement and migratory patterns. To better understand habitat use and nutritional condition of the mule deer captured, the amount of rump fat on each deer was quantified using ultrasonography and combined with a body condition score. From this first year, it appeared body condition at the end of winter was very low. Pregnancy and fetal rates were also measured to better understand how habitat condition influences reproductive success

and population change. This study will provide insight into how habitat conditions can be used to predict whether summer ranges and other habitats provide sufficient nutrition for greater over-winter survival and improved fawn production.

The department continues 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. In addition to an annual “update” meeting in each herd unit, the public is provided informational brochures regarding the implementation of the respective management plans. These brochures are handed out at hunter check stations and other public forums.

The department’s Mule Deer Working Group (MDWG) developed recommendations to update management and data collection techniques for mule deer throughout the state. These recommendations are based on current science and literature, other states’ best management practices, Western Association of Fish and Wildlife Agencies Mule Deer Committee’s review of techniques, and a pragmatic approach to better the department’s mule deer management in balance with budgets and personnel resources. Major recommended changes to the department’s current management processes for mule deer included: 1) instituting the “sightability” population estimation technique statewide in five “key” herd units identified by the MDWG throughout the state; 2) directing future habitat management/improvement projects to increasingly emphasize summer and transition habitats to increase fawn productivity/survival and adult survival; and 3) better estimating mule deer populations using the spreadsheet models by acquiring survival data as a requirement of all future projects conducting activities under a Chapter 33, Scientific Research, Educational, or Special Purpose Permit.

Other substantive aspects also addressed through the Mule Deer Initiative include Chronic Wasting Disease monitoring, habitat evaluations and enhancements, predator management, and conservation easements. With the Mule Deer Initiative in place, the department is confident 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 sustain viable numbers of mule deer in Wyoming.

Hunter and Angler Access

To support hunting and fishing opportunities in Wyoming, the department created the Private Lands Public Wildlife Access Program (PLPW) in 2001. Hunting and fishing access is developed through coordinated agreements between the department and private landowners. For 2012, this included 682 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. PLPW has three sub-programs which include Hunter Management Areas, Walk-in Hunting Areas, and Walk-in Fishing Areas. For hunting access in 2012, the Hunter Management Area Program enrolled 1,273,699 private acres on 55 management areas. The Walk-in Hunting Program provided 696,097 private acres as well as 41 stream miles and 27 lake acres for waterfowl hunting. In addition to the private acres enrolled into the Walk-in and Hunter Management Areas, PLPW provided access to more than 1,740,000 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 PLPW. The Walk-in Fishing Access Program on private lands continues to provide quality areas throughout the state. The Walk-in Fishing Program currently has 57 fishing areas covering 11 drainages. These access areas contain 4,589 lake/pond acres and 103 stream miles available for public fishing. In 2012, PLPW received a Voluntary Public Access and Habitat Incentive Program grant to be used for easements, temporary personnel, advertising, and technician equipment. This grant saved substantial funds by paying for items normally paid for by department funds.

Brucellosis

Brucellosis is an infectious bacterial disease endemic in elk and bison that causes spontaneous abortion. Transmission of brucellosis typically occurs orally when susceptible animals contact infected aborted fetuses, fetal membranes, and fluids or uterine discharges. Spillover of brucellosis from wildlife to cattle results in increased livestock testing requirements and potential trade sanctions on Wyoming's cattle producers, thus the department implements management actions to reduce incidence of the disease in wildlife and to reduce the risk of transmission from wildlife to livestock.

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. Additionally, the U.S. Fish and Wildlife Service (USFWS) operates the National Elk Refuge (NER) near Jackson, providing pelleted alfalfa to around 6,500 elk and 700 bison every winter. Supplemental winter feeding congregates animals on feedgrounds from November through April, overlapping the period of peak brucellosis transmission from February through June. Around 23 percent of yearling and adult female elk captured from feedgrounds demonstrate antibodies to brucellosis in blood samples (seropositive) and 61 percent of wild hunter-killed bison that winter on the NER have tested seropositive.

To reduce brucellosis prevalence among elk attending feedgrounds as well as the risk of disease spillover into domestic livestock, the department vaccinates elk with *Brucella* strain 19, provides stackyard materials to livestock producers with elk damage and commingling, conducts habitat treatments near feedgrounds to reduce elk dependency on supplemental feed, uses low-density feeding methods on some sites to reduce the number of elk fetus contacts (i.e., brucellosis transmission events), and truncates 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. A large amount of research into elk movements, temporal and spatial aspects of abortion events, and characteristics of how elk contact aborted fetuses has occurred. This research will lead toward more efficient and effective brucellosis management strategies.

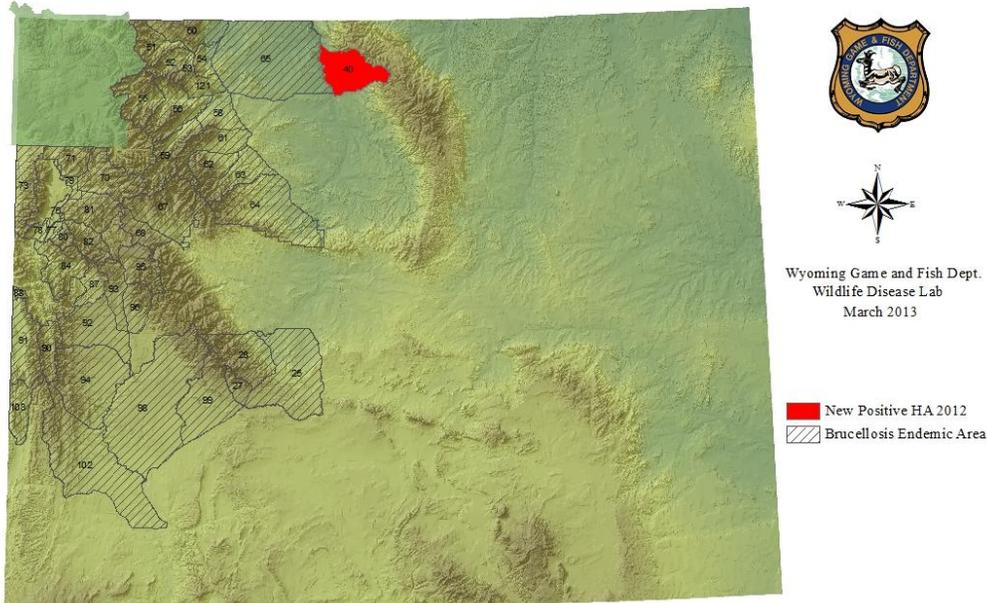
Additional to brucellosis surveillance of elk attending feedgrounds, the department annually monitors the distribution of brucellosis within the state's other elk populations by requesting hunters to collect blood samples from harvested animals. Each year between 6,000 and 8,000 blood collection kits are assembled and mailed to hunters successful in acquiring limited quota elk licenses within target surveillance areas. In general, hunters return between 600 and 900 blood samples to the laboratory, of which approximately 50 percent are suitable for testing.

Since 1991, over 10,400 elk blood samples have been analyzed for brucellosis. To date, this disease has only been documented in the western half of Wyoming, with prevalence levels between 0-4 percent in the southern herd units surrounding feedgrounds, and between 1-16 percent in the corresponding northern herd units. The northern units have been of interest over the past several years, where historical prevalence was similar to the southern herd units but, for unknown reasons, dramatically increased in the early 2000's.

Statewide elk brucellosis surveillance efforts during the 2012 hunting seasons were focused on four areas for various reasons: those hunt areas within or adjacent to the Designated Brucellosis Surveillance Area (DSA) where the disease is endemic in elk and bison, hunt areas in the southwestern corner of the state with limited long-term serological data, hunt areas in the northeastern quadrant of the state to complete brucellosis surveillance throughout Wyoming, and hunt areas on the western slope of the Bighorn Mountains due to their proximity to the northern herd units that have experienced elevated brucellosis seroprevalence. Additionally, due to their proximity to two domestic livestock herds that experienced recent brucellosis outbreaks, blood, teeth, and tissue samples were collected from elk harvested from areas 61, 62, and 63 to obtain prevalence, age data, and *Brucella abortus* isolates for continuing epidemiological investigations.

A total of 1,437 elk blood samples were received from sampling efforts during 2012 hunting seasons, with 894 (62 percent) of those being suitable for testing. Among the areas surveyed, brucellosis prevalence generally decreased in the combined northern elk herd units within the DSA where seroprevalence dropped from 13.2 percent in 2011 to 8.91percent in 2012, no seropositive elk samples were identified in the southwest hunt areas among 53 samples, and all 87 samples from northeast hunt areas were negative. However, brucellosis was documented in one new hunt area in 2012, on the western slope of the Bighorn Mountains, when one cow and one bull from hunt area 40 tested seropositive. The kill location for these animals was about 15 miles west of Burgess Junction near Bald Mountain. These positive cases represent the furthest east location of any confirmed seropositive animal in the Wyoming. The discovery of brucellosis outside the DSA raises concern for the spread of this disease to other elk herds as well as domestic livestock. During the 2013 hunting seasons, surveillance efforts will be intensified for all the elk hunt areas within the Bighorn Mountains to determine if the disease has become established, or if these positives were migratory animals that do not normally reside in the Bighorn Mountains.

Wyoming Elk Hunt Areas (HAs) Positive for Brucellosis 1991-2012



Aquatic Invasive Species

Starting in 2013, from March through November each year, all conveyances entering Wyoming by land must be inspected prior to contacting or entering Wyoming water. To implement this requirement, watercraft check stations were established at port of entries and rest areas near borders to intercept watercraft entering the state. The 2013 Aquatic Invasive Species (AIS) crew consisted of one coordinator, one 12-month program assistant, one 12-month crew lead, seven nine-month crew leads, and 42 technicians.

Outreach has primarily focused on notifying watercraft owners of the new mandatory inspection requirement through direct mailing, newspaper ads and articles, radio ads, and boat ramp signage. The “Drain, Clean, Dry” message continues to be broadcast to all water users through billboards, brochures, regulation booklets, and the web. A new “Don’t Let it Loose” brochure has been developed aimed at educating pet owners about the dangers of releasing pets into the wild.

During the 2013 boating season, over 37,170 inspections have been conducted. Of those, 1,326 required a high risk inspection because of previous use on infested water, use in an infested state with standing water on the watercraft, or for large and complex watercraft. A total of 529 decontaminations have been conducted for standing water, motor flushes, and suspected mussels or other AIS. Fourteen watercraft were intercepted with mussels attached; of those all but one were determined to be dead.

Over 60 waters will be sampled in 2013 to detect presence of AIS. Waters with existing populations of AIS (Asian clam, New Zealand mudsnails, curly pondweed) will be further monitored to determine the extent of the populations. To date, no zebra/quagga mussel veligers or juvenile/adults have been found in any samples.

Over 41,000 decals have been sold resulting in receipt of over \$616,000. Close to 90 percent of watercraft registered in Wyoming have decals.

Online License Sales

The department incorporated additional functionality into the electronic licensing system (ELS) including annual watercraft renewal processing, issuance of donated licenses, issuance of special and commercial licenses, modifications to the printing of limited quota licenses, and smart phone technology for license sales. In the fall, the sale of grey wolf licenses was also incorporated into the ELS, including online license sales. Lifetime licenses, commercial licenses, and all special license products are now incorporated into the ELS. This was a major undertaking with the conversion of multiple databases into the ELS. Having all license issuance in one system is not only a convenience to customers, but also allows for law enforcement and other research needs to obtain all information from one centralized database. The final enhancements this fiscal year were modifications made to the ELS to allow for the use of smart phone technology to renew watercraft registrations, apply for limited quota drawings, obtain AIS decals, and purchase licenses. The number of customers using the internet to apply for limited quota drawings is 94 percent. Beginning in 2014, the department will require that all applications for limited quota drawings be submitted through the internet.

Grizzly Bears

During 2012, the department captured 45 grizzly bears in 48 capture events in an attempt to prevent or resolve conflicts. Of the 48 capture events, 28 involved grizzly bears that were relocated preemptively to avoid conflicts, 19 as the result of livestock depredation, and 12 resulted in removal from the population. Although most individuals were lone grizzly bears, four family groups (one female with three cubs-of-the-year, one female with two yearlings, one female with one yearling, and one female with two, two-year olds) were also captured. Of the 48 capture events, 20 (41percent) occurred in Park County, 10 (21 percent) in Sublette County, 10 (21 percent) in Teton County, and 8 (17 percent) in Fremont County. In addition, 13 grizzly bears were captured for monitoring purposes. 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 such as rural housing areas and farmlands. Grizzly bears are classified as trophy game in Wyoming, but protected as a Federally Threatened Species under the Endangered Species Act (ESA). On November 22, 2011, a federal appeals court ruled that grizzly bears in the Yellowstone region warranted continued protection under the ESA due to the scientific uncertainty of whether declines of whitebark pine (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. Currently, all data relative to grizzly bear population demographics are being updated and synthesized for this recovered population.

State Wildlife Action Plan

Wyoming's revised State Wildlife Action Plan (SWAP) was approved by the USFWS in July 2011. Department representatives have participated on a project advisory group that has contributed to the design of the USFWS' Tracking and Reporting on Actions 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 (SWG) projects and other federal funds. SWG funding has expanded the department's understanding of species for which there is little data including amphibians, reptiles, and mollusks.

Strategic Plan

The department is investigating ways to consolidate and streamline reporting for its Strategic Plan. The department's Strategic Plan is one of the principal reporting elements for the USFWS' Comprehensive Management System (CMS) which is used to account for how the department spends federal funds received from excise taxes on hunting and fishing equipment. CMS is being incorporated into TRACS. The department plans to work with the USFWS as well as other state wildlife agencies that use CMS, to ensure TRACS and CMS are as compatible as possible.

Wolves

At the end of 2012, the gray wolf (*Canis lupus*) population in Wyoming remained above minimum delisting criteria, making 2012 the 11th consecutive year Wyoming has exceeded the numerical, distributional, and temporal delisting criteria established by the USFWS. At least 277 wolves in ≥ 43 packs (including > 21 breeding pairs) inhabited Wyoming on December 31, 2012. Of the total, there were ≥ 83 wolves and ≥ 10 packs (including ≥ 6 breeding pairs) inside Yellowstone National Park (YNP), ≥ 8 wolves and ≥ 2 packs (≥ 0 breeding pairs) in the Wind River Reservation (WRR), and ≥ 186 wolves and ≥ 31 packs (including ≥ 15 breeding pairs) in Wyoming outside YNP and WRR. A total of 136 wolf mortalities were documented statewide in Wyoming in 2012 (124 in WY, 11 in YNP, and one in WRR). Causes of mortality included: human-caused = 120 (control = 43, hunter harvest = 66, vehicles = five, illegal = four, other = two); natural = 14; and unknown = two. A minimum of 277 wolves were alive at the end of 2012 and 136 wolves (33 percent) were known to have died in 2012, for a total of 413 wolves known to be alive during 2012. Forty-seven wolves were captured and radio-collared in 2012. Forty-four radio-collared wolves were being monitored at the end of 2012 in Wyoming (16 percent of the year-end population). The department spent \$569,271.31 to monitor and manage wolves in Wyoming in 2012, including compensation payments for livestock depredation.

Following delisting in September 2012, the department instituted a wolf hunting season with the biological objective to reduce the wolf population by approximately 11 percent in the Wolf Trophy Game Management Area (WTGMA) and Seasonal WTGMA and secondly to provide recreational hunting opportunity to Wyoming sportsmen. Wolf harvest was focused primarily in areas with high rates of historic wolf-livestock conflict and/or areas with relatively high wolf densities in an attempt to reduce livestock damage and excessive predation on ungulate herds. A mortality quota of 52 wolves was subdivided between 12 Wolf Hunt Areas (WHAs) in northwest Wyoming. Wolf hunting seasons were open from October 1, 2012 to December 31, 2012, with the exception of WHA 12, which opened on October 15, 2012. A total of 41 wolves were legally harvested and 1 wolf was illegally killed during the hunting season. Wolves could also be taken

anytime without a license and in any legal manner where they are designated as predatory animals.

Energy Issues

With natural gas prices low, development has slowed down considerably. Although there is a great deal of interest in developing additional in situ uranium mines, prices have also plummeted and delayed any significant development activities. Interest in leasing additional coal reserves has been shown. It is anticipated that the major energy development in the southern Powder River Basin will shift from gas to deep oil production. Primary efforts have been centered on the implementation of the 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

Wind energy development in Wyoming has slowed. The Power Company of Wyoming is continuing to advance the development of their 1,000 turbine generators in the Chokecherry area south of Rawlins.

Funding Initiative

The department gets 80 percent of its funding from hunters and anglers. Only a small portion (approximately six percent) of the department's budget comes from state general funds. License fees were last increased in Wyoming in 2008.

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 to allow public participation through home computers or at department regional offices.

Five short-term funding options were presented to the Wyoming Legislature's Travel, Recreation, Wildlife, and Cultural Resources Committee (TRW) in November 2012. These included a license fee adjustment, big/trophy game license raffles, annual or biennial license fee adjustments indexed to inflation (indexing), separate whitetail and mule deer licenses, and increasing revenue associated with *Wyoming Wildlife* magazine.

Two bills were approved by the TRW Committee. One provided for a license fee adjustment and annual indexing and the other established a hunting license raffle; however, only the latter was passed during the 2013 Wyoming legislative session.

In July 2013, the Wyoming Game and Fish Commission approved an overall 6.5 percent (\$4.6 million) reduction to the Commission's FY 14 budget. This is in addition to a nearly \$1.8 million (3 percent) cut from the department's FY 13 budget. The department continues to

discuss options with the Commission, conservation organizations, the public, and Wyoming legislators to reduce costs and generate additional revenue.

Sage-Grouse

The department continued to lead efforts on implementing provisions of the Governor's Sage-Grouse Executive Order (2011-5). The department's main focus has been on the interpretation, implementation, and documentation of decisions related to the SGEO. The state has created 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 for possible inclusion in their Resource Management Plan Sage-Grouse Revision Energy Issues. The USFWS has affirmed that Wyoming's Core Sage-Grouse Management Strategy will provide an adequate regulatory mechanism, if implemented as outlined in Executive Order 2011-5, to prevent declines in sage-grouse numbers caused by various development activities including mining, oil and gas, and wind energy. In addition, the state's eight Local Sage-grouse Working Groups met regularly to evaluate and recommend Wyoming General Fund appropriations for sage-grouse conservation projects. The working groups also worked to update their local 2007 conservation plans, anticipating completion by the end of 2013.

Chronic Wasting Disease

The department conducted surveillance for chronic wasting disease (CWD) in 2012 by focusing on the leading edge of the known endemic area. Sampling was concentrated in the Cody, Green River, Jackson, Lander (Dubois), and Pinedale regions by utilizing hunter harvest, road-kills, and targeted animals. In addition, the historic endemic area (deer hunt areas 62-65, elk hunt area 7) was also surveyed to monitor prevalence levels over time. A total of 2,017 deer, elk, and moose samples were analyzed. Of these samples, 98 tested positive for CWD representing 78 mule deer, six white-tailed deer, and 14 elk. New cases of CWD were diagnosed in deer hunt areas 132 and 157, as well as elk hunt area 10. These hunt areas are all bordered by known positive areas or states and are most likely natural extensions of the endemic area. Within the historic endemic area, the prevalence of CWD in deer was similar to the 2007 and 2009 levels of 37 percent, while the prevalence in elk was 6.3 percent, which mirrored last year's findings.

Wyoming Hunting & Fishing Heritage Expo

The 2012 Expo was a free educational event for all ages and skill levels featuring outdoor activities including shooting, fishing, canoeing, and archery. The Expo was held on a Thursday-Friday-Saturday to accommodate the highest amount of day-long school field trips to the Expo. In 2012, 12,287 people attended the Expo including 8,170 youth and school administrators during the first two days of the event. The 2012 Hunting and Fishing Expo featured a new logo which was applied consistently throughout the entire event. Also, 2012 marked the 15th Anniversary of the Hunting and Fishing Expo. Over the years over, 200,000 people were reached and introduced to basic outdoor recreation related skills through this program.

Wyoming Hunter Mentor Program

Wyoming's Hunter Mentor Program (HMP) was implemented in 2008 and continues to provide an opportunity for both youth and adults to try hunting for one calendar year prior to completing a hunter education (HE) certification. Since the program started 4,494 individuals of varying

ages have enrolled. The number of hunters that have been mentored using the HMP from January 1, 2012 through December 31, 2012 was 845. The HMP provides a means for those new to hunting to try hunting under the guidance of a mentor or mentors who meet the specified requirements (Mentors are required to be at least 18 years of age, have hunter safety certification, and a valid Wyoming hunting license) for a one year trial period. After the one year exemption from hunter education, the HE certification is required. Many of the mentees enroll in a hunter safety class immediately after using their HMP year, while others enroll within the next three years. Those enrolled in the HMP receive a reminder letter from the department advising the enrollee their one year of eligibility in the HMP has expired and to encourage them to enroll in a hunter education class.

Forever Wild Educator Resources

The department will contract with a professional curriculum writer to finish creating conservation education based units and lesson plans for Wyoming schools targeting 6th-12th graders. A steering committee, comprised of teachers, graduate students, department subject matter experts, and NGOs, has been formed to pilot lesson plans and provide feedback. In the future, the department may partner with Central Wyoming College Sinks Canyon Center to host a four-day, train-the-trainers workshop. The new supplemental materials will meet National Common Core Standards and Next Generation Science Standards. Educators will choose from three tracks including science, physical education/outdoor recreation/vocation, and social studies/civics. 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 respective department region. Lesson plans will be available on the department's website for download. Users will create an account and user identification for tracking purposes and to evaluate the effectiveness of the supplemental materials. Evaluation tools may include surveys that will be used to prove and improve this program.

Recent Participation Trends for Anglers and Hunters

Participation has remained relatively stable among hunters and anglers in Wyoming within resident and nonresident population segments. Over the past five-year period, there was an annual average of 102,776 resident anglers (includes both daily and annual license holders) and 76,784 resident hunters (Figure 1). Over the same time period, there was an average of 103,320 nonresident anglers, making up approximately 60 percent more than the average of 60,472 nonresident hunters (Figure 2). There are 8,750 non-resident, full price elk licenses available for the draw on an annual basis. In 2012, fewer non-resident, full-price deer and antelope licenses were available. As of April 2013, about seven percent of residents take advantage of the lifetime, pioneer, and pioneer veteran license types.

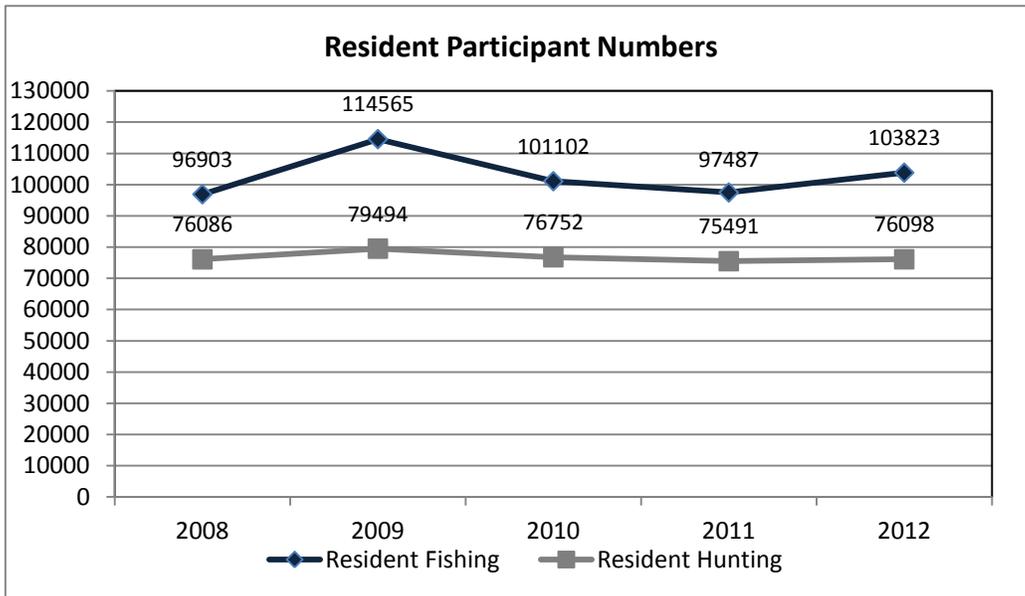


Figure 1. Resident license holders for hunting and fishing; 2008-2012.

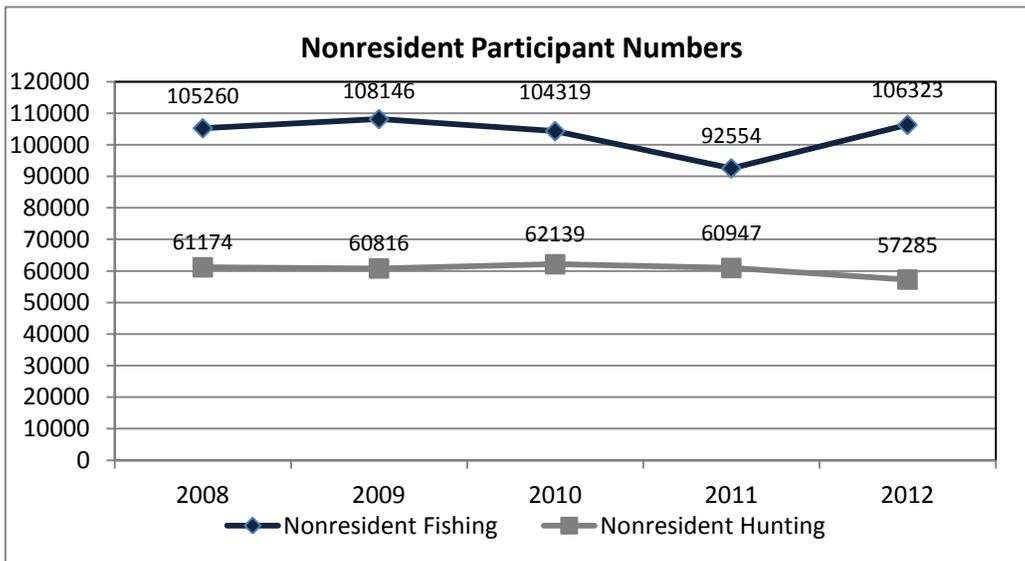


Figure 2. Nonresident license holders for hunting and fishing; 2008-2012.

The percent of resident anglers and hunters, relative to the total population of Wyoming, ranges between 13-18 percent. The U.S. Census data used for this report includes all ages.

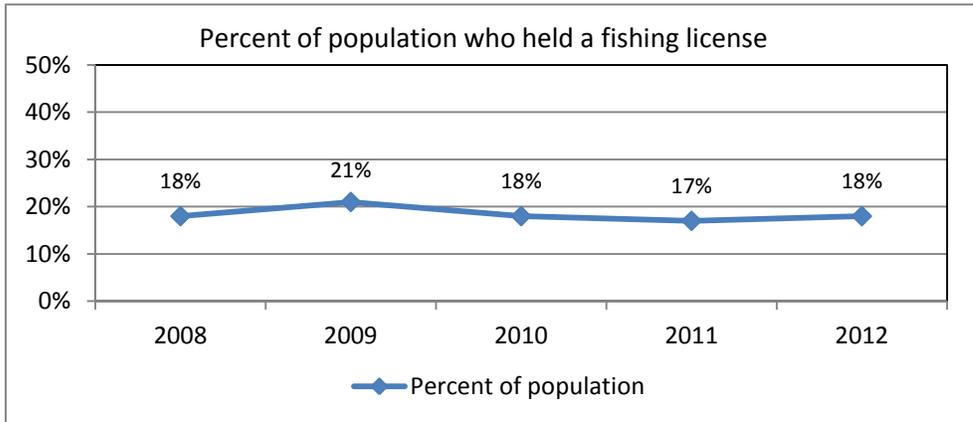


Figure 3. Percent of Wyoming population, aged 14 and over, who hold a Wyoming **fishing** license.

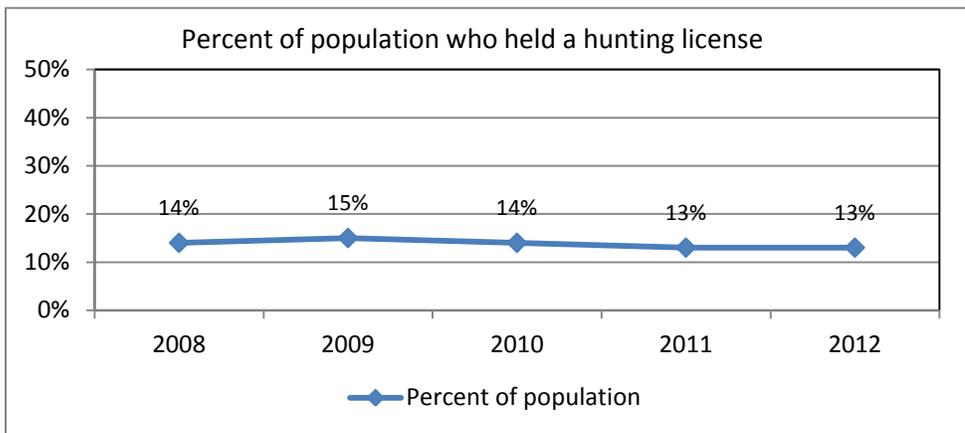


Figure 4. Percent of Wyoming population, aged 12 and over, who hold a Wyoming **hunting** license.

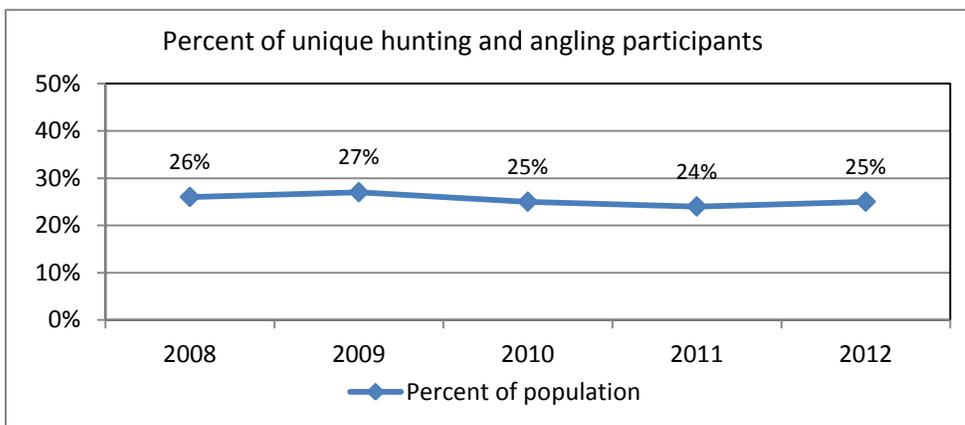


Figure 5. Percent of unique hunting and angling annual participants (all ages included).

Over a five-year period, approximately 40 percent of Wyoming’s population bought a license to hunt or fish at some point. However, in any given single year, less than one in five Wyoming residents hunted and fished (Figures 3 and 4). Upon combining license data to gain an understanding of the total number of sportsmen and sportswomen and account for individuals who had purchased both a hunting and fishing license, it was revealed that in the past five years, only around 25 percent of Wyoming’s population had purchased either a hunting or fishing license (Figure 5). The largest percentage of participation for both hunting and fishing is among 25-34 year olds (Table 1). With the exception of individuals over 65 years of age, only about a quarter of Wyoming’s population in each age category fished and less than 25 percent of residents in each category hunted. There is a precipitous drop in license sales among people over 65.

Table 1. Percentage of resident anglers and hunters by age category.

	2010 Buyers	License percent of Wyoming age cohort ¹
Anglers		
Overall (age 14+)	101,102	18%
Ages 14-44	59,399	26%
Ages 45+	41,703	18%
Ages 14-17	6,609	23%
Ages 18-24	12,508	22%
Ages 25-34	22,013	29%
Ages 35-44	17,517	26%
Ages 45-54	19,606	24%
Ages 55-64	16,545	23%
Ages 65+	5,107	7%
Hunters		
Overall	76,752	14%
Ages 12-44	43,397	18%
Ages 45+	33,355	15%
Ages 12-17	7,892	18%
Ages 18-24	7,808	14%
Ages 25-34	14,958	19%
Ages 35-44	12,732	19%
Ages 45-54	14,653	18%
Ages 55-64	12,308	17%
Ages 65+	6,393	9%

¹ Data taken from 2010 Decennial Census

Hunter and Angler Recruitment, Retention and Reactivation

In partnership with numerous conservation NGOs, state wildlife agencies, and through the regional Association of Fish and Wildlife Agencies, the Hunting Heritage Action Plan Working Group has developed a “toolkit” to assist state wildlife agencies and NGOs in planning and evaluating programs and efforts to recruit, retain, and reactivate sportsmen and sportswomen. Wyoming has taken the lead on defining the ultimate outcome of recruitment and retention programs and implementing the Wildlife Management Institute’s evaluation tools.

The objectives of this project include: 1) to produce a series of “effectiveness measures” for current recruitment and retention program types in practice in North America, 2) to 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.

Forever Wild Family Program

Implemented in 2012 in the Lander region, the department’s Forever Wild Family Program harnesses the power of family, community, and word-of-mouth to attract new hunters and anglers - while at the same time helping other state agencies and NGO’s evaluate their hunting and fishing recruitment and retention efforts. The Forever Wild Family Program is a series of customized outings for those with limited hunting or fishing experience. Unlike programs that recruit youth (and depend on participants to convince their parents/guardians of their interest in hunting or fishing), the workshops involve entire families, who remain in the program until they graduate. Workshops are tailored to meet the families’ needs, rather than a one-size-fits-all approach. As participant’s progress, they self-identify as hunters and anglers, buy multiple licenses, indicate they had positive experiences, share the hunting and angling skills they’ve learned with other families, demonstrate a greater awareness and interest in hunting and fishing, and participate in new or self-initiated hunting and angling activities. Pre- and post-participation surveys allow program managers to prove and improve the program. Sportsman identification numbers are issued to each participant for long-term tracking purposes through the new Sportsman Tracker Application available on IPOS in every department region.

The Wildlife Management Institute has identified the Forever Wild Family Program as the best example *nationwide* of a recruitment and retention program. Program managers track the workshops’ success through measurable indicators that prove whether each workshop’s objectives were achieved. Program success is defined by specific results such as license purchases through an outcomes based program strategy to create a multiple license buyer with yearly avidity.

Results from the Lander pilot project indicate that participants have purchased 2013 angling and hunting licenses, passed hunting and angling skills on to new families, purchased required gear and equipment for participation on their own, and are mentoring the new cohort of families in the program. Survey results also indicate a change in perception and behavior in regards to participation in a variety of hunting and fishing activities.

The Forever Wild Family Program has the potential to recruit avid hunters and anglers nationwide while simultaneously creating conservation-minded sportsmen and sportswomen. Families gain skills necessary to safely and ethically pursue hunting, angling, and other forms of outdoor recreation on their own and have the opportunity to mentor families new to the program. In 2013-2014, the department will have programs in both the Lander and Cody regions and will further look to expand the program in the future.

INTRODUCTION

DIVISION REPORT NARRATIVES

INTRODUCTION

This report covers the progress and financial status of the Wyoming Game and Fish Department during Fiscal Year 2013. 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 2012 a total of 3,721,886 hunting and fishing recreation days were provided to the public. Based on based on the *2011 National Survey of Fishing, Hunting, and Wildlife-Associated Recreation produced by the U.S. Fish and Wildlife Service*, hunters, anglers, and wildlife enthusiast spent a total of \$1,147,290 on wildlife related recreation in Wyoming.

At the end of the period covered by this report (June 30, 2013), the Department was comprised of 386 permanent full-time employees and 149 temporary or seasonal workers.

A summary of Department activities by respective division follows.

FISCAL DIVISION

Jean Cole, Chief

The Fiscal Division coordinates 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 Fiscal 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 13, the Fiscal Division, working with Services Division IT personnel, incorporated additional functionality into the ELS (electronic licensing system). The new ELS functionality included annual watercraft renewal processing, issuance of donated licenses, issuance of special and commercial licenses, modifications to the printing of limited quota licenses, and smart phone technology for license sales. In the fall, the sale of grey wolf licenses was also incorporated into the ELS system.

The watercraft renewal processing and limited quota license printing changes allowed for the bar coding of delivery addresses and special sorting to obtain maximum postal savings for the department. During this fiscal year the department has achieved the final stages of completing the programming for all license issuance in the ELS system. Lifetime licenses, commercial licenses, and all special license products are now incorporated into the ELS system. This was a major undertaking with the conversion of multiple databases into the ELS license system. Having all license issuance in one system is not only a convenience to customers, but also allows for law enforcement and other research needs to obtain all information from one centralized database source. The final enhancement this fiscal year was the modifications made to the ELS system to allow for the use of smart phone technology to renew watercraft registrations, apply for limited quota drawings, obtain Aquatic Invasive Species (AIS) decals, and purchase licenses.

For the first time, the department did not print and distribute the annual Hunting Information and Application Booklet. Customers were required to obtain this information using alternative methods of either using the internet, visiting a department office or, if a printed copy was desired, to contact the Telephone Information Center. The number of customers using the internet to apply for limited quota drawings increased from 80 percent in FY 12 to 94 percent in FY 13. Beginning in 2014, the department will require all applications for limited quota drawings to be submitted through the internet. These changes have had and will continue to have a significant impact on reducing the budgetary requirements for the issuance of limited quota licenses.

The department currently manages and maintains its ELS license systems in-house with coordination between the Fiscal Division and the Services Division. This is 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.

In addition to the modifications made to the ELS system, the Fiscal Division, working with Services Division IT personnel, completed the development of a new deposit receipting system. This system accounts for all incoming revenues for the department.

The department finalized the 2013-2014 biennium general fund budget reductions which were approved by the legislature at 4 percent of the FY 14 amount of the 2013-2014 appropriation to be applied in FY 14. The reductions affected two of the five general fund programs. The two programs that were reduced included Vet Services and Sage-grouse while the other three, AIS, Wolf Management, and Sensitive Species were left intact for the remainder of the biennium. General funds provide approximately 6 percent of the department's operating 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 preliminarily approve each March with final approval in July.

The number of grants that the division administers stayed the same from the prior year with the department receiving approximately 22 percent of its revenue from federal, state, and private grants. During FY 13, the department expended over \$5.1 million from competitive grants. Just six years prior, that figure was \$1.6 million, equating to an almost 315 percent growth during that period. This figure does not include federal funding from Pittman-Robertson/Dingell-Johnson funds or State Wildlife Grants, which are formula-based grants (non-competitive) from the US Fish and Wildlife Service (USFWS). The department receives grants from more than ten federal agencies (USFWS, 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 US Department of Agriculture Animal and Plant Inspection Service) in addition to a number of state and local government entities and nonprofit organizations. An important new source of grant funds since 2008 has been the Wyoming Wildlife and Natural Resource Trust, a state agency, whose board reviews and approves grant applications for wildlife projects, and has provided funding to the department in addition to other conservation entities, such as local conservation districts. During FY 13, over \$1.27 million was received from grants funded by this entity to the department for work completed on wildlife projects.

FISH DIVISION

Mark Fowden, Chief

The Fish Division is responsible for the management of all aquatic wildlife including fish, mollusks, crustaceans, amphibians, and reptiles. The Fish 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 then stricken with record or near record low flows statewide. None-the-less fishing remained successful through FY 12 and FY 13 especially for Wyoming's larger reservoir and tailwater fisheries. Though Wyoming experienced drought-like conditions, fishing license sales were affected positively by the warmer weather and superb fishing. Accordingly, license sales increased by 12.3 percent (\$708,000) over sales the previous year. Nonresident anglers purchased 19.3 percent more annual licenses than the previous year. Daily license sales for nonresident anglers increased 13.7 percent. For resident anglers, annual license sales increased by 9.5 percent and 9.7 percent for adult and youth annual license sales, respectively. These increases in resident license sales were partially off-set by a 3.8 percent decline in daily license sales. Clearly, the avid angler, both resident and nonresident, being those most apt to purchase annual licenses, responded to very favorable fisheries conditions by purchasing the higher priced annual licenses.

An external satisfaction survey corroborated the satisfaction of anglers, both resident and nonresident. The survey found nearly 90 percent of nonresident anglers expressing satisfaction in their fishery experience. Just over 80 percent of the time, the same survey found resident anglers expressing satisfaction with their fishing experience. These results illustrate that fisheries were robust and anglers took advantage of the excellent fishing observed statewide. An interesting find in the survey, was a question that asked resident anglers why they did not intend to purchase a Wyoming fishing license in subsequent years; nearly 50 percent of respondents said they would instead purchase a lifetime license. Clearly, additional survey work needs to better determine the affects of the lifetime license on resident annual fishing license trends. The survey found that not a single respondent indicated they were dissatisfied with the size and number of fish caught. Because this factor is the one most under the control of fisheries managers, it is reflects favorably on the department's fisheries management activities.

Angler participation this past year was estimated at over 2.45 million angler days, an overall increase of over 10 percent from the previous year. This year neither extreme flooding nor difficult economic times interfered with angler's ability to get out and fish as was the case the prior year. Especially gratifying, was the return of the nonresident angler to Wyoming. Revenues from sales of nonresident licenses were largely responsible for the increase in fishing license revenues of more than \$708,000 over the previous year. While it is difficult to understand the impact of a department regulation simplification process over the prior four years, the department hopes to tease factors such as these out during future angler surveys.

A major legislative change to the Aquatic Invasive Species (AIS) statutes had a profound effect on the AIS program in the later part of FY 13. As a result, watercraft inspections previously conducted at lakes and reservoirs were conducted primarily at Wyoming Ports-of-Entry or other

border locations. Early results show these stations are intercepting a greater proportion of boats having a higher risk for carrying aquatic invasive species. Nearly 60 waters were sampled. Initial results of the new program initiated in April 2013 demonstrated that additional enforcement is needed to reinforce boater compliance with the new mandatory inspection rules and for decal compliance. Monitoring continues to prove negative for both juvenile or adult quagga and zebra mussels in Wyoming waters for FY 13.

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. Aquatic habitat work requires department biologists to work cooperatively with land management agencies, conservation partners, public land managers, and private landowners.

Accomplishments included habitat protection efforts, habitat assessments and inventories, development/designing of projects, on-the-ground enhancements and restorations, maintenance of existing structures or projects, and monitoring of completed projects. For example, over 34 watershed assessments spanning over 155 stream miles and another 2.1 miles of detailed stream assessments were conducted. Stream restoration activities included construction of 12 bank enhancements on over 1.1 stream miles, 125 instream structures installed, and six fish screens and eight fish passage structures installed that resulted in reconnecting 65 upstream stream miles. Many of these accomplishments are shared with project partners like Trout Unlimited and US Fish and Wildlife Service. Habitat assessments were accomplished in multiple watersheds in the Jackson, Lander, and Laramie regions including the Snake River Canyon, Upper Greys River, Hoback River, Lava Creek, Douglas Creek, and the Encampment River. Fish passage obstructions were inventoried on Blue Crane and Fish Creek, important tributaries to the Snake River. Eroding banks on the East Fork Wind River and on the department's Spence Moriarty Habitat Area were mapped as a pre-requisite for prioritizing improvement efforts. Water temperature loggers were deployed to provide baseline water temperature data to assist indexing watershed health in many drainages.

Many project planning activities were also accomplished as well as implementation of projects developed previously. A short list of these include work on Stinking Creek to improve riparian vegetation and reduce sediment to the blue ribbon fishery below Grey Reef Dam, removal of Russian olive along the Green River and replacing them with native cottonwoods, improvements to trout habitat on the East Fork Wind River, restoration of 1,850 feet of the Encampment River, and livestock exclusion fences installed in cooperation with the Forest Service to rehabilitate vegetation in the South Fork Tongue River watershed.

Aquatic wildlife, sport fish, and herptile surveys were conducted at above average intensity this past year. In FY 13, the Fish Division conducted more than 692 surveys designed for the purposes of evaluating species conservation and sport fisheries quality. This is well above the department's five-year average for surveys and reflects the stability in the Aquatic Assessment Crew and continued use of contract employees working under two-year grants. The division continued baseline sampling to identify the distribution and relative abundance of native herptiles (reptiles and amphibians). Crews continued working to protect three species of fish native to the Green River. Work continued surveying native mussel populations in northern

Wyoming. Funding through the Governor's Endangered Species Fund and general fund appropriations supported a good portion of this activity.

Intensive population estimates that require multiple electrofishing passes through one sampling site were conducted most notably on the North Platte (4 sections), Green (4 sections), Greys, Gros Ventre, Hoback, Salt, Laramie, Wind, New Fork, East Fork, Snake, North Fork Shoshone, Little Bighorn, and Middle Fork Powder Rivers. These repeated sampling of the same reach, often with multiple boats and crews, were only counted as a single completed survey.

Although multi-pass population estimates were also conducted on multiple streams and sites within many drainages, including the Big Creek, Horse Creek, Bear River, and Tongue River drainages, very low stream flows resulted in the cancellation of a number of stream survey activities. Lower water conditions this year challenged managers attempting to complete sport fish surveys on Wyoming's major rivers, so some time was shifted to additional sampling of standing waters especially larger reservoirs. Sampling on larger waters that are routinely stocked, though routine, is critically important for evaluating success of the department's fish stocking programs.

The trend for stocking larger trout to preclude predation by illegally introduced, piscivorous fishes has intensified Fish Division management efforts on many reservoirs across the state. For instance, the Fish Division continues to assess the expanding population of walleye and burbot illegally dumped into Buffalo Bill Reservoir and the Green River drainage, respectively. Legislative assistance came in the way of a statute change granting the Commission authority to designate illegally introduced game fish as nongame fish. This will allow the Commission to designate these select waters with unlimited take regulations, an important tool to reduce the negative effects on populations of desirable game fish. These introductions have in the past dramatically increased the division's sport fish management costs in many ways, not the least is additional expenses and burdens to the department's fish culture system.

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. In FY 13, a total of 467,241 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 399,772 pounds. Last year, the rolling average was 368,688 pounds which depicts a dramatic increase in rearing capacity at the department's facilities. Overall, fish production of the Fish Culture Program increased by 28,157 pounds (6.4 percent) compared to FY 12 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 facility expansion was completed in FY 09.

Warm or cool water sport fishes not available in Wyoming are received in trade for surplus grayling and trout eggs. This year, the Fish Division stocked seven coolwater and warmwater fish species including: bluegills, black crappie, channel catfish, sunfish hybrids (bluegill x green sunfish), northern pike, shovelnose sturgeon, and tiger musky. Typically, the department imports one to one and half million walleye fingerlings annually from North Dakota as it is the

supply source for many warmwater fisheries. Because lake cisco were inadvertently introduced into North Dakota rearing ponds during floods in 2011, walleye stocking was cancelled because lake cisco are not native nor present in Wyoming.

While numbers continue to increase each year, the emphasis of the stocking program is to release high quality fish for the greatest return 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 28,000 additional pounds of fish over last year should produce very good fishing in the next several years.

SERVICES DIVISION

Scot Kofron, 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's Habitat/Technical Support Branch includes Lands Administration (acquisition program), Conservation Engineering, Game and Fish Laboratory, Habitat and Access Maintenance, and Information Technology (IT)/Geographic Information Systems (GIS). The I&E Branch includes Conservation Education, Regional Information and Education, Information/Publications, and the Customer Service (Telephone Information) Center.

During FY 13, 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 within 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 within the agency. The division's Chiefs 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 13 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 work to move the system to a 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 the 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 the 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 within 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 13, 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 I&E work planning/prioritization processes and established priorities as well as continued work to improve coordination and communication 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 department's mission, funding constraints, chronic wasting disease, brucellosis, wolves, grizzly bears, and energy development.
- Developed alternative funding proposals and plans for capital construction projects.
- Worked with the Wildlife Division to complete the implementation of the Wyoming Mule Deer Initiative and initiate implementation of the Platte Valley 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 13, the division's IT/GIS Section accomplished several major projects including:

- The IT/GIS Section continued direct involvement on state IT committees that are responsible for oversight, policy development, and overall IT business processes for all state government. This past year saw continued extensive participation in the state IT consolidation process. All e-commerce and Private Lands Public Wildlife (PLPW) applications were updated to support all internet browser types, which will allow constituents to use a variety of different devices to access these systems. Application development personnel were heavily involved in a project that included pulling together hunting and fishing statistics to determine the percentages of Wyoming sportspersons who actually hunt and fish on a yearly basis and of those, how many repeat license purchases are made over subsequent years. The initial statistical review indicated a low percentage of annual renewals, which has led to the development of a new Hunter Education Trending Program that tracks participants beginning with their first exposure to any department program and follows their activities over the course of time. Initial changes included updates to various hunter education programs and new developments to the Internet Point of Sale System. We are currently building another system to enhance the ability of the hunter education sub-section to track statistical breakdowns and quantify the usefulness of each program, instructor, location, materials presented, times of year, and license purchasing patterns, all in an effort to target marketing and hopefully increase participation rates in hunting and fishing programs over time. The entire IT staff again spent the spring and summer months diagnosing, remediating, and streamlining the department's 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 led to a successful year of license sales without any system problems or response time slowdowns. Sales numbers this year were comparable to the previous fiscal year. Depending on the species and habitat, there were no major gains or declines in license sales (over \$65 million processed through the department's e-commerce systems in 2012). GIS staff continued to coordinate the redesign and redevelopment of the department's 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). This effort is within the larger context of the Western Governors Association (WGA) efforts to guide and coordinate development of Crucial Habitat Assessment Tools by all states across the West. The public version went live in August 2012. Another version available only to department personnel is also nearing completion. This version includes access to sensitive data and reporting formats unavailable to the public. Tied to WISDOM and WGA efforts have been a long-term analysis of crucial habitat across the state. Two drafts were completed and both reviewed in conjunction with department's administration, but ongoing efforts will likely produce at least one additional draft before the final is due in FY 14 (November 2013).

During FY 13, the division's Conservation Engineering Section accomplished several major projects including:

- The Conservation Engineering Section is composed of drafting, engineering, surveying, and facility maintenance. It was responsible for a variety of department projects in FY 13. In general, these projects included the following: making maps and brochures, signage, construction documents, water rights applications, boundary surveys, managing consultants, maintaining the 60,000 square-foot headquarters office, and assisting the divisions with other types of requests.
- Engineering managed 14 engineering design consultant contracts. The consultants performed engineering design, analysis, feasibility report studies, and construction specifications and drawings for department projects. The projects were boating access improvement, fish passage and stream restoration, and fish hatchery and regional office projects. In summary, of the 14 engineering design projects, nine of them have been completed. Eight of the nine went to the construction process. Currently, five of the eight construction projects have been completed.
- Engineering also performed 27 in-house engineering design and construction projects. In general, the in-house designs included boundary and topographic surveys, design and drafting for construction documents, project estimates, invitations for bid, and construction administration. All in-house engineering design projects were completed and all of these projects went to the construction process. Twenty-three of the 27 construction projects were completed.
- The drafting sub-section of the Conservation Engineering Section performed the following jobs: designed new signs, ordered a total of 8,391 signs statewide, and provided assistance for the Hunting and Fishing Heritage Expo. The assistance for the Expo included designing signs and banners, performing the set-up and tear down of all of the required signs and banners, and volunteering during the event.
- The drafting sub-section also designed and created maps and data for the PLPW Walk-In Fishing, Walk-In Hunting, and Hunter Management Area (HMA) brochures as well as the

department's website. AutoCAD and GIS are the design tools utilized for this work. In addition, the drafting sub-section provided headquarters facility maintenance as well as assistance regarding computer and equipment problems associated with the operation of the Fire Sprinkler System; the heating, ventilation, and air conditioning (HVAC) system; and METASYS (the HVAC controlling computer program). Other building issues addressed include the diagnosis and repair of automated doors and composing fire alarm and HVAC component drawings.

- The drafting sub-section designed and completed construction specifications and drawings for in-house engineering projects.
- In FY 13, the surveying sub-section assisted the Habitat and Access Section, Conservation Engineering Section, Land Administration Section, Fish Division, and the Wildlife Division. In general, this assistance is provided through determining boundary lines, property ownership, and topographic information. The information obtained resulted in increasing public opportunities for hunting and fishing.
- The survey process includes the following: researching existing legal records for the property at county clerk's offices; staking legal boundaries; obtaining topographic information; using survey data to make maps that were utilized for construction purposes; or recording easement agreements, water rights agreements, or other legal documents.
- In FY13, the survey sub-section completed conservation easement surveys for the Perks property on the Grey's River and the Deer Creek Fishing Easement in the Laramie Range. Boundary surveys were completed for North Jackson Warden's residence, Rawhide HMA, Wick Beumee HMA, and North Cody Road. Boundary surveys for public parking and access areas were conducted for Corbett Dam, Corbett Dam Take-Out, Garland, Sawyer, Muddy Creek, Big Creek, Sodergreen, Baggot Rocks, Elk Mountain, Lamont, and Saratoga Lake.
- The surveying sub-section also completed 18 in-stream flow maps and water rights applications for Fish Division. Applications were also filed for groundwater (wells) for department use.
- Facility building and grounds maintenance performed a variety of duties as well. The interior and exterior of the building required repairs and maintenance to keep up its newly remodeled condition. The duties performed included the following: care and maintenance of the landscaping, monitoring all building systems and repairing items as needed (i.e., plumbing, HVAC, electrical, and fire alarm).

During FY 13, the division's Habitat and Access Section accomplished several major projects including:

- Assisted the Lands Administration Section in monitoring various conservation easements around the state.
- Installed a new handicap fishing pier at the Newton Lakes Public Access Area (PAA).
- Numerous new PAAs were developed this year including Richie's Vible, New Fork-Airport, Fall Creek, Deer Creek, Bear Trap/Pheasant, and Ellis.
- Irrigating and haying were completed at the South Park and Horse Creek HMAs which will improve the forage, increase early winter palatability, and provide needed hay for the areas.
- The Habitat and Access Section, with a private sector contractor, installed one-quarter mile of high-density polyethylene pipe and six concrete water control boxes on irrigated meadows to improve forage production for wintering elk on the Pennock Mountain HMA. They also

completed the construction of a small water reservoir with bentomat liner and native forbs seeding to benefit sage-grouse, big game, and other wildlife with a new water source on the HMA.

- There are 96 wetlands maintained by the department on Yellowtail, Springer, Table Mountain, Renner, South Park, and Ocean Lake HMAs. The wetlands are monitored and water levels are maintained at optimum levels for desired nesting, brood rearing, and hunting opportunities. There was 2.7 miles of dike maintenance completed on Table Mountain and Springer HMAs to prevent erosion and dike failure. A new wetland was built at the Airport PAA to mitigate the loss of wetland due to a road and parking area.
- Over 98 miles of elk fence was maintained on Soda Lake, Greys River, South Park, Horse Creek, Kerns, Amsden, and Bud Love HMAs in addition to the Muddy Creek Feedground.
- Completed the installation of two sheet pile fish structures in the Big Sandy drainage for three species work.
- Completed installation of a steel jack fence around springs near Thermopolis to protect the springs from livestock over utilization and to preserve drinking sources for sage-grouse.
- Continued implementation of the Spence and Moriarity HMA improvement plan.
- Conducted snow removal at the 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. The structures are designed to slowly raise the water table and to improve the riparian area.
- Installed new solar wells and water tanks on Soda Lake HMA for rotational grazing and management of department draft horses.
- 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.

During FY 13, the division's Wildlife Forensic and Fish Health Section accomplished several major projects including:

- The Wyoming Game and Fish Wildlife Forensic and Fish Health Director continue 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 Membership and Outreach. All forensic laboratory personnel continue to be heavily involved with the Scientific Working Group for Wildlife Forensics (SWGWILD). This group finished a best practices/guidelines document for the disciplines of DNA and morphology as well as an internationally relevant certification scheme which certifies wildlife forensic scientists. All three forensic personnel in the laboratory are currently certified as wildlife forensic scientists, the first three of eleven in the world. This is a major accomplishment for the society, for the department, and for the laboratory world of wildlife forensic science. The department's Forensic Program Manager is also the Executive Secretary of SWGWILD. Both the forensics and fish health sub-sections have converted all protocols to more closely line up with the requirements of ISO 17025 (ISO is a laboratory management system that is recognized worldwide as the gold standard for laboratory management). This will be a federal requirement down the road for all forensic and diagnostic laboratories.

During FY 13, the Lands Administration Program accomplished several major projects including:

- Acquired the Bear Trap Public Access Area Easement
- Acquired the Middle Fork Powder River/Ellis Public Access Area Easement
- Morgan Creek Bureau of Reclamation Memorandum of Agreement Renewal
- Pitcher Brokaw Vehicular Access Agreement Renewal
- Rawhide Eisenbarth Exchange of Use Agreement Renewal
- Shoshone River/Penrose Dam Public Access Area Easement Renewal
- Story Fish Hatchery Special Use Permit Renewal with the US Forest Service
- Snake River/Von Gontard Public Access Area Easement Renewal
- North Platte River/Pick Bridge Public Access Area Easement Renewal
- Woodhouse Public Access Area Easement Renewal
- Acquired the Deer Creek Public Access Area Roadway Easement
- Acquired the New Fork River/Airport Public Access Area Lease
- Salt River/Perkes Public Access Area Easement Relinquishment and Acquisition
- Acquired the Glendo Reservoir Aquatic Invasive Species Lease
- Acquired the Keyhole Reservoir Aquatic Invasive Species Lease
- Acquired the Dirtyman Creek Fish Barrier Easement
- Acquired the Hells Canyon Creek Fish Barrier Easement
- Acquired the Shoshone River/Big Creek Public Access Area Lease
- Acquired the Shoshone River/Cooper Lane Roadway Easement
- Acquired the Shoshone River/Corbett Dam Public Access Area Easement
- Acquired the Sodergreen Lake Public Access Area Lease
- Acquired the Encampment River/Baggot Rocks Public Access Area Lease
- Acquired the Elk Mountain Reservoir Public Access Area Lease
- Acquired the Badwater Ranch Public Access Area Easement

During FY 13, 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 sub-sections.
- Current education programs were evaluated based on not just outputs (i.e., the number of participants, number of activities completed, etc.), but outcomes (increased license sales, greater avidity, etc.) that are both meaningful and measurable. By adopting and practicing an "outcomes-based" program strategy for hunter and angler recruitment and retention, the department can begin collecting comparable data that may be compiled and networked on a regional or national scale.
- In FY 13 the Conservation Education Section continued work on several programs and activities including hunter education (5,9229 students), Hunter Education Instructor Academy (40 certified instructors), regional hunter education instructor workshops (over 100 instructors reached), Wyoming Hunter Mentor Program (845 participants), Youth Hunter Education Challenge (40 youth and 20 volunteers), 4-H Shooting Sports (over 600 contacts), shooting workshops (75 participants), Becoming an Outdoors Woman (47 women), Youth Conservation Camp (44 youth and over 10 adult volunteers), hosted the 3rd annual Hunter and Angler Recruitment and Retention Summit for local sportsman's organizations (27 individuals were present), Aquatic Education programs and Kids

Fishing Days (over 5,500 kids/families), hunter instructor newsletter (reaching 300 instructors four times a year), Wild Times publication (approximately 8,000 subscriptions), Project WILD (over 100 certified instructors), National Archery in the Schools Program (165 schools and 22 after school clubs), National Fishing in Schools Program (12 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).

- Began coordination of the Dan Speas Fish Hatchery self-guided tour, continued working with a professional curriculum writer to create conservation education based units with multiple lesson plans for Wyoming 6th-12th grades, and began redeveloping the department's volunteer program.
- The department's Forever Wild Family Program harnesses the power of family, community, and word-of-mouth to attract new hunters and anglers - while at the same time helping other state agencies and non-governmental organizations evaluate their hunting and fishing recruitment and retention efforts. Forever Wild Families are a series of customized outings for those with limited hunting or fishing experience. Unlike programs that recruit youth (and depend on participants to convince their parents/guardians of their interest in hunting or fishing), the workshops involve entire families, who remain in the program until they graduate. Piloted in the Lander region, workshops are tailored to meet the families' needs, rather than a one-size-fits-all approach. As participant's progress, they self-identify as hunters and anglers, buy multiple licenses, indicate they had positive experiences, share the hunting and angling skills they've learned with other families, demonstrate a greater awareness and interest in hunting and fishing, and participate in new or self-initiated hunting/angling activities. Each participant receives a sportsman identification number, which is used to measure specific objectives during the workshops and after graduation. Pre- and post-participation surveys are carefully administered to measure the success of program objectives. The Lander class of 2013 will graduate this summer after having spent a year in the program.
- The Forever Wild Family Program has been identified by the Wildlife Management Institute as the best example nationwide of a recruitment and retention program using new results-chain templates. The templates enable program managers to measure objectives and indicators relevant to the desired result or outcome of the program. In order to evaluate the effectiveness of Forever Wild Families, program managers constantly monitor measurable objectives and associated indicators. Program success is defined by specific results such as license purchases.
- The Regional I&E Section continued the processes for establishing I&E program priorities that are consistent with the Director's goals and objectives and the department's mission.
- The I&E Section conducted numerous programs for schools, civic groups, and youth organizations.
- Representatives from the I&E Section provided hunting and fishing information at sportsman's shows at Salt Lake City and Denver in cooperation with the Wyoming Department of Tourism. In addition, they attended and manned a booth with the Wyoming Business Council at the Shooting, Hunting, and Outdoor Trade Show in Las

Vegas as well as manning a booth at the Rocky Mountain Elk Foundation Annual Convention.

- "Wyoming Wildlife News" was completely redesigned to include full-color photos and graphics at no additional cost to the department. The newspaper's editorial strategy was refined to more effectively serve the needs of hunters and anglers in Wyoming, while continuing to convey agency priorities.
- For publication year 2012, "Wyoming Wildlife News" received second place in the Association for Conservation Information's "external newsletter" category.
- For publication year 2012, "Wyoming Wildlife" magazine received third place in the Association for Conservation Information's "magazine: destination, historical, or cultural article" category for the article "Signing on."
- The video sub-section produced and distributed a new in-house production, "Yellowstone Grizzly Bears: A Success Story." Commissioned by the Yellowstone Ecosystem Subcommittee of the Interagency Grizzly Bear Committee, the short documentary sets the stage for grizzly bear recovery in the ecosystem, and has been distributed statewide at visitor centers and libraries. The production will also be featured on a national Public Broadcast System program in fall 2013.
- The video sub-section worked to maximize the efficiency of video educational materials distributed to Hunter Education Instructors. Rather than producing multiple DVDs of multiple videos, each instructor will now receive two compilation discs, saving time and money. These discs will include two new instructional videos produced in-house, field dressing and quick quartering.
- The Forever Wild Families Program has been closely followed by the video sub-section. Video is being used to demonstrate the impact of the program.
- Gross sales from the Product Sales Program were almost \$210,000. There were just over 10,000 transactions in the gift shop and 4,200 transactions online.
- The Telephone Information Center fielded over 79,000 incoming calls during the year.
- During the year, the mailroom saved over \$53,000 in postage costs by using bulk mail software and inserting machine technology, the presort services of Pitney Bowes, and conducting freight comparison for packages. The mailroom initiated communication with the United States Postal Service (USPS) in order to become a certified manifest mailer. This required extensive research of complex regulations and ongoing communication with both the USPS and the Licensing Section. The mailroom successfully completed the certification which now allows the department to have mixed weight mailings and pick-up service.
- The Human Dimensions Program worked on public input processes and opinion surveys. The Wyoming Mule Deer Initiative was implemented 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 13. 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. This resulted in information being 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. A statewide survey

of elk hunter attitudes and satisfaction was also completed in FY 13, the first since 1999. In addition, a statewide survey of angler satisfaction was completed, the first to be conducted in 18 years. The Human Dimensions Coordinator worked in cooperation with the entire I&E Section to evaluate recruitment and retention efforts for hunters and anglers in Wyoming through a new process called the Hunter Adoption Model. In FY 14, the Human Dimensions Coordinator will continue to work closely with the Recruitment and Retention Coordinator to finalize a baseline report on the numbers of hunters and anglers in the state; the most comprehensive look at hunter numbers ever conducted for Wyoming.

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 able to execute the department's mission of Conserving Wildlife and Serving People through effective implementation of these programs.

FY 13 marked another dry year, but significantly better than the past year where the state experienced record breaking drought. A mild winter mitigated negative impacts to big game survival created by poor winter range habitat conditions. Increased moisture in the late part of FY 13 helped to keep summer ranges green. There continues to be management challenges created by low quality habitats on big game ranges.

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. The plan is complete and National Environmental Policy Act work is scheduled to be completed in FY 14 so on-the-ground implementation can begin.

Platte Valley Herd:

- Trend count and sightability survey results from FY 12 revealed a population estimate of about 11,000 deer, far below the population objective of 20,000.
- The department continued to work with stakeholders to address the top three issues identified through the process; habitat, season structure, and predation. Other lower priority issues were considered as well including off highway vehicle use, access, and other disturbance. In FY 13, the Commission approved a new limited quota season structure for the Platte Valley herd.
- The department continued to further develop 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 department finalized the plan and identified the first set of habitat projects. On-the-ground habitat work is scheduled to begin in FY 14.

The division continued to face difficult challenges with elk management in many herds around the state. Several elk populations remained over management objectives. While public access to private lands is exceptional in many areas, the lack of hunting access in specified portions of elk herds remained the primary inhibitor to managing elk to objective.

Conversely, many migratory elk herds near Yellowstone National Park continued to exhibit low recruitment with calf ratios in the teens and declining populations. High densities of large

carnivores coupled with low pregnancy rates are thought to be the primary causes of the low calf ratios. Many elk hunters in these areas are concerned with current and future elk hunting opportunity.

The division continued to integrate the use of spreadsheet models for big game. This technique was officially adopted in July 2012. Models were constructed for all herds for all species. One of the lessons learned from this exercise is a new technique cannot make up for a lack of data or herds that do not meet the assumption of population closure. As with anything new, the training provided was valuable, but personnel will continue to improve their use of the technique with time and practice.

The division continued its efforts to publically review big game population objectives. In FY 13, the division presented recommendations on new objectives for nine elk, seven mule deer, 12 pronghorn, two moose, and two bighorn sheep herds at the July 2013 Commission meeting.

In FY 13, the division, for a third straight year, utilized Hunt Management Coordinators (HMC) through the Hunter Management and Access Program (HMAP) to increase elk harvest and address landowner concerns caused by high densities of wintering elk in certain areas of the state. For the second year in a row, a HMAP was conducted in the Meeteetse area within elk Hunt Areas (HAs) 61, 62, and 63, to address concerns about high numbers of elk and brucellosis transmission between elk and livestock. Two HMCs were hired to administer this HMAP program. For the 2012 elk hunting season, four landowners enrolled in the Meeteetse Creek HMAP (HA 61), two landowners in the Gooseberry HMAP (HA 62 and 63), and one landowner in the Wood River HMAP (HA 62 and 63), totaling 93,953 private acres of access. In addition to the private land enrolled, large amounts of public land traditionally landlocked became available for hunting. A total of 443 hunters harvested 186 elk over two-day and three-day hunt periods. Hunt Management Coordinators and other department field personnel collected 389 usable blood samples for brucellosis testing and distributed 443 blood sample kits to hunters, landowners, and businesses. Hunter harvest in 2012-2013 improved over the 2011-2012 season (186 vs. 159, respectively) despite the lack of weather to move elk into areas accessible by hunters. This HMAP was considered a success as antlerless elk harvest and testable blood samples increased, and hunter and landowner satisfaction was high. The division plans on continuing with a modified Meeteetse HMAP in FY 14. A new HMAP was developed in the Iron Mountain area (between Cheyenne and Laramie) in elk HAs 5 and 6 for the 2012 elk season and was called the Iron Mountain HMAP. A total of seven landowners enrolled in this HMAP, which provided access to over 200,000 acres of private land as well as landlocked state and federal lands previously inaccessible to the public. The department's Laramie Region hired two HMCs. A total of 1,019 hunters participated in this HMAP and harvested 306 elk. The department plans on continuing with the Iron Mountain HMAP as well as adding a new HMAP in the Laramie Peak area of elk HA 7 in FY 14.

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. It is hoped these efforts will preclude the need

for the U.S. Fish and Wildlife Service (USFWS) to list sage-grouse as threatened or endangered in 2015. Accomplishments during FY 13 include:

- The eight sage-grouse local working groups used the \$1.1 million dollars in project funds provided by the Wyoming Legislature to fund over 25 projects. These projects were implemented to address issues identified in local working group plans.
- Through a cooperative effort between the department, BLM, private consultants, and others, 86 percent of the over 1,800 known occupied leks were checked during the spring of 2013. As expected, extreme drought conditions in 2012 resulted in a decline in lek attendance.

Two blood samples provided by hunters collected from one bull and one cow elk in the northwestern Bighorns Mountains (elk HA 40) in October tested sero-positive for brucellosis. This was the first documentation of the possible presence of *brucella abortis* in this area in recent history and maybe ever. The department worked closely with the Wyoming Livestock Board to conduct informational public meetings and to plan future surveillance of elk in the Bighorn Mountains. The department is planning to conduct a large scale brucellosis sample collection effort from hunter harvested elk in FY 14.

The department continued to participate in the Brucellosis Coordination Team and with affected livestock producers to mitigate transmission risks in other areas of the state, particularly in the Designated Surveillance Area (DSA). The division continued work towards completing Brucellosis Management Action Plans (BMAP) in the Gooseberry and the Clark's Fork elk herd units. Sero-prevalence dropped slightly again for a second year in free ranging elk this year. The division conducted a brucellosis workshop to share information and to train new employees on the newest developments regarding research and mitigation for brucellosis in the Cody and Sheridan Regions.

The division conducted surveillance for chronic wasting disease (CWD) during the 2012 hunting season by focusing on the leading edge of the known endemic area. Sampling was concentrated in the Cody, Green River, Jackson, Lander (Dubois), and Pinedale Regions by utilizing hunter harvest, road-killed, and targeted animals. In addition, the historic endemic area (deer hunt areas 62 – 65 and elk Hunt Area 7) was also surveyed in an effort to monitor prevalence levels over time. A total of 2,017 deer, elk, and moose samples were analyzed. Of these samples, 98 tested positive for CWD representing 78 mule deer, six white-tailed deer, and 14 elk. New cases of CWD were diagnosed in deer hunt areas 132 and 157, as well as elk hunt area 10. These hunt areas are all bordered by known positive areas or states and are most likely natural extensions of the endemic area.

During FY 13, Wildlife Veterinary Services initiated three major wildlife disease research projects at the Tom Thorne/Beth Williams Wildlife Research Center at Sybille. The first is a study on pneumonia in bighorn sheep, with a focus on determining which pathogens are responsible for causing pneumonia and whether lambs can be infected from ewes with a history of recovery from pneumonia. The second is a study on brucellosis strain 19 vaccination of adult elk to determine whether vaccination of pregnant elk could lead to a significant abortion storm. The final research project is evaluating the efficacy of a CWD vaccine in elk. In addition to the

current studies outlined above, Veterinary Services and other wildlife research professionals are completing a long-term study looking at survivability of elk with CWD based on genotype.

Human/wildlife conflict management continues to be a major part of division operations. In FY 13, division personnel expended 1,763 man-days and drove 215,754 miles on activities to prevent wildlife from causing damage to private property. Personnel expended 852 man-days and drove 50,804 miles investigating, processing, and handling damage claims and landowner coupon redemptions. A total of 208 damage claims in the amount of \$1,391,479 were filed and the department paid out \$1,163,075. The total number of damage claims filed along with amounts claimed and paid are all time highs for the department, and can be attributed to drought and associated high prices of growing and stored crops. In addition, personnel spent 1,276 man-days and drove 145,045 miles responding to nuisance wildlife issues not considered wildlife damage under W.S. 23-1-901. In total, \$597,759 was paid in compensation for trophy game (grizzly bear, black bear, mountain lion, and gray 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. As in previous years, there were a significant number of human/large carnivore conflicts. In total, there were 213 grizzly bear conflicts, with 48 grizzly bears captured as a result of conflict situations; 233 black bear conflicts; 46 mountain lion conflicts, and 68 wolf conflicts. Conflicts are defined as interactions between large carnivores and people or their property that results in damage to livestock; bees, honey, or hives; pets; ornamental landscaping or gardens; buildings; structures; camps or other property; or receiving a non-natural food reward of human food, garbage, bird food, pet or livestock feed; or an incident that results in human injury or death; or large carnivore injury or death other than from legal hunting or agency management removals.

Big game research efforts during FY 13 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 or decreasing to understand the relationship between habitat and population performance. A better understanding of this relationship should provide moose managers with a habitat-based basis for population objectives.
- 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 and assess what level of development results in ungulates changing their use of traditional migration routes.
- Ongoing Evaluation of Mule Deer Sightability Models Statewide – This project is designed to assess the utility of Idaho’s sightability model for estimating mule deer populations in Wyoming habitats. Extensive work has occurred in the Platte Valley Herd. Continuation of this project will allow the division to take advantage of marked animals in other parts of the state to better fit the model to a wider range of winter habitats and conditions representative of mule deer winter ranges in Wyoming.
- Evaluate the Influence of Development on Mule Deer Nutrition/Condition – The objective is to assess mule deer body condition as a function of well pad habitat use.

- 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 substantial attention during FY 13, including:

- The terrestrial nongame program continued efforts of collecting information on population trends of SGCN such as trumpeter swan, common loon, bald eagle, peregrine falcon, ferruginous hawk, mountain plover, long-billed curlew, upland sandpiper, black-footed ferret, and swift fox.
- Long-term monitoring efforts under the Integrated Monitoring in Bird Conservation Regions (IMBCR) program continued with key Wyoming Partners in Flight participants. The IMBCR program in Wyoming includes 191 sampling grids, each containing 16 point count stations. For all point counts combined, we determined population trend for five avian SGCN, estimated abundance for seven SGCN, and upgraded distribution for 14 SGCN.
- Coordinated the annual Breeding Bird Survey roadside monitoring program in Wyoming, which provides distribution, abundance, and population trend information for landbirds, including 10 SGCN.
- Assessment of mountain plover breeding and brood rearing habitat and location of 400 permanent count points across the species' range in Wyoming was completed.
- Habitat assessment in eastern Wyoming and survey technique development for the upland sandpiper was completed. Confirmation of 350-400 permanent count points for survey routes within this species' breeding range is underway.
- A project was initiated to use satellite telemetry to track resident bald eagles in the Anticline Project area south of Pinedale.
- A project was initiated in 2012 to conduct a baseline assessment of wetlands in the upper Green River basin, including the abundance of several SGCN. The project was funded through the Environmental Protection Agency Wetland Program Development Grants for states.
- A specialized technique to survey secretive marshbirds has been implemented in the Cokeville Meadows National Wildlife Refuge in cooperation with the USFWS, and was expanded to include additional SGCN. A wetland site near Baggs was evaluated to verify if this technique could be used to determine presence of SGCN.
- An ongoing project initiated in 2009 is designed to locate northern goshawk nesting territories in the Wyoming Range for use in planning habitat treatments and evaluating effects of proposed energy developments.
- A continuing project initiated in 2005 is to establish shallow water wetland habitat for the growing population of resident trumpeter swans and up to 20 other SGCN species including ducks, waterbirds, raptors, and moose in the Green River basin. Plans are being developed for two new ponds on a ranch in the New Fork River drainage; construction should start in winter 2013. Over 40 acres of new wetland habitat has been completed. Wetland ponds will be created or enhanced on two other ranches.

- A project was initiated in 2013 to assess the population status of common loons nesting in Wyoming, develop site specific management plans, and develop a long-term monitoring plan in coordination with Yellowstone National Park.
- An ongoing project that will be completed in 2013 will document the population status of ferruginous hawks and will quantify the effects of energy development on habitat and key prey species.
- A project documenting the presence of forest owls in the Shoshone and Bridger-Teton National Forests was completed.
- In cooperation with the University of Wyoming Cooperative Fish and Wildlife Research Unit, a research project examining the impacts of energy development on birds is ongoing. The SGCN focal species are sagebrush obligates - brewer's sparrow, sage sparrow, and sage thrasher.
- A research project was initiated with the University of Wyoming Fish and Wildlife Cooperative Unit to evaluate the utility of using sage-grouse core areas for protecting other SGCN associated with sagebrush.
- A research project was initiated in spring 2013 to study habitat use and movements of great gray owls in the Jackson Region through use of satellite radio tracking. Project objectives include determining population status, and developing long-term monitoring strategies and management recommendations.
- Projects to estimate a baseline trend for pygmy rabbit and to evaluate trends for swift fox were initiated.
- A project to inventory and improve understanding of the breeding status of bats classified as SGCN in eastern forests of Wyoming was completed.
- A project to inventory cliff and canyon habitats of western Wyoming for bats classified as SGCN was initiated.
- A project to determine the status and distribution of fisher in northwestern Wyoming was initiated.
- A project was initiated in 2010 and will be completed in 2014 to improve the understanding of the distribution of the Preble's meadow jumping mouse in southeastern Wyoming.
- The distribution of all wildlife species, including SGCN, is monitored with the aid of The Atlas of Birds Mammals, Amphibians, and Reptiles in Wyoming and a computerized wildlife observation system. In FY13, the distribution of 16 mammal and 11 avian SGCN were updated with the atlas project.
- A research project was initiated with the University of Wyoming to determine the impacts of invasive species on small mammal communities associated with grasslands in eastern Wyoming.
- A research project was completed by the University of Wyoming Zoology and Physiology department to determine population trends and status of the northern river otter in the Green River drainage as it relates to oil and gas development.

The terrestrial habitat section completed a myriad of projects including: a landscape-scale project using satellite imagery and ground-truthing to document land cover encompassing nearly 337,000 acres; finer scale intensive rangeland and habitat inventories and assessments on almost 70,000 acres; grazing management plans on 13 areas totaling over 178,000 acres; nearly 3,400

acres of prescribed fire; mechanical vegetation treatments on over 4,000 acres; herbicide treatments on over 80,000 acres; seeding projects on over 2,100 acres; planting over 6,000 shrubs and trees; over 281 private landowners were assisted resulting in 101 on-the-ground habitat projects; involvement in 54 major information and education efforts; collecting information from 167 vegetation monitoring transects to document past projects; collecting information from 158 annual vegetation production/utilization transects; and administration and oversight of 136 different funding sources to implement projects.

Invasive plants, particularly cheatgrass, continue to invade many areas of the state negatively impacting wildlife habitats. Department habitat biologists identified and implemented many cheatgrass control and removal projects with varying success across the state. The department continues to hope for the successful development of an efficacious biological control agent for invasives including cheatgrass.

With the delisting of the gray wolf in Wyoming on September 30, 2012, and the subsequent assumption of wolf management by the department, the department successfully implemented Wyoming's first regulated wolf hunt in history beginning October 1, 2012. This hunt resulted in 42 wolves being taken in the Wolf Trophy Game Management Area (WTGMA) and Seasonal WTGMA. Approximately 45 wolves were taken in the area where wolves are designated as predatory animals. The department met its goal of reducing the wolf population and accounted for a total of 169 individual wolves and 15 breeding pairs at the end of calendar year 2012. This represented an approximate 12 percent reduction in the population. The Commission set the second wolf hunting season with a wolf hunting mortality quota of 26, which is half of the 2012 season, with a goal of only slightly reducing the population in year two.

The department and division continued to work hard towards providing sufficient justification and background data to support the USFWS moving forward with grizzly bear delisting. The department assumed chairmanship of both the Interagency Grizzly Bear Committee (IGBC) and the Yellowstone Ecosystem Subcommittee of the IGBC. The department utilized these opportunities to work cooperatively with interested agencies to change the direction and focus regarding grizzly bears from one of recovery to one of management. The division worked closely with the Interagency Grizzly Bear Study Team to synthesize data, specifically on white park pine, and to help with reviewing the science prior to publication. The department hopes to see a draft grizzly bear delisting rule filed in FY 14.

The division is 90 percent complete in revising and updating its biologist training manual. The manual includes a comprehensive set of guidelines for new and tenured biologists to use when completing the myriad of diverse tasks they are charged with.

In calendar year 2012, the department had 83 enforcement personnel record law enforcement actions. These officers worked a total of 53,945 hours, drove 720,149 miles and spent 1,763 hours in various forms of watercraft doing law enforcement related activities. A total of 4,672 law enforcement actions were taken comprising of 2,091 citations (44.8 percent), 2,299 written warnings (49.2 percent), and 282 additional violations (6 percent) that were documented, but could not be attributed to a specific suspect.

The Investigative Unit spent most of FY 13 working on three separate major felony cases. All three of these cases involve illegal outfitting and transfer of big game licenses. One case has been prosecuted in the federal court system and the other two are currently in the prosecution phase. The completed case netted a total in fines and restitution of over \$300,000, which is the largest amount in department's history. One of the other cases will likely be presented to the Grand Jury in the fall of 2013. These cases are the result of huge efforts by many wildlife law enforcement agencies and their officers, including covert work. The Investigative Unit has also acquired equipment and training that will allow the department to conduct computer and cell phone forensics, in house. The equipment obtained is the "latest" in digital forensics technology. Previously, we depended on other agencies for this work.

For calendar year 2012, the division conducted several law enforcement task forces to address areas with chronic violations. Those included:

- Casper Region - Glendo Memorial Day Task Force
- Casper Region – Alcova/Pathfinder Reservoir July 4th Task Force
- Green River Region - Mountain View/Evanston Stateline Task Force
- Green River and Pinedale Regions – Antler Gathering Task Force
- Pinedale Region – Winter Range Task Force
- Jackson Region - Antler Rendezvous Task Force
- Lander Region - Lost Cabin Gas Plant Turnaround Task Force
- Lander Region - Seminoe Labor Day Task Force

The Private Lands Public Wildlife Access (PLPW) 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 2012. The HMA program grew from 1,176,497 private acres in 2011 to 1,273,699 acres in 2012. New HMAs included La Prele, Owl Creek, Shirley Basin, and Spanish Point. An existing HMA, Pinto Creek, was doubled in size with the addition of the Moriah Ranch, which is owned by the Wyoming Office of State Lands and Investment. The WIA program had a slight decrease in acreage during 2012 to 696,097 private acres compared to 706,253 in 2011. The Walk-in Fishing Area Program encompassed 4,589 lake/pond acres and 103 stream miles. Overall, 168 landowners were enrolled in HMAs and 522 landowners were enrolled in WIAs.

The HMA online permission slip system continues to be popular, with 1,626 individuals applying for or receiving permission slips within the first day of the application period. Harvest surveys from 2012 indicated that 15.3 percent of elk hunters, 17.2 percent of deer hunters, and 24 percent of antelope hunters used a PLPW Access Area (both HMA and WIA) during the hunting season.

During calendar year 2012, the Wildlife Division coordinated the drafting, reviewing, editing, and promulgation of 31 regular and six emergency Wyoming Game and Fish Commission regulations. These regulations included setting 2012 big game, game bird, and small game hunting seasons, gray wolf hunting seasons, gray wolf management, legal firearm and archery equipment requirements for hunting, and a new regulation governing baiting of big game animals.

Department law enforcement officers attended in-service training at the Wyoming Law Enforcement Academy in May 2013. Training topics included updates on legal matters pertaining to search warrants, information and computer technology, and briefings on Giglio and Brady case law. Additionally, a discussion regarding game warden expectations was included in the training.

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 the number of staff and FY 13 budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>FY 13 Annual Budget</u>
Fish Hatcheries and Rearing Stations	41.5	\$ 5,225,242
Regional Aquatic Wildlife Mgmt.	34.6	3,304,212
Aquatic Invasive Species**	16.0	1,899,559
Boating Access	0.0	871,000
Statewide Aquatic Wildlife Mgmt.	5.5	494,178
Fish Spawning	2.6	253,762
Fish Distribution	0.0	107,369
TOTAL	98.4	\$ 12,155,322

** Includes permanent, contract, and temporary positions authorized in the FY 13 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

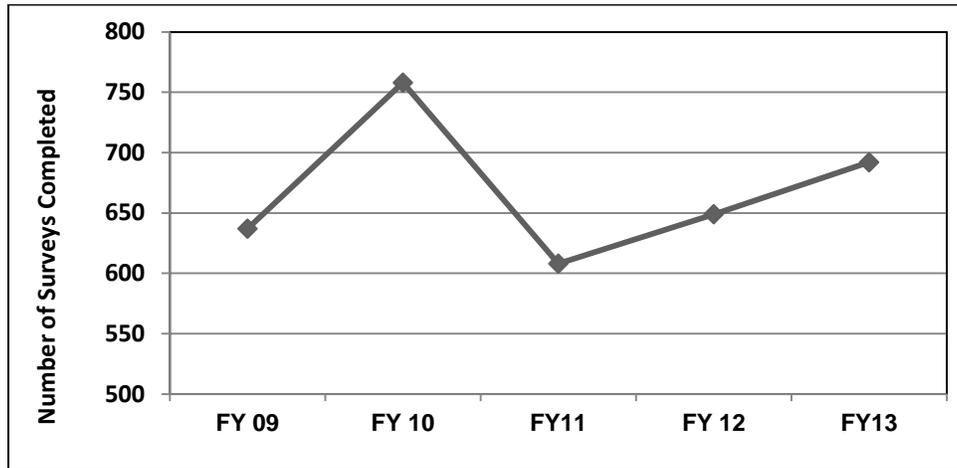
*** Legislatively funded program.*

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 sub-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. The Fish Division’s survey strategy now includes more intensive surveys that emphasize watershed-level fishery evaluations for both sport fish and native species.

In FY 13, a total of 692 streams and lakes were surveyed. This is slightly above the five-year average of 669 surveys per year. The Fish Division continued baseline sampling to identify the distribution and relative abundance of native herptiles. Crews continued working to protect three species of fish native to the Green River. The Fish Division continued work on a survey of native mussel populations in northern Wyoming. Funding through the Governor’s Endangered Species Fund and general fund appropriations supported a good portion of this activity.

Intensive population estimates that require multiple electrofishing passes through one sampling site were conducted most notably on the North Platte (four sections), Green (four sections), Greys, Gros Ventre, Hoback, Salt, Laramie, Wind, New Fork, East Fork, Snake River, North Fork Shoshone, Little Bighorn, and Middle Fork Powder Rivers. These repeated sampling of the same reach, often with multiple boats and crews, were only counted as a single completed survey.

Although multi-pass population estimates were also conducted on multiple streams and sites within many drainages, including the Big Creek, Horse Creek, Bear River, and Tongue River drainages, varying stream flows in 2012 resulted in the cancellation of a number of stream survey activities.

What has been accomplished:

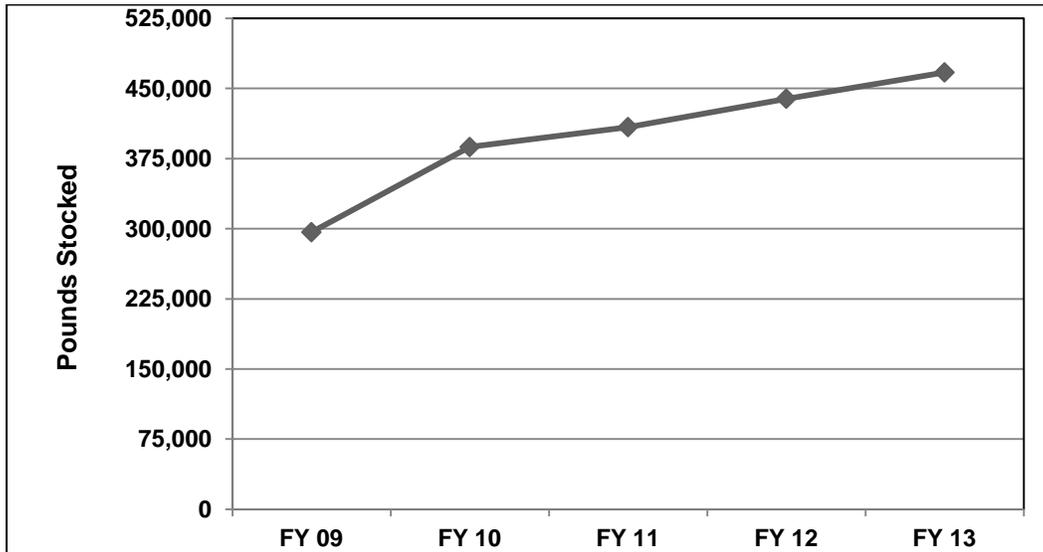
The Aquatic Assessment Crew (AAC) completed a significant number of herptile surveys (n=90) and mollusc (n=30) surveys that were not included in the number of stream and lake surveys completed in FY 13. The majority of the stream and lake surveys were completed by Regional Fisheries Management Crews as part of their routine management. Many of those surveys were designed to monitor management strategies and adjust as needed.

The State Wildlife Action Plan (SWAP) revision was completed in 2010. The department continually surveys streams and lakes in order to meet data needs that were identified for aquatic species in the SWAP. Surveys typically gather baseline inventory or trend monitoring data for Species of Greatest Conservation Need (SGCN). The continued availability of funding from the Governor's Endangered Species Fund and general fund appropriations enhanced the Fish Division's ability to sample many SGCN.

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

- Implement additional actions identified in the 2010 SWAP.
- Continue evaluating sport fish regulations and Fish Division's Fish Stocking sub-program. Fish stocking evaluations are necessary to assess and update brood stock management plans and refine the stocking sub-program to make the best use of the limited number of fish available. The Fish Division needs to continue to evaluate success of stocking larger trout to avoid walleye predation in Wyoming's large reservoirs.
- Continue 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 increasingly are targeting these invertebrate species, but the department is acutely short on relative abundance and distribution data to respond to requests for information.
- Significant budget reductions and the associated loss of temporary personnel will likely result in a reduction in the number of surveys completed in FY 14. A more significant impact is likely to be seen in FY 15.

Performance Measure #2: Pounds of fish stocked (Personnel with this program will work to produce 375,000 pounds annually)



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. The department’s 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 10 facilities and then stocked using the Fish Culture sub-program’s distribution trucks/system. The Fish Culture sub-program meets its trout, salmon (kokanee), and grayling needs in state. The Fish Culture sub-program also receives, in trade for surplus grayling and trout eggs, warm or cool water sport fishes not available in Wyoming.

In FY 13, a total of 467,241 pounds of trout, kokanee, and grayling were stocked from 10 Wyoming facilities. The five-year rolling average for fish production in Wyoming fish culture facilities is 399,772 pounds. *Myxobolus cerebralis* infections in spring water sources suspended all trout production at the Wigwam Rearing Station reducing annual production from an average of 35,000 pounds to 10,036 pounds in FY 13. Despite this disruption in rearing capacities, the overall fish production of the Fish Culture sub-program increased by 28,157 pounds (6.4 percent increase) compared to FY 12 which is the highest production level over the past eight years. The recent expansion at Speas Hatchery 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 the Fish Culture sub-program stocked seven coolwater and warmwater fish species including: bluegills, black crappie, channel catfish, sunfish hybrids (bluegill x green sunfish), northern pike, shovelnose sturgeon, and tiger musky. Typically, the Fish Culture sub-program imports one to one and half million walleye fingerlings annually from North Dakota with none stocked this year. Lake cisco were inadvertently introduced via the surface water supply and were prevalent in the rearing ponds and could not be easily removed. Walleye were not imported since lake cisco are not native or present in Wyoming.

All statewide stocking requests were assessed and reallocated throughout the system to offset production losses at 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, Ten Sleep, and Speas are continually being evaluated to determine ultimate production levels. The emphasis of the stocking 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 sub-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 28,000 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 a 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 at Speas including tiger musky and sauger, as well as opens up rearing units 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 204,935 eyed eggs, exceeding department requests again and providing 47,601 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 Wyoming Legislature, was completed in September 2011, with the hatchery coming back into production in April 2012, and stocking 19,922 pounds in FY 13. The hatchery met the stocking needs of the native Yellowstone cutthroat drainages and provided much needed size and timing diversity for the subspecies.
- 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 was back in full production by April 2013 to meet 2013 stocking requests.

- 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 Fish Culture sub-program's 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's 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 Farm Program is made up of one major sub-program, listed below with the number of staff and FY 13 budget.

<u>Sub-program</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Bird Farms	6.2	\$ 698,504

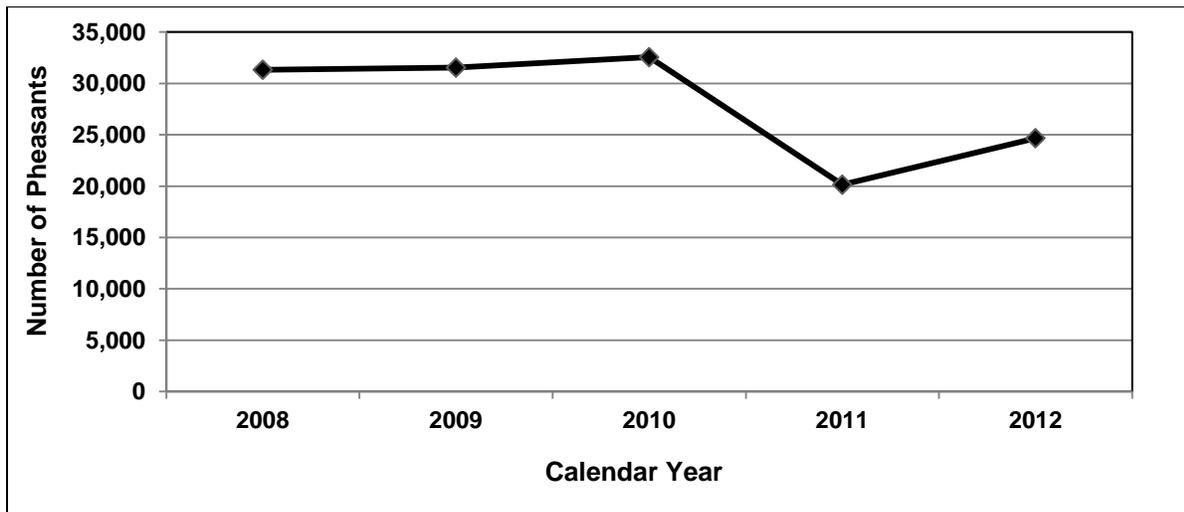
** Includes permanent, contract, and temporary positions authorized in the FY 13 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

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's 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 2008 and 2012, the number of pheasants released ranged from 20,137 to 32,548 with an average of 28,042. The number released in 2012 was 24,667. This figure is lower than average due to an outbreak of Botulism that occurred at the Downar Bird Farm in August and early September of 2012. The losses from Botulism numbered 3000 to 3250 birds.

What has been accomplished:

Personnel at the Sheridan Bird Farm completed pen upgrades that started in 2009. A new equipment shed was erected. Personnel continue to assist other department projects such as fish spawning, check stations, chronic wasting disease monitoring and extension services.

Downar bird farm personnel were involved with general maintenance of facilities and vehicles. They assisted other department projects and provided extension services. Projects included habitat work on local Wildlife Habitat Management Areas, fish inventories, antelope surveys, and some work with the Private Lands Public Wildlife Program.

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 the number of staff and FY 13 budget:

<u>Sub-program</u>	<u>#FTEs*</u>	<u>2013 Annual Budget</u>
Hunter Education	1.0	\$ 207,464
Conservation Education	4.0	460,699
TOTAL	5.0	\$ 668,163

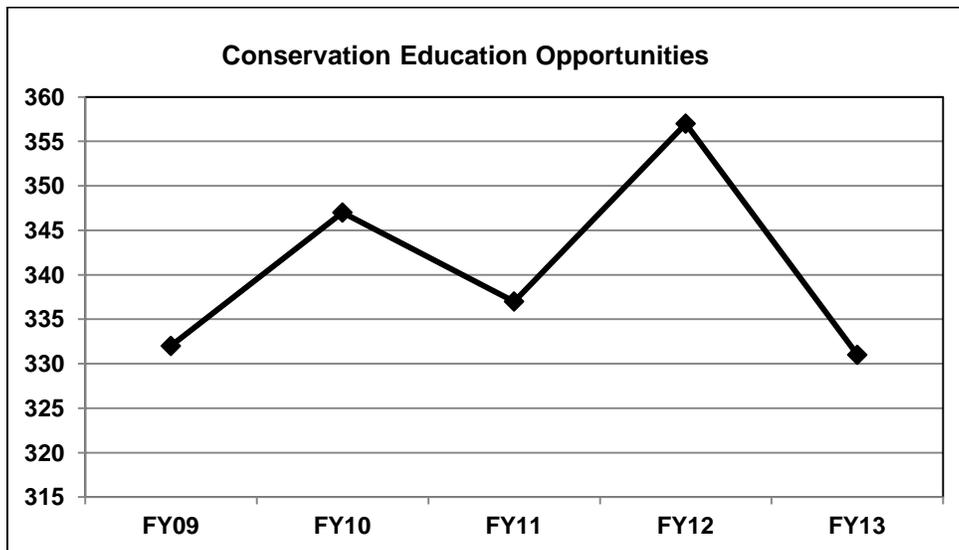
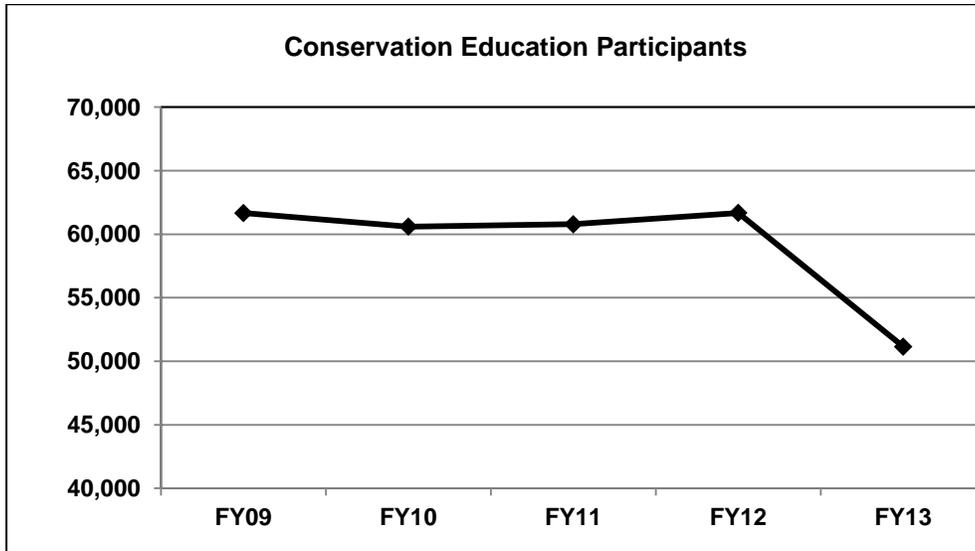
*Includes permanent and contract positions authorized in the FY 13 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants. These programs do require statewide responsibilities, travel, and assistance from regional personnel.

This program is located in the department's 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 50,000 people).



Story behind the performance:

Educational opportunities are offered on an annual basis in the form of Forever Wild Family Workshops, National Fishing in Schools Program, Project WILD Workshops, Fishing Clinics, Youth Camp, Becoming An Outdoors Woman Workshops, Hunter Education classes, writing and distributing *Wyoming 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 meet the conservation education FY 13 performance measures.

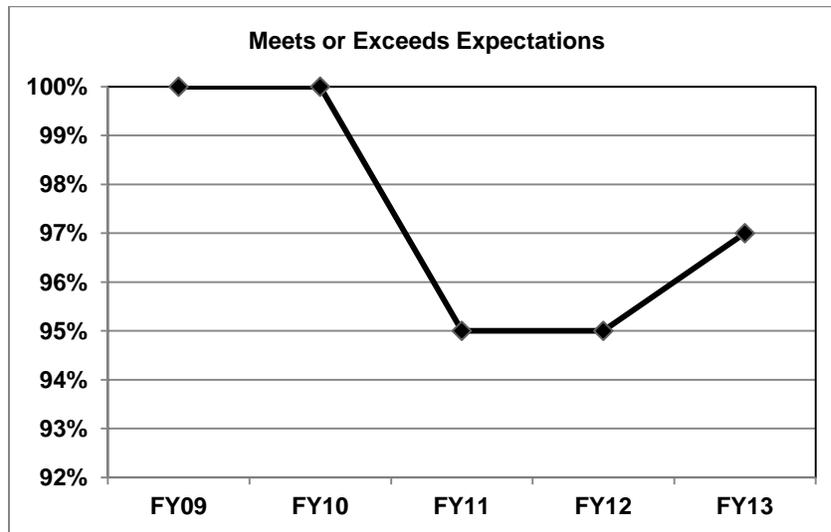
In FY 13, there were 331 program opportunities available, which was a slight decrease of 26 programs from FY 12. This decrease is in part due to shifting agency goals and defining target audiences for conservation education programs. The number of participants in FY 13 was 51,140, which is significantly lower than FY 12. The conservation education staff spent a great deal of time in FY 13 defining programs, goals, desired outcomes, and target audiences for various programs. Setting these goals is helping to better define conservation education in the department and further direct the future of programs for specific purposes.

The conservation education work unit also took time in FY 13 to redesign programs such as the Outdoor Recreation Education Opportunities educator outreach camp and materials. The time spent changing materials and developing work units and lesson plans based on state standards will help to address wildlife issue in formal education environments. The conservation education work unit is remaining flexible and dynamic to help meet the ever-changing needs of our constituents.

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

- Continue to evaluate the Hunter Education Program to provide effective instruction and offer a Hunter Education Instructor Academy to solidify the program.
- Continue to evaluate conservation education programs for effectiveness based on increased license sales from participants directly related to Hunter and Angler Recruitment and Retention efforts.
- Continue to evaluate programs on their ability to reach and engage stakeholders about the department and Wyoming's wildlife.
- Current program performance measures may be hard to meet in the future due to budget cuts, personal being moved to different divisions, and establishing measurable objectives for the first time. While the conservation education work unit may be reaching fewer people, targeted efforts with specific goals should help to increase department support and the number of attendees who go on to purchase hunting and/or fishing licenses.

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 Forever Wild Family Workshops, Project Wild workshops, OREO, BOW workshops, Youth Camp, Expo, National Archery in the Schools Program 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 “exceeds expectations”, “meets expectations”, “does not meet expectations”, or “NA” and an opportunity to provide input towards future programming. In FY 12, the average of participants that believed programs met expectations was 95 percent. 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 new and existing programs based on participant feedback.

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 the number of staff and FY 13 budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Conservation Engineering	8.0	\$ 662,000

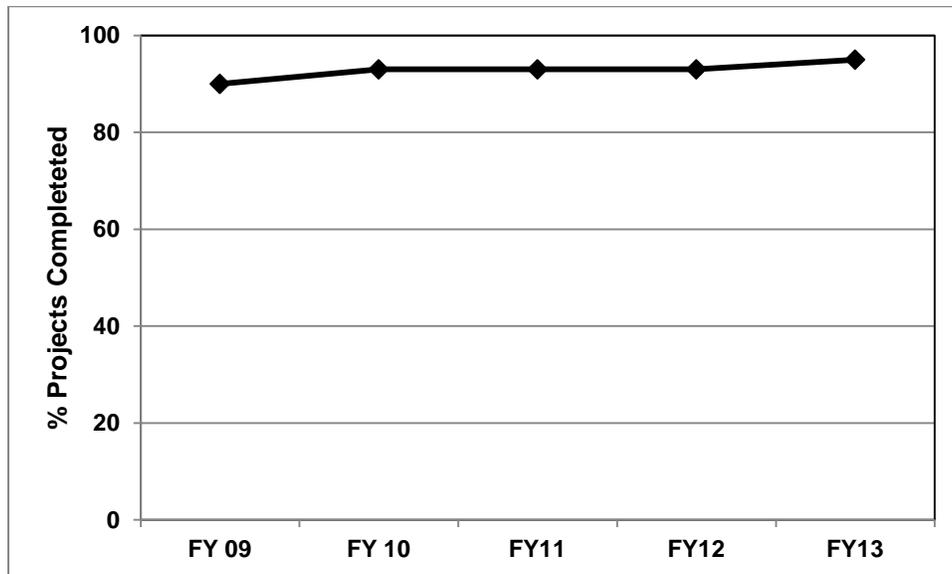
* Includes permanent positions authorized in the FY 13 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.

This program consists of Engineering, Surveying, and Drafting and is located in the department's 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, 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 Expo, 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 percent 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 Expo that have been added to routine projects. Consisting of a small core of specialists, performance is greatly affected by the number of personnel and the workload. Since FY 08, Conservation Engineering has had a full complement of consistent, qualified staff along with a firm, customer-friendly leadership base, which 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 12 and FY 13 reaching 93 percent and 95 percent respectively.

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

- With five full years with a new Chief Engineer, Conservation Engineering was able to implement some adaptive changes and showed positive signs of improving the overall number of projects completed. This is reflected in the past four-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. With budget cuts in FY 14 and beyond, we plan to utilize more of our in-house staff to implement and carryout state-wide engineering and construction projects.

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 the number of staff and FY 13 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 13.

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Customer Services	7.0	\$ 424,816
Mailroom	1.0	503,701
TOTAL	8.0	\$ 928,517

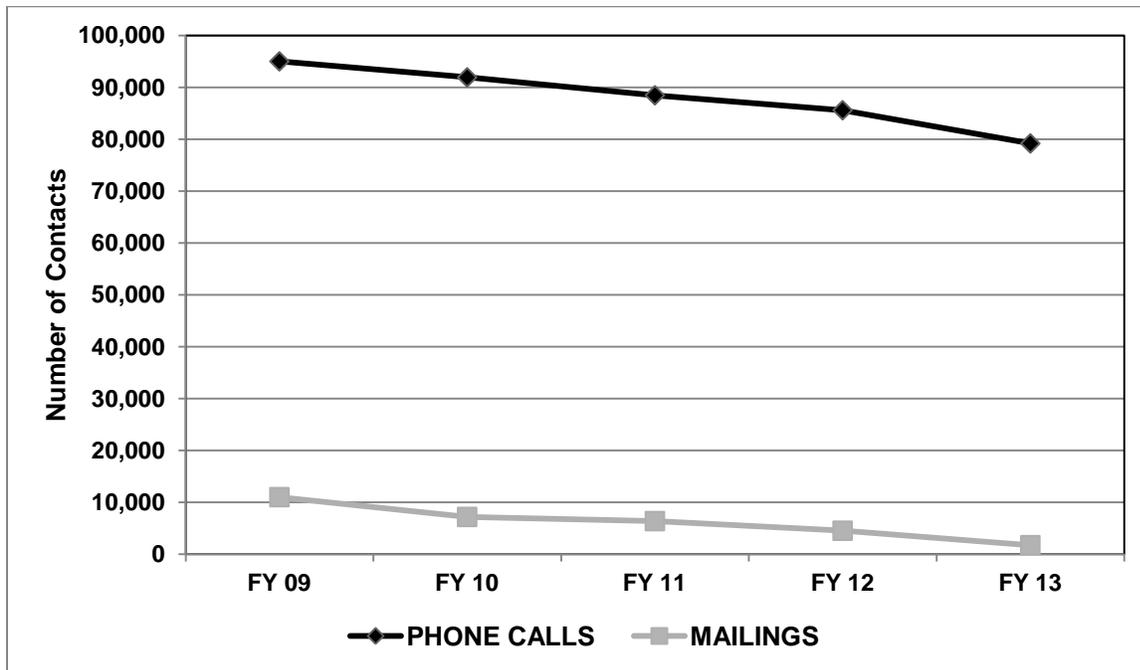
** Includes permanent and contract positions authorized in the FY 13 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

The Customer Services Program is located in the department's 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. Customer contacts included in this measurement are the phone calls that are received in the department's Telephone Information Center for general information, assistance with applying for or obtaining a license, and requesting information to be mailed to a customer. The volume of incoming phone calls is tracked through reports generated from the NFocus telephone system. All requests for information and materials to be mailed directly to a customer are tracked using an Access database. The quantity of mailings for this performance measure does not include the mailing of licenses to customers. The types of information mailed to customers are application forms, regulation booklets, and other department publications.

The highest volume of calls are received during the timeframe in which customers are submitting their applications for limited quota drawings, checking to determine if they drew a license, obtaining leftover licenses, and obtaining permits for the Hunter Management Program. The request for materials to be sent in the mail is centered around the time period in which customers are obtaining information to submit their applications for limited quota drawings.

During FY 13, there were four customer service representatives and one customer service supervisor to handle all incoming calls and requests for information. During this time period, 79,176 calls were answered of the 134,642 total calls that were directed to the Telephone Information Center. The calls that were not answered were either calls that received a busy

signal during peak periods (46,800) or abandoned calls (8,654) that were in the queue in which the caller hung up before the customer service representative concluded their current call to pick up the next call in the waiting queue. This represents a level of service of 59 percent.

Most calls are currently related to:

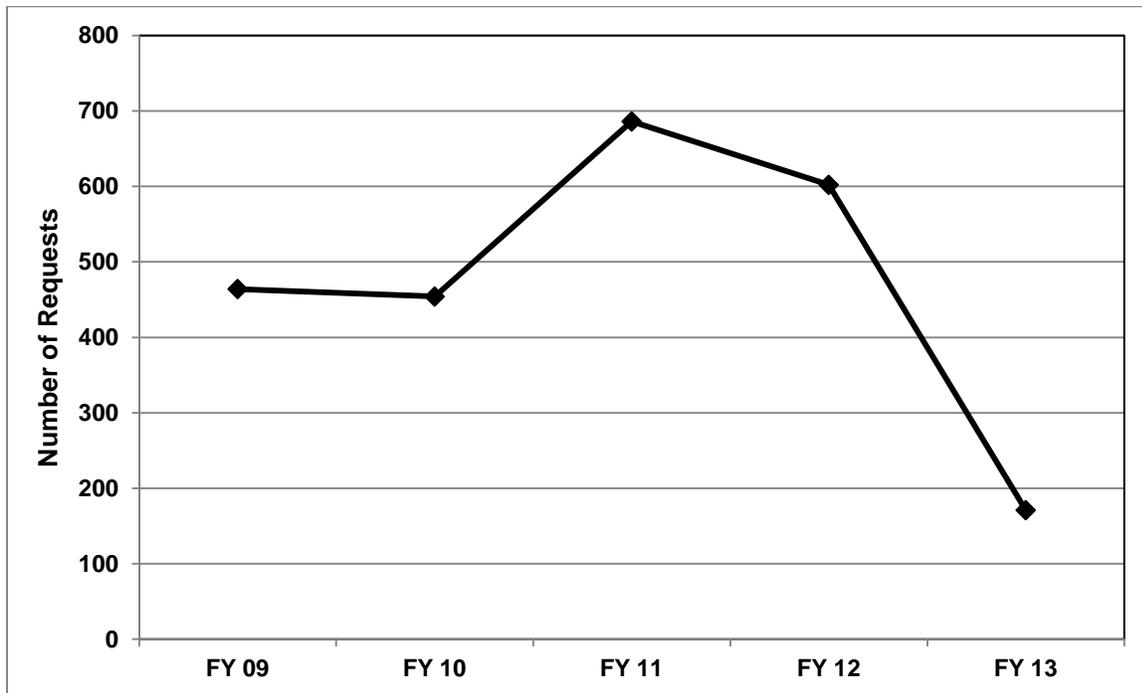
1. Assistance with navigating the department's website
2. Assistance with the department's electronic license system (ELS) to apply for or purchase a license, watercraft registration, or Aquatic Invasive Species decal
3. Questions related to licensing and/or regulations
4. Requesting assistance to correct sportsperson records
5. Obtaining drawing odds
6. Request for regulations and application forms
7. Obtaining drawing results
8. Private Land/Public Wildlife program assistance
9. Fishing information
10. Watercraft related questions
11. Hunter safety information
12. General regulations

For the past five years, the average number of phone calls has been 88,025 and the average number of mailings has been 30,834. In FY 13, the Telephone Information Center staff answered 79,176 incoming calls and processed 1,737 mailing requests for information to customers. As reflected in the performance measurement chart above, there has been a reduction in the number of incoming calls received and a significant reduction in requests for materials to be mailed to customers. Both of these reductions are a result of customers using the department's website to obtain information as well as to apply for or purchase licenses. The reduction also reflects that customers are comfortable with using this process.

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

- Beginning in FY 14, the Telephone Information Center work unit will be reassigned from the Services Division to the Fiscal Division. This work unit will become a part of the License Section within the Fiscal Division. It is the desire of the department to improve the level of customer service provided as reflected in this measurement. Since the majority of the assistance provided by the Telephone Information Center is related to licensing, it is the expectation that a close working relationship with customer service representative staff and license section staff will result in improved customer service.

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



Story behind the performance:

Previously, one customer service employee staffed this section as part-time duties. These part-time duties were transferred to a Help Desk/Procurement position in the Information Technology Program in June 2012 and became effective in the department’s Strategic Plan starting in FY 13.

As the Telecommunications Liaison, this employee serves as the point of contact for department employees with State Enterprise Technology Services (ETS) and private vendors for all telecommunication related issues. Telecommunications is growing due to the rapid pace of the cellular environment and this is expected to continue as the cellular industry moves away from support of analog cellular service. The types of support calls noted in this report include cell phone upgrades, replacements, plan or billing changes, general inquiries, disconnections, and service and repair calls for analog and digital landlines.

Work orders are submitted through Telemaster Software for cellular needs, construction, or telecommunication equipment requests. This employee works closely with ETS Telecommunications Personnel to fulfill these requests and for troubleshooting phone and data line issues throughout the state.

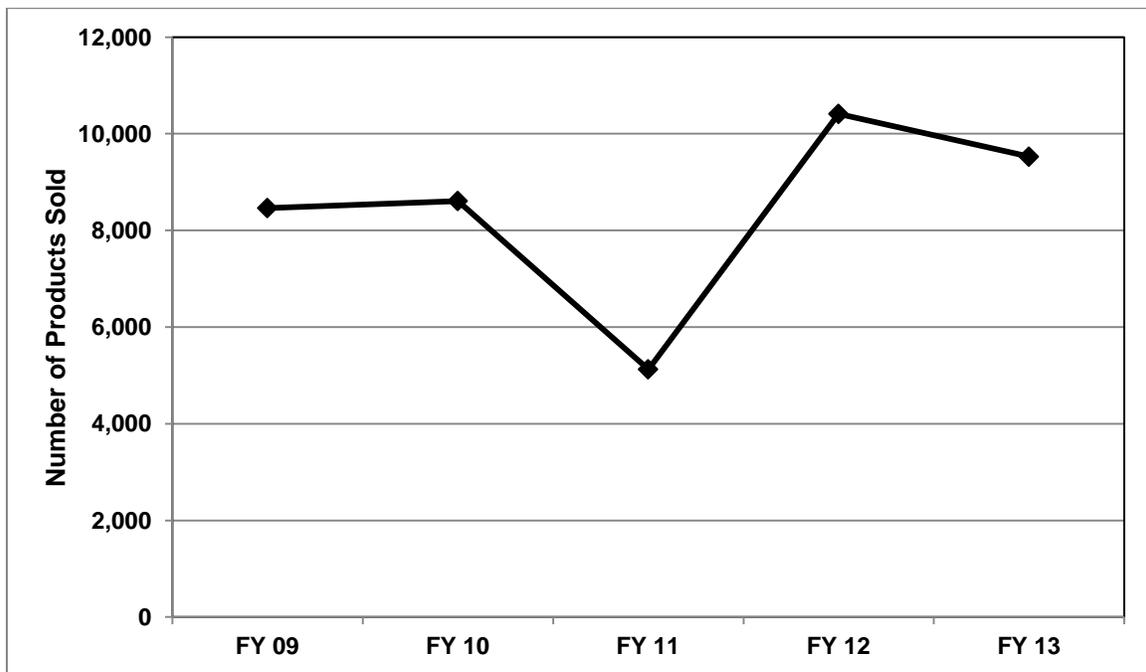
In FY 13, the number of telecommunication requests from department employees was 171. As predicted in the FY 12 report, a new department policy regarding personal cell phone use and reimbursement has led to a decrease in those types of requests with the exception of those employees who continue to carry department phones. The number of requests has also gone

down in that the department has been streamlining the process to better address employee needs for telecommunications services and utilizing the manned help desk at ETS so that the employee doing this work can better merge these and other responsibilities. The FY 13 numbers noted here reflect items that required actual work orders and several were combined under one work order when appropriate. This also allowed for better and timelier service to department employees. The department 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:

- The department continues to use the HEAT Help Desk tracking system to monitor calls and generate appropriate responses to address telecommunications needs. The department intends to continue to improve and streamline this process to make it more efficient and responsive for its customer base whatever the total number of requests might be. With the reduction in the number of requests that are being submitted, a goal of handling at least 400 telecommunications requests is extremely manageable at this time.

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 to help promote the department's brand as well as to 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.

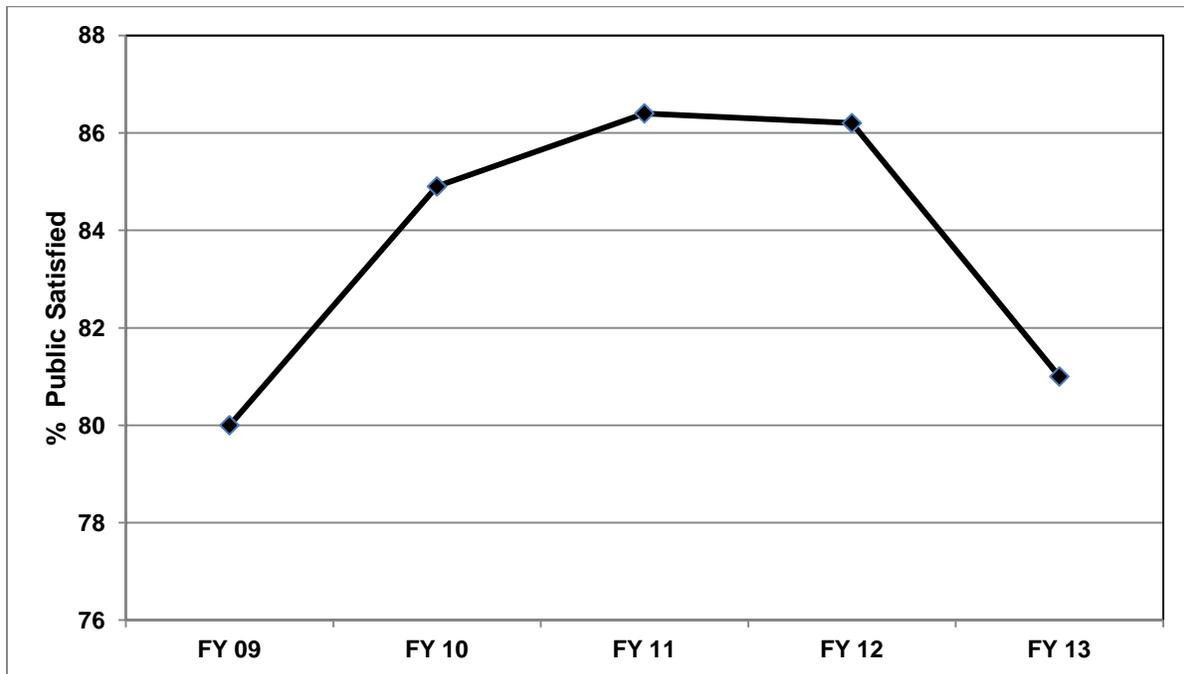
The products sold relate to wildlife, the department, and its programs, so the number of products sold is an indication of how successful this program is at promoting the department to the public. The products are sold above cost, so an increase in the number of products sold will be reflected in greater profits generated. The target market includes residents and nonresidents as well as 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 FY 09, the average number of products sold annually was 8,428. In FY 13, the number of products sold was 9,526. 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 as well as sales from the online store. The significant increase in product sales reflected in the performance chart above for FY 12 was due to the retail sales for the initial offering of the GPS chip in which over 1,500 were sold during that fiscal year.

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

- Continue to evaluate products that will increase sales and promote the department's brand. The gift shop offers 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 these programs and recognize student achievements.
- Investigate software packages that can be acquired for inventory receiving and tracking. This is desired to have the ability to improve accountability in reconciliations conducted between inventory records with accounting records.
- Research other marketing opportunities for the department to include our logo and/or products on advertising campaigns used by private vendors to increase our visibility and to increase product sales.

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 percent of the public is satisfied with how their information needs are handled).



Story behind the performance:

The Telephone Information Center is often the only contact customers have with the department until they meet a warden or biologist in the field. Their opinions about the department and the department’s credibility are formed as a result of these contacts. These needs often include questions related to the online application process, drawing odds, requests for forms, and other website navigation assistance. The information given to hunters and anglers by customer service representatives needs to be accurate, current, and communicated in a professional manner.

Annually, an external client satisfaction survey is distributed to randomly selected members of the public who had purchased hunting and fishing licenses the previous year. In FY 13, 246 individuals were surveyed which included 144 residents and 107 nonresidents. The survey provides the opportunity for the public to evaluate the customer service provided by the department. Since FY 09, an average of 83.7 percent of the public who had interacted with Telephone Information Center staff were satisfied with how their information needs were handled. However, of the 246 survey participants that responded to the specific survey question about contacting the Telephone Information Center during FY 13, only 64 used the Telephone Information Center for assistance.

Additionally, the survey indicated that 19 percent of the individuals who utilized the Telephone Information Center were transferred to other department personnel to obtain the information or assistance requested.

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

The Telephone Information Center will be focusing on improving the level of customer service provided to those individuals that use this service. In addition, the level of calls transferred from the Telephone Information Center will be reduced to an acceptable level.

Program: Department Administration

Division: Office of the Director

Mission: Provide leadership for wildlife conservation in Wyoming.

Program Facts:

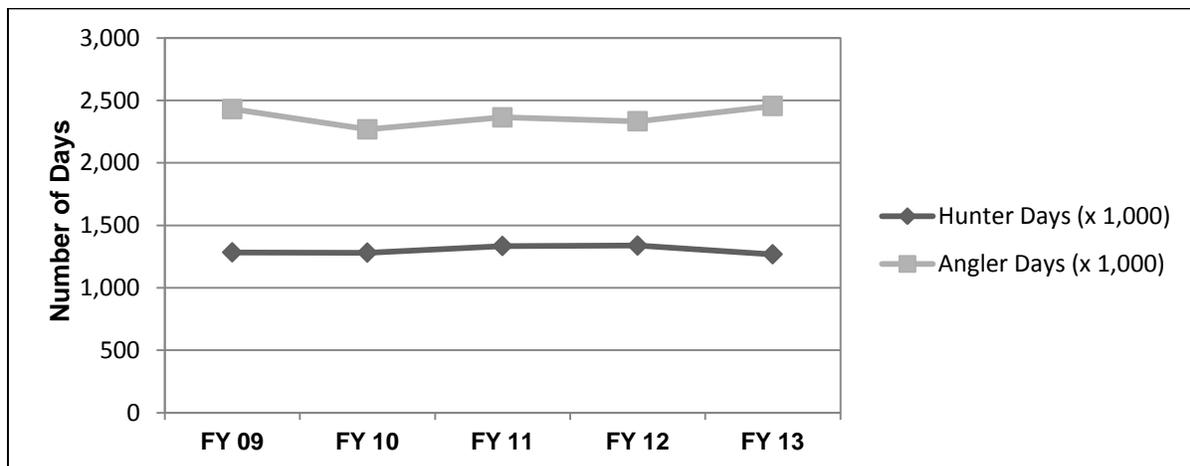
The Department Administration program is made up of four major sub-programs, listed below with the number of staff and FY 12 budget:

<u>Sub-program</u>	<u>#FTEs*</u>	<u>2013 Annual Budget</u>
Administration	6.0	\$ 1,112,318
Planning Coordinator	1.0	95,976
Commission	.8	113,675
Habitat Protection	6.0	575,547
Foundation	.0	100,000
TOTAL	17.8	\$ 1,997,516

*Includes permanent, contract, and temporary positions authorized in the FY 13 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’s Headquarters Office in Cheyenne.

Performance Measure #1: 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 number of days hunters spent in the field during FY 13 was 15.3 percent above performance measure standards. Hunter days did decrease four percent between FY 12 and FY 13. Big game days decreased slightly; trophy game days increased dramatically with Wyoming’s first ever

regulated wolf hunt (~25,000 days); and small game, upland game, and migratory game bird days all decreased. Furbearer days increased. In spite of recreation days being above target, 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 would increase.

The number of angler days in FY 13 is up from FY 10. Good fishing conditions and improved economic conditions likely account for the increase fishing effort. Much of the increase in fishing in 2012 was by nonresident anglers as displayed by increases in the number of annual and daily licenses sold. In terms of license sales, the number of all license types sold increased by 10.3 percent overall.

For the period FY 09 - FY 13, Wyoming residents and nonresidents have expended an average of 1,300,920 hunter days (preliminary data was used in the 2009 Annual Report) and 2,369,645 angler days. In FY 13, 1,267,097 hunter recreation days and 2,454,789 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 (PLPW) Access Program. The enrollment in each program for calendar year 2013 was: Hunter Management, 1,273,353 acres; Walk-in Hunting, 714,828 acres; Walk-in Fishing lake acres, 4,632 acres; and Walk-in Fishing stream miles, 95.85 miles. The average enrollment in each program for 2009-2013 (five-year average) was: Hunter Management, 1,148,022 acres; Walk-in Hunting, 692,832 acres; Walk-in Fishing lake acres, 4,800 acres; and Walk-in Fishing stream miles, 97.37 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 3.98 million acres of hunting access for the fall 2013/spring 2014 hunting seasons. The department will continue to explore options for enhancing hunting and fishing access to private lands.

In FY 13, 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 the majority of work completed by the department's 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.

What we propose to improve performance in next two years:

With above normal precipitation during the last few years, water levels in Wyoming 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 department will continue to encourage hunter and angler recruitment, seek ways to maintain and increase access, improve habitat, and advertise the opportunities Wyoming offers. Loss of funding for easements will directly affect the number of field days by both hunters and anglers. The PLPW Access Program can provide 4.6 acres of access for every Access Yes dollar. Additionally, reduction in travel budgets will decrease the number of landowner's staff can contact to enroll their property plus limit their ability to administer existing properties.

Program: External Research

Division: Office of the Director

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

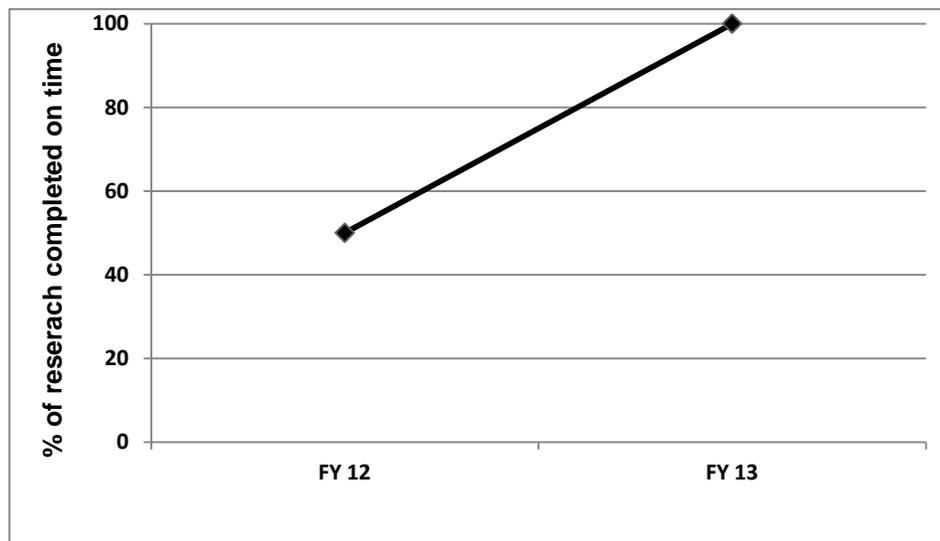
Program Facts: Scientific investigations are typically conducted by researchers associated with the Wyoming Cooperative Fish and Wildlife Research Unit, universities, and independent researchers. The External Research Program funds no department personnel, but by agreement, \$40,000 per year is used to help fund administration of the Wyoming Cooperative Fish and Wildlife Research Unit. Listed below is the FY 13 budget:

<u>Sub-program</u>	<u># FTEs</u>	<u>2013 Annual Budget</u>
External Research	0	\$ 769,285

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 (Coop. Unit) and other researchers. These proposals are ranked and prioritized by Fish and Wildlife Divisions prior to receiving department funding. With the exception of some wildlife veterinary research, all department research is outsourced to the Coop. Unit, universities, and other contracted professionals. For many projects, department funding is not sufficient to complete the needed research. In these instances Senior Coop. Unit Scientists or other researchers use department funds as seed money with which to leverage other funding sources for additional funds. This model has typically resulted in approximately a 1:3 funding stream for department research priorities and has been used to fund many complex projects that would not have been possible without outside funding.

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

In FY 12, the performance measure for the External Research Program was changed from "Department employee satisfaction with the *quality* of the research conducted by or overseen by the Wyoming Cooperative Fish and Wildlife Research Unit" to "The percentage of funded projects that submit a final report within specified terms of the grant".

Variables affecting the timely completion of research are most often controllable. However, in the recent past, this performance measure had been negatively affected by staff turnover at the Coop. Unit. Over the last two years, two new Assistant Unit Leaders have been hired, Dr. Anna Chalfoun for terrestrial nongame in May 2011 and Dr. Annika Walters for Fisheries in June 2011. Chalfoun's position represents the first time to the Coop. Unit has had faculty explicitly dedicated to research on nongame and sensitive species. The Coop. Unit 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:

For Wildlife Division, four maintenance and operation (M&O) research projects were scheduled to close during FY 13 (Pinedale Elk, Elk/Pop-II, Platte Valley Mule Deer, and Statewide Moose Habitat). Grant language allows 90 days after final project billing before final reports are due. Two projects, Pinedale Elk and Elk/Pop-II were in this 90-day period at the time of this report. Reports are expected within this period and will be reported on in this report next year. The other two, Platte Valley Mule Deer and Statewide Moose Habitat were extended through FY 14. Unless a contract extension is approved, multiple wildlife projects will close in FY 14. These include: 1) Wyoming Range Mule Deer, 2) Pinedale Anticline Project Area Mule Deer, 3) Ungulate Migrations, 4) Statewide Moose Habitat, 5) Using Stable Isotopes to Identify Ungulate Migration Routes, and 6) Platte Valley Mule Deer.

The department continues to work with the Coop. Unit and other regional universities to meet continuing aquatic research needs. Ten fish division research projects were underway or began

in FY 13. Three of these projects were scheduled for completion in FY 13, one was completed on time, one was provided a final thesis completion extension to FY 14, and the other is within the 90-day period allowed for completion at the time of this report. One new aquatic project was initiated with the Coop. Unit in FY 14.

Seven aquatic research projects are ongoing. One was initiated in FY 12 and scheduled for completion in FY 14. Researchers at the Wyoming Natural Diversity Database are surveying for amphibians in the Green River drainage and designing a monitoring program for amphibians in the region.

The remaining six ongoing projects were initiated in FY 13. The first project is being conducted through the University of Wyoming, department of Botany. The project will determine genetic introgression with non-natives and relatedness of native suckers including bluehead and mountain suckers in the Green River basin. The second project is being conducted through the Montana State University Cooperative Research 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 Colorado State University, is to model the foodweb of Buffalo Bill reservoir and determine the impact of lake trout and illegally stocked walleye on the self sustaining wild trout fishery in the reservoir and North Fork Shoshone River. The fourth project conducted by the Wyoming Coop. Unit is examining habitat use, movement, and interconnectedness of Columbia spotted frog populations in the Big Horn Mountains. The goal of the fifth project, also being conducted at the Coop. Unit, is to aid in determining what impacts, if any; water management has on burbot in the upper Wind River drainage. The final project is being conducted through The University of Idaho. Researchers are trying to determine the most efficient methodology for capturing illegally introduced burbot in the Green River and where they are most likely to be found.

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

- Due to budget considerations, the \$360,000 allocated annually for M&O research was significantly reduced in FY 14 and is scheduled to be eliminated in FY 15. The department will seek to enhance funding for applied research through external sources for wildlife disease, big game, game bird, and sport fisheries research until such time as M&O research funding can be restored. Despite budget cuts for research, the department is continuing to discuss research priorities with Coop. Unit faculty and seeking outside funding sources for research projects that address pressing management needs.

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 Feedground Program operates 22 feedgrounds and is made up of one sub-program, listed below with the number of staff and FY 13 budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Feedgrounds	2.0	\$ 2,136,085

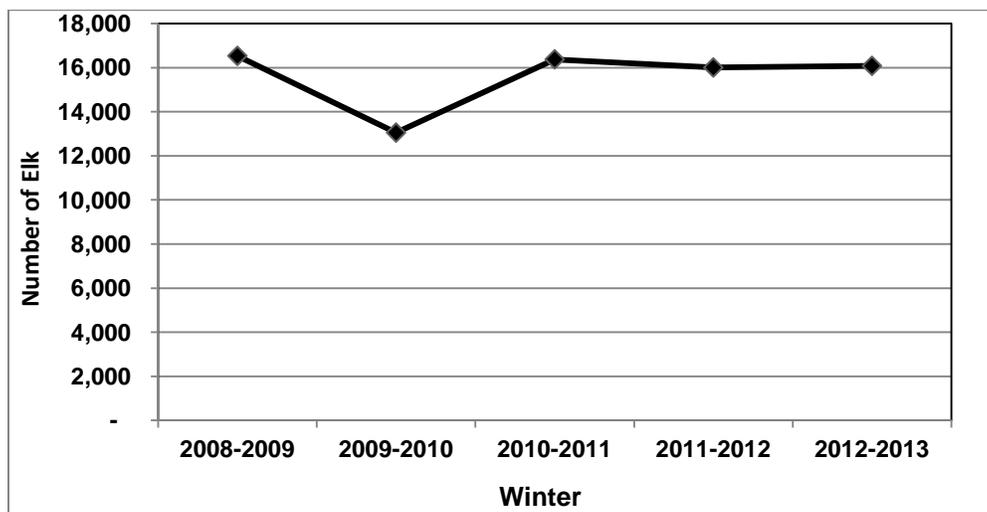
This program is uniquely organized in that it is statewide, but located in the Pinedale Region. Personnel are assigned in Pinedale and Etna. The program is supervised by the Pinedale Regional Wildlife Supervisor.

** Includes permanent positions authorized in the FY 13 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 16,082 elk were fed during the winter of 2012-2013. This is 2,291 more than the 38-year average. In 2013, most winter feeding operations were started by January and finished by April 1. A less than average amount of hay was fed at 6,030 tons. The 38-year average is 6,803 tons. During the last five winters, the number of elk attending the feedgrounds has ranged between 13,054 elk (winter 2009-2010) and 16,534 elk (winter 2008-2009). In order to reduce damage/commingling conflicts and prevent excessive starvation, about 90 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 to 21 years. Winter conditions during 2012-2013 were moderate and created average start and end dates. Overall, the feeding season was 99 days, nine days longer than the previous season. The average feeding season is 122 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 had elk numbers below their 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 elk to be attracted to feedgrounds. Feeding at these locations assists in keeping the elk away from potential commingling/damage situations. While elk attend feedgrounds, adequate hay (quantity and quality) is fed 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 2012-2013 was .5 percent, .1 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 2012-2013, 75 percent (n=2,647) of elk calves on feedgrounds were ballistically vaccinated with Strain 19. This was the sixth year Fall Creek and Scab Creek were excluded and the seventh 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 99 days.
- Ninety percent of elk attended feedgrounds.
- Elk mortality was .5 percent.
- Wolves caused elk mortality at 10 of 22 feedgrounds. There were 47 elk documented by elk feeders that were killed by wolves. This number decreased five 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 briefings 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 techniques, 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 to 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 strategies 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 assisting in management planning and decision making by providing financial information.

Program Facts: The Financial Management Program is listed below with the number of staff and FY 13 budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Revenue Collection & Licensing**	18.4	\$ 1,837,965
Asset Management	3.5	651,204
Disbursements	4.0	304,955
Financial Systems	2.5	206,064
TOTAL	28.4	\$ 3,000,187

**Includes permanent, contract, and temporary positions authorized in the FY 13 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

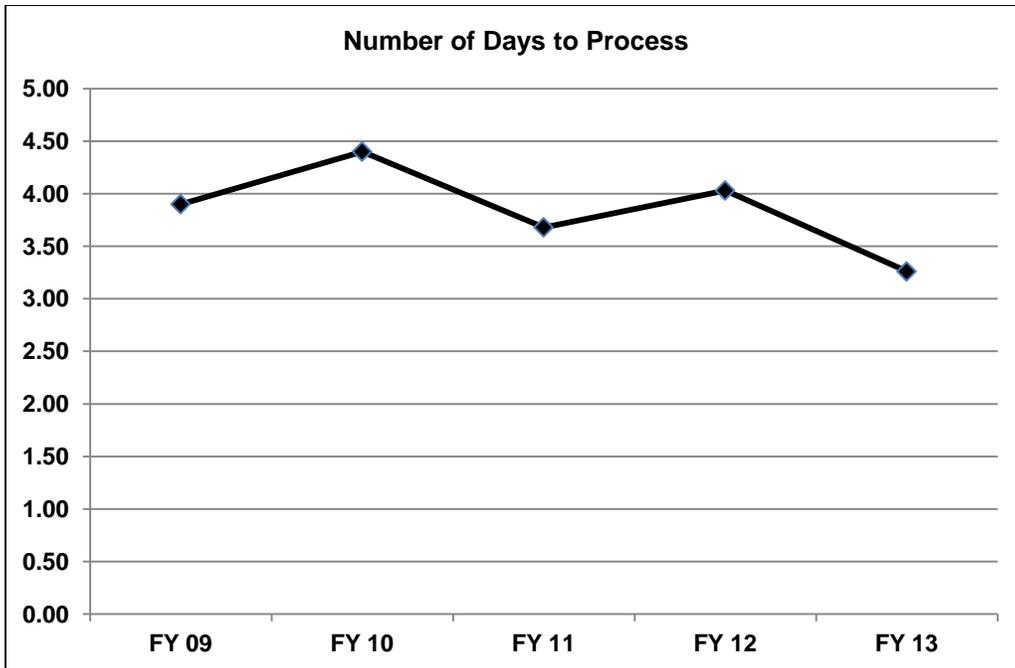
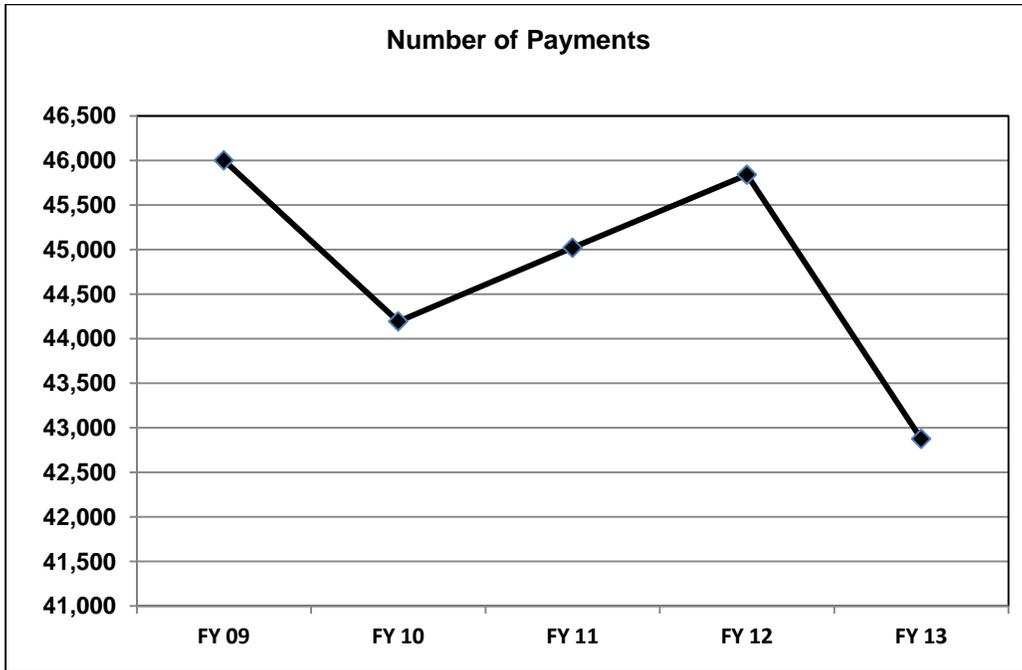
***Includes one ¾ fiscal specialist position.*

This program is located in the department's 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 \$64 million annually. In addition, we initiate, review, and process in excess of 40,000 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:

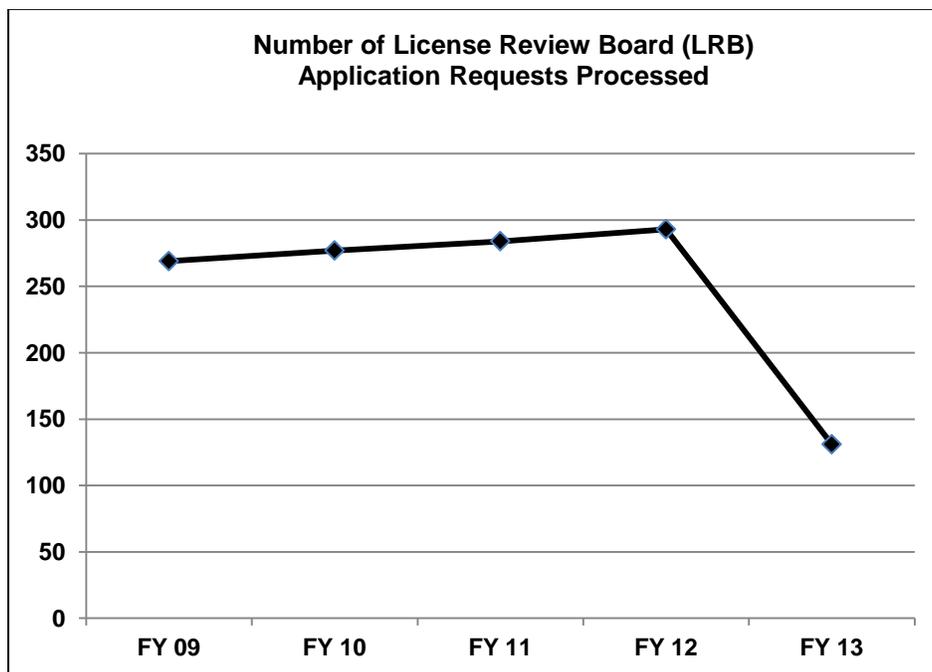
With the increased use by department personnel of the State Visa card for acquisition of goods, the number of actual payment transactions decreased in FY 13 by approximately 6.5 percent to

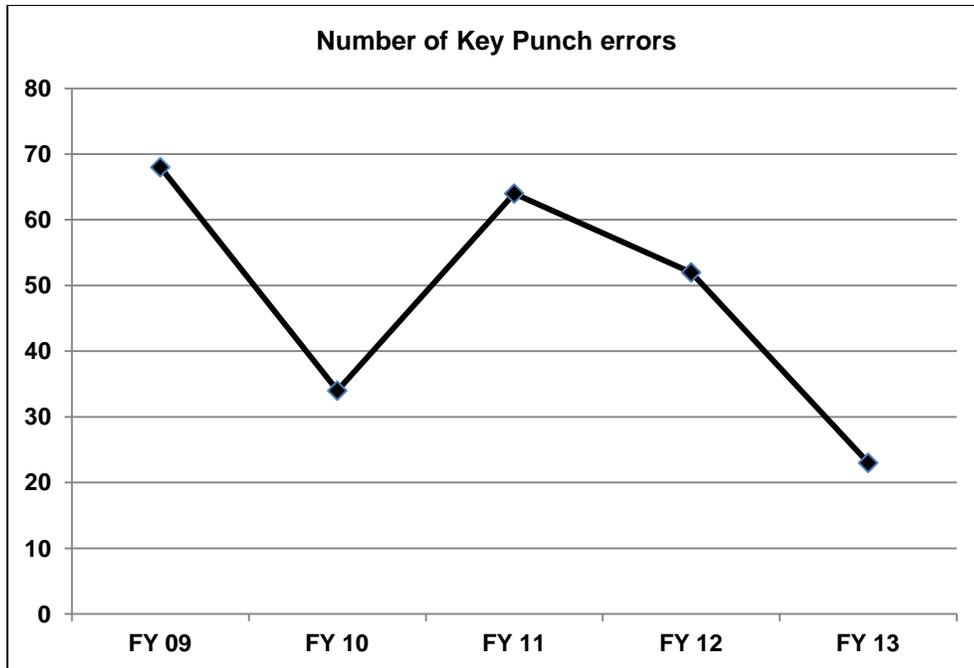
slightly fewer than 43,000 annual transactions. The processing turn-around time went from 4.03 days to 3.26 days. The level attained in FY 13 is near optimum, and was achieved with a reduction of one full time employee within the section.

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

- Continue an initiative to encourage department personnel to increase the usage of the State Visa card for purchasing goods to reduce the number of documents processed and warrants issued.
- A review of the landowner coupon payment processing will be initiated and conducted over the next year to improve efficiencies for both the Wildlife and Fiscal Divisions as well as improve the accuracy of payments processed and customer service provided to landowners.
- The Fiscal Division will begin an in-depth department-wide training on all internal financial systems, processes, and regulatory requirements during the next year. Through this training, employees will become an integral part of the process to gain a better understanding of business practices, to identify areas of improvement, and to implement changes that will improve efficiencies and productivity.
- A project will be started to perform a comprehensive review of all capital assets to update department records as to location, age, value etc. to ensure accurate records are maintained.

Performance Measure #2: Number of external customer license inquiries resulting in department correction of errors.





Story behind the performance:

Since FY 07, the department has provided the opportunity for customers to submit their applications for limited quota drawings using the internet. During this time period, this method of application submission has significantly reduced the number of issues and errors impacting customers participating in limited quota drawings.

In FY 13, approximately 94 percent of the 297,396 applications were processed by hunters entering information directly through the internet. During FY 13, the department only had to correct licenses or issue refunds for 23 applicants due to either key punch errors or online system problems. The error rate is .00007 or 7/1000 of a percent; an amount that illustrates exceptional customer service.

The majority of License Review Board applications received relate to requests for refunds due to death of the license holder or medical issues in which the license holder is unable to use their license. Applications are also received for requests to carryover eligible licenses to the next hunting season.

What we propose to improve performance in the next 2 years:

- Beginning in calendar year 2014, the department will only accept applications for limited quota drawings through the internet. The only exception to this requirement will be for landowner applications. This change was made to substantially reduce the budgetary requirements in processing applications for limited quota drawings.
- The department has formed a working group to determine how the submission of landowner applications can be done through the internet. This will require some method for the local game warden to electronically review and approve the application in meeting the requirements for a landowner license.

- 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 improve customer service.

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's Habitat Program is made up of three major sub-programs, listed below with the number of staff and FY 13 budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Terrestrial Habitat Management	13.4	\$ 1,985,114
Aquatic Habitat Management	10.8	1,428,718
Water Management	2.6	267,135
TOTAL	27.9	\$ 3,680,967

** Includes permanent, contract, and temporary positions authorized in the FY 13 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.*

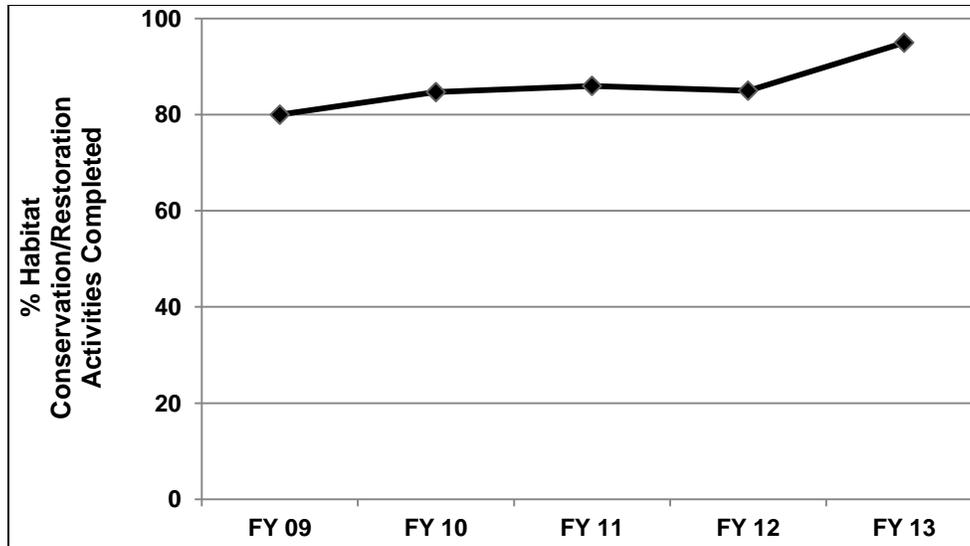
The Habitat Program formerly included the Habitat and Access Management sub-program (Strategic Plan 04 - FY 07, November 2003). While this sub-program has since been removed, the Habitat Program has incorporated the Water Management sub-program (formerly a sub-program in the Aquatic Wildlife Management 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 Wyoming Game and Fish Commission’s 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 13 individual employee work schedules. These sources reflect guidance provided in the 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 that address 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 Annual Report Habitat Program Performance Measures, and the SHP Accomplishments Report for calendar year 2012. Information is also obtained from individual employee performance appraisal goals as well as the development of FY 14 funding applications and submissions for department trust funds, other internal funding sources, and funding applications to outside entities. Habitat extension biologists project implementation is also tracked in the federal fiscal year accomplishments report for the Natural Resources Conservation Service (NRCS) (October 1, 2011 to September 30, 2012). The department's 2012 Annual Report on SHP Accomplishments also highlights many of these habitat projects.

The 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, 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 other goals in the 2009 SHP.

What has been accomplished:

The Terrestrial Habitat Section planned 193 habitat projects and implemented 184 projects (95 percent) during FY 13. An additional 49 unplanned projects were address and 41 implemented (84 percent) during the fiscal year. This was accomplished even with the retirement of the Sheridan Region Habitat Biologist, resignation of the Lander Region Habitat Biologist, and the transfer of the Green River Region Habitat Biologist during the fiscal year. These positions were frozen and will not be filled for FY 14.

Reasons for project goals not completed or implemented for this reporting segment were largely beyond the direct control of habitat personnel and included: 1) climatic conditions; 2) grantees elected not to execute grant agreements; 3) personnel retirements, job changes, and resignations with the positions frozen and not filled; 4) threatened and endangered species concerns, National Environment Policy Act (NEPA) withdrawal, federal agency cancellation of the project; and 5) delays for additional information needs and requirements. In addition, habitat personnel have been asked to spend additional time developing proposals for the Wyoming Wildlife and Natural

Resource Trust (WWNRT) 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 222 projects completed and on-going for FY 13. 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 summary of terrestrial habitat projects and accomplishments completed during FY 13 include: watershed and project-scale intensive rangeland and habitat inventories and assessments on approximately 406,000 acres which include grazing management plans and wildlife habitat stewardship plans; nearly 1,400 acres of prescribed fire; mechanical vegetation treatments on about 3,700 acres; herbicide treatments on over 20,300 acres; herbaceous seeding projects on over 1,500 acres; planting 2,200 shrubs and trees; over 170 private landowners were assisted resulting in nearly 60 future on-the-ground habitat projects; involvement in 23 major information and education efforts; collecting information from over 510 vegetation monitoring transects to document past project responses; collecting information from 126 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: WWNRT, Wyoming Governor's Big Game License Coalition, Rocky Mountain Elk Foundation, Wild Sheep Foundation, US Department of Agriculture Farm Bill Programs, Water for Wildlife Foundation, Pheasants Forever, the Wyoming Governor's Sage-Grouse Fund, private landowners, Bureau of Land Management (BLM), U.S. Forest Service, Wyoming Landscape Conservation Initiative (WLCI), and private and corporate donors among others. Most 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 (RMP) and U.S. Forest Service Forest Plan revisions, and assisting on various wildlife habitat related research projects.

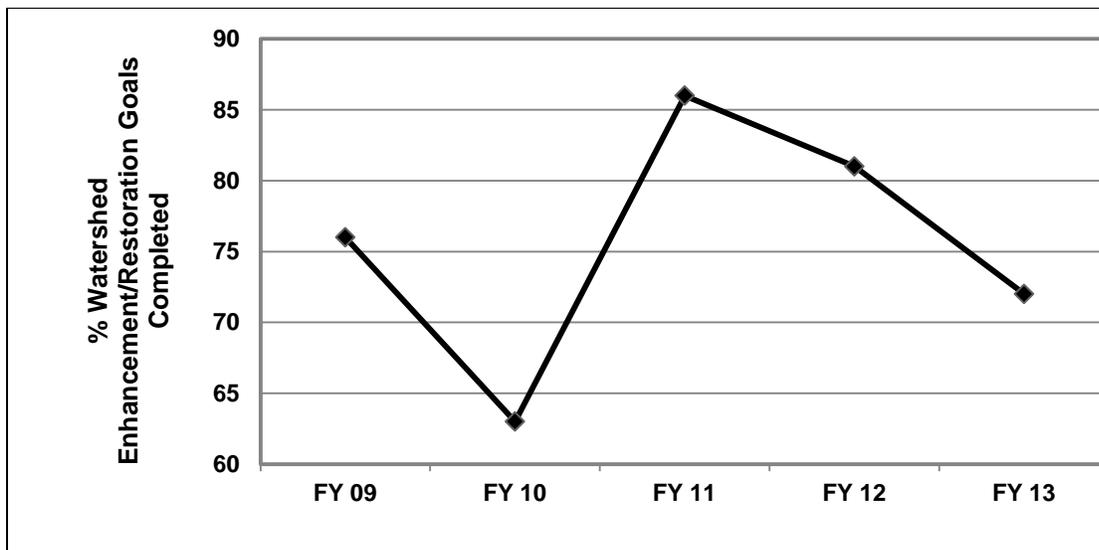
Habitat biologists have and continue to lose some productivity relative to implementation of SHP goals and projects due to increasing requests to assist in the mitigation of habitats disturbed from energy development, BLM RMP and Forest Service Forest Plan activities and revisions, USDA Farm Bill changes 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. Lastly, and perhaps most importantly, department budget reductions as well as federal budget reductions have reduced project submission for FY 14.

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:

- Continue to investigate section personnel structure and workloads, need for additional field personnel resources including additional interns and longer-term habitat biologist technicians.
- 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 has been reduced by the department as well as by federal agencies. Additional funding sources and additional applications will have to be prepared to fill this gap.
- In synchrony with the department’s budget process, continue to develop proposals to submit for funding to the WWNRT, WLCI, USDA Farm Bill Programs, conservation groups, and other funding source partners. These may help off-set budget reductions and the ability to fund and promote conservation and restoration projects.
- Continue to work on up-dating the 2009 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 100 out of 139 or 72 percent of planned habitat projects in FY 13. An additional 13 unplanned projects were accomplished. On average, aquatic habitat biologists in each region completed 13 projects. The department’s 2012 annual report on its SHP accomplishments highlights many of these habitat projects. The Fish Division work plans and progress reports for calendar years 2012 and 2013 contain additional details about aquatic habitat project plans and progress for FY 13. Aquatic Section personnel and administration tracked and worked on 25 department trust fund projects from FY 13 or earlier. An additional seven new FY 14 department trust fund aquatic projects were funded with another 14 developed but not funded.

Finally, the Aquatic Habitat Section administered funds from other sources for additional projects. Overall, approximately 41 aquatic projects involving substantial funds were developed, implemented, or administered over the fiscal year. Many of these numbers are down from previous years due to department funding cuts.

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/design of projects, on-the-ground enhancements and restorations, maintenance of existing structures or projects, and monitoring of completed projects.

FY 13 accomplishments are in the 2012 annual report on SHP accomplishments, which spans calendar year 2012 (and thus is half FY 12 and FY 13). Selected accomplishments include:

- 34 watershed assessments spanning over 155 stream miles,
- Eight detailed stream assessments spanning 2.1 stream miles,
- 12 bank enhancements on over 1.1 stream miles,
- 125 instream structures installed,
- Six fish screens installed,
- Eight fish passage structures installed, and
- 65 upstream stream miles connected.

Some of these accomplishments are shared with project partners like Trout Unlimited and the US Fish and Wildlife Service. Selected examples are highlighted below:

Habitat Protection

- Participated in the Rock Springs BLM RMP process by supplying expert input about aquatic and terrestrial resources and likely effects of various proposed land management alternatives.

Habitat Assessment

- Employed the Wyoming Habitat Assessment Methodology in multiple watersheds in the Jackson, Lander, and Laramie regions including Snake River Canyon, Upper Greys River, Hoback River, Lava Creek, Douglas Creek, and the Encampment River. These assessments provide a sound and systematic basis for identifying issues that can be addressed through projects to improve aquatic resources.
- Inventoried fish passage obstructions along Snake River tributaries Blue Crane and Fish Creek.
- Mapped eroding banks on the East Fork Wind River and on the department's Spence Moriarty Habitat Area. This is a pre-requisite for prioritizing improvement efforts.
- Water temperature loggers were deployed at sites throughout the Wind River, Sweetwater River, Red Canyon Creek, and Little Popo Agie Rivers. This network provides a baseline of water temperature conditions and an index of watershed health.

Project Planning and Development

- Participated in the "Platte River Revival" and associated efforts in the City of Casper to restore river function and enhance various public recreation and fishery values on the North Platte River.

- Developed designs for improved fish passage and screening at the Harmony Ditch Diversion on the Nowood River and the Thunderhead Diversion on Bear Creek (Spence Moriarty Habitat Area).
- Developed designs for improved passage and stream restoration at the Encampment River Grand Valley Diversion.
- Developed stream restoration designs for the Encampment River on a State land parcel.
- Developed an approach and designs for stabilizing and providing passage at the Mead Coffeen Diversion on South Piney Creek.
- Developed a design with partners to improve passage at the Dunlap Diversion on Piney Creek.

On-The-Ground

- Installed sheet pile structures on Stinking Creek to improve riparian vegetation and reduce sediment movement from the basin.
- Worked with the City of Green River to remove Russian olive along the Green River and to replace them with native cottonwoods.
- Installed toe wood to repair eroding banks and to improve trout habitat on the East Fork Wind River.
- Restored 1,850 feet of the Encampment River to functional dimensions to improve fishery habitat, reduce private land loss, and improve riparian vegetation.
- Protected an eroding East Fork River streambank at the Boulder Fish Culture Facility.
- Completed livestock exclusion fences in cooperation with the Forest Service to rehabilitate vegetation in the South Fork Tongue River watershed.

Maintenance or Monitoring

- Measured aspen and cottonwood browsing and leader growth on Little Mountain and the Seedskaadee National Wildlife Refuge to work toward improved grazing management.
- Monitored riparian vegetation at established transects on Savery Creek to determine trends toward achieving mitigation following High Savery Reservoir construction.
- Monitored screen and fishway performance at sites on Trout Creek, Bitter Creek, Clear Creek at Kendrick, Horse Creek, Bear Creek, Goose Creek, and the Tongue River.

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

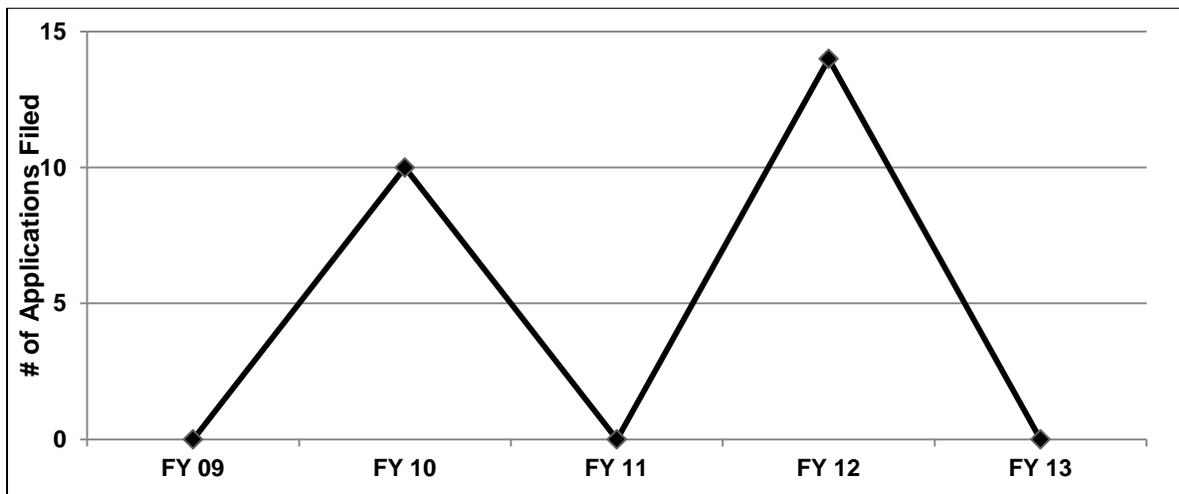
The largest gains in aquatic habitat performance could be achieved through increased staffing. The Aquatic Habitat Section is essentially down two positions. The Casper position was lost during the Wyoming state government position freeze of 2009 and 2010. The Cody position has been reclassified to Fish 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.

With budget reduction in FY 13 and going forward, there was no allocation of funding toward project planning in FY 14. Cuts to the department's wildlife trust fund in excess of \$700,000 (~59 percent of available funds cut) are impacting the department's ability to plan, fund, and implement landscape-scale projects. These cuts have the additive effect of forcing the department to forgo opportunities to financially partner with other conservation organizations on

worthy habitat projects, thereby decreasing the total amount of habitat related accomplishments across the state.

With limited funding and personnel, it is critical that the department continues to find efficient ways of developing and completing habitat projects that yield big benefits for wildlife and wildlife habitat. Even with improvements in efficiency, without increased funding in the future, there will be a decrease in the number and or size and scope of future projects. One area for improvement is to continue to work toward improving internal processes. For example, the department will re-examine the department’s SHP reporting approach and its regional review and ranking of habitat projects to ensure efficiencies in developing quality projects. 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, an internal department team, will continue to pursue these efficiencies while overseeing SHP implementation.

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. Filings are typically submitted in blocks as groups of applications are prepared. This protocol allows department engineering staff to make efficient use of their time by preparing needed maps all at one time. This approach also allows the Water Development Commission to better plan and prepare legislatively mandated feasibility studies since these studies are done by consultants who submit bids for groups of stream segments.

This measure shows the number of instream flow water rights applications filed with the State Engineers Office. Fourteen filings were submitted to the State Engineer in FY 12 and included some studies that were begun in FY 11. However, four of the filings in FY 12 were made in late June 2012 and three more filings were submitted to the State Engineer's Office in late July 2013. Had the June 2012 filings been delayed another week and the 2013 filings been accelerated, the section would have submitted seven filings in FY 13, which reflects somewhat on the risk of reading too much into the graph provided here. The long-term average number of filings over the past five years is on par with the average number of filings over the course of the instream flow program – about five filings per year.

What has been accomplished:

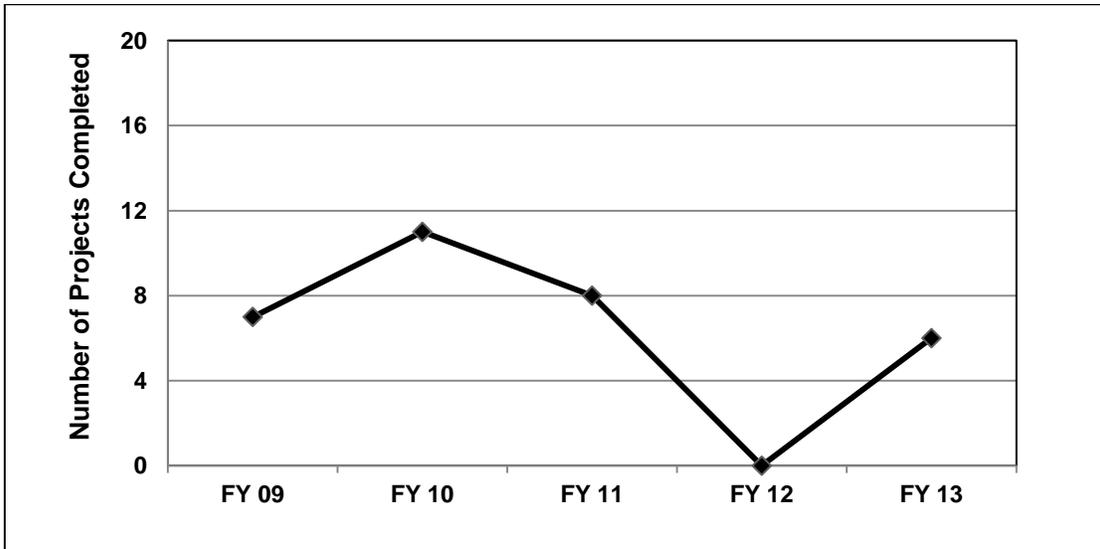
Instream flow filings are the first step in the process of securing permanent minimal flow protection for streams that afford critically important habitat for public trust fisheries. The 131 instream flow filings that have been submitted to date provide a significant measure of protection for all species of trout in 605 miles of streams in the state.

Another major accomplishment in FY 13 was launching the X-Stream Angler Program. This program is focused on increasing instream flow awareness and support as well as angler retention and recruitment. Presentations were made at several meetings over the past year to let people know about the program and two promotional articles were written for the department's Wyoming Wildlife News publication. Good feedback was received from several people and 17 X-Stream Angler hats were awarded.

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. The long-term water management plan that was finalized in FY 12 and updated in the spring of 2013 will be used to guide future instream flow filing efforts.
- Creating greater public awareness of instream flow and water management issues will remain a priority. Information about instream flow rights and department efforts will continue to be presented to the general public and private landowners through presentation, articles in department publications, and updates to the instream flow webpage.

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



Story Behind the Performance:

The Wyoming Landscape Conservation Initiative (WLCI), working with partners, funded six new projects and 31 continuing projects in FY 13. Both the new and continuing funded projects include aspen restoration efforts, fish passage, wildlife friendly fencing, invasive weed control, and a habitat lease. By comparison, in FY 12 there were nine new projects and 30 continuing projects. The difference between years is a function of the number of projects being proposed by the Local Project Development Teams, and the level federal funding for the WLCI. Of the 37 projects funded in FY 13, six of the projects can be considered complete. Many of the projects are continuing projects that will take a number of years to complete (i.e. weed control, wildlife

friendly fencing), while others were held-up due to NEPA requirements, or other unexpected circumstances.

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 13, the program continued to be successfully developed through partnerships. Numerous coordination meetings, field trips, and work sessions occurred (over 16 Local Project Development Team (LPDT) and Executive Committee meetings alone) to develop projects and identify priorities. The WLCI coordination team members met with nongovernmental organizations, permittees, and landowners, as well as other agencies and entities to coordinate WLCI activities.

In FY 13, WLCI's partners completed six projects: Baggs Mule Deer Underpasses, Buckhorn Flowing Well, City of Green River Russian olive and Tamarisk Control, Cottonwood Creek Reservoir, Gooseberry Fish Passage, and Hay Reservoir. The Baggs Mule Deer Underpass project alleviates mule deer vehicle collisions during their migration across Highway 789. An additional underpass was completed in FY 13. The Buckhorn Flowing Well consists of three enclosures – one protecting the well head, a 40-acre enclosure above a stock pond, and a 60-acre enclosure below the stock pond. The enclosures are protecting the riparian habitat created by the flowing well. In FY 13, the 40-acre enclosure was completed. Donated materials were used to erect the fence and the 60-acre enclosure will be completed when more material is donated. The City of Green River and department completed the initial removal of Russian olive and tamarisk from Expedition Island to private lands below Scott's Bottom, and planted native vegetation in those areas where the Russian olive and tamarisk were removed. The next phase involves monitoring and treating re-sprouts. The primary objective of the Cottonwood Creek Reservoir project was to increase and improve wetland habitat on private lands. The Gooseberry Fish Passage project entailed culvert replacement and stream enhancement. The Hay Reservoir project has been a long-term weed management project that has treated and monitored 1,200 acres for Russian knapweed, whitetop, and salt cedar invasion.

A rough draft of the Conservation Action Plan (CAP) was presented to the WLCI Executive Committee in June, and a follow-up version will be presented in September 2013. The CAP is 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 13, two assessments and one project were funded with Ruby Pipeline mitigation dollars: "Evaluating the Relationship Among Pygmy Rabbits, Their Habitat, and Gas Field Infrastructure"; "Pygmy Rabbit Habitat Occupancy"; and "Riparian Enclosures in Sage-grouse Core Habitats". Objectives include: relating pygmy rabbit spatial distributions to variation in habitat structure; characterizing habitat composition at areas heavily used, seldom used, and unused by pygmy rabbits; relating pygmy rabbit site occupancy rates to gas well, well pad, and road densities on the Moxa Arch gas field; and determining the probability that a given level of sign equates to a live rabbit utilizing a burrow complex at the time of any given survey. The

enclosure project used data from a previously funded assessment to construct several spring enclosures for sage-grouse habitat conservation.

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

The WLCI Coordination Team has proposed changes to project ranking criteria and offered training sessions at LPDT meetings. The proposed ranking criteria are necessary to minimize discretions and align with the Executive Committee direction. Items under consideration are awarding higher points for projects that: have increased levels of partnerships; are located within the boundaries of the CAP and address defined conservation objectives; and support sustainable agriculture. The BLM provided a brief training on Grants.gov, a web application to receive federal funds. The US Geological Survey provided an update to all our partners on the Integrated Assessment. We have received positive comments on these meetings and anticipate offering similar sessions or updates 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 department. In addition, the program will complete project requests for other divisions within any single fiscal year. Listed below is the number of staff and FY 13 budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Habitat and Access Management	25.3	\$ 3,161,207

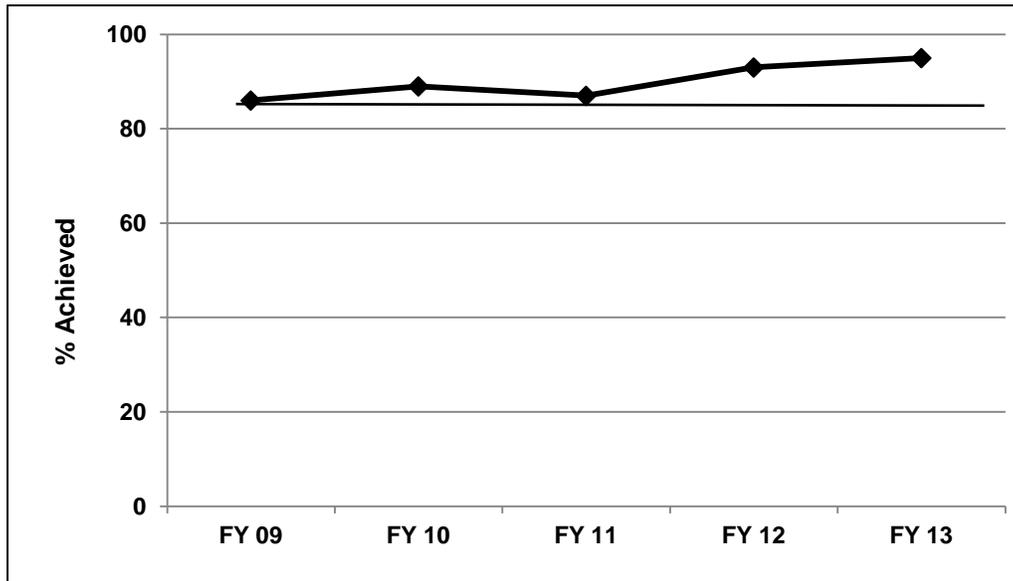
* Includes permanent, contract, and temporary positions authorized in the FY 13 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.

The program is located statewide with personnel in Jackson, Pinedale, Cody, Lovell, Sheridan, Laramie, Saratoga, 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).



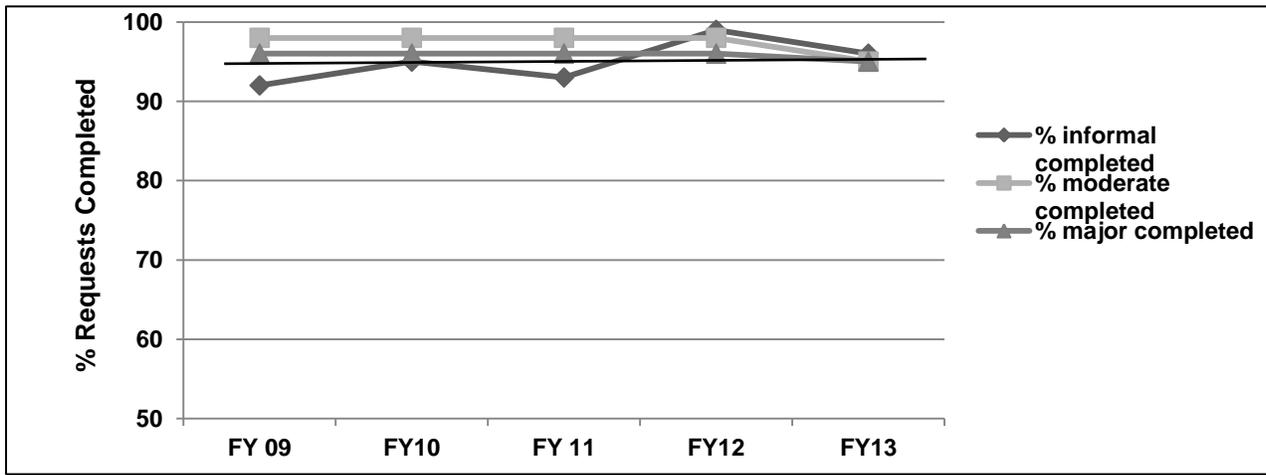
Story behind the performance:

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 (90 percent average) are being provided. As illustrated above, this has been fairly consistent for the last five years. Several factors enabled FY 13 to exceed averages in previous years. First, the program addressed department priorities foremost and not necessarily program priorities. This keeps the work unit on task and always accomplishing the highest priority work plan elements. 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 time frame 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.
- 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:

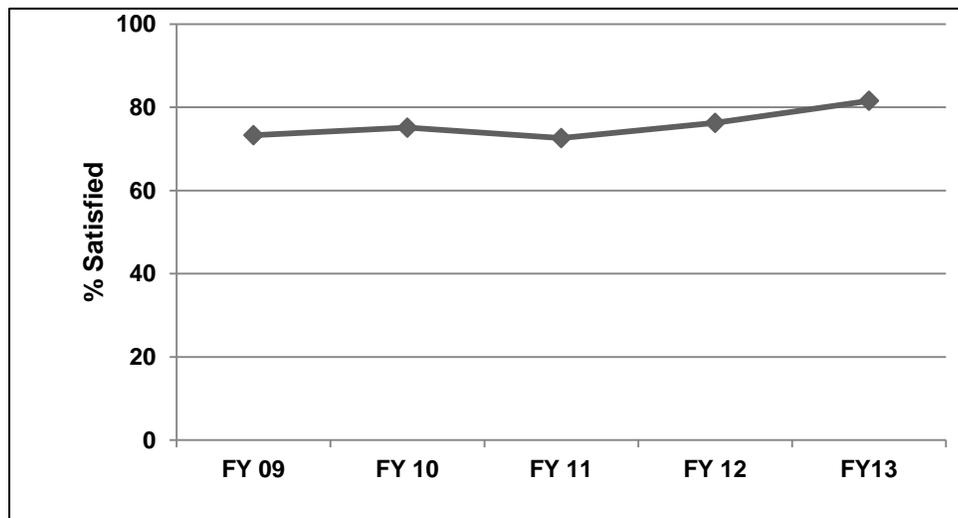
The Habitat and Access Program is requested to assist or provide services for other programs within the department. On average, 125 (95 percent) of these requests will be completed yearly. In order to track, schedule, and complete these requests (project requests), they are separated into three categories: 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 that 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 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 2009 and 2013 with an average of 95 percent of all informal, 97 percent of moderate, and 96 percent of all major projects requests being completed. Results for 2013 varied minimally from this average with 96 percent of informal, 95 percent of moderate, and 95 percent of major project requests being completed within the year. However, there are three reasons that a higher percentage of project requests are not completed. The first is that 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. Third, our statewide crew that works on moderate and major project requests has been reduced from 5 FTEs to 3 FTEs to accommodate region workloads and lost positions.

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.
- Have assistant division chiefs review all project requests coming out of their divisions and provide their approval and ranking of projects.
- Develop a new project request template that will be more user friendly and provide more details on project requests.

Performance Measure #3: Percent of public satisfied with the management and maintenance of 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 PAAs and WHMAs is 81.6 percent. The program has received slowly increasing marks among the public for its efforts in managing and maintaining facilities such as roads, restrooms, parking areas, signs, habitat, and fences on the WHMAs and PAAs – from a starting point of 65.5 percent in FY 05 to 81.6 percent in FY 13. 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 an 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 a Managed Land Access Summary for each area, 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 better signage and maps. Area entrances and signs are being standardized throughout the state. This effort is ongoing with the distribution of the first signs completed in July 2009 and the completion of the effort planned for October 2015.
- 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>2013 Annual Budget</u>
Habitat Protection Program	8.0	\$ 693,5333 ¹

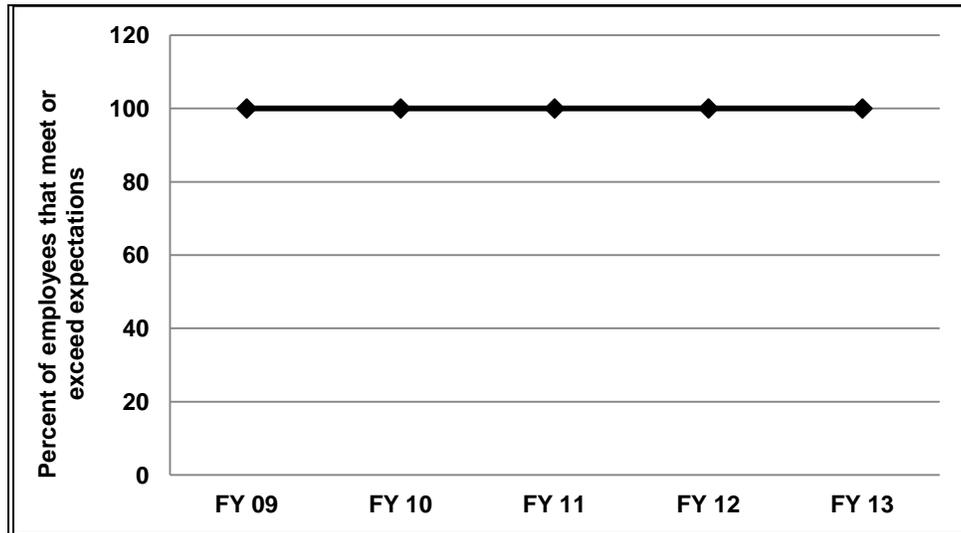
* Includes permanent, contract, and temporary positions authorized in the FY 13 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.

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 proposed 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 percent 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 the department’s responsibility toward maintaining and supporting Wyoming 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 the department’s 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 the 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:

The Habitat Protection Program will continue to work to communicate with 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 the number of staff and the FY 13 budget:

<u>Sub-programs</u>	<u>#FTEs*</u>	<u>2013 Annual Budget</u>
Information	5.0	\$ 505,423
Publications	3.0	789,624
TOTAL	8.0	\$ 1,295,047

** Includes permanent positions authorized in the FY 13 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.

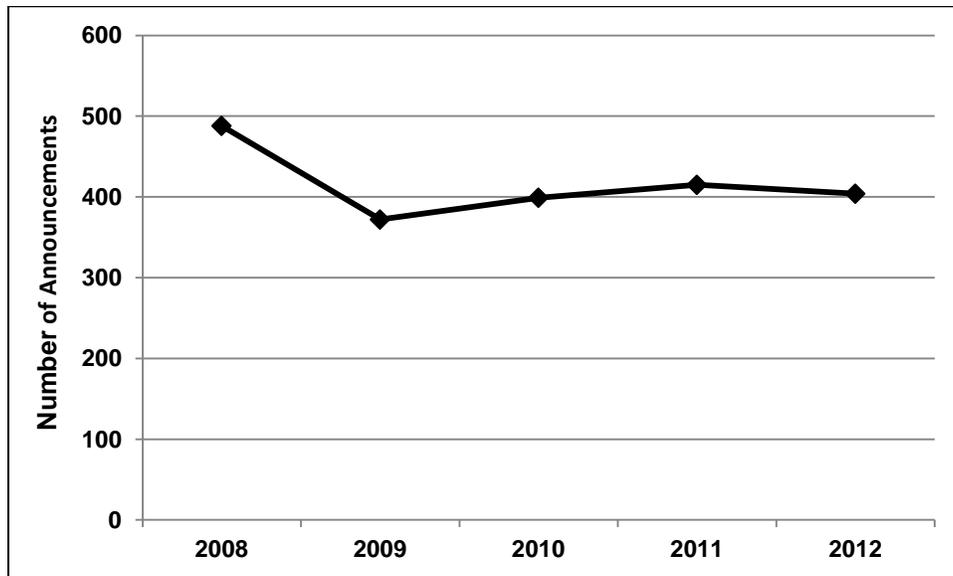
One of the Information FTEs was assigned Regional Information and Education Specialist (RIES) duties for the Laramie Region. This was done when the RIESs were placed under the Multi-Media Supervisor position, and the Laramie Region RIES/Supervisor FTE was converted to the webmaster FTE position.

This program is located in the department's 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 provide wildlife-related information to 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 Sub-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 75,000 each week.

Weekly television news programs are posted on YouTube and the department’s website. 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 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. In addition, many out-of-state media sources, outdoor writers, federal and state government and non government agency personnel receive the press releases. 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 2012, the number of news, radio interviews, and public service announcements distributed was 404. The number of news releases distributed fluctuates depending on the issues and challenges the department faces each year. In 2009, personnel in the department’s 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.

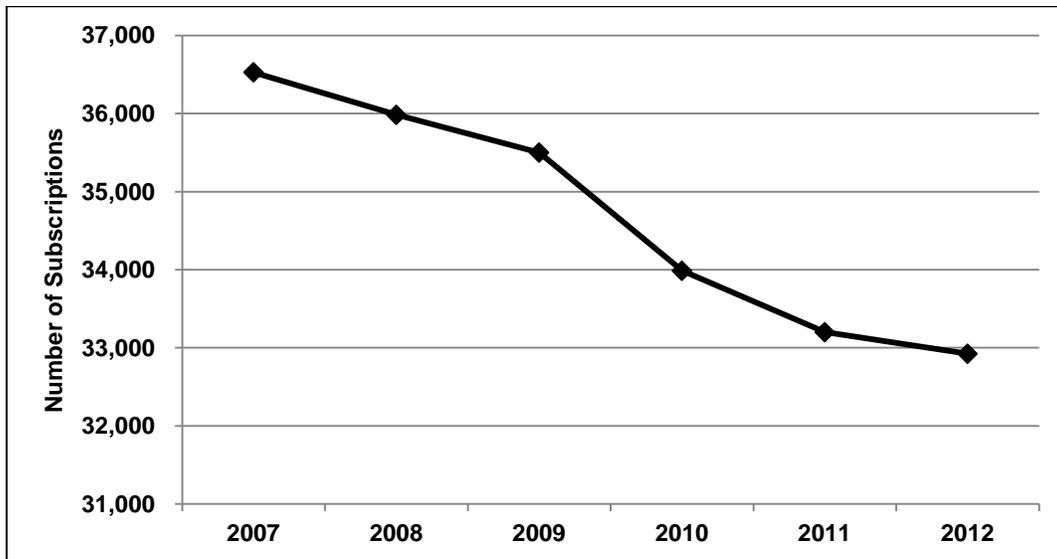
Using web-based tools, including social media (Facebook, YouTube and Twitter) and GovDelivery, is maximizing efficient delivery and distribution of information whether in print or video form. As of July 2013, approximately 5,000 people 'Like' and follow the department's Facebook page resulting in an average of four to seven thousand people reached on a weekly basis. The department's YouTube channel had 119,031 individual video views and gained about 150 dedicated subscribers between July 2012 and June 2013, bringing the subscriber total to 231. The department's Twitter following during this period was 517 individuals. GovDelivery had distributed over 90 targeted messages to 133,913 email recipients in addition to 12,149 text message recipients. Social media impact and following expands on a daily basis and is expected to continue growing exponentially.

While the Information Sub-program 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 the department's 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 the department's 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 23,717 per issue, including a per-issue average of 1,438 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 2013, gross receipts from subscription sales reached \$287,920. Nearly all of this came from sales of magazine subscriptions. The average paid subscriptions for *Wyoming Wildlife* magazine over the last five years is 30,975 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 80,224 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 uses 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:

- Explore the viability of creating and maintaining a digital version the publications. A digital version 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 the publications.
- Given adequate funding, implement a readership survey to assess current subscriber satisfaction and demographics of the publications. This will provide the department with baseline data on its readership to determine how adjusting the focus, content, delivery, or price of publications will affect the 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 (IT) Program is made up of one major sub-program, listed below with number of staff and FY 13 budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Information Technology	20.0	\$ 2,937,724

* Includes permanent, contract, and temporary positions authorized in the FY 13 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.

One At-Will-Employee-Contract position continued to help provide extended-hours technical support for the department's Electronic License Point-of-Sale Service. Payroll for one Geographic Information Systems (GIS) Analyst position was funded in the 601A CWCS 12-13 General Fund budget. One additional contract position was continued, with funding from the US Fish and Wildlife Service. Both positions remain as GIS support positions within the GIS Section of the IT Program.

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

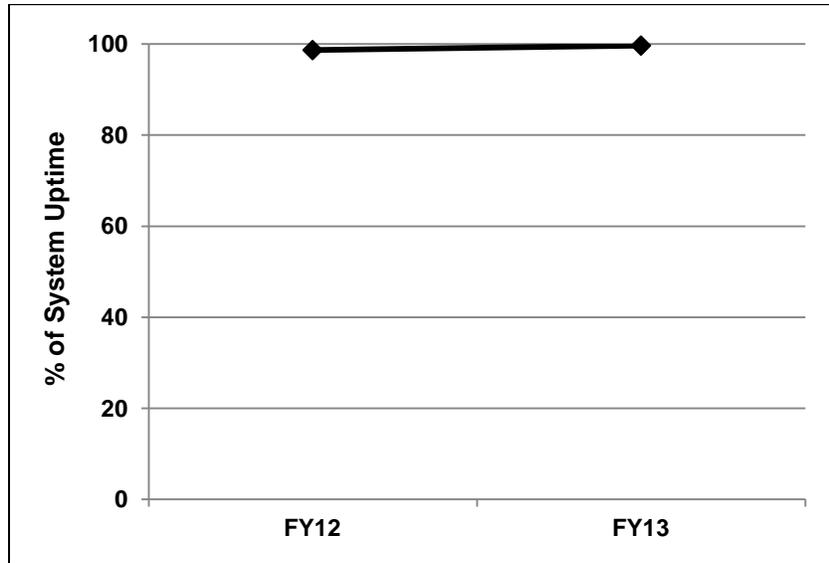
This program is located in the department's Headquarters Office in Cheyenne.

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 its 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 percent of the time).



**Prior to FY 12, the performance measure for the IT Program 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 the IT Program’s performance, it fails to describe how well the IT/GIS Program 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 IT 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 have developed that must be addressed at every level of the department’s hierarchy.

In 1996, the GIS Section was organizationally combined with IT to form what is now called the IT/GIS Program. 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 program was split into two distinct subsections with a separate supervisor over each. With this change, the IT/GIS Program is now made up of three separate subsections (Operations and Support, Application Development, and GIS, in addition to program administration). These subsections are responsible for managing 24 physical servers, 24 virtual servers, 478 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. The program is 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. 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 its 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 systems for 2013 was 99.639 percent.

Since implementing the department's e-commerce systems in 2007, the department has become increasingly dependent on technologies to process license sales (1,075,324 items totaling \$65,367,025 dollars were processed through these systems in calendar year 2012). 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 license selling agents 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 department, 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 2011, when selling leftover big game licenses through the department's website and license terminals located throughout the state. During the 2009 and 2010 draw periods, systems had been running seamlessly and the IT/GIS Program 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. The department saw a significant amount of traffic generated by hunters and outfitters looking to purchase leftover licenses with over 8,000 separate connections to its 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 and again for 2013. As a result of these efforts, during the first hour alone on July 10, 2013 when full-price leftover big game licenses went on sale, the department was able to sell 5,759 items for a total of \$687,425. Total items sold on this day were 11,217, totaling \$1,040,958 without a single slowdown of the department's systems. Sales on this date exceeded the previous year totals by 119 licenses, but overall dollars decreased by \$46,708 due to a different mix in license types. The IT/GIS Program achieved similar results on July 17 when reduced price big game licenses went on sale.

Improved customer satisfaction with the performance of the department's 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. This work was completed in FY 13.

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, the IT/GIS Program has 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 the department's e-commerce systems, IT/GIS Program 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 representatives, 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 is 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 department 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, the program continued to man 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 the program's ability to respond to agency requests for technical services as rapidly as was possible prior to this change; however, the IT/GIS Program has 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 significant affects began to be felt by 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. Final authorization has come from the Governor's Office and the Legislature and formal transfer of these positions from the department to Enterprise Technology Services took place on July 1, 2013.

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 the department to seek approval from the State Chief Information Officer prior to purchasing technologies over a specified dollar threshold. As the IT/GIS Program continues to work through the transition process, the impacts to the department's business processes and customer service are yet to be fully understood.

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 the program's quality of services from previous years. It is anticipated 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.

In February 2013, the IT Operations Supervisor position was vacated. As the IT consolidation process was pending implementation, considerable time was spent working with Enterprise Technology Services and Department Administration on a process to fill this position. Filling the position in May 2013 triggered changeover in several other positions in the IT Operations Section, which ultimately led to the elimination of the At-Will-Employee-Contract position created to help provide extended-hours technical support for the department's Electronic License Point-of-Sale Service. This position elimination was a result of department budget cuts and will likely result in lowering the ability to provide as timely of service to department personnel and License Selling Agents as these personnel are currently accustomed to receiving.

Another factor that has affected customer satisfaction since early 2003 is an Electronic Licensing Service that was implemented in conjunction with Fiscal Division as noted above. Aside from mission critical applications, this project continued to be the number one priority for IT Administration and the Development and Operations subsections within the program during FY 13.

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 continued to affect internal customer satisfaction. While the Application Development section has been working on various smaller projects as able, it is known 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. The program is continuing to see large support for this initiative. It is speculated this support is in part due to individuals beginning to see value in collaboration and benefits of centralized data as well as providing the ability to serve up GIS data through the department's internet site. 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 budget reductions, 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 the department's 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 the department's larger technology infrastructure. As such, the program's ability to maintain uptime of these systems is essential to supporting these projects. With the additional department priorities noted above, the program's ability to address projects and activities planned at an earlier date have been delayed, thus customer perceptions of the program's service in this area continues to 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 the program's 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. The IT/GIS Program has now implemented this and plans to gradually expand the use of this software to other entities throughout the department. The program's ability to accomplish this expansion will be largely dependent upon time allocated to moving the ELS Internet Point-of-Sale system into maintenance mode.
- 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. The IT/GIS Program has been centralizing databases into its SQL database server on a continual basis and it is planned to continue this work as a part of the program's promotion and facilitation of agency-wide data sharing.
- Proactively engage in public relations efforts to highlight the program's successes and to ensure that the program's efforts are recognized by department personnel, as communication is possibly the single most important task the program can do to affect perceptions of performance. This will include revising a packet of technology-related information specifically pertinent to new employees (IT/GIS Program 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.

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 13 budget:

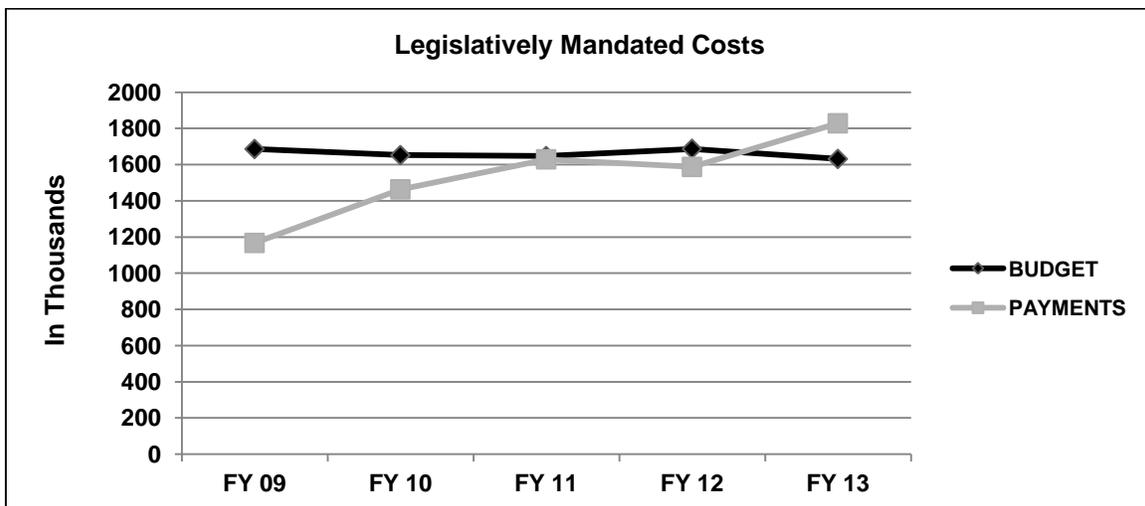
<u>Sub-Program</u>	<u>#FTE's</u>	<u>2013 Annual Budget</u>
Damage Claims	0	\$ 500,000
Landowner Coupons	0	820,000
Retiree Assessment	0	59,364
SALEC	0	252,000
TOTAL		\$ 1,631,364

This program is administered from the department's Headquarters Office in Cheyenne.

Primary Function of the Legislatively Mandated Expenses Program:

- To ensure funding is available and statutory compliance is met by establishing budgets and processing eligible payments as they are required for each respective program in accordance with Wyoming state statutory and/or regulatory requirements.

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



Story behind the performance:

Between 2004 and 2007, these costs escalated 16 percent, from \$1.5 million in FY 04 to \$1.73 million in FY 07. However, in 2008, the State Budget Office, with the approval of the

Governor's Office, discontinued the charge for cost allocation, which had increased to over \$600,000 annually by FY 06. The Budget Office began assessing this charge to the 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. This moratorium will not continue into the future, and as such, the Commission has incorporated \$800,000 into its FY 14 budget to be able to cover a portion of the most recent assessment received in the amount of \$1.9 million.

The significant increase in damage claim payments which began in FY 11 has continued through FY 13 and is up over \$550,000 from the \$417,821 expended in FY 10 to \$971,759 in FY 13. For the second time in the last fifteen years, the first being FY 12, the department had to transfer funds from other unexpended budgets, to cover damage claim requirements which exceeded the budgeted amount of \$500,000 which is 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 two years:

The department, in concurrence with the Governor and the legislature, will continue the development of a memorandum of understanding (MOU) which will outline the department's requirements regarding payment of cost allocation. If it is determined through the MOU process, that the department will be alleviated of all or a portion of the cost allocation payment requirement, the funds retained would allow the department to implement additional wildlife projects or support current department programs.

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 the number of staff and FY 13 budget:

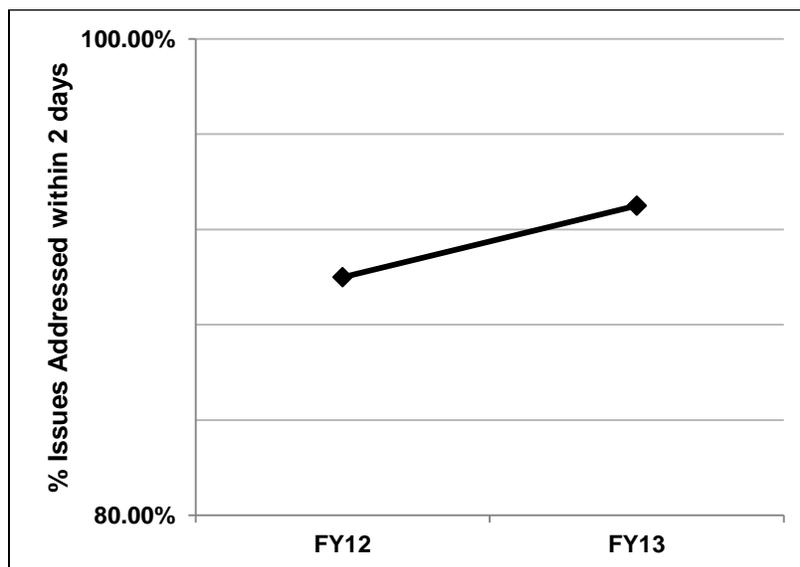
<u>Sub-program</u>	<u># FTEs</u>	<u>2013 Annual Budget</u>
Personnel Management	4	\$ 201,931

This program is located in the department's 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 this time frame).



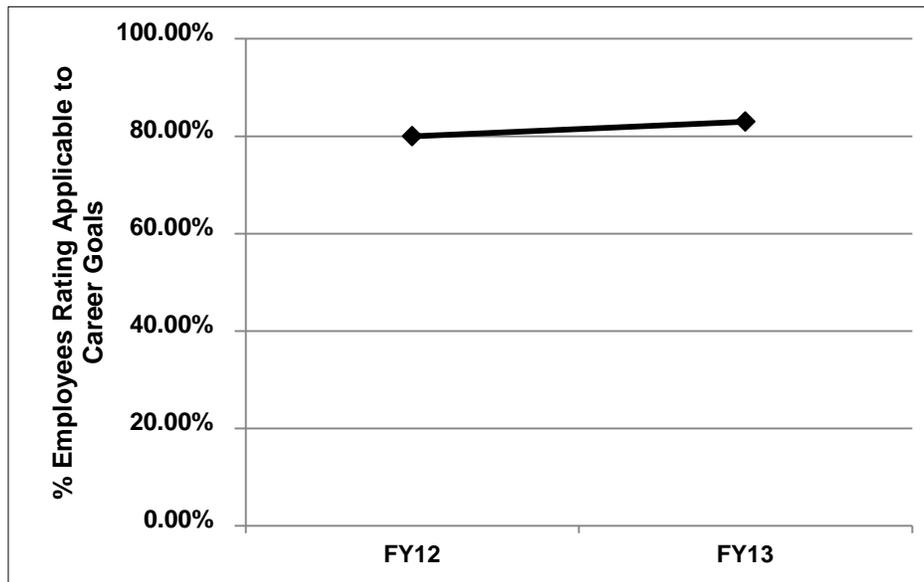
Story behind the performance:

Excellent customer service is critical to the success of the Personnel Management Program. In addition to maintaining a courteous and professional work environment, Personnel Management 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. Continue to focus on customer service throughout the year by utilizing the state’s Performance Management Instrument.
- 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. The workforce continues to face the challenges associated with the baby boomer generation leaving the workplace in large numbers. As they go, their experience, knowledge, and leadership go with them. 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. This section has also felt the impact of the current economic times. During 2013, the number of FTEs has been reduced from four to three as funding issues have become prevalent. In addition, department employees are faced with rising health insurance costs and have gone several years without salary increases. It is important to continue developing and implementing new programs that support employees through difficult financial times.

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

- In light of the financial issues at hand, the department has ceased funding of the Leadership Development Program; which provided leadership training to current and future managers of the department. Personnel will continue to seek, develop, and implement training opportunities for employees.
- Identify opportunities and develop programs which provide value and support to the agency and its 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 13 budgets:

<u>Sub-programs</u>	<u>#FTEs*</u>	<u>2013 Annual Budget</u>
Property Rights (Lands) Admin. **	3.0	\$ 759,923
PLPW Access Sub-Program	8.2	1,726,467 ***
TOTAL	11.2	\$ 2,486,390

* Includes permanent, contract, and temporary positions authorized in the FY 13 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.*

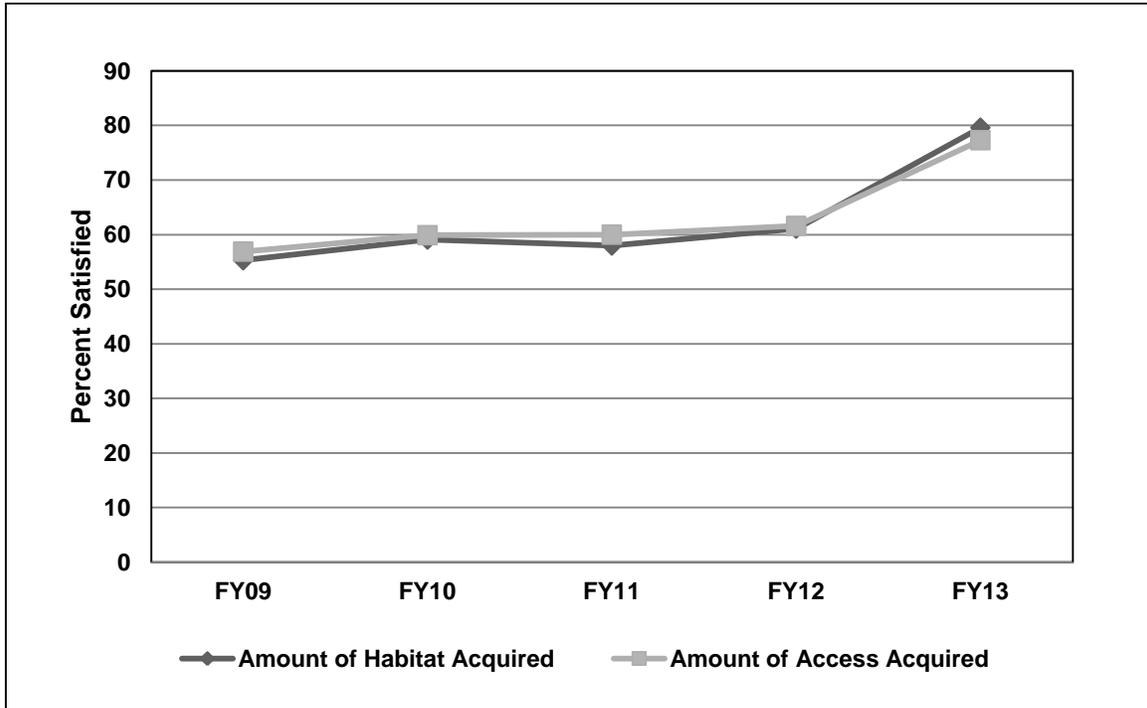
*** *Includes personnel, operations, and easement payments.*

The Property Rights Administration sub-program is located in Services Division and is based out of the department's Headquarters in Cheyenne. The Private Lands Public Wildlife Access (PLPW) 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 to 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 percent 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 250,751 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 127 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 kind and amount of habitat acquired, 79.6 percent of the sampled public was satisfied. With respect to the amount of access acquired, 77.3 percent of the public was satisfied. To determine the familiarity of the general public with the Property Rights (Lands) Management program and the importance of acquiring habitat and access, additional questions were surveyed with the following results:

- 95.1 percent of those surveyed indicated that it is important to acquire and conserve wildlife habitat in Wyoming
- 92.7 percent of those surveyed indicated that it is important to acquire public access for recreation in Wyoming
- 36.4 percent of those surveyed were familiar with the Lands Management Program and of these responders:

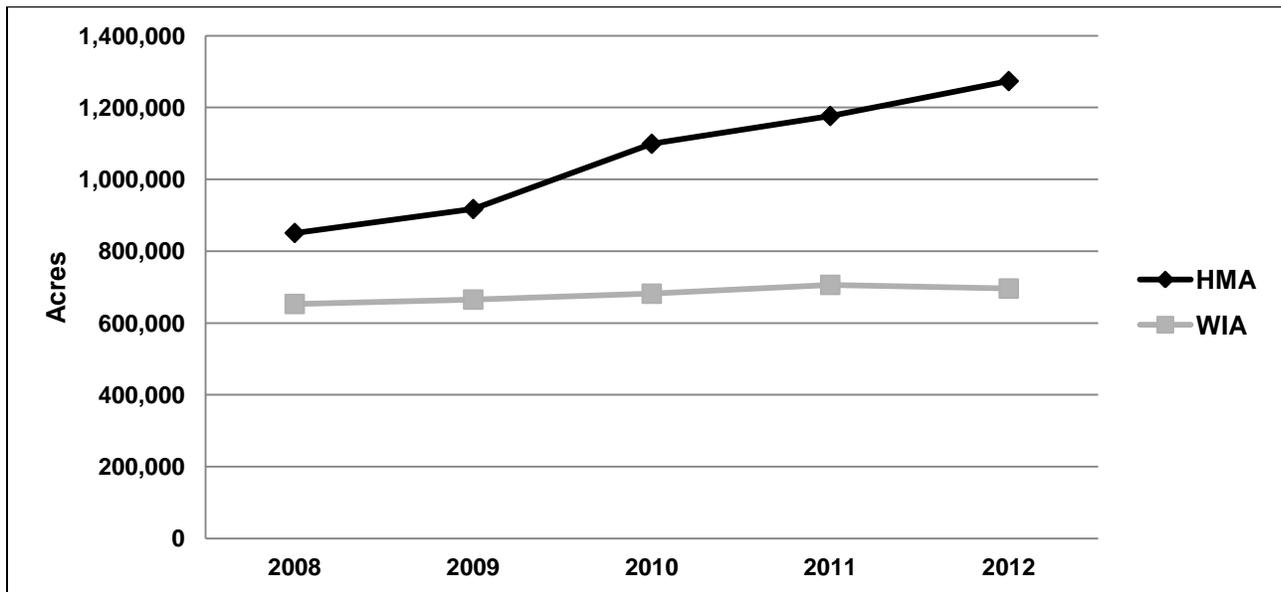
- 95.5 percent indicated that it is important to acquire and conserve wildlife habitat in Wyoming
- 95.5 percent indicated that it is important to acquire public access for recreation in Wyoming

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

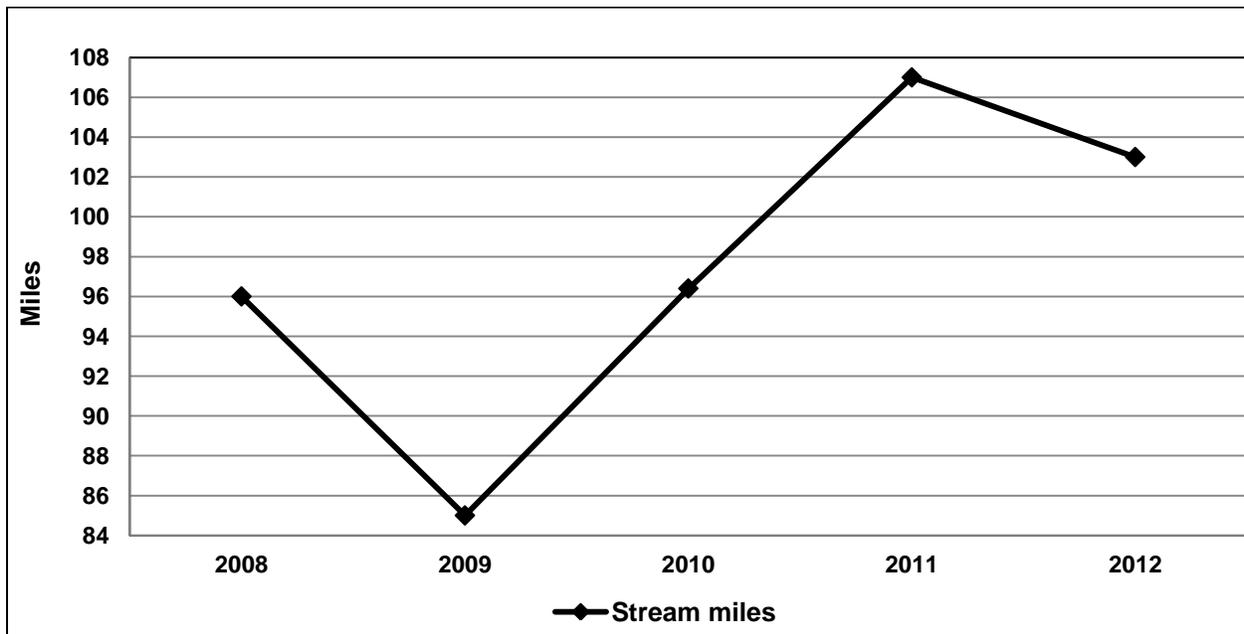
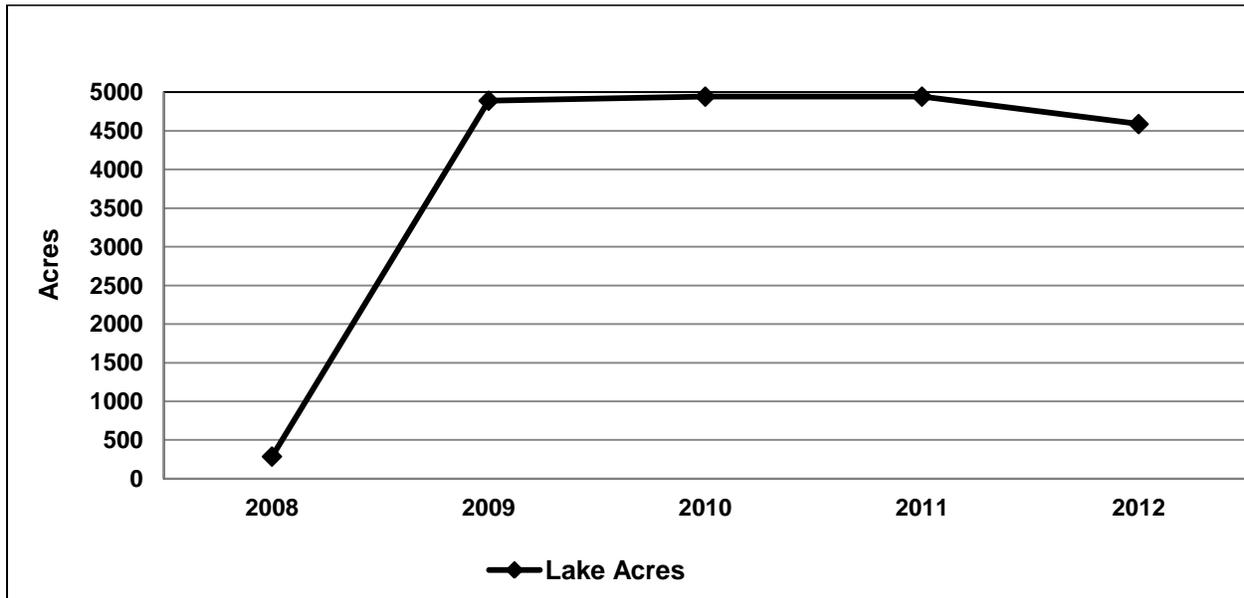
- Continue with implementation of the Department’s Strategic Habitat Plan by providing technical expertise to conserve and enhance wildlife habitat through fee title acquisitions, conservation easements, leases, and agreements.
- Continue with implementation of Commission priorities in acquiring public access for hunting and fishing.
- 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.
- Continue the 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 PLPW as a permanent program in the department. PLPW 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, PLPW continues to provide extensive areas to hunt and fish.

In addition to providing recreational access, PLPW 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:

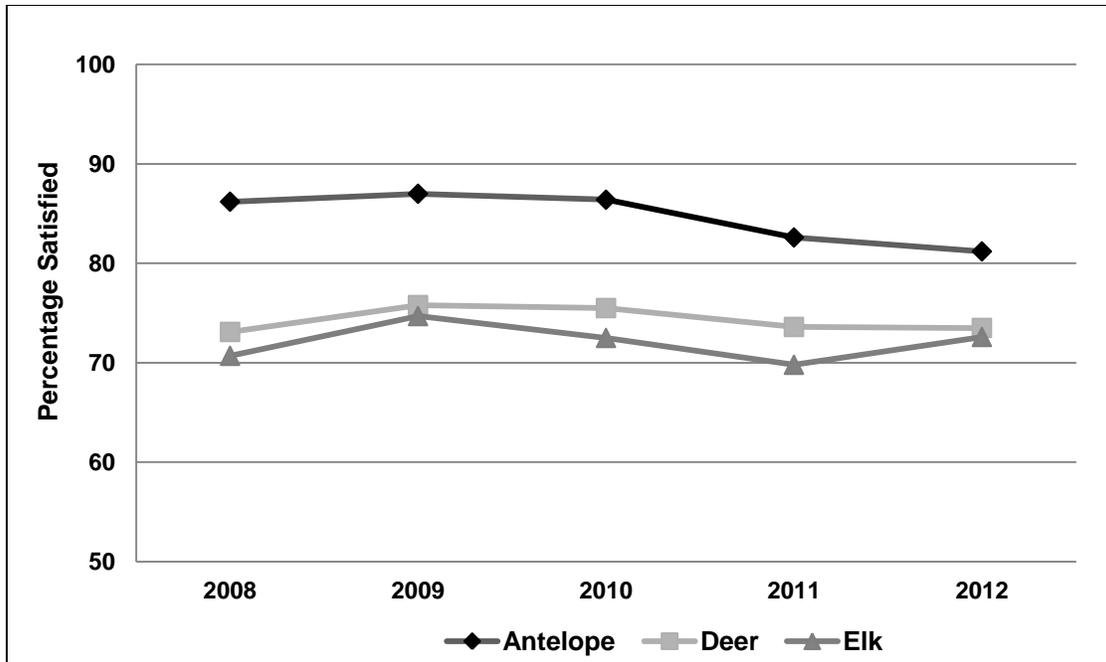
The enrollment in each program for 2012 were: Hunter Management Area (HMA), 1,273,699 acres; Walk-in Area (WIA) hunting, 696,097 acres; WIA fishing lake acres, 4,589 acres; and WIA fishing stream miles, 103 miles. The average enrollment in each program from 2008-2012 is: HMA, 1,063,512 acres; WIA hunting, 680,488 acres; WIA fishing lake acres, 3,931 acres; and WIA fishing stream miles, 97.4 miles. Enrollment in either a WIA or HMA is dependent upon the amount of available Access Yes funds. During 2012, 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, PLPW provided approximately 3.94 million acres of hunting access for the fall 2012/spring 2013 hunting seasons. Opportunities are continually sought out for increased fishing access.

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.
- With the reorganization of PLPW, staff will strive to maintain productivity to ensure no loss in acreage or customer service occurs.
- PLPW staff will continue to encourage Access Yes donations from hunters and anglers by working with License Selling Agents and sportsmen.

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 was first included in the 2006 hunter harvest surveys. Harvest surveys provide data on hunter satisfaction with the PLPW. After seven years of data, the results show hunters have a positive view of the HMA and WIA Programs.

What has been accomplished:

The satisfaction with PLPW remains high. The 2012 harvest survey data satisfaction rates are: antelope, 81.2 percent (84.2 percent average since 2008); deer, 73.5 percent (73.8 percent average since 2008); and elk, 72.6 percent (70.4 percent average since 2008). 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 2011 and remain very high.

The 2012 harvest surveys also indicated high levels of participation by hunters using PLPW access areas. When asked if hunters used a PLPW access area, 24 percent of antelope hunters, 17.2 percent of deer hunters, and 15.3 percent of elk hunters indicated they had used either a WIA or a HMA 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 reorganization of PLPW, staff will strive to maintain productivity to ensure satisfaction rates remain consistent.
- 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.

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 13 budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Regional Information & Education	5.0	\$ 564,169

** Includes permanent positions authorized in the FY 13 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 seven of the eight department regional offices. The Jackson position is assigned to both the Jackson and Pinedale regional offices.

The Laramie RIES supervisor/specialist was vacated in May 2010 and remained vacant through FY 11. The duties of the Laramie RIES position were added to the duties of a member of the Information Section.

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 were 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 RIES 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. 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, 4-H Shooting Sports state shoot, and Wyoming's Wildlife Worth the Watching interpretive projects. Due to

funding for EXPO being canceled, all of the sportsmen education, recruitment, retention, and reactivation programs were evaluated for efficiencies and effectiveness during FY 13. New programs and planning will be rolled out in FY 14.

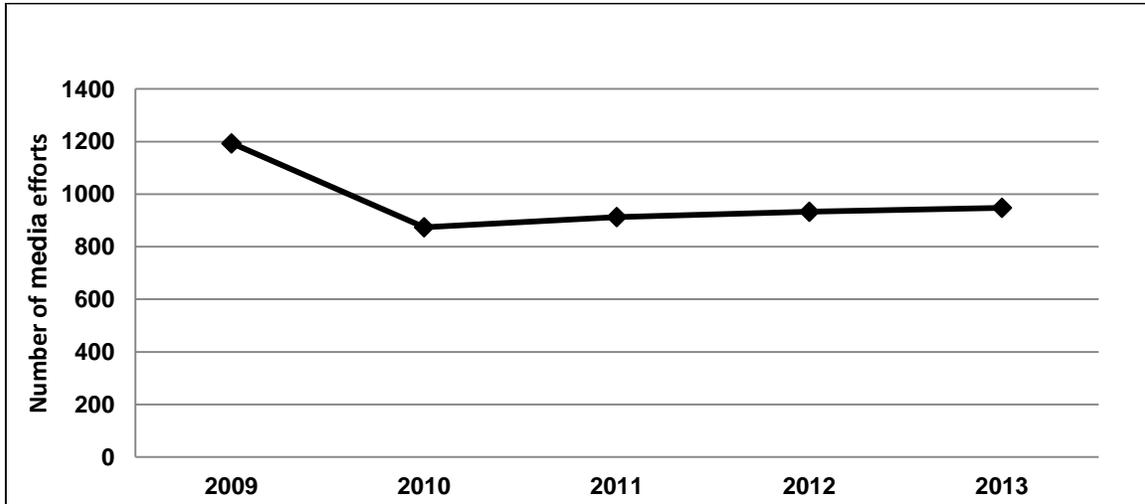
- **Provide regional and statewide media outreach** by developing and distributing news releases, conducting media tours designed to provide the media and the public with detailed information on important issues facing wildlife, conducting radio programs, conducting radio and television interviews, as well as 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 13:

- 1) Incorporated information and education outreach priorities from Staff and the regions into regional Information and Education (I&E) work plans and successfully addressed these priorities throughout the year.
- 2) Continued the process for drafting criteria to differentiate between exceeds, meets, and needs improvement ratings for nine course appraisal standards, consistent with the department as well as Services Division and RIES missions and strategic plans.
- 3) Maintained and updated for the fourth 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.
- 4) Assisted the Conservation Education Program with the 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.
- 5) 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. Nine seminars were attended by over 259 people in eight Wyoming communities around the state.
- 6) Assisted in the Wyoming Range Mule Deer Initiative collaborative learning process.
- 7) 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 800 interviews, news releases, radio programs and interviews, and television public service announcements each year).



Story behind the performance:

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

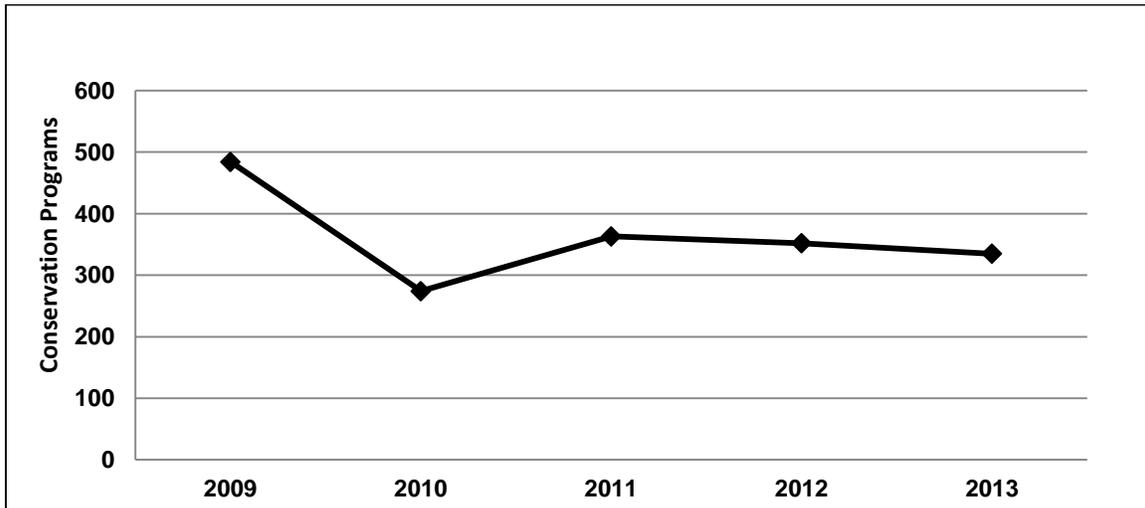
Utilizing formal work plans and I & E leadership team assignments, additional effort is put into the development of media outreach using common tools such as news releases, meeting announcements, public service announcements, interviews, and on-site media field trips. This effort is primarily focused on identified department, division, and regional I & E 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 100 education programs per year).



Story behind the performance:

The RIES 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 RIES 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.

For six months this year, I&E personnel spent their time evaluating these programs for effectiveness and efficiency. The RIES worked very hard on this and were successful in finding improvements in both areas.

GovDelivery is a new outreach program. The RIES have been sending out information through this new program which allows the department to better manage the email contact lists as well as measure how the messages are being used including being opened, being clicked, and being shared.

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

- Each region will continue to use a monthly record spreadsheet 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 13 budget.

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Regional Terrestrial Wildlife Administration	14.5	\$ 2,208,356**
Regional Terrestrial Wildlife Biologists	28	3,667,576
Regional Game Wardens	54	7,154,869
TOTAL	96.5	\$ 13,030,801

* *Includes permanent positions authorized in the FY 13 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.*

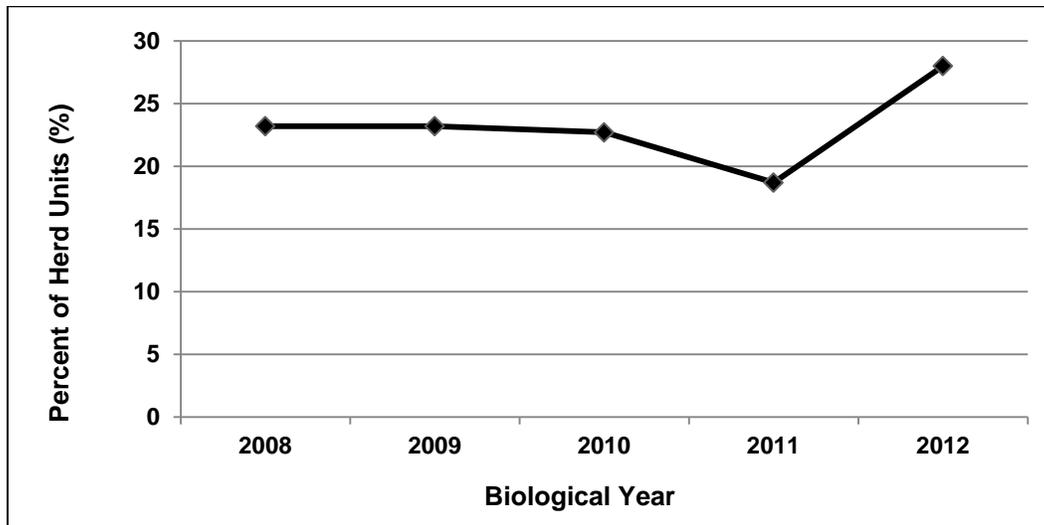
The sub-programs that comprise the Regional Terrestrial Wildlife Management Program were previously part of the Terrestrial Wildlife Management Program (Strategic Plan FY 04-FY 07, November 2003).

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 the department's 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 regional terrestrial wildlife biologists, regional game wardens, and regional terrestrial wildlife administrations. Percentages reported above are based on post-season population estimates of each species presented in the annual Big Game Management Information Summary (2012 and 2013) 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. Seasons are designed so that annual hunter harvest maintains herds at, or moves herds towards, their publically established objective. Seasons are also designed to manipulate male to female ratios within each herd's desired range.

Other factors such as hunter access, weather extremes, wildlife disease outbreaks, and predation in northwest Wyoming affect the department's ability to manage herds toward objective. These factors are beyond the department's control, but impact its ability to manage herds towards objective. Declining hunter access on private lands limits the department's ability to obtain the harvest needed to move herds towards objective. Many elk populations remain above objective despite increased cow harvest on public and private lands in recent years. Weather conditions such as drought and severe winters, impact the ability of does to successfully raise fawns and can severely reduce adult and juvenile overwinter survival. Consequently, many deer and pronghorn herds remain below objective. The department intentionally manages some herds below objective because drought, invasive species, and development have combined to decrease wildlife habitat statewide. At best, it will likely take several consecutive years of normal to

above normal precipitation before some habitats can support objective levels and at worst; some areas may never recover to former productivity. The department has continued its efforts to implement landscape-scale habitat improvements to benefit big game and other species. This effort is a long-term strategy designed to slow habitat loss by improving existing habitats in cooperation with partners such as the Wyoming Wildlife and Natural Resource Trust (WWNRT), the Wyoming Governor's Big Game License Coalition (WGBGLC), private landowners, federal land management agencies, private conservation organizations, and many others.

Of the total 150 herds tracked for this report, 37 herds had incomplete data. Of the 113 herds with complete data, 42 herds (37.2 percent) were at objective (+/- 20 percent), 24 (21.2 percent) were above objective, 47 (41.6 percent) were below objective.

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

The department employs habitat biologists in most regions and habitat extension biologists in eastern Wyoming and the Bighorn Basin that focus on habitat monitoring and improvements on both public and private lands. At this time, due to budget constraints, three regional habitat biologist positions are vacant (Green River, Lander, and Sheridan). Much of their efforts pertain to big game, and funding from many sources is being pooled to address priorities in the SHP. Wildlife Division personnel continue to apply for habitat improvement funds from a variety of sources, including the WWNRT, WGBGLC, and many non-governmental organizations, and federal programs.

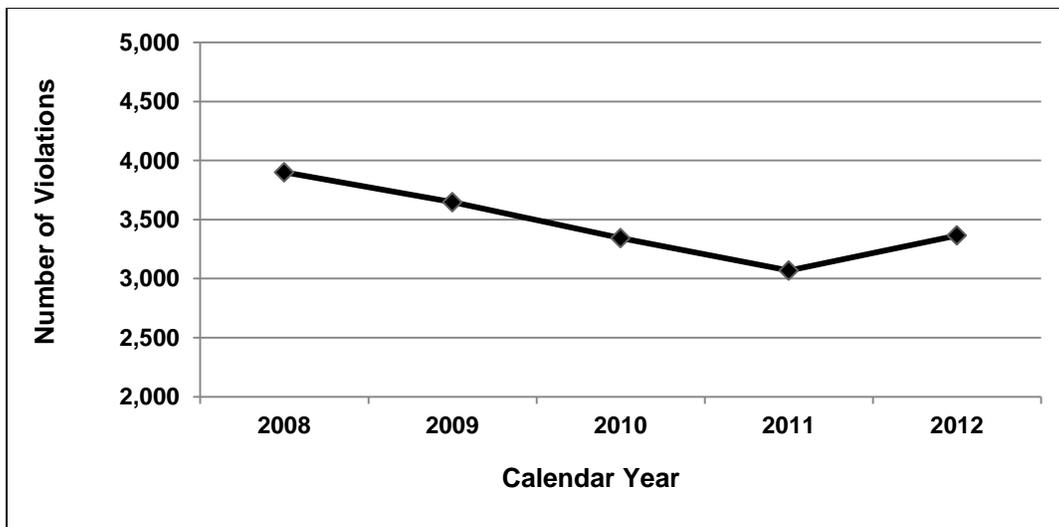
Big game disease surveillance and research continue to be high priorities. Surveillance efforts for brucellosis in northwest Wyoming and chronic wasting disease across the state continued in 2012. The department continued to vaccinate on the state's feedgrounds to reduce the prevalence of brucellosis in elk. Recently, carotid artery worm, *Eleophoris*, has become a concern in Wyoming moose and statewide surveillance was conducted in 2009 - 2011. Funding for the department's Veterinary Services Program was approximately \$1.8 million in FY 13.

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 publically established herd objectives. 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 five-year statewide process to review and revise all big game objectives. 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 needed, while still holding them accountable to the department’s land management partners and the public with measurable objectives. Local managers can now choose post-hunt population size (± 20 percent), mid-winter trend count (± 20 percent), and landowner/hunter satisfaction (60+ percent satisfied). 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. These objective revisions were used in compiling this report. Thirty-one additional herds were reviewed internally, taken to the public for input, and revised by the Commission at their July 2013 meeting. These objectives will be in effect for the first time during the 2013 hunting season. 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 2012 in order of prevalence are hunting/fishing/trapping/commercial operations without a license/stamp (819); failure to provide proper safety equipment on watercraft (396); violations of aquatic invasive species regulations (360); hunting after hours or in wrong/closed area (339); trespass to hunt or fish (269); failure to tag/register a big/trophy game animal, wild turkey, or bobcat (231); false statements to procure a license or game tag (199); violation of regulations/rules of department/state lands (188); waste of game animal (156); and over limit (100). There were 21 instances of hunting or operating a watercraft under the influence. In 2012, law enforcement personnel discovered 4,829 violations. This is almost 400 more violations than the number discovered in 2011.

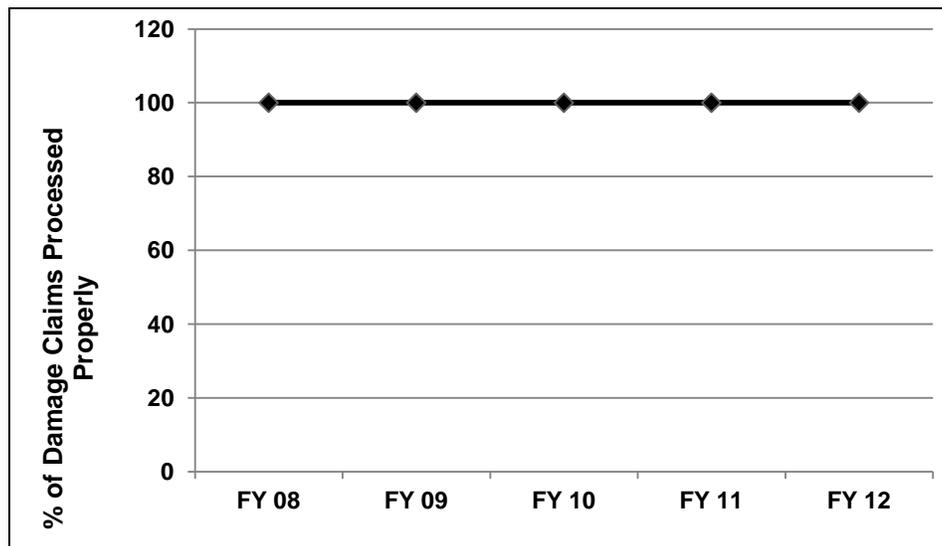
What has been accomplished:

- CMS Web was enhanced to add new features and capabilities, including the ability to upload photos.

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.
- Compare data in the Wildlife Violator Compact database with department license information on a routine basis.
- Work with the Information Technology Section to continue the enhancement of CMS Web.
- Compare data between the Wildlife Violator Compact and the department’s databases.
- Enforcement personnel mileage restrictions, decreased travel expenditures, and increasing workloads prevent some routine patrols and participation in, or execution of, task forces.

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 percent 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 08, 100 percent of all damage claims received have been 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 the number of staff and FY 13 budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Law Enforcement Administration & Boating Safety	3.0	\$ 472,446**
Law Enforcement Investigative Unit	6.0	702,292
TOTAL	9.0	\$ 1,174,738

* Includes permanent positions authorized in the FY 13 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.

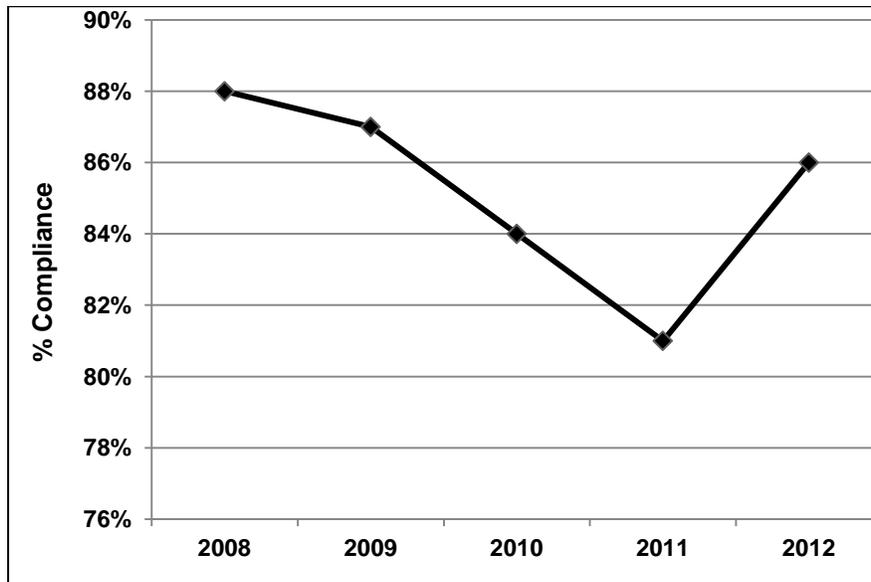
** Does not include federal cost share dollars.

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 assist with boating safety education.

During 2012, up to five 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 (USCG) to assist with this effort.

The highest compliance rate during the last five years was achieved in 2008 with an 88 percent compliance rate. The six watercraft regulations with the highest numbers of violations in 2012 were: failure to provide life jackets (180), failure to provide a throwable flotation device (96), failure to provide a fire extinguisher (85), operating an unnumbered boat (67), failure to require children 12 and under to wear a life jacket (34), and failure to operate watercraft in accordance with buoys or markers (33).

What has been accomplished:

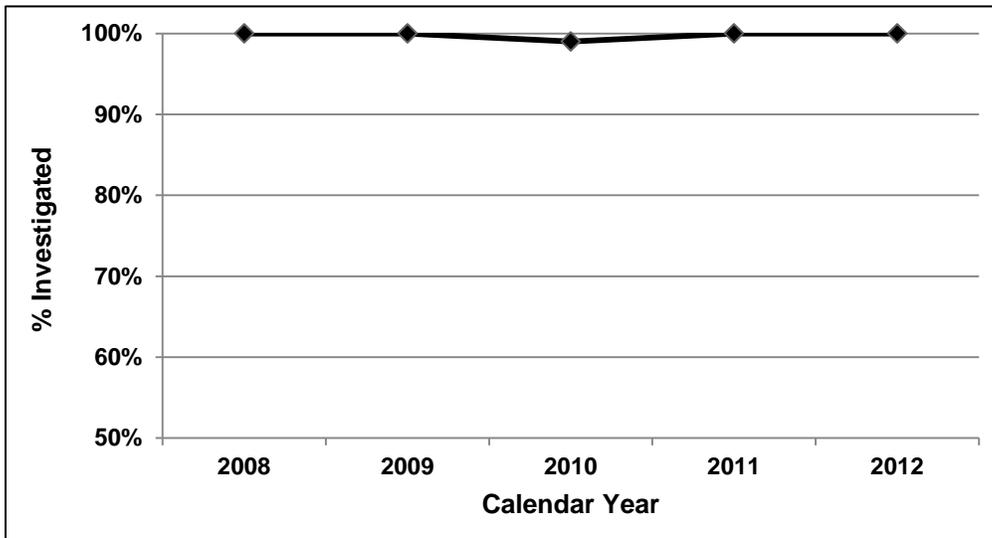
- Two game wardens were hired during 2012. They attended the Wyoming Law Enforcement Academy and the department’s watercraft training and were then assigned to watercraft enforcement.

- One senior game warden attended Level II Boat Accident Investigation Class. Classes are facilitated through the USCG's National Association of Boating Law Administrators.
- 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 four 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 7,028 hours on boating safety. Total hours include time spent on law enforcement and court preparation, safety and education programs, search and rescue events, accident investigation, and buoy maintenance.
- Officers responded to and investigated 15 separate accidents that involved 38 people and resulted in 13 injuries and one fatality.
- Badly worn buoys were replaced with new buoys.
- Department personnel met with a USCG Recreation Boating Specialist during a two-day visit to ensure that the department's Recreational Boating Safety Program met all requirements.

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 America 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 the USCG 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 Wyoming, 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 2012, an average of 417 poaching reports were received, 367 cases closed, \$81,520 in fines/restitutions paid, and \$11,180 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 2012, there were a total of 539 Stop Poaching reports documented and all reports were investigated although some reports remain under investigation. Of these reports, enforcement actions resulted in 512 closed cases. A total of \$61,675 in fines/restitutions was paid and \$12,200 was issued in rewards to informants during 2012. 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/restitution 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 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 were placed on all new wildlife division vehicles.
- A new Stop Poaching logo was developed and implemented.

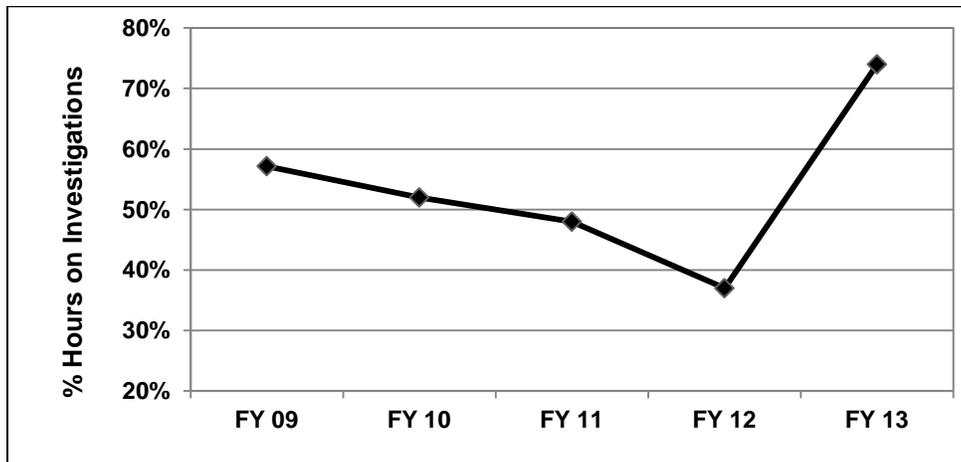
What we propose to improve performance in the next two years:

- 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.
- 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.
- Continue to work toward enhancement of the Stop Poaching Program through the use of a text message reporting system or a smart phone application.

Fiscal impacts to performance:

- The department will purchase less promotional items for the Stop Poaching Program.
- The department will discontinue the tailgate decal promotion of the Stop Poaching Program.
- The department will be unable to fund enhancements such as a smart phone application.
- Reduction in personnel and increased workloads will prevent reports from being investigated in a timely manner.
- The Stop Poaching information is printed on all department brochures, magazines, newsletters, education material, and general public information. The circulation of the Stop Poaching Program will be reduced as the department reduces its printed materials.

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 Cody Investigator position was vacant for the first 5 months of this reporting period. 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 that 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 09, an average of 4,397 investigative hours were completed annually. In FY 13, the unit was involved in hundreds of cases of all sizes and spent 4,169 hours investigating cases. Several large cases are currently in the prosecution phase.

What has been accomplished:

- Five Wildlife Investigators and one Investigator Supervisor were able to spend 4,169 hours working to solve wildlife crime.
- Many cases have progressed or concluded, including several covert cases.

- Investigators have received more training to accomplish their work assignments.
- The unit has acquired cutting-edge digital forensics equipment and training.

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 additional training to investigators in information technology-based crime and the latest in information technology forensics.
- 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 the number of staff and FY 13 budget.

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Biological Services	6.5	\$ 985,050
Terrestrial Nongame (CWCS)	9.9	748,656
Migratory Game Bird (Waterfowl)	1.0	193,324
Trophy Game Management	10.9	1,198,130
Sage Grouse Conservation	2.0	862,415
Predator Management	0.0	100,000
TOTAL	30.3	\$ 4,087,575

** Includes permanent and contract positions authorized in the FY 13 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 sub-program includes both Trophy Game Management and Research as well as Trophy Game Conflict Resolution. In addition, the Sage-grouse Conservation sub-program was created and added as its own sub-program.

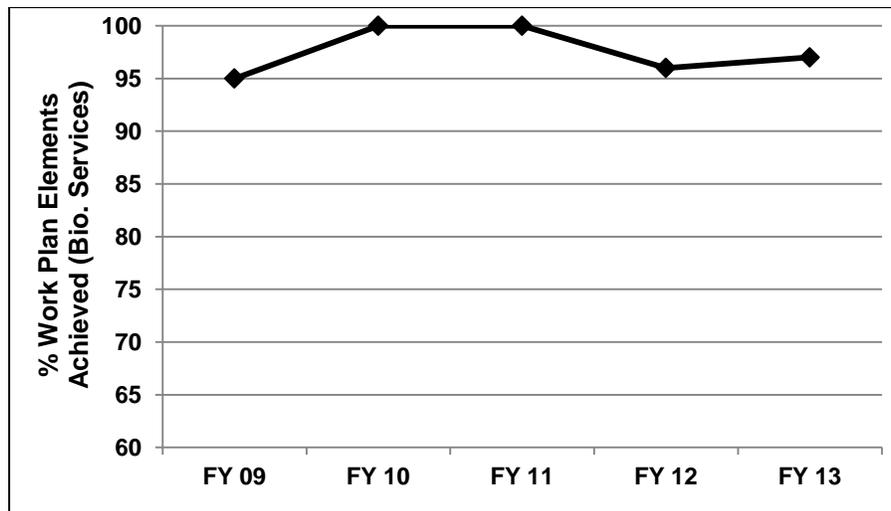
This program has statewide responsibilities that are based in various locations throughout the state.

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 annually based on the importance of the particular products and services Biological Services provides to internal and external customers.

Over the past five years (FY 09-FY 13), Biological Services has completed an average of 97 percent (111 of 114) of its major work plan elements. In FY 13, 97 percent (29 of 30) of major work plan elements were completed. The work plan element, “Review regional recommendations and provide Wildlife Administration with comments on proposed hunting regulations” was only partially completed due to the retirement of one individual and another detailed to an assignment by Wildlife Administration.

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, and high priority items each year by Wildlife Administration and/or the Director’s Office. The section’s personnel include some latitude in their annual work schedules in anticipation of these unplanned assignments. All such assignments were completed in FY 13. Recognition that unplanned assignments are a critical function of the Biological Services work unit was done by including it as a major work plan element.

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 13 these elements were:

BIOLOGICAL SERVICES

- Administration and supervision of the Biological Services Program.
- Preparation and administration of the Biological Services (6T50) budget.
- Participation with the Habitat and Technical Advisory Group's duties other than the State Wildlife Action Plan (SWAP) such as Habitat Trust, Wyoming Wildlife and Natural Resource Trust, SWG, and Worth the Watching project review and approval.
- Helping to plan, attend, and contribute to coordinators, supervisors, and biologists meetings.
- Review, edit, and make recommendations on funding, study tracking, and follow-up for maintenance and operation research proposals.
- Review hunt area maps for big game, trophy game, small game, migratory, upland game, and furbearers regulation development.
- Review regional recommendations and provide Wildlife Administration with comments on proposed hunting regulations.
- Complete unscheduled technical duties and fulfill data requests as assigned by the Director's Office or Wildlife Administration.
- 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, and elk harvest surveys.
- Conduct internally and publish harvest reports for moose, bighorn sheep, and mountain goat.
- Internally develop, implement, conduct, and publish a harvest survey for black bears, mountain lions, and wolves.
- Conduct internally small, upland, migratory game, furbearer, sandhill crane, and Light Goose Conservation Order harvest surveys.
- Administer and manage the Wildlife Observation System (WOS).
- Publish reports and database maintenance for Job Completion Reports.
- Maintain and post on the department's intranet – big game, small game, upland, and migratory game bird summary spreadsheets.
- Maintain black bear and mountain lion hotlines.
- Develop a hotline option for wolf hunters that reports harvest by area and also allows hunters to speak to an operator 24/7 to report statutorily required harvest information.
- Complete spreadsheet model training for wildlife division personnel.

SAGE-GROUSE

- Preparation and administration of the biennium budget (program legislatively funded).
- Participation in multi-state sage-grouse conservation efforts.
- 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 (LWG).

- Assist the eight LWGs in revising their sage-grouse conservation plans by December 21, 2013 so these documents can be submitted to the United States Fish and Wildlife Service (USFWS) as part of Wyoming’s efforts to preclude the need to list this species in 2015.
- Completion of revisions to the sage-grouse lek database.
- Provide sage-grouse related GIS services including assisting with the Density Disturbance Calculation Tool.

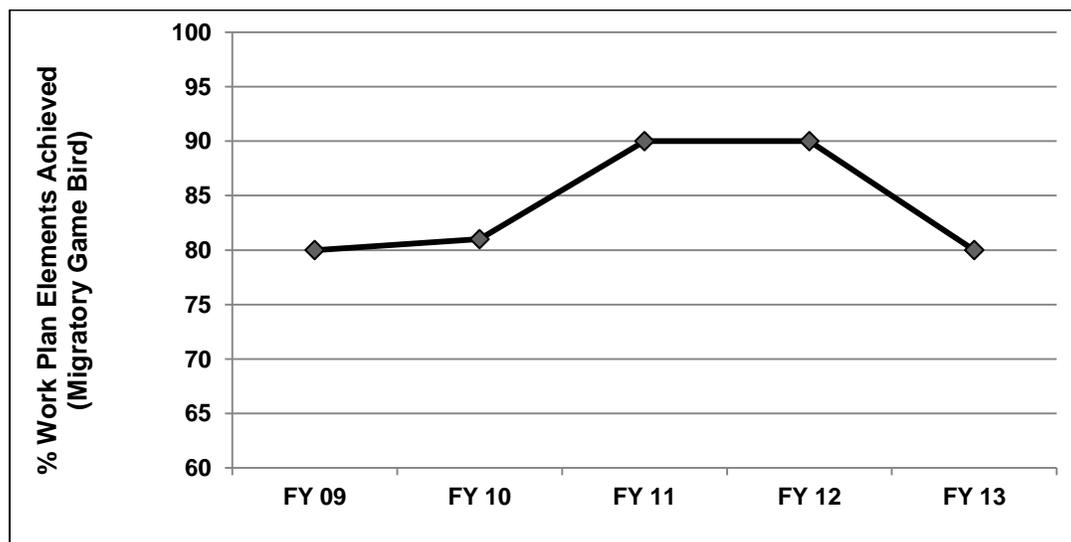
MIGRATORY GAME BIRDS

- Administration and supervision of the statewide waterfowl program.
- Preparation and administration of the 6T80 budget.
- Completion of related technical committee duties for the Pacific and Central Flyways, including serving as Chair of the Pacific Flyway Study Team.
- Work with regional personnel and the USFWS to develop early and late migratory game bird hunting seasons.

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 department publications and users manuals on the department’s website.
- Continue to update and maintain the WOS 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 Wildlife Habitat Management Area pit/blind maintenance, budget preparation, dissemination of information, recommendations on protection/mitigation for migratory game bird habitat, annual completion reports, participation on the Northern Great Plains Joint Venture Technical Committee, entering migratory game bird survey data into the WOS, 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 09, the Migratory Game Bird Management sub-program completed an average of 86 percent of its annual major work plan elements. In FY 13, 83 percent (10 of 12) of the major annual work plan elements (and 90 percent of the minor work plan elements) were completed. Of the 10 major work plan elements, the two not achieved were the management of goose nesting structures, omitted due to higher priority tasks, and entering survey data into the WOS.

Duties for the Pacific Flyway were 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 retired effective March 2013, and the position was eliminated as part of department budget reductions. Through December 2012, the Alpine Staff Biologist represented the department at Pacific Flyway Technical Committee meetings and prepared recommendations for migratory game bird hunting seasons in the Pacific Flyway in collaboration with the Migratory Game Bird Biologist. Beginning in December 2012, the Pacific Flyway duties were temporarily transferred to the Cheyenne Staff Biologist, who also serves as the Waterfowl Program Supervisor. Wyoming assumed chair responsibility for the Pacific Flyway from October 2012 through September 2013 based on the existing rotation schedule. The Staff Biologist chaired the Pacific Flyway Study Committee beginning in December 2012. The decision has been made to withdraw department representation in the Pacific Flyway when the chair rotation ends, also due to budget reductions.

In FY 10, banding was eliminated from the list of priority work plan elements. However, the Migratory Game Bird sub-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 capability 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 sub-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, winter Canada goose classification, and Canada goose breeding surveys.

The Migratory Game Bird sub-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 sub-section is also 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 and Northern Great Plains Joint Venture 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. This sub-section participated in several cooperative surveys coordinated annually by the USFWS 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 2012 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. Crews banded ducks at two locations in North Dakota during FY 13.

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. A decision was made to discontinue participation in the Northern Great Plains Joint Venture after FY 13 due to department budget reductions.

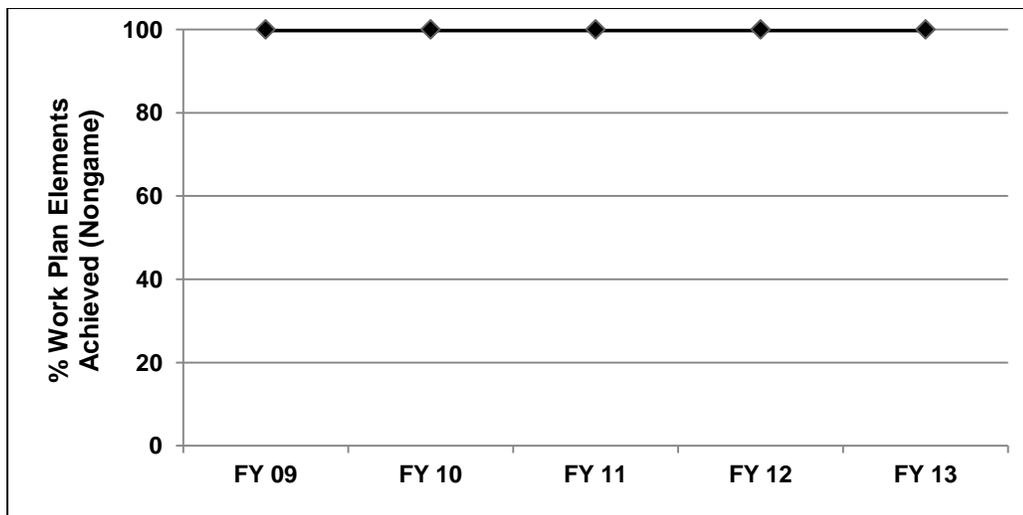
What we propose to improve performance in the next two years:

- 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 sub-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 de-emphasizing 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, changes in the federal hunting season frameworks, and changing cultural values that affect hunter participation. As well, the number of recreation days is only one of the outputs that might be important to 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, colonial nesting waterbirds; coordinating with Partners in Flight and the Wyoming Bird Records Committees; reintroducing and monitoring black-footed ferrets; inventorying bats and associated habitats; surveying swift fox; surveying raptor nests; completing SWG projects; and reporting and disseminating information. As of FY 13, we have collected survey data on 82 of 101 avian and mammal SGCN to help to assure the species are adequately ranked and addressed in Wyoming's SWAP.

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 SWG, 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 releasing black-footed ferrets on private land near Rock River Wyoming.
- Evaluated several survey techniques for mammals classified as SGCN. Evaluated survey techniques for the northern flying squirrel and the white-tailed prairie dog. Results yielded recommendations for future surveys.
- Surveyed for Preble's meadow jumping mouse along the North Platte River between Casper and the Wyoming/Nebraska border. Surveys failed to detect any Preble's meadow jumping mice.
- Completed the first year of an inventory of bats associated with cliff and canyons in western Wyoming. The surveys yielded many new updates for distribution and reproductive status in Wyoming.
- Established a baseline of trend for pygmy rabbits in Wyoming and translocated 30 pygmy rabbits to Washington to assist recovery of endangered populations.
- Completed the first year of an assessment to determine the status of fisher in northwestern Wyoming. Surveys failed to detect fisher in 2012-13.
- Installed data loggers in several caves and abandoned mines in order to collect baseline temperature and humidity data to improve the ability to evaluate the risk of white-nose syndrome to hibernating bats.
- Continued monitoring abundance trends of bald eagles, peregrine falcons, trumpeter swans, common loons, long-billed curlews, American bitterns, and colonial nesting waterbirds.

- 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 the 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 2014 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 (USFS), USFWS, BLM, 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 (SWG 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 basin-wide wetland assessment in the Green River basin through a partnership with The Nature Conservancy and the 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. We recently learned we will receive this grant. This project will conserve over 14,000 acres of wetland habitat and enhance an additional 1,500 acres on private lands and at the Seedskaadee National Wildlife Refuge that provide habitat for a large number of priority wildlife species.
- 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 26 SGCN. The project was funded by a BLM cooperative agreement, Wyoming State Legislature general fund appropriations, Wyoming Governor's Endangered Species Account Funds, and the USFS.
- Began a two-year project in eastern Wyoming that targets four grassland SGCN (mountain plover, upland sandpiper, burrowing owl, and long-billed curlew). This project focused on the plover and sandpiper in FY 13. The project goal is to establish a monitoring program that consists of 350-400 count points for each species across their range to determine distribution and population trends over time. This project was funded by Wyoming Governor's Endangered Species Account.
- In cooperation with the USFWS, continued using a specialized technique to survey secretive marshbirds identified as SGCN in the Cokeville Meadows National Wildlife Refuge. This project was funded by Wyoming State Legislature general fund appropriations.
- Addressed 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 USFS and South Dakota Game and Fish department, and evaluated the Gilead Burn in the Big Horn National Forest for the presence of black-backed woodpeckers using a call-playback technique. This project was funded by the department.

- Completed an aerial survey of nesting raptors in Converse County in cooperation with the BLM. This project was funded by the BLM and Wyoming State Legislature general fund appropriations.
- Implemented in cooperation with the University of Wyoming Fish and Wildlife Research Unit an expanded 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 SWG.
- 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 Account funds, and cooperative agreements with the National Park Service, USFS, BLM, USFWS, and Bureau of Reclamation.

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

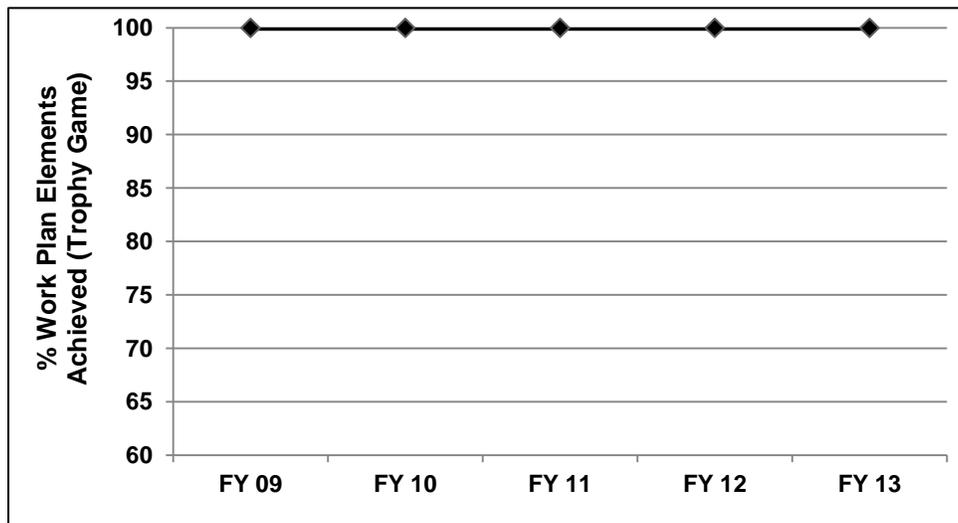
- Conduct surveys in eastern Wyoming in cliff and canyon habitats for bats classified as SGCN.
- Revise the known distribution of Preble's meadow jumping mouse by conducting inventories in suitable habitats.
- Develop baseline population trends for northern flying squirrel and pygmy rabbit.
- Evaluate 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.
- Establish a baseline of population trends for water vole in the Bighorn mountains.
- As the need arises, continue to 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 USFS and South Dakota Game and Fish Department.
- Complete the grassland SGCN project in eastern Wyoming for the additional two focal species (long-billed curlew and burrowing owl). Completion of this project will result in establishment or expansion of species-specific monitoring programs to estimate distribution and abundance of four avian SGCN.
- 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 SWG funding to focus efforts on high priority SGCN identified in the SWAP. 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: Trophy Game Management and Research – Major work plan elements achieved (Personnel in this program will work to complete at least 95 percent of the major work elements which are planned for a single year).



Story behind the performance:

The primary measure of this sub-program’s performance has been the number of major work plan elements 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:

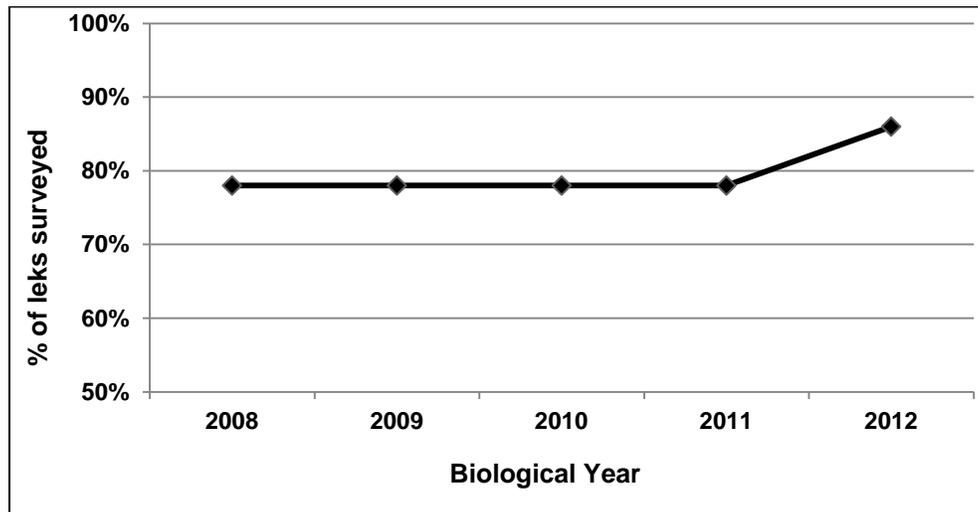
- Conducted trapping of grizzly and black bears for monitoring purposes in the Gros Ventre Wilderness northeast of Jackson.
- Conducted trapping of grizzly and black bears for monitoring purposes north and west of Dubois.
- Conducted trapping of grizzly and black bears for monitoring purposes in the Union Pass area north of Pinedale.
- Conducted aerial monitoring of radio-collared grizzly bears.
- Coordinated and conducted observation flights as well as additional moth-site only flights to evaluate a new mark/resight method to estimate population abundance.
- Managed a database for telemetry flights.
- Managed grizzly bear location and capture databases for grizzly bears, black bears, and mountain lions.
- Coordinated and initiated the first gray wolf hunting season in Wyoming since wolves were successfully delisted in the state.
- Coordinated and conducted capture and collaring of gray wolves to effectively monitor Wyoming's gray wolf population.
- Assembled and analyzed gray wolf harvest and mortality data and produced the annual harvest report. Developed hunt area quotas for the 2013 gray wolf hunting season.
- Conducted public education and information gathering meetings for proposed changes to gray wolf hunting regulations, presented gray wolf harvest summary and proposed changes for the 2013 season to the Commission.
- Conducted numerous information and education programs relative to bear, mountain lion, and wolf ecology, management, and human safety/awareness.
- Managed wolf, black bear, and mountain lion harvest databases.
- 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. Coordinated publication of previous results from the study looking at population demographics of mountain lions north of Jackson.
- Continued field work to assess genetic monitoring techniques for mountain lions in northeast Wyoming. The primary mark-sampling period was completed by the end of FY 13, samples from mountain lion mortalities will be collected through FY 14.
- Analyzed mountain lion mortality for the previous three years and produced the harvest and mortality report for 2010-2012. This report was provided to regions to develop hunt area objectives.
- Coordinated with regions to implement mortality limits for mountain lions for harvest years 2013-2015; attended public information gathering meetings to discuss proposed changes to mountain lion regulations with the public.

- 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 2012 grizzly bear data.
- Worked with members of the IGBST to analyze data and prepared multiple manuscripts meant to update the current status of grizzly bear demographics in the Greater Yellowstone Area as well as a synthesis of material on whitebark pine.
- Participated in the IGBST, Yellowstone Grizzly Coordinating Committee, and Interagency Grizzly Bear Committee.
- Published a new technique to annually calculate the distribution of grizzly bears in the Greater Yellowstone Ecosystem. Manuscript is in press to be published in the Wildlife Society Bulletin.
- 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.
- Provided comments on manuscripts, management plans, and research proposals for large carnivore species throughout North America.

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

- Continue to meet with regions to analyze wolf, 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 with the ultimate goal of delisting and state management of the species.
- Continue to develop potential research projects that address wolf, grizzly bear, black bear, and mountain lion ecology and management issues important to the state.
- Complete grizzly bear population demographics write-up and publish results.
- Explore options for new ways to more effectively and efficiently monitor wolf, 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.
- Evaluate the relationships with large carnivore harvest as it relates to ungulate populations and conflicts (i.e., human safety, livestock depredation).
- Continue to evaluate management strategies for wolves, black bears, and mountain lions under the guise of the adaptive management framework.

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 2013 (end of biological year 2012), there were about 1,800 known occupied and 144 undetermined status sage-grouse leks in Wyoming. Department personnel, together with personnel from other agencies, volunteers, and consultants, surveyed 86 percent of these leks at least once. The proportion of leks checked in the previous 10 years (biological years 2002-2011) averaged 85 percent. In the spring of 2013, 1,095 leks were confirmed active, 441 confirmed inactive, and 276 unknown or unchecked.

A new sage-grouse database was developed in 2012 in order to improve efficiency, reduce errors, and better facilitate data analysis. The result of this change is that the number of known occupied leks is now more accurate, but reflects fewer leks than in the previous version. Similarly, the new version calculates average male lek attendance differently. Together, these two changes result in somewhat higher, but more accurate, percentage of known occupied leks surveyed and average male attendance than previously reported. The changes do not result in any change in population trend.

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 continue to be 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 seven years. In the spring of 2013, the average number of males on “count” leks was 21/active lek, down 10 percent from that observed in 2012. While this is well below the recent high of 53/active lek in the spring of 2006, it remains substantially higher than the low of 13/active 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. The relationship between climatic conditions and the population cycle has not been determined.

In March 2010, the USFWS issued its “warranted but precluded” decision for listing greater sage-grouse as threatened or endangered under the Endangered Species Act. This 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 USFWS. In its decision document, the USFWS 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 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 LWGs.
- 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 LWGs, 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 160 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.

- LWG's continued 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:

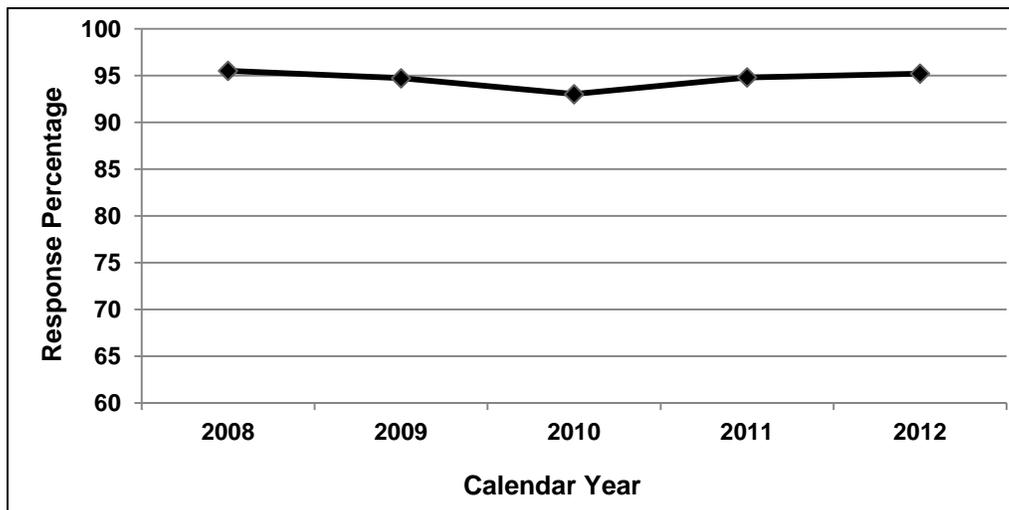
- While weather events and the nation's energy policy will greatly determine future trends in Wyoming's sage-grouse population, efforts to proactively manage sage-grouse and their habitats will continue via implementation of the eight LWG plans and the Core Area Management Strategy.
- Statewide sage-grouse 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.

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 2008-2012, the Trophy Game Conflict Management Section/Large Carnivore sub-section has responded to an average of 95 percent of the conflicts reported by the public to section personnel. (It should be noted, that the organization of the section changed from two separate branches to one cohesive unit in 2011.) Some conflicts are reported well beyond the time when a response is appropriate and are only logged into the database, where a report is filed nonetheless. 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, but not all, the duties and tasks for which the section is responsible.

What has been accomplished:

The section responded to 95.2 percent (n=1,459) of reported (n=1,533) 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 the number of staff and FY 13 budget:

<u>Sub-program</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Strategic Management	1.0	\$ 139,357

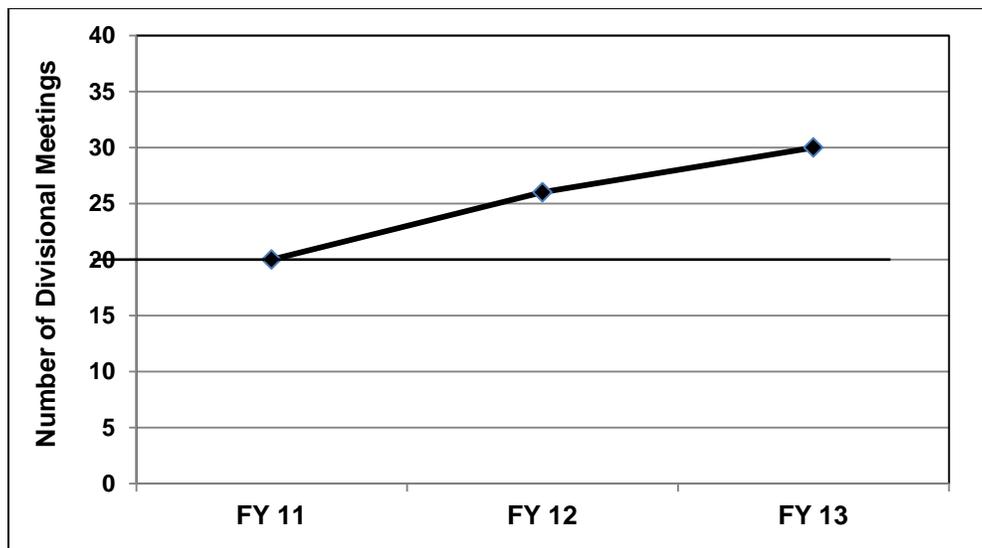
*Includes permanent and contract positions authorized in the FY 13 budget. Any positions added during the budget cycle require Commission authorization or must be funded from supplemental grants.

This program is located in the department’s 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 is also 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.

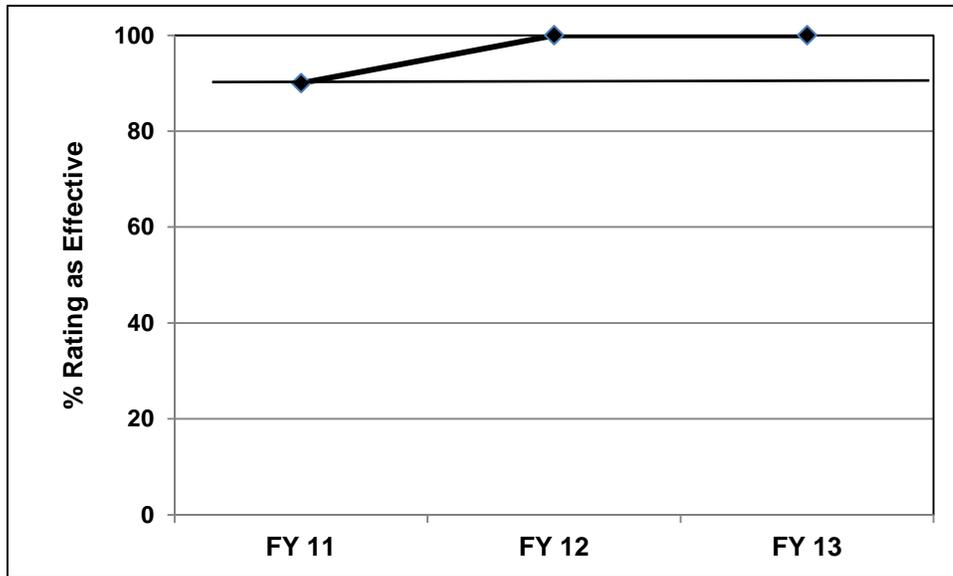
In FY 13, the program was involved with or completed three statewide survey efforts. Statewide surveys of mule deer and elk hunter attitudes were completed, marking the continuation of compiling trend information in the Wildlife Division. The last statewide mule deer hunter attitude survey was completed in 2006 and the last statewide elk hunter attitude survey in 2009. Although only eight years had passed since a survey of mule deer hunters, the Wildlife Division prioritized this study due to the slight shift in mule deer hunter attitudes that had been shown through recent herd unit specific surveys. Information on elk hunter attitudes was able to be updated, and more issues of concerns were brought before hunters. The HDC also continued work on a Wyoming angler satisfaction survey, completing the study and beginning the compilation of results. In addition, the HDC worked with the Director's Office to collect feedback from the public regarding proposed license fee increases for the 2013 Wyoming Legislative Session.

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's 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, the HDC will 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. Feedback received from divisions will be used to determine the effectiveness of the data gathered (Personnel in this program will work to ensure that divisions rate 90 percent 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 management decisions 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 13, the Human Dimensions Program completed surveys of mule deer and elk hunters’ attitudes. Data from these surveys were presented to Wildlife Division personnel as well as the Commission. By assessing attitudes of people who hunt some of Wyoming’s most popular big game species, managers are able to continue to make decisions based on the desires of the public. Having data about hunter opinions strengthens management decisions and allows department

personnel to be proactive in their management approaches. Information gathered from this survey was deemed effective by Wildlife Division personnel because they were able to represent a broad range of viewpoints when making decisions about mule deer and elk management statewide.

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.
- The HDC will continue to work with department personnel to determine information needs; however, due to budget cuts planned for FY 14 and FY 15, there will likely be a need to limit the number of studies conducted by this program. The program will continue to strive for scientific excellence and create efficacious studies, but it will be necessary to work more closely with divisions to develop means of gathering information that are less costly. Often when this approach is necessitated, sample sizes can suffer. It will be necessary to investigate new methodology or conduct fewer projects.

Program: Support Facilities and Personnel

Division: Fiscal and Services Division

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

Program Facts: The Support Facilities and Personnel Program is listed below with the number of staff and FY 13 budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Regional Office Management	20.0	\$ 1,487,078
Headquarters and Regional Office Buildings	2.5	1,298,601
TOTAL	22.5	\$ 2,785,679

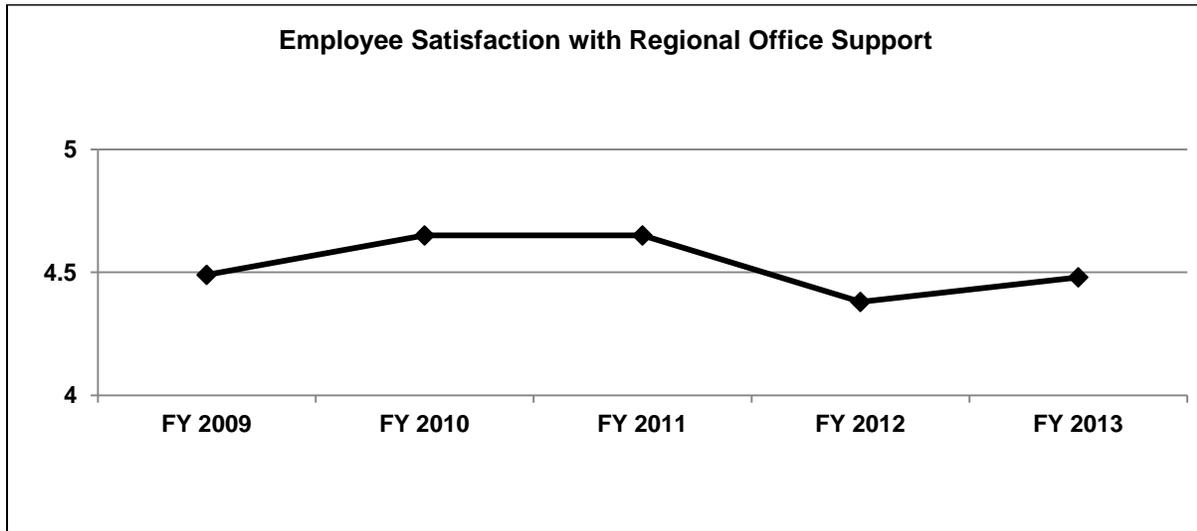
**Includes permanent, contract, and temporary positions authorized in the FY 13 budget. Any positions added during the budget cycle require Wyoming Game and Fish Commission authorization or must be funded from supplemental grants.*

This program is located in eight regional office locations statewide plus the department'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.



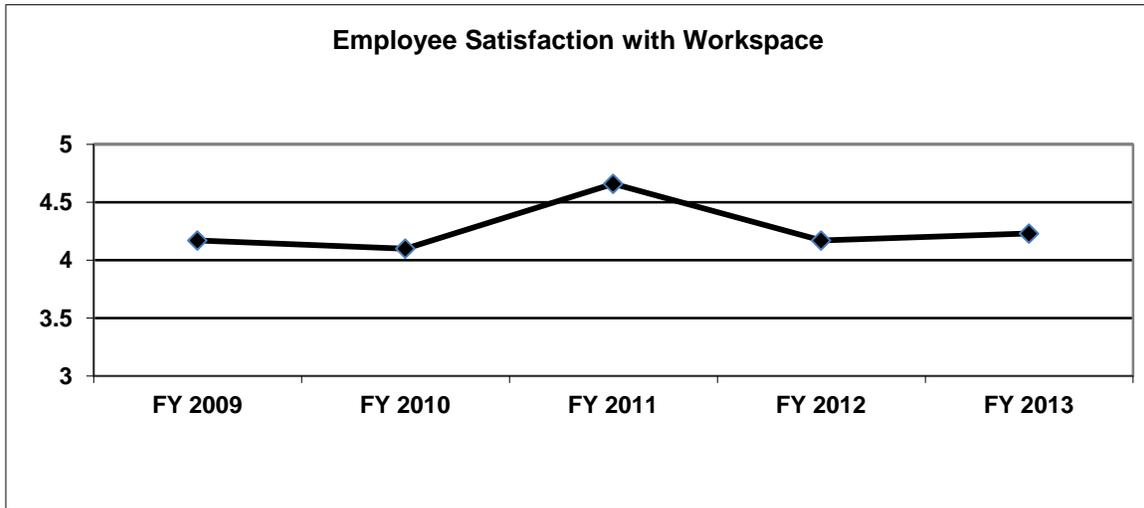
Story behind the performance:

Regional office managers continued to play an integral role in providing support to all department employees located within each regional offices. Regional team meetings are held on a regular basis to assist with coordinating the completion of work products and service requests from regional office managers to meet the needs within each regional office. Regional office manager positions experienced some turnover during FY 13, but even with vacancies and new personnel, overall employee satisfaction with regional office management performance remained relatively constant.

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

- Beginning in FY 14, the regional office support budget will be moved from the Fiscal Division to the Wildlife Division. The Regional Wildlife Supervisors have responsibility for their respective regional office; therefore, it is more appropriate that Wildlife Division have budget authority to ensure funds are used to support the operations within the regional office as intended.
- 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 modular units are a short-term solution as the Cody office needs to either be replaced or significantly expanded. The department has submitted a request for general fund dollars to address this issue.

During FY 13, the Casper Regional Office built an enclosed storage facility for equipment utilized by statewide crews that have been recently stationed in Casper. These crews are mostly funded by funds from the legislature. These crews include Aquatic Invasive Species (AIS), nongame research on amphibians and reptiles, nongame fisheries, and reservoir research. The hunter education program had been renting off-site storage units since moving to Casper and will now be able to store all materials at the Casper Regional Office. Office space continues to become more crowded, especially in the summer with nongame research and AIS temporary personnel. The roof over the Casper Regional Office had many leaks last fall and was eventually replaced last winter. The warranty on the old roof expired during the early spring and the leaking was severe enough during the late spring and summer to cause damage to the interior of the office in many locations. This office also had three water line breaks over the last year. Two were in the walls of the office and one was in the main line into the shop facility. The water lines that broke in the walls caused significant damage and were caused by copper pipes rubbing against each other or along the wall framing that wore holes in the pipes. The Casper Regional Office will be replacing old heating and cooling units in the shop office facilities, completing extensive tree trimming and removal, and repairing the asphalt parking lot during FY 14. The age of this facility requires continual unseen repairs to the heating, cooling, plumbing and electrical operations.

The Cody Regional Office benefited from improvements to address security issues in FY 13. A hardwired panic button alarm system was installed that can be triggered by the Regional Office Managers in the event of a disturbance in the front lobby. Other video equipment was installed in direct view of customers coming into the office to assist with the security of the personnel. The back lot was fenced and gated to provide additional security to department supplies and equipment. In addition to the security improvements at the Cody Regional Office, other improvements were made to the facility in FY 13. New carpeting was installed throughout the main building and landscaping and a flagpole was installed in front of the building. These improvements help to provide a sense of pride in the workplace.

This fiscal year saw the completion of the final stages for the office remodel project in the Lander Regional Office that had been initiated in FY 11 and FY 12. During FY 13, storage bays were built in the back of the building which allowed for the re-organization of space that was lost with the new conference room addition. The evidence freezer compressor was moved outside to reduce the noise in the building utilized by Services Division personnel and has had a positive impact on the working conditions. The heating and cooling control units were updated to become more efficient and address issues of servicing and equipment maintenance. The Lander Regional Office staff worked together to clean up the storage area which included a vehicle/trailer inventory to make it easier to allocate and share department equipment. This effort also allowed for the transfer of equipment to other regional offices where needed and to surplus outdated equipment.

The Sheridan Regional Office accomplished addressing facility needs during FY 13 by replacing cabinets, counter tops, and floor covering in the area used by the Fish Division for their lab space. This space is used for analyzing biological samples collected throughout the year. The Wildlife Division also uses the space for bighorn sheep and mountain goat registration with members of the public. The upgrades have made this use of the facility suitable for the public.

During FY 13, the Green River Regional Office had several improvements such as a new enclosed out-building being erected in back of the regional office for storage of equipment for both fisheries and wildlife. This will help with the overflow from the back shop and compound area. The facility's kitchen area was remodeled with new cabinets, counter tops, and new paint. In tearing out the old cabinets it was found that there was some mold and past rodent issues with the old sheet rock so that was also replaced. New rain gutters, weather stripping, and door sweeps were installed. There were unexpected major repairs to one of the building's furnace units.

The Laramie Regional Office replaced the fence around the north side of the building and property to improve security. A key-less entry system was also installed on the north door that has helped to manage access to the building by temporary staffing. In conjunction with the fence project, landscaping was installed along Adams Street to meet requirements of the city and also improve the appearance of the facility. The parking lot was re-sealed this summer. The Laramie Regional Office building facility located in Glendo has proven to be an extremely valuable addition for the region. This building has served as an excellent place to store boats and other equipment. In addition, the building has cut travel costs as wardens are able to stay at the Glendo building while assisting the officer(s) assigned full-time to the reservoir.

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.
- All department offices will need to address the need for wi-fi connections for providing the public a method to access the website for the submission of limited quota applications. This system needs to be separate from the department's network. This is required for meeting standards for credit card processing.
- The Lander Regional Office would like to pursue an upgrade to improve Internet speed. The current internet access has impacts to utilizing department systems and participating in video conferencing meetings.
- The Pinedale Regional Office continues to be sufficient to meet the needs of employees within the region for office work space. However, there is not adequate room for vehicle and equipment storage and maintenance. The City of Pinedale has been enforcing parking regulations in the area in which vehicles and equipment is stored at the old regional office building location. This needs to be addressed.
- The Pinedale Regional Office has begun to investigate methods that can be used to improve security at both office and storage locations. This includes a review of automatic locking doors, video equipment, security cameras, and panic buttons.
- The Casper and Sheridan Regional Offices would like the ability to install a security gate, video cameras, and a panic button for front counter personnel. These requests continue to be delayed due to budgetary constraints.
- The Green River Regional Office is anticipating the need to replace the main furnace unit in the building. In addition, a request will be submitted for the FY 15 budget to replace the 16+ year-old office carpeting with commercial grade carpeting. This will improve the office environment.
- The Laramie Regional Office is researching video cameras for the front office and shop area. It is also anticipated that in the future the parking lot will need to be completely redone.

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 Program is made up of two major sub-programs, listed below with the number of staff and FY 13 budget:

<u>Sub-programs</u>	<u># FTEs*</u>	<u>2013 Annual Budget</u>
Laboratory Services	7.0	\$ 711,712
Veterinary Services	15.0	\$ 1,874,177**
TOTAL	22.0	\$ 2,585,889

* Includes permanent, contract, and temporary positions authorized in the FY 13 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).

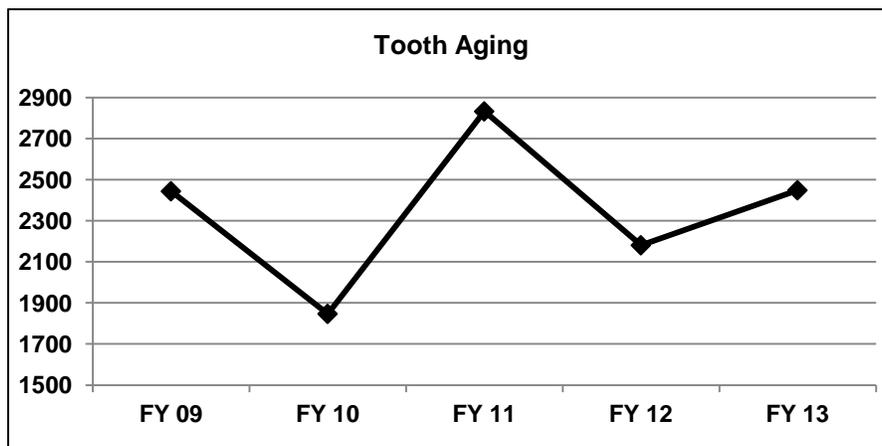
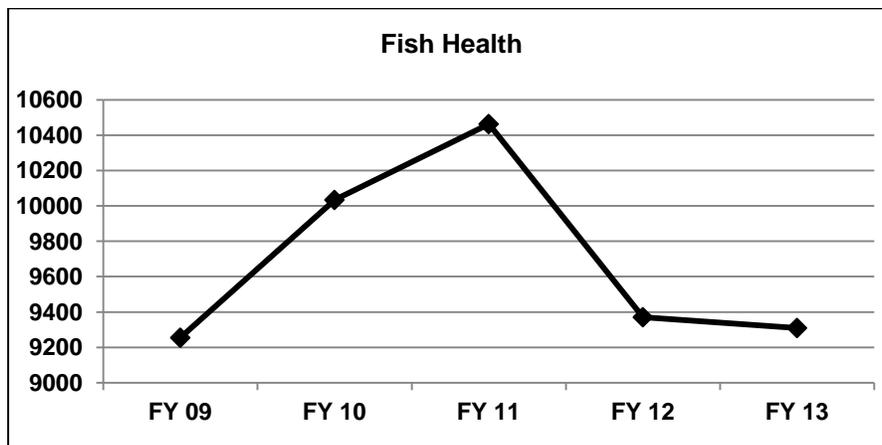
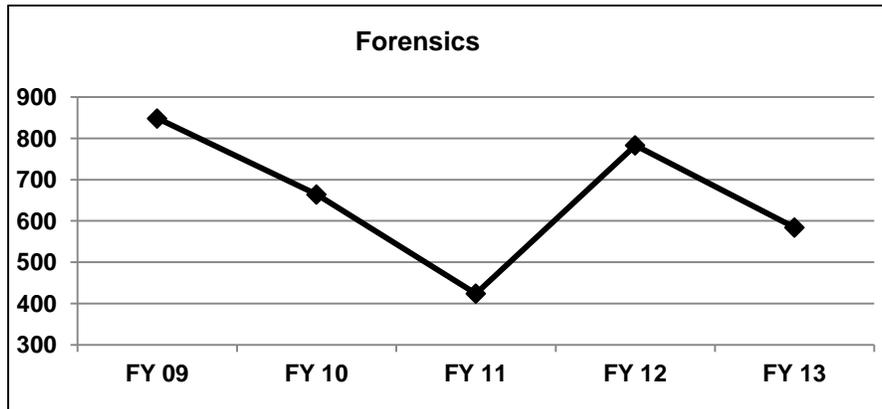
Laboratory Services is located on the University of Wyoming campus. The Laboratory section of Veterinary Services is located at the Wyoming State Veterinary Lab. The headquarters and research unit is located at the Tom Thorne and Beth Williams Wildlife Research Unit at Sybille and numerous brucellosis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

Primary Functions of the Wildlife Health and Laboratory Services Program:

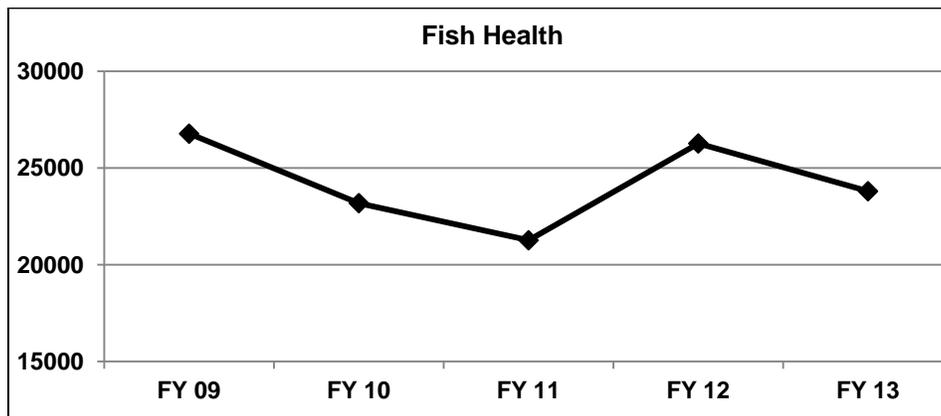
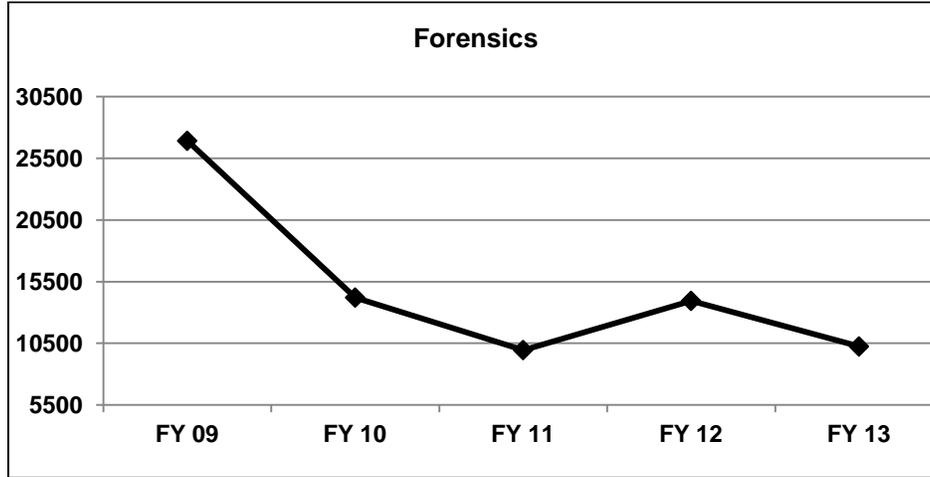
- **Enhance and protect the integrity of Wyoming's fish and wildlife resources** by monitoring, diagnosing, and reporting on diseases and implementing disease control measures for wildlife and fish species for which the department has statutory authority to regulate.
- **Enhance and protect the integrity 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 Services Program 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, it is hoped 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 10 years due to the limited number of water sources in Wyoming.

Law enforcement personnel submit the majority of samples received in the Forensic Section. Samples come in the form of evidence, including, but not limited to: antlers, carcasses, hides, horns, clothing, arrows, bows, cans, or knives in suspected poaching cases. While there was a decrease in the number of items submitted this fiscal year compared to last, it is more in line with the number of items submitted on average. It is hoped that as more poachers are prosecuted and there is increased 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 come from inspections conducted by Fish Health Section personnel at state and private aquaculture facilities; as well as fish from feral spawning operations. These samples most often consist of kidney, spleen, ovarian, or seminal samples, as well as fish heads. 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 sizes. The number of hatchery inspections in Wyoming continues to remain relatively constant due to the limited availability of water sources for state aquaculture facilities and the restrictive commercial market for private hatcheries. 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.

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 number of diagnostic cases had decreased this year to 45 from 53 last year and from a high of 82 in FY 10. This most likely has to do with many of the facilities completing construction projects including new ultraviolet light treatment options and hatchery managers using decreased densities of fish to manage for disease.

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. During the last year, SWGWILD has completed and the society approved an international relevant consensus-approved standards and guidelines document for genetics and morphology as well as a certification scheme. The Wyoming Game and Fish Wildlife Forensic Laboratory has three of the first eleven certified scientist in the world. The Laboratory Director and the Forensic Program Manager are voting members of SWGWILD; and the chair of the white-paper sub-committee and the Secretary respectively. The Forensic Analyst is one of the assessors for the certification scheme as well as the Record Keeper. SWGWILD also hopes to work with accreditation agencies to determine the appropriate requirements for non-human forensic laboratories.

The Laboratory Director is still serving as the President of the society for two more years and the Forensic Analyst is serving as the Membership and Outreach Director for the next two years.

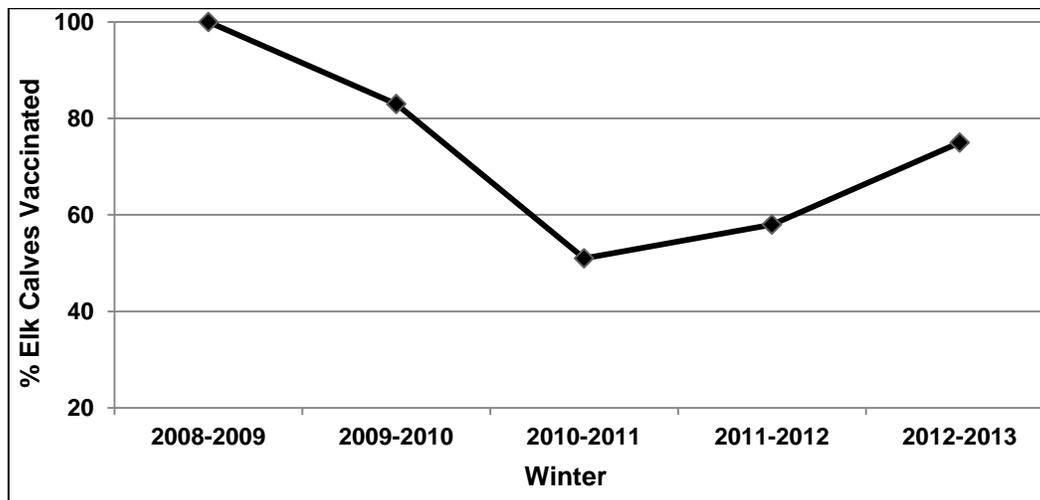
The Fish Health Section continues to study the American Fisheries Society's Blue Book requirements and continuously changes and improves the protocols of the fish health laboratory to bring it up to this standard. While this has significantly increased the workload in this section, it will serve to increase the credibility of the laboratory. The Aquatic Animal Health Inspector is a member of the American Fisheries Society's Fish Health Section Policy and Position Development Committee.

Both the Fish Health Section and the Forensic Section have been working on updating all protocols into ISO 17025 format. This is a very time consuming process and was worked on during the summer while the program was temporarily located off campus during construction to update the Biological Sciences building on the University of Wyoming Campus. During this time, the laboratory was unable to accept fish samples for virology testing or any forensic samples.

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 to improve the quality of sample submissions. This 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.
- Three of the laboratory's personnel have gone through both of the department's Leadership Development Programs, and one has gone through the first program. The Laboratory Director also attended the National Conservation Leadership Institute in Shepherdstown, West Virginia. 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.
- The tooth aging coordinator has spent the last year working with the department's Web Master and Information Technology (IT) Group to get tooth ages on the internet for the public and for department personnel. The internal version is up and running making it much easier for biologists to access this information. The internet version requires a lot more work from the IT Section, but it is the hope of the section that we will be able to have this available to the public by February 2014.

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 department 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. Elk attending the three feedgrounds within the Pinedale elk herd unit (Fall, Scab, and Muddy Creek Feedgrounds) have not been vaccinated since 2006 to eliminate the possibility that vaccine reactions could blur blood test results and subsequent evaluations of efficacy during and after a pilot test and slaughter project that was conducted on those sites. This performance measure examines vaccination efforts in 19 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 19 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 and dissolve within several hours. The percentages displayed in the graph

above are based on the number of calves classified. Approximately 86,596 elk calves have been vaccinated to date.

Vaccination efforts have resulted in 72 percent calf coverage over the past five years (12,589 vaccinated of 17,453 classified). 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 the 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 the 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 2012-2013, winter conditions were roughly average, resulting in 75 percent of all elk calves attending the 19 targeted feedgrounds being vaccinated. Several feedgrounds reported over 100 percent coverage, which suggests yearling females were boosted. Vaccination coverage was excellent in the Gros Ventre drainage this winter (98 percent; 460 of 470 vaccinated), but required significant additional personnel time as the feeder could not vaccinate alone due to the large volume of hay required to be fed each day. Elk attendance at the Camp and Horse Creek Feedgrounds was sporadic this past winter due to frequent wolf activity combined with low snowpack on southern slopes in the area, contributing to only 5 of 515 calves receiving vaccine. Low snow accumulations around the Bench Corral Feedground also contributed to low coverage there, with only a single elk vaccinated among 284 counted. Elk were not vaccinated on Horse Creek, Alkaki and Fish Creek Feedgrounds, as the elk that typically attend these sites attended other adjacent feedgrounds last winter. A total of 2,647 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 of those classified on feedgrounds is important information in documenting 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

2012:

Population:	407,600	Licenses Sold:	68,066
Population Objective:	461,950^a	License Revenue:	\$ 6,384,903
Harvest:	49,837	All Other Agency Revenue*:	\$ 6,392,441
Hunters:	53,513	Total Program Revenue:	\$ 12,777,344
Success Rate:	93%	Program Costs:	\$ 3,933,317
Recreation Days:	191,483	Hunter Expenditures: ¹	\$ 25,367,761
Days/Animal:	3.8	Cost Dept. Per Animal:	\$ 79
		Economic Return per Animal:	\$ 509

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

In 2012, Wyoming’s total estimated statewide pronghorn population was 407,600 animals compared to the objective of 461,950. The estimated state population decreased from 2011 to 2012, and is now about 12 percent below the statewide objective. Much of the state was in extreme drought conditions in 2012. 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 these 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 due to development, and promote hunting seasons that move the population toward objective.

The department decreased license quotas in 2012 after populations were reduced through hunting and declined further because of poor habitat conditions; however, access continues to be the primary impediment to attaining adequate harvest for private land herds. The department continues to work to improve hunter access through efforts such as the Private Lands Public Wildlife Access Program. The 2012 harvest of 49,837 animals was the lowest of the last five years. Hunter effort increased to 3.8 days per animal harvested, above the five-year average (3.6 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
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
2012	49,837	191,483	93%	3.8	68,066	6,384,903	3,933,317	25,367,761

¹ The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$2,695), and interest earned on department cash balances.

ELK

2012:

Population:	112,000	Licenses Sold:	69,118
Population Objective:	81,725^a	License Revenue:	\$ 9,344,078
Harvest:	26,365	All Other Agency Revenue*:	\$ 8,788,260
Hunters:	57,331	Total Program Revenue:	\$ 18,132,338
Success Rate:	46%	Program Costs:	\$ 14,699,616
Recreation Days:	464,287	Hunter Expenditures:¹	\$ 48,938,668
Days/Animal:	18	Cost Dept. Per Animal:	\$ 558
		Economic Return per Animal:	\$ 1,856

^a Statewide population objective is now a combination of herds with a population objective (22 herds, 45,575 elk), and trend count objective (10 herds, 36,150 elk) Three herds have a landowner/hunter satisfaction objective with no population objective.

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 3 of 27 elk herds with complete data are below objective, 89 percent are at or above objective.

Harvest increased to 26,365 elk in 2012, and was above the five-year average harvest of 23,828. Hunter success increased to 46 percent, slightly above the five-year average (44%). Hunter effort (days/animal) decreased in 2012 to 17.6 days, same as the five-year average (18.0 days/animal).

Management strategies will continue to focus on decreasing elk statewide, except in the 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
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
2012	26,365	464,287	46%	17.6	69,118	9,344,078	14,699,616	48,938,668

¹ The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$979,805), and interest earned on department cash balances.

MULE DEER

2012:

Population:	374,400	Licenses Sold: ¹	69,017
Population Objective:	564,150^a	License Revenue: ¹	\$ 7,798,735
Harvest:	27,694	All Other Agency Revenue*:	\$ 7,908,819
Hunters:	50,696	Total Program Revenue:	\$ 15,707,554
Success Rate:	55%	Program Costs:	\$ 7,679,283
Recreation Days:	255,445	Hunter Expenditures: ²	\$ 29,496,308
Days/Animal:	9.2	Cost Dept. Per Animal:	\$ 277
		Economic Return per Animal:	\$ 1,065

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

Wyoming's estimated mule deer population declined less than one percent from 2011 to 2012 and is now approximately 66 percent of the statewide objective. A variety of factors combined to reduce deer below objective. As a result the department worked with the public and developed a statewide Mule Deer Initiative. Implementation of this initiative has begun 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 management actions and habitat projects.

Harvest stayed about the same in 2012, while hunter success increased. Harvest was below the five-year average of 32,861, and the 55 percent success rate equaled the five-year average of 55 percent. Hunter effort decreased in 2012, but was equal to the five-year average (9.2 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 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
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	76,571	9,175,770	8,341,097	33,426,158
2012	27,694	255,445	55%	9.2	69,017	7,798,735	7,679,283	29,496,308

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

² The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$180,921), and interest earned on department cash balances.

WHITE-TAILED DEER

2012:			
Population:	62,850^a	Licenses Sold: ¹	10,828
Population Objective:	52,000^b	License Revenue: ¹	\$ 419,852
Harvest:	16,166	All Other Agency Revenue*:	\$ 1,271
Hunters:	25,670	Total Program Revenue:	\$ 421,123
Success Rate:	63%	Program Costs:	\$ 726,710
Recreation Days:	133,660	Hunter Expenditures: ²	\$ 15,493,594
Days/Animal:	8.3	Cost Dept. Per Animal:	\$ 45
		Economic Return per Animal:	\$ 958

^aStatewide population was calculated from four of five white-tailed deer herds. A population estimate for the other herd was not available.

^bStatewide population objective calculated from three of five white-tailed deer herds. There is no objective for two 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 with current budget and personnel levels. 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 expensive. Management throughout the state is primarily dictated by local perceptions of deer numbers and by landowner tolerances. For some in Wyoming, tolerance for white-tailed deer is lower than for mule deer due to crop damage issues and the perception they displace mule deer. However, these attitudes are changing across the state.

The 2012 white-tailed deer harvest was slightly higher than the 2011 harvest, and was higher than the five-year average (15,287). Hunter numbers decreased slightly from 2011. Hunter success increased slightly again in 2012 and remained above the five-year average of 59 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
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
2012	16,166	133,660	63%	8.3	10,828	419,852	726,710	15,493,594

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

² The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$1,271), and interest earned on department cash balances.

MOOSE

2012:

Population:	3,600	Licenses Sold:	491
Population Objective:	5,920^a	License Revenue:	\$ 121,418
Harvest:	437	All Other Agency Revenue*:	\$ 922,486
Hunters:	488	Total Program Revenue:	\$ 1,043,904
Success Rate:	90%	Program Costs:	\$ 1,359,572
Recreation Days:	3,313	Hunter Expenditures:¹	\$ 507,065
Days/Animal:	7.6	Cost Dept. Per Animal:	\$ 3,111
		Economic Return per Animal:	\$ 1,097

^aStatewide population objective calculated from nine of 10 moose herds. There is no objective for one herd.

Although Wyoming's largest moose populations are in the west and northwest part of the state, moose occur in the Bighorn Mountains and have expanded into the mountain ranges of south central Wyoming from an introduced population in northern Colorado.

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 2012 hunting season, continuing a trend that is now over a decade old. This restriction has improved calf survival, which has the potential to increase moose populations and ultimately hunting opportunity. 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 2011 to 2012, but hunter success increased slightly, and hunter effort decreased from 9 days per moose to 7.6, the lowest of the last five years. The 2012 hunter success was above the five-year average (88 percent), and hunter effort was below average (8.3 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
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
2012	437	3,313	90%	7.6	491	121,418	1,359,572	507,065
¹ The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$17,645), and interest earned on department cash balances.								

BIGHORN SHEEP

2012:

Population:	6,800	Licenses Sold:	256
Population Objective:	8,135	License Revenue:	\$ 65,791
Harvest:	212	All Other Agency Revenue*:	\$ 1,052,999
Hunters:	249	Total Program Revenue:	\$ 1,118,790
Success Rate:	85%	Program Costs:	\$ 1,495,349
Recreation Days:	2,152	Hunter Expenditures:¹	\$ 706,294
Days/Animal:	10.2	Cost Dept. Per Animal:	\$ 7,054
		Economic Return per Animal:	\$ 3,332

There was a more complete estimate for the statewide population of bighorn sheep in 2012 compared to past years. Larger herds maintained or slightly increased population size while some smaller populations continued to struggle. Bighorn sheep are highly susceptible to unpredictable weather events and disease outbreaks. Poor habitat conditions predispose bighorn sheep to these mortality factors and limit most population's ability to increase.

The 2012 bighorn sheep harvest increased 17 percent from 2011, aided by a new license for ewes or lambs only in Hunt Area 5, and was above the five-year average (199). Hunter success increased from 2011 to 2012, and was above the five-year average (79 percent). Hunter effort decreased in 2012 and was below the five-year average (10.4 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
2008	194	2,230	80%	11.5	244	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
2012	212	2,152	85%	10.2	256	65,791	1,495,349	706,294

¹ The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$172,714), and interest earned on department cash balances.

ROCKY MOUNTAIN GOAT

2012:

Population:	340	Licenses Sold:	24
Population Objective:	250	License Revenue:	\$ (6,435)
Harvest:	21	All Other Agency Revenue*:	\$ 50,631
Hunters:	24	Total Program Revenue:	\$ 44,196
Success Rate:	88%	Program Costs:	\$ 133,456
Recreation Days:	97	Hunter Expenditures:¹	\$ 37,031
Days/Animal:	4.6	Cost Dept. Per Animal:	\$ 6,355
		Economic Return per Animal:	\$ 1,763

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 these 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
2008	18	87	100%	4.8	20	(9,161)	86,302	30,994
2009	21	107	100%	5.1	22	(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
2012	21	97	88%	4.6	24	(6,435)	133,456	37,031

¹ The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$22,113) and interest earned on department cash balances.

BISON

2012:

Population:	880	Licenses Sold:	265
Population Objective:	500	License Revenue:	\$ 146,386
Harvest:	200	All Other Agency Revenue*:	\$ 121,437
Hunters:	265	Total Program Revenue:	\$ 267,823
Success Rate:	76%	Program Costs:	\$ 199,643
Recreation Days:	2,024	Hunter Expenditures:¹	\$ 394,042
Days/Animal:	10.1	Cost Dept. Per Animal:	\$ 998
		Economic Return per Animal:	\$ 1,970

The bison population in the Jackson Herd has increased steadily and at an estimated 880 animals is 76 percent above its post-harvest objective of 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. The population varies based on harvest and other factors, and has changed little from 2011 to 2012. 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. These 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 increased (265) in 2012. With improved notification and public awareness about better success due to improved hunting access, the department hopes 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 three percent from 2011 to 2012. Hunter success in 2012 decreased 10 percent, and was just below the five-year average (77 percent). Hunter effort was 10.1 days/bison harvested, which is an increase from 7.9 days/bison harvested in 2011 and above the five-year average (9.9 days/bison harvested).

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 (\$)
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
2012	200	2,024	76%	10.1	265	146,386	199,643

¹ The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$6,383), and interest earned on department cash balances.

TROPHY GAME

Black Bear
Grizzly Bear
Mountain Lion
Gray Wolf

BLACK BEAR

2012:

Population: Not available	Licenses Sold: 4,121
Population Objective: Not available	License Revenue: \$ 316,470
Harvest: 392	All Other Agency Revenue*: \$ 243,367
Hunters: 3,956	Total Program Revenue: \$ 559,837
Success Rate: 10%	Program Costs: \$ 754,404
Recreation Days: 25,728	Hunter Expenditures:¹ \$ 2,105,032
Days/Animal: 65.6	Cost Dept. Per Animal: \$ 1,920
	Economic Return per Animal: \$ 5,356

Black bears occupy all major mountain ranges of the state. Most black bears occur in northwestern Wyoming, the Bighorn Mountains, and southcentral Wyoming.

Black bears are hunted in Wyoming during 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 harvest.

The 2012 harvest decreased 2percent from 2011, but was above the five-year average (387). Quotas were increased in recent years to address increasing bear/human and bear/livestock conflicts and allow additional hunting opportunity for an abundant resource. The 2012 hunter success rate was lower than the previous year and dropped below the five-year average (15 percent). Hunter effort increased and was also above the five-year average (59 days/animal harvested) in 2012.

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
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
2012	392	25,728	10%	65.6	4,121	316,470	754,404	2,105,032

¹ The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

*Includes allocated application fees, conservation stamp revenue, general fund (\$2,197), 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 grizzly bears includes much of northwest Wyoming, including Yellowstone and Grand Teton National Parks, and the Caribou-Targhee, Bridger-Teton, and Shoshone National Forests. Grizzlies in Wyoming were removed from 'threatened' status under the Endangered Species Act in 2007, and were 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" in September 2009. As a result, grizzly bear management returned to the federal government under authority of the Endangered Species Act. The Yellowstone Ecosystem Sub-committee of the Interagency Grizzly Bear Committee will continue to act as the management lead for this population. The department will continue to participate in all aspects of managing this population, including monitoring, conflict resolution, and damage compensation.

Five-year trends in Wyoming's grizzly bear program.	
Fiscal Year	Management Costs (\$)
FY 2009	1,746,787
FY 2010	1,917,167
FY 2011	1,927,556
FY 2012	1,694,477
FY2013	1,940,610

MOUNTAIN LION

2012:

Population:	Not available	Licenses Sold:		2,387
Population Objective:	Not available	License Revenue:	\$	143,906
Harvest:	305	All Other Agency Revenue*:	\$	147,497
Hunters:	2,339	Total Program Revenue:	\$	291,403
Success Rate:	13.0%	Program Costs:	\$	633,200
Recreation Days:	17,537	Hunter Expenditures:²	\$	3,410,289
Days/Animal:	57.5	Cost Dept. Per Animal:	\$	2,076
		Economic Return per Animal:	\$	11,181

Mountain lions are distributed throughout all of Wyoming and have been managed as a trophy game species since 1974. This species prefers rugged foothills and mountainous terrain, which provides cover, den sites, and suitable prey. The mountain lion is an opportunistic predator that occupies established and well-defended territories.

Lions are managed through annual harvest quotas. Hunt areas close for the season whenever the harvest quota or season closure date is reached, whichever comes first. The department's mountain lion management plan, approved by the Wyoming Game and Fish Commission in 2007, established a 'sink/stable/source' strategy which provides guidance for setting annual mortality quotas. Lion hunters, like black bear hunters, must report harvests to department personnel within a specified time period.

The 2012 mountain lion harvest (305 animals) was higher than 2011, and well above the five-year average (264). Prior to 2012, a harvest survey for mountain lions was conducted on a three year on and three year off cycle. This was done as a cost saving measure. After the 2010/2011 and 2011/2012 hunting seasons, license holders were not surveyed. Consequently, data on hunter success and days/animal are not available. Total harvest for all years is based on the number of lions checked. Beginning with the 2012/2013 season, the lion harvest survey was conducted internally by department personnel, at a substantially reduced cost compared to the previous contracted surveys, with the intention of conducting this survey annually.

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	Days/Animal	Licenses Sold	License Revenue (\$)	Mgmt. Costs (\$)	Hunter Expend. (\$) ¹
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	---	---	2,156	128,373	574,596	159,738
2011**	278	711	---	---	2,196	128,188	692,596	135,552
2012	305	17,537	10%	57.5	2,387	143,906	633,200	3,410,289

¹ The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$1,015) and interest earned on department cash balances.

**All license holders were not surveyed during these years. Consequently, days/animal and hunter success rates cannot be calculated.

GRAY WOLF

2012:

Population:	186¹	Licenses Sold:	4,492
Population Objective:	Not Available	License Revenue:	\$ 108,669
Harvest:	42²	All Other Agency Revenue*:	\$ 722,109
Hunters:	3,403	Total Program Revenue:	\$ 830,778
Success Rate:	1%	Program Costs:	\$ 1,450,231
Recreation Days:	25,169	Hunter Expenditures:	\$ **
Days/Animal:	599.3	Cost Dept. Per Animal:	\$ 34,529
		Economic Return per Animal:	\$ **

¹December 31, 2012 minimum population in Wyoming outside Yellowstone National Park and the Wind River Indian Reservation.

²The total harvest in the Wolf Trophy Game Management Areas and Seasonal Trophy Game Management Area out of a total quota of 52. An additional 25 wolves were harvested in 2012 in the remainder of the state where they are classified as predatory animals.

The gray wolf was reintroduced into Yellowstone National Park in 1995, and increased rapidly in numbers and land area occupied. After many delays, 2012 was the first regulated hunting season for gray wolves in Wyoming.

The gray wolf is managed similar to other trophy species in the state using individual hunt area mortality quotas. When the quota for a hunt area is reached, the area is closed to further hunting for the remainder of that year. If the quota is not reached, the season closes December 31. Wolves are classified as trophy game in northwest Wyoming and predatory animals in the rest of the state. Wolves inhabiting the predatory animal zone can be taken by anyone at any time of year without a permit. The two zones were established to maintain a viable population of free-ranging wolves in the trophy area and minimize human and livestock conflict in the remainder of Wyoming.

Many of the hunting licenses purchased were bought by big game hunters in the Gray Wolf Trophy Game Areas in the event they encountered a wolf. This resulted in high license sales and low success rates as well as high days/animal harvest statistics for wolves. Surveys indicate hunters were satisfied with their wolf hunting opportunity.

Five-year trends in Wyoming's gray wolf program.								
Harvest, recreation, and licenses issued are by calendar year. Revenue and costs are by fiscal year.								
Year	Harvest	Rec. Days	Success	Days/Animal	Licenses Sold	License Revenue (\$)	Mgmt. Costs (\$)	Hunter Expend. (\$) ¹
2008								
2009								
2010								
2011								
2012	42	25,169	1%	599.3	4,492	108,669	1,450,231	**

¹ The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$453,865) and interest earned on department cash balances.

SMALL GAME

Cottontail
Snowshoe Hare
Squirrel

COTTONTAIL RABBIT

2012:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	13,025	All Other Agency Revenue*:	\$	**
Hunters:	3,561	Total Program Revenue:	\$	**
Animals/Hunter:	3.7	Program Costs:	\$	**
Recreation Days:	11,750	Hunter Expenditures: ¹	\$	1,726,077
Days/Animal:	0.9	Cost Dept. Per Animal:	\$	Not Available
		Economic Return per Animal:	\$	266

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 2012 harvest statistics, and general observations of cottontail abundance over the past year, indicate the population decline may have stopped. Harvest increased slightly for the first time in several years. Hunter numbers increased slightly while the number of recreation days decreased. The number of animals harvested per hunter increased from 2011, but is below the five-year average (4.4 animals/hunter). The number of days/animal decreased from 2011 to 2012 and is above the five-year average (0.8 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
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
2012	13,025	11,750	3.7	0.9	3,561	**	**	1,726,077
**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, 2011, and 2012 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, 2012 was 1.02).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on department cash balances.								

SNOWSHOE HARE

2012:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	193	All Other Agency Revenue*:	\$ **
Hunters:	314	Total Program Revenue:	\$ **
Animals/Hunter:	0.4	Program Costs:	\$ **
Recreation Days:	811	Hunter Expenditures: ¹	\$ 238,963
Days/Animal:	4.2	Cost Dept. Per Animal:	\$ Not Available
		Economic Return per Animal:	\$ 1,238

The snowshoe hare is distributed throughout most of the mountain conifer forests of the state. 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 decreased from 2011, and remained below the five-year average (240 animals). Fewer hunters harvested snowshoe hares at a slightly lower rate than in 2011 and invested less effort. The number of hares harvested per hunter in 2012 was below the five-year average (0.9 animals/hunter), and the 2012 effort rate was below average (5.5 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
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
2012	193	811	0.4	4.2	314	**	**	238,963
<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, 2011, and 2012 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, 2012 was 1.02).</p> <p>*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on department cash balances.</p>								

SQUIRREL

2012:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	1,532	All Other Agency Revenue*:	\$ **
Hunters:	437	Total Program Revenue:	\$ **
Animals/Hunter:	3.5	Program Costs:	\$ **
Recreation Days:	1,685	Hunter Expenditures: ¹	\$ 496,491
Days/Animal:	1.1	Cost Dept. Per Animal:	\$ Not Available
		Economic Return per Animal:	\$ 324

Red squirrels occupy mountain conifer forests at mid to upper elevations throughout the state and provide almost all the squirrel hunting opportunity in Wyoming. Eastern fox squirrels and eastern gray squirrels occupy low elevation deciduous forests, cottonwood-riparian areas, agricultural, and urban areas.

Squirrel harvest, recreation days and number of hunters all increased from 2011 to 2012. According to the 2012 harvest survey, 437 hunters pursued squirrels, which was above the five year average (368), and they harvested 1,532 squirrels, which was also above the average of 1,463. Those hunters that went afield were more successful than the previous year with an increase in the animals/hunter and spending less time to harvest each squirrel. Hunters in 2012 remained lower than the five year average for success rate (4.0 animals/hunter), but the effort needed by hunters was below the five-year average (1.3 days/animals).

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.

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
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
2012	1,532	1,685	3.5	1.1	437	**	**	496,491
**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, 2011, and 2012 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, 2012 was 1.02).								
*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

2012:

Population:	Not available	Licenses Sold:	25,440
Population Objective:	Not available	License Revenue:	\$ 698,853
Harvest:	29,405	All Other Agency Revenue*:	\$ 1,496,703
Hunters:	7,876	Total Program Revenue:	\$ 2,195,556
Bird/Hunter:	3.7	Program Costs:	\$ 2,712,896
Recreation Days:	29,625	Hunter Expenditures: ¹	\$ 8,729,094
Days/Bird:	1.0	Cost Dept. Per Bird:	\$ 92
		Economic Return per Bird:	\$ 297

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.

The 2012 pheasant season followed an extreme drought year, and there was a continued decline in hunter numbers, harvest, and recreation days, although the rates of decline varied. Hunter effort decreased in 2012 and equaled the five-year average (1.0 days/bird). Hunter success increased slightly in 2012, but remained below the five-year average (4.0 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
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
2012	29,405	29,625	3.7	1.0	7,876	698,853	2,712,896	8,729,094

**All small game and small game/game bird and migratory bird license revenue and expenditure information (excepting sage-grouse) is shown on the pheasant schedule as separate information is not available due to combination licenses.

¹ The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$42,255), and interest earned on department cash balances.

GRAY PARTRIDGE

2012:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	5,779	All Other Agency Revenue*:	\$	**
Hunters:	1,484	Total Program Revenue:	\$	**
Bird/Hunter:	3.9	Program Costs:	\$	**
Recreation Days:	7,459	Hunter Expenditures:	\$	2,197,816
Days/Bird:	1.3	Cost Dept. Per Bird:	\$	Not Available
		Economic Return per Bird:	\$	380

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. There has, however, been a general increase over the last few years, and all harvest survey statistics are higher than in 2008. The number of hunters in 2012 was essentially the same as 2011, and was above the five year average (1,328). Total harvest and recreation days decreased from 2011, but remained above the averages of 4,256 for harvest and 6,190 recreation days.

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
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
2012	5,779	7,459	3.9	1.3	1,484	**	**	2,197,816

**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, 2011, and 2012 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, 2012 was 1.02)

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

CHUKAR

2012:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	5,429	All Other Agency Revenue*:	\$ **
Hunters:	1,824	Total Program Revenue:	\$ **
Bird/Hunter:	3.0	Program Costs:	\$ **
Recreation Days:	6,781	Hunter Expenditures:	\$ 1,998,041
Days/Bird:	1.2	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 368

The chukar partridge, which is native to Europe and Asia, was first released in Wyoming in the 1930s. Small populations of chukars are scattered throughout Wyoming in rocky, steep habitats; but the largest concentrations are found in the Bighorn Basin.

The 2012 harvest survey showed a mixed bag for chukar hunting. From 2011 there were increases in hunter numbers and harvest, and a decrease in recreation days, but all of these were lower than the five year averages. The number of birds per hunter increased from 2011, but remained below the five year average (3.2). The effort index of days/birds decreased, and equaled the five year average.

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
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
2012	5,429	6,781	3.0	1.2	1,824	**	**	1,998,041

**All small game and small game/game bird and migratory bird license revenue and expenditure information is shown on the pheasant schedule as separate information is not available due to combination licenses.

¹ The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02)

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

SAGE-GROUSE

2012:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	9,869	All Other Agency Revenue*:	\$ 1,447,488
Hunters:	4,700	Total Program Revenue:	\$ 1,447,488
Bird/Hunter:	2.1	Program Costs:	\$ 3,156,876
Recreation Days:	11,342	Hunter Expenditures:	\$ 3,341,954
Days/Bird:	1.1	Cost Dept. Per Bird:	\$ 320
		Economic Return per Bird:	\$ 339

Wyoming's sage-grouse populations are considered to be below historic levels and have decreased in the past few years due to variable and poorly timed precipitation and severe drought in 2012. Beginning in 1995, sage-grouse seasons were shortened and opened later in the year to protect hens with broods. Hunting seasons have been closed in parts of the state since 2000 to protect small populations in isolated habitats and in the Powder River Basin where West Nile Virus caused significant declines in sage-grouse numbers. With the timing of Wyoming's sage-grouse seasons and low total harvest, take by hunters has little effect on sage-grouse populations, particularly when compared to the influence of habitat condition. Sage-grouse seasons were again conservative in 2012.

In 2012, hunter numbers and recreation days increased, but the harvest decreased. Hunter numbers rose to just above the five year average (4,677), as did the recreation days (10,896). The total harvest was the lowest of the last five years, and below the average (10,5020). Harvest rate was below the five-year average (2.3 birds/hunter), and hunter effort was above average (1.0 days/bird).

The department is involved in extensive intrastate and 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
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
2012	9,869	11,342	2.1	1.1	4,700	**	3,156,876	3,341,954

**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.

¹The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

*Includes allocated application fees, conservation stamp revenue, federal/other grants, general funds (\$920,303), and interest earned on department cash balances.

SHARP-TAILED GROUSE

2012:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	2,192	All Other Agency Revenue*:	\$	**
Hunters:	884	Total Program Revenue:	\$	**
Bird/Hunter:	2.5	Program Costs:	\$	**
Recreation Days:	4,768	Hunter Expenditures:	\$	1,404,905
Days/Bird:	2.2	Cost Dept. Per Bird:	\$	Not Available
		Economic Return per Bird:	\$	641

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. Recent decreases in CRP acreage and changes in plant species composition in remaining CRP ground are significant threats to sharp-tailed grouse in Wyoming.

After several years of fairly steady increase in harvest, the drought of 2012 had a negative effect on sharp-tailed grouse. The 2012 season had large drops in harvest, hunters, and recreation days from 2011. Hunter effort increased from 2011 and was the highest in the last five years, but the number of birds harvested by each hunter equaled the success of 2011, and was above the average of 2.2.

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
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
2012	2,192	4,768	2.5	2.2	884	**	**	1,404,905

**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.

¹The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

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

BLUE GROUSE

2012:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	10,837	All Other Agency Revenue*:	\$	**
Hunters:	4,080	Total Program Revenue:	\$	**
Bird/Hunter:	2.5	Program Costs:	\$	**
Recreation Days:	17,268	Hunter Expenditures:	\$	5,088,067
Days/Bird:	1.6	Cost Dept. Per Bird:	\$	Not Available
		Economic Return per Bird:	\$	470

Blue grouse occupy most of Wyoming's mountain conifer habitats, except for the Black Hills in the northeast corner of the state. They winter high among conifers and migrate to lower elevations 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 2012 season has a complete reversal, with the highest harvest, recreation days and hunter numbers in the five year period. The measures of hunter effort, birds per hunter and days per bird, were also the best of the five years.

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
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
2012	10,837	17,268	2.7	1.6	4,080	**	**	5,088,067

**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, 2011, and 2012 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, 2012 was 1.02).

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

RUFFED GROUSE

2012:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	7,259	All Other Agency Revenue*:	\$	**
Hunters:	2,001	Total Program Revenue:	\$	**
Bird/Hunter:	3.6	Program Costs:	\$	**
Recreation Days:	11,412	Hunter Expenditures:	\$	3,362,579
Days/Bird:	1.6	Cost Dept. Per Bird:	\$	Not Available
		Economic Return per Bird:	\$	463

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 2012 harvest survey showed that ruffed grouse hunting was by far the best of the last five years. Harvest, recreation days and hunter numbers were all well above the 2011 levels and the five year averages. As with blue grouse, hunters pursuing ruffed grouse were quite successful. Hunter effort decreased and was below the five year average (2.1 days/bird), and the lowest of the last five years. Hunter success increased and was above average (2.5 birds/hunter), easily the highest of the last five years.

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
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
2012	7,259	11,412	3.6	1.6	2,001	**	**	3,362,579
<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, 2011, and 2012 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, 2012 was 1.02).</p> <p>*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on department cash balances.</p>								

MOURNING DOVE

2012:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	28,402	All Other Agency Revenue*:	\$ **
Hunters:	2,263	Total Program Revenue:	\$ **
Bird/Hunter:	12.6	Program Costs:	\$ **
Recreation Days:	7,260	Hunter Expenditures:	\$ 2,139,181
Days/Bird:	0.3	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 75

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.

Mourning dove harvest increased in 2012 and was above the five year average (26,637). Hunter numbers actually decreased slightly and were essentially equal to the five year average (2,269), but the increase in recreation days shows they spent more days afield. The 2012 recreation days were higher than the average (7,034). The 2012 harvest rate (birds/hunter) was higher than 2011 and the five-year average (11.7 birds/hunter) while effort (days/bird) 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
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
2012	28,402	7,260	12.6	0.3	2,263	**	**	2,139,181
**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, 2011, and 2012 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, 2012 was 1.02).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on department cash balances.								

TURKEY

2012:

Population:	Not available	Licenses Sold:	7,451
Population Objective:	Not available	License Revenue:	\$ 188,075
Harvest:	3,035	All Other Agency Revenue*:	\$ 370,018
Hunters:	6,449	Total Program Revenue:	\$ 558,093
Bird/Hunter:	0.5	Program Costs:	\$ 151,614
Recreation Days:	19,483	Hunter Expenditures:	\$ 5,741,811
Days/Bird:	6.4	Cost Dept. Per Bird:	\$ 50
		Economic Return per Bird:	\$ 1,892

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. 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 2012 primarily due to a change in how data were reported in 2010. Prior to 2010, turkey data were reported by calendar year, i.e. spring and fall harvest for the same 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, by biological year which begins June 1 and ends the next year just before most young are born on May 31. Therefore, the reported 2010 data includes the 2010 Fall and 2011 Spring seasons. However, to ensure the 2010 spring data were captured it was also included in the 2010 report. In 2012, fewer hunters took fewer turkeys, and had to work harder than the last five years average (5.4 days/bird) for the same success rate as 2011.

As turkey management has matured in Wyoming hunters have seen an increase in the number of general license hunt areas and a reduction in limited quota hunts. Additionally, starting in 2010 in some hunt areas, 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
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
2012	3,035	19,483	0.5	6.4	6,449	188,075	151,614	5,741,811

¹ The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

*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

2012:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	50,233	All Other Agency Revenue*:	\$ **
Hunters:	6,064	Total Program Revenue:	\$ **
Bird/Hunter:	8.3	Program Costs:	\$ **
Recreation Days:	31,131	Hunter Expenditures:	\$ 9,172,841
Days/Bird:	0.6	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 183

A variety of duck species migrate through the Central and Pacific Flyway portions of Wyoming during spring and fall. Wyoming is 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 2012, with a few minor exceptions, habitat conditions across the traditional survey area in the United States and Canada were characterized by average to below-average moisture, a mild winter, and an early spring. The breeding duck population was approximately 7 percent above the prior year, and 43 percent above the long-term average.

In Wyoming, the 2011-2012 winter was wetter than average, followed by a warm, dry spring. The number of hunters and recreation days remained essentially unchanged from 2011. Hunter numbers remained slightly above the five year average (5,980), while recreation days remained slightly below the average (31,570). Harvest increased and rose above the average (49,329). The harvest rate increased and went above the the five-year averages (8.2 birds/hunter) while days per bird decreased slightly but remained average.

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
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
2012	50,233	31,131	8.3	0.6	6,064	**	**	9,172,841

**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, 2011, and 2012 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, 2012 was 1.02).

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

GOOSE

2012:

Population:	Not available	Licenses Sold:		**
Population Objective:	Not available	License Revenue:	\$	**
Harvest:	31,993	All Other Agency Revenue*:	\$	**
Hunters:	5,419	Total Program Revenue:	\$	**
Bird/Hunter:	5.9	Program Costs:	\$	**
Recreation Days:	29,875	Hunter Expenditures:	\$	8,802,757
Days/Bird:	0.9	Cost Dept. Per Bird:	\$	Not Available
		Economic Return per Bird:	\$	275

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 21,732 in 2011. Harvest increased in 2012 and rose above the five year average (30,838). Recreation days and hunter numbers also increased but remained below the averages of 30,358 days and 5,793 hunters. 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
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
2012	31,993	29,875	5.9	0.9	5,419	**	**	8,802,757
**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, 2011, and 2012 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, 2012 was 1.02).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on department cash balances.								

SANDHILL CRANE

2012:

Population:	Not available	Licenses Sold:	**
Population Objective:	Not available	License Revenue:	\$ **
Harvest:	134	All Other Agency Revenue*:	\$ **
Hunters:	216	Total Program Revenue:	\$ **
Bird/Hunter:	0.6	Program Costs:	\$ **
Recreation Days:	521	Hunter Expenditures:	\$ 153,514
Days/Bird:	3.9	Cost Dept. Per Bird:	\$ Not Available
		Economic Return per Bird:	\$ 711

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 2012 season, hunters and harvest decreased from the previous year (by 27 percent and 17 percent, respectively). The success rate equaled the five-year average in 2012. Hunter effort in 2012 was just above the average (3.8 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
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
2012	134	521	0.6	3.9	216	**	**	153,514
**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, 2011, and 2012 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, 2012 was 1.02).								
*Includes allocated application fees, conservation stamp revenue, federal/other grants, and interest earned on department cash balances.								

RAIL, SNIPE, AND COOT

2012:

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 underutilized. Generally, these species are harvested incidentally by persons hunting other migratory and upland game birds. Beginning in 2010 these species were dropped from Wyoming's harvest survey. Beginning in 2010 data presented in this table was taken from the Federal Migratory Game Bird Harvest Report.

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
2008	621	1,365	1.6	2.2	400	**	**	375,323
2009	435	740	2.3	1.7	187	**	**	203,472
2010	1,800	850	2.8	0.5	650	**	**	Not Available
2011	500	700	1.7	1.4	300	**	**	Not Available
2012	---	---	---	---	---	**	**	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, 2011, and 2012 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, 2012 was 1.02).								
*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

2012:

Recreation Day Objectives:	2,778,000	License Revenue:	\$5,750,220
Recreation Days:¹	2,454,789	All Other Agency Revenue:	\$10,009,206
Fish/Day:	2.5	Total Program Revenue:	\$15,759,426
Licenses Sold:	321,795	Program Costs:	\$21,940,359
Economic Return Per Day:	\$74.00	Angler Expenditures:	\$181,654,386^{1,2}

In 2012, more than 2.4 million angler days of sport fishing recreation were estimated. Overall license sales were up over 10 percent 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, the department 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. The department anticipates being able to better estimate annual participation rate each year once our electronic licensing and surveying system is fully deployed (2009). Historically, distribution of angling in the state has been 45 percent for flowing waters and 55 percent for standing waters. With improved reservoir conditions, the department expects 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
2008	2,267,594	2.5	315,148	\$5,784,352	16,806,936 ³	\$161,287,622
2009	2,363,461	2.5	326,695	\$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
2012	2,454,789	2.5	321,795	\$5,750,220	\$21,940,359	\$181,654,386

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 daily expenditures for FY08-12 are based on figures found in the *2006 National Survey of Fishing, Hunting, and Wildlife Associated Recreation* for FY06 but adjusted for inflation. ²License totals do not reflect sales of lifetime licenses which now total 14,844; undoubtedly this has negatively impacted sales of resident annual licenses over the last decade. ³Costs do not include general fund capital construction dollars for hatchery renovations.

COMMERCIAL FISHERIES

2012:

Licenses Sold:	965
License Revenue:	\$27,361
All Other Agency revenue:	\$ 1,829
Total Program Revenue**:	\$29,190
Program Costs:	\$35,935

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%.

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

Five-year trends in Wyoming's commercial fisheries program.			
Year	Licenses Sold	License Revenue (\$)	Program Costs (\$)
2008	844	\$14,880	\$33,103
2009	840	\$14,724	\$ 4,098
2010	903	\$16,876	\$17,734
2011	869	\$14,115	\$19,745
2012	965	\$27,361	\$35,935

FURBEARERS

Bobcat
Other Furbearers

BOBCAT

2012:

Bobcat Harvest¹:	1,872	Licenses Sold :	**
Bobcat Trappers³:	579	License Revenue:	\$ **
Bobcats per Trappers²:	3.2	Other Agency Revenue*:	\$ **
Recreation Days:	NA	Total Program Revenue:	\$ **
Days/Animal:	NA	Program Costs:	\$ 378,395
		Benefits to the State: ⁴	\$ 24,816,648
		Cost Dept. Per Animal:	\$ Not Available
		Economic Return per Animal:	\$ Not Available

Bobcat harvest data comes from information collected as part of the Convention on International Trade of Endangered Species (CITES) requirements for bobcat pelt tagging. 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 number of licenses sold has remained fairly stable over the last five years, while bobcat harvest success has generally decreased. The 2012 season was almost a carbon copy of the 2011 season. The harvest rate (number of bobcats/trapper) and total harvest were essentially the same between 2011 and 2012, but both were below the five-year averages (3.6 bobcats/trapper, and 1,988 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 (\$) ⁴
2008	2,978	5.8	513	**	**	337,402	16,252,938
2009	1,609	2.6	620	**	**	358,400	16,709,777
2010	1,606	3.3	487	**	**	257,658	16,846,829
2011	1,875	3.2	585	**	**	480,931	17,979,868
2012	1,872	3.2	579	**	**	378,395	24,816,648

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 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

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

** All furbearer licenses sold and license revenue information is shown on the other furbearer schedule as separate information in not available due to combination licenses.

OTHER FURBEARERS

2012:

Furbearer Harvest:	10,505	Licenses Sold ²:	2,340
Furbearer Trappers¹:	1,170	License Revenue:	\$ 11 4,652
Furbearers per Trapper:	9.0	Other Agency Revenue*:	\$ 148,764
Recreation Days:	48,131	Total Program Revenue:	\$ 263,416
Days/Animal:	4.6	Program Costs:	\$ 246,140
		Benefits to the State: ³	\$ 24,816,648
		Cost Dept. Per Animal:	\$ Not Available
		Economic Return per Animal:	\$ Not Available

Besides bobcat, there are a variety of other furbearing 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.

The harvest survey was simplified in 2005 and again in 2010. In 2010, predatory animals (coyote, red fox, raccoon, and striped skunk) were removed from the survey because these animals can be harvested without a furbearer license and harvest is legal 365 days/year. Consequently, previous harvest surveys only reported a subset of the harvest on these species, the harvest taken by those with a furbearer license during the regulated trapping season. In addition, the number of trapping areas was reduced from 44 to 6, further simplifying the survey while still allowing data to be collected at a level useful to managers. One final change was made in 2010, days spent trapping, snaring, and hunting were collected. The difference is that the 2010 data was collected irrespective of species, simply asking how many days was a licensed trapper in the field trapping, whereas before that date the department tried to parse out days by species.

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
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
2012	10,505	9.0	1,170	2,340	114,652	246,140	24,816,648

¹ includes bobcat trappers.

² The total number of furbearer licenses sold.

³ The 2007, 2008, 2009, 2010, 2011, and 2012 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, 2012 was 1.02).

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 2012, 26 resident licenses were issued and ten birds were captured, for a capture success rate of 39 percent. Sixteen nonresident licenses were issued and ten birds were captured, for a capture success rate of 63 percent. In total, twenty raptors were captured in Wyoming for use in falconry for an overall success rate of 48 percent. The number of birds captured in 2012 is two fifths of the objective, and the success rate is near the objective of 50%.

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 (\$)
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	800,265
2012	20	48%	42	6,386	855,767

¹Based on capture licenses sold.
²Includes only licenses to capture falcon; licenses to hunt with falcon in 2012 issued were 79. General fund revenue received was \$84,882.
³Includes program costs for raptors, bald eagle, predatory birds and peregrine falcon.

**NONGAME PROGRAMS
AND
NON-LICENSED USES**

NONGAME PROGRAMS AND NON-LICENSED USES OF WILDLIFE

The terrestrial nongame bird and mammal program includes activities such as inventory and monitoring, statewide and regional planning, information and education, and environmental commenting. The program is staffed by four permanent personnel: a statewide coordinator, a statewide bird and a statewide mammal lead, and a nongame biologist working in the Jackson and Pinedale Regions. Contract staff are hired using specific project funds. With a limited staff and responsibility for nearly 100 mammal and 400 bird species project prioritization is essential. Terrestrial nongame personnel have been, and will continue to be, intensively involved in implementation of Wyoming's 2010 State Wildlife Action Plan (SWAP, <http://wgfd.wyo.gov/web2011/wildlife-1000407.aspx>). Priorities and Species of Greatest Conservation Need identified in Wyoming's SWAP direct the section's inventory monitoring and survey activities.

The Wyoming legislature funded the terrestrial nongame program in the amount of \$1.23 million for the FY 13/14 biennium. These funds are used to support personnel, maintenance, and operations costs but do not cover any inventory, monitoring, or research efforts. In order to partially address these needs, the Governor's Endangered Species Account provided \$1.47 million which was used to fund 12 priorities for the biennium. These priorities were developed in cooperation with representatives of the energy industry in order to address wildlife issues with the potential to impact development of those resources in Wyoming. Four of the priorities, totaling \$426,000, were undertaken by the terrestrial nongame program. These funds were in addition to federal State Wildlife Grant funds the department receives annually. The two funding sources allow the nongame program to conduct needed surveys and research on aquatic and terrestrial Species of Greatest Conservation Need. Project reports can be found on the department's web site at: <http://wgfd.wyo.gov/web2011/wildlife-1000496.aspx> .

The Nongame Section participates in and coordinates monitoring of many species as part of regional and national conservation efforts. Examples include: the Breeding Bird Survey, Monitoring Avian Productivity and Survival Survey, periodic Harlequin Duck surveys, Peregrine Falcon and Bald Eagle nesting and productivity surveys, black-footed ferret surveys, and many others. Nongame personnel also participate on nationwide and regional committees and working groups that coordinate interstate and intrastate planning and implementation efforts to maintain wildlife diversity.

In 2011, non-consumptive users spent approximately \$350,256,000 in Wyoming based on the *2011 National Survey of Fishing, Hunting, and Wildlife-Associated Recreation produced by the U.S. Fish and Wildlife Service*. 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 the 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 Hunting and Fishing 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 and Outdoor Woman. Beginning in 2003, a percentage of the proceeds from the sale of big game licenses the Governor donates to conservation groups for fundraising are being made available through the Wyoming Governor's Big Game License Coalition 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 (\$)
2008 ¹	3,129,360	410,663,760
2009 ¹	3,285,226	418,561,140
2010 ¹	3,379,709	426,458,520
2011 ²	3,125,000	350,256,000
2012 ³	3,187,500	357,261,120

¹ The number of recreation days and expenditures in 2009 and 2010 are reflective of those found in the report *2006 National Survey of Fishing, Hunting, and Wildlife Associate Recreation, issued in 2008*. Non-consumptive users' expenditures were calculated from the 2006 survey, with inflation corrected for by using the Consumer Price Index (2006 expenditure x 1.00 = 2009 expenditures; 2006 expenditure x 1.08 = 2010 expenditures).

² Based on *2011 National Survey of Fishing, Hunting and Wildlife Associate Recreation, Revised January 2014*

³ The number of recreation days and expenditures in 2012 are reflective of those found in the report *2011 National Survey of Fishing, Hunting, and Wildlife Associate Recreation, Revised January 2014*. Non-consumptive users' expenditures were calculated from the 2011 survey, with inflation corrected for by using the Consumer Price Index (2011 expenditure x 1.02 = 2012 expenditures).

APPENDIX B:

**HUNTER AND ANGLER
EXPENDITURE**

Estimates of 2012 Expenditures in Wyoming
by Hunters and Anglers

Restitution Values of Game Animals

**SUMMARY OF 2012 HUNT 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	18,590	21,306	87.3%	84,608	4.6	27,248	\$753,122	\$11,208,909
NONRESIDENT	31,247	32,207	97.0%	106,875	3.4	40,818	\$5,631,781	\$14,158,852
MULE DEER								
RESIDENT	16,103	33,300	48.4%	176,556	11.0	46,617	\$1,598,544	\$20,386,972
NONRESIDENT	11,591	17,396	66.6%	78,889	6.8	22,400	\$6,200,191	\$9,109,335
WHITE-TAILED DEER								
RESIDENT	10,942	17,908	61.1%	103,158	9.4	7,237	\$86,070	\$11,957,864
NONRESIDENT	5,224	7,762	67.3%	30,502	5.8	3,591	\$333,782	\$3,535,730
ELK								
RESIDENT	20,480	46,148	44.4%	394,246	19.3	57,119	\$2,547,819	\$41,555,921
NONRESIDENT	5,885	11,183	52.6%	70,041	11.9	12,069	\$6,796,259	\$7,382,746
MOOSE								
RESIDENT	343	393	87.3%	2,889	8.4	395	\$33,217	\$442,171
NONRESIDENT	94	95	98.9%	424	4.5	96	\$88,201	\$64,894
BIGHORN SHEEP								
RESIDENT	147	180	81.7%	1,800	12.2	189	\$8,987	\$590,766
NONRESIDENT	65	69	94.2%	352	5.4	67	\$56,804	\$115,527
ROCKY MTN GOAT								
RESIDENT	17	18	94.4%	84	4.9	18	-\$1,107	\$32,067
NONRESIDENT	4	6	66.7%	13	3.3	6	-\$5,328	\$4,962
BISON								
RESIDENT	183	246	74.4%	1,949	10.7	246	\$98,862	\$379,440
NONRESIDENT	17	19	89.5%	75	4.4	19	\$47,524	\$14,601
BLACK BEAR								
RESIDENT	303	3,552	8.5%	23,670	78.1	3,720	\$163,859	\$1,936,649
NONRESIDENT	89	404	22.0%	2,058	23.1	401	\$152,611	\$168,383
MOUNTAIN LION								
RESIDENT	209	2,037	10.3%	16,171	77.4	2,201	\$66,238	\$3,144,653
NONRESIDENT	96	302	31.8%	1,366	14.2	186	\$77,668	\$265,636
GRAY WOLF								
RESIDENT	39	3,249	1.2%	24,329	623.8	4,294	\$72,690 **	
NONRESIDENT	3	154	1.9%	840	280.0	198	\$35,979 **	
	42							
TURKEY³								
RESIDENT	2,133	5,025	42.4%	15,634	7.3	5,930	\$83,776	\$4,607,477
NONRESIDENT	902	1,424	63.3%	3,849	4.3	1,521	\$104,299	\$1,134,334
SECTION TOTAL	124,748	204,383	61.0%	1,140,378	9.1	236,586	25,031,848	132,197,889
RESIDENT TOTAL	69,489	133,362	52.1%	845,094	12.2	155,214	5,512,077	96,242,890
NONRESIDENT TOTAL	55,217	71,021	77.7%	295,284	5.3	81,372	19,519,771	35,954,999

**SUMMARY OF 2012 HUNT YEAR HARVEST, LICENSE SALES AND EXPENDITURES IN WYOMING
BY HUNTERS AND ANGLERS**

LICENSE	HARVEST	HUNTERS	SUCCESS RATE	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED	LICENSE SALES ¹	TOTAL HUNTER EXPENDITURES ²
COTTONTAIL RABBIT	13,025	3,561	365.8%	11,750	0.9	-----	-----	\$1,726,077
SNOWSHOE HARE	193	314	61.5%	811	4.2	-----	-----	\$238,963
SQUIRREL	1,532	437	350.6%	1,685	1.1	-----	-----	\$496,491
SECTION TOTAL	14,750	4,312	342.1%	14,246	1.0	-----	-----	2,461,531

LICENSE	HARVEST	HUNTERS	SUCCESS RATE	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED	LICENSE SALES ¹	TOTAL HUNTER EXPENDITURES ²
PHEASANT	29,405	7,876	373.3%	29,625	1.0	25,440	\$698,853	\$8,729,094
GRAY PARTRIDGE	5,779	1,484	389.4%	7,459	1.3	-----	-----	\$2,197,816
CHUKAR	5,429	1,824	297.6%	6,781	1.2	-----	-----	\$1,998,041
SAGE GROUSE	9,869	4,700	210.0%	11,342	1.1	-----	-----	\$3,341,954
SHARP-TAILED GROUSE	2,192	884	248.0%	4,768	2.2	-----	-----	\$1,404,905
BLUE GROUSE	10,837	4,080	265.6%	17,268	1.6	-----	-----	\$5,088,067
RUFFED GROUSE	7,259	2,001	362.8%	11,412	1.6	-----	-----	\$3,362,579
MOURNING DOVE	28,402	2,263	1255.1%	7,260	0.3	-----	-----	\$2,139,181
DUCK	50,223	6,064	828.2%	31,131	0.6	-----	-----	\$9,172,841
GOOSE	31,993	5,419	590.4%	29,875	0.9	-----	-----	\$8,802,757
SANDHILL CRANE	134	216	62.0%	521	3.9	-----	-----	\$153,514
RAIL	0	50	0.0%	50	0.0	-----	-----	-----
SNIPE	600	300	200.0%	600	1.0	-----	-----	-----
COOT	3,200	400	800.0%	1,800	0.6	-----	-----	-----
RAPTOR	20	42	47.6%	-----	-----	-----	\$6,386	-----
SECTION TOTAL	185,342	37,603	492.9%	159,892	0.9	25,440	705,239	46,390,749

LICENSE	HARVEST	HUNTERS	SUCCESS RATE	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED	LICENSE SALES ¹	TOTAL ANGLER EXPENDITURES ²
SPORT FISHING	-----	-----	0.0%	0	-----	321,795	\$5,750,220	\$181,654,386
COMMERCIAL	-----	-----	-----	-----	-----	965	\$27,361	-----

LICENSE	HARVEST ⁴	HUNTERS ⁵	SUCCESS RATE ⁵	RECREATION DAYS	DAYS/ ANIMAL	LICENSES ISSUED ⁶	LICENSE SALES ⁶	TOTAL TRAPPER EXPENDITURES ⁶
BOBCAT	1,872	579	323.3%	No Data	No Data	0	0	-----
OTHER FURBEARERS	10,505	1,170	897.9%	No Data	No Data	2,340	114,652	\$24,816,648
SECTION TOTAL	12,377	1,749	707.7%	0	0.0	2,340	114,652	24,816,648

SUMMARY

TOTALS	337,217	248,047		1,314,516		587,126	31,629,320	387,521,203
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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 14 BUDGET SUMMARY

MAINTENANCE & OPERATIONS

Director	3,071,187
Fiscal Services	4,584,860
Services	12,699,623
Fish (1)	11,702,680
Wildlife (1)	21,494,804

TOTAL M&O	53,553,154
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COUPONS	800,000
EARLY RETIREMENT	59,364
DAMAGE	1,270,000
COST ALLOCATION	800,000
SALECS	240,000
ACCESS EASEMENTS	814,155
PROPERTY RIGHTS	60,340
NONRECURRING PROJECTS(2)	25,000
WILDLIFE TRUST	493,850
STATE WILDLIFE GRANTS	789,034
REIMBURSED CONTRACTS	7,078,962

FY 14 BUDGET (approved July 2013 Commission)	65,983,859
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AUTHORIZED CARRYOVER	6,017,925
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AMOUNT AUTHORIZED FOR FY 14 SPENDING*	72,001,784
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(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 manager sage-grouse management and implementation, 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 14 DETAIL BUDGET
STRATEGIC PLAN
(EXCLUDING COMPETITIVE REIMB PROJECTS)**

FY14*	FY13*	% CHANGE FROM FY 13
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OFFICE OF THE DIRECTOR

ADMINISTRATION	\$1,639,091	1,142,825	43%
COOPERATIVE RESEARCH	286,079	769,285	-63%
PERSONNEL	342,466	530,587	-35%
STATEWIDE HABITAT PROTECTION	593,397	575,547	3%
WY HERITAGE FOUNDATION	15,000	100,000	-85%
COMMISSION	107,635	113,675	-5%
CWCS/SWAP COORDINATOR	87,519	95,976	-9%
sub-total	3,071,187	3,327,893	-8%

FISCAL AND ADMIN SERVICES

REVENUE COLLECTION	1,705,008	1,837,965	-7%
LEGISLATED EXPENSES	3,169,364	1,631,364	94%
REGIONAL OFFICE MANAGEMENT	1,477,022	1,487,343	-1%
ASSET MANAGEMENT	604,487	651,204	-7%
ADMINISTRATION	372,932	377,671	-1%
ACCOUNTS PAYABLE	234,404	304,955	-23%
FINANCIAL SYSTEMS	191,006	206,064	-7%
sub-total	7,754,224	6,496,565	19%

SERVICES

HABITAT ACCESS & MAINTENANCE	3,034,804	3,782,994	-20%
MANAGMENT INFO SYSTEMS	2,746,495	2,937,724	-7%
PROPERTY RIGHTS	647,674	1,102,310	-41%
HEADQUARTERS & SUPP FACILITIES	1,140,696	1,398,602	-18%
PUBLICATIONS	555,047	789,624	-30%
CONSERVATION ENGINEERING	715,852	718,771	0%
REGIONAL I/E	564,155	564,169	0%
MAIL SERVICES	519,415	503,701	3%
GAME & FISH LABORATORY	709,818	714,290	-1%
ADMINISTRATION	591,739	581,855	2%
CUSTOMER OUTREACH & INFO	383,067	505,423	-24%
CONSERVATION EDUCATION	381,291	500,799	-24%
CUSTOMER SERVICES	373,782	424,816	-12%
HUNTER EDUCATION	175,203	207,464	-16%
STRATEGIC MANAGEMENT	160,584	139,357	15%
sub-total	12,699,623	14,871,899	-15%

**FY 14 DETAIL BUDGET
STRATEGIC PLAN
(EXCLUDING COMPETITIVE REIMB PROJECTS)**

	FY14*	FY13*	% CHANGE FROM FY 13
<u>FISH DIVISION</u>			
HATCHERIES & REARING STATIONS	4,743,172	5,225,242	-9%
REG AQUATIC WILDLIFE MNGT	3,195,572	3,304,212	-3%
AQUATIC HABITAT MNGT	1,061,822	1,493,612	-29%
BOATING ACCESS	796,460	871,000	-9%
CWCS	134,340	365,090	-63%
ADMINISTRATION	513,826	513,360	0%
STATEWIDE WILDLIFE MNGT	490,068	635,656	-23%
FISH PASSAGE	291,348	337,606	-14%
FISH SPAWNING	252,355	253,762	-1%
WATER MNGT	246,006	267,135	-8%
AQUATIC INVASIVE SPECIES	1,899,559	1,899,559	0%
FISH DISTRIBUTION	112,052	107,369	4%
subtotal	13,736,580	15,273,602	-10%
<u>WILDLIFE DIVISION</u>			
REGIONAL GAME WARDENS	6,430,005	7,128,269	-10%
REGIONAL TERRESTERIAL BIOLOGISTS	3,440,839	3,665,476	-6%
WILDLIFE FEEDING	2,644,438	1,785,085	48%
TERRESTERIAL HABITAT	1,201,956	2,675,914	-55%
REGIONAL WILDLIFE SUPERVISORS	1,933,060	2,151,798	-10%
VETERINARY SERVICES	1,803,235	1,874,177	-4%
PROPERTY RIGHTS (ACCESS YES AMDIN)	832,735	1,726,467	-52%
SAGE GROUSE MNGT	758,643	862,415	-12%
TROPHY GAME & CONFLICT RESOLUTION	1,233,627	1,198,130	3%
BIOLOGICAL SERVICES	795,555	985,050	-19%
ADMINISTRATION	997,449	1,066,976	-7%
C WCS (TERRESTRIAL NONGAME)	611,999	846,702	-28%
STATEWIDE WLDLFE ENFORCEMENT	658,953	701,792	-6%
BIRD FARMS	664,209	697,524	-5%
WOLF MANAGEMENT	304,051	304,051	0%
BOATING SAFETY & INVEST ADMIN	404,505	471,666	-14%
WATERFOWL	157,474	193,124	-18%
PREDATOR MANAGEMENT	100,000	100,000	0%
sub-total	24,972,733	28,434,618	-12%
BUDGETS ON A Sub program BASIS	\$ 62,234,346	\$ 68,404,577	-10%

*general fund biennium budget is shown as amounts expended/encumbered for each year of y13-14 biennium.

WYOMING GAME AND FISH COMMISSION FY 14 BUDGET - Projects

WILDLIFE TRUST FUND PROJECTS:

<u>HABITAT PROJECTS & GRANTS</u>	<u>LOCATION</u>	
Apache foundation Dunlap Diversion Rehabilitation and Fish Passage	Sheridan	50,000
Douglas Core Area Wildfire Restoration	Casper	20,000
Dry Quad Aspen Enhancement	Jackson	15,000
East Fork Wind River Tributary Enhancement Planning	Lander	7,500
Encampment River – Boykin Phase II	Laramie	40,000
Encampment River - Grand Valley Diversion	Laramie	10,000
Heart Mountain Aspen Enhancement and Fence Modification *	Cody	25,000
Iron Mountain Prescribed Fire	Laramie	10,000
Muddy Creek Gabion Fish Barrier Retrofit	Green River	10,000
Ocean Lake and Sand Mesa Project Planning	Lander	20,000
Oil Creek Cheatgrass Project	Casper	10,000
Piney Creeks Vegetation Restoration	Pinedale	40,000
Red Canyon Ranch Spike Treatment	Lander	1,750
SCCD Phase-2 Diversion Rehabilitation and Fish Passage Block Grant	Sheridan	42,000
Spence & Moriarity WMA Habitat Improvement*	Lander	68,000
Star Valley Front Habitat Enhancement	Jackson	25,000
Statewide Shrub, Legume and Grass Seeding Projects	Statewide	33,000
Yellowtail Invasive Plant Management VII*	Cody	30,000
habitat projects		\$ 457,250

CONSERVATION EDUCATION (WORTH THE WATCHING) PROJECTS

Medicine Lodge WHMA Interpretation	Cody	4,000
New Fork River Access Map	Pinedale	5,000
Snake River Fund River Ambassador Program*	Jackson	7,000
South Park WHMA Nature Trail	Jackson	7,500
Trapper's Point Interpretive Site	Pinedale	10,000
Wildlife Track Replicas	Statewide	3,100
educational projects		36,600

TOTAL FY 14 DEPARTMENT TRUST PROJECTS \$ 493,850

STATE WILDLIFE GRANT PROJECTS:

Aquatic Conservation Areas **	72,250
Burbot Ecology in the Wind River Drainage * **	55,278
Columbia Spotted Frog * **	68,722
Core Area Umbrella Sage Grouse Evaluation * **	76,679
Eastern Bats Cliffs and Caves	9,517
Exotic Grassland Plants on SGCN Mammals * **	64,947
Fresh Water Mussel Phase III	19,982
Inventories of Fisher in Northwest Wyoming *	31,482
Inventory of Bats in Cliffs and Canyons of Western Wyoming *	74,833
Mechanistic Study of Songbird Energy Development Impacts	22,822
Monitoring Bird Conservation Regions * **	50,000
Northern Wyoming Herpetofaunal Survey *	81,613
Occupancy, Nest Success and Habitat Use of Great Gray Owls in W. WY *	42,911
Pika Climate Change	5,398
Regional SGCN Biologist *	10,344
SGCN GIS Analyst and Data Coordinator *	47,754
Water Vole	6,915
Western Amphibian Monitoring Initiative * **	47,587

TOTAL DEPARTMENT FY 14 State Wildlife Projects \$ 789,034

WYOMING GAME AND FISH COMMISSION FY 14 BUDGET - Projects

WILDLIFE TRUST FUND PROJECTS:

SPECIAL PROJECTS FROM FY13 FUNDING SOURCES:

(License recoupment fees & cost allocation moratorium reduction)

Black Hills Mountain Lion Study – not COOP *	10,000
Buffalo Bill Piscivory *	45,964
Burbot Exploitation *	45,970
COOP Research Project Overhead	40,000
Development on Ungulate Migrations *	38,900
PAPA Mule Deer Condition *	28,000
Ungulates and Isotopes *	41,500
Wyoming Range Habitat Assessment *	35,745
Wyoming Wildlife, The Foundation Grant	15,000
TOTAL DEPARTMENT FY13 Special Projects	\$ 301,079

* ongoing projects

** work being performed by the UW coop unit

MAINTENANCE & OPERATIONS BUDGETS (FY 05 - FY 14)

FY 05	\$40,720,306	Fiscal Services	4,343,886	Damage	500,000
Wildlife Division	14,890,882	Office of the Director	2,590,603	Cost Allocation	0
Fish Division	8,979,167	Coupons	595,000	SALECS	265,000
Services Division	9,426,638	Early Retirement	82,932	FY12	58,092,205
Fiscal Services	3,569,888	Damage	500,000	Wildlife Division	22,289,976
Office of Director	2,031,455	Cost Allocation	0	Fish Division	12,635,777
Coupons	500,000	SALECS	300,000	Services Division	13,620,697
Early Retirement	138,276	FY 09	\$53,148,847	Fiscal Services	4,743,338
Damage	500,000	Wildlife Division	19,477,936	Office of Director	3,115,557
Cost Allocation	432,000	Fish Division	11,773,488	Coupons	840,000
SALECS	252,000	Services Division	13,118,109	Peace Officer Retirement	63,360
FY 06	44,624,002	Fiscal Services	4,276,173	Damage	500,000
Wildlife Division	44,624,002	Office of the Director	2,771,497	Cost Allocation	0
Fish Division	17,962,143	Coupons	850,000	SALECS	283,500
Services Division	9,294,901	Early Retirement	81,720	FY13	58,450,575
Fiscal Services	9,670,901	Damage	500,000	Wildlife Division	23,330,628
Office of Director	2,059,320	Cost Allocation	0	Fish Division	12,464,975
Coupons	500,000	SALECS	299,924	Services Division	13,229,459
Early Retirement	105,274	FY 10	\$55,202,787	Fiscal Services	4,865,201
Damage	500,000	Wildlife Division	20,607,884	Office of Director	2,928,948
Cost Allocation	600,000	Fish Division	12,080,212	Coupons	820,000
SALECS	252,000	Services Division	13,614,186	Peace Officer Retirement	59,364
FY 07	\$47,208,311	Fiscal Services	4,408,915	Damage	500,000
Wildlife Division	18,735,410	Office of the Director	2,839,390	Cost Allocation	0
Fish Division	9,769,631	Coupons	800,000	SALECS	252,000
Services Division	10,615,365	Early Retirement	75,000	FY14	56,722,518
Fiscal Services	3,958,939	Damage	500,000	Wildlife Division	21,494,804
Office of Director	2,051,522	Cost Allocation	0	Fish Division	11,702,680
Coupons	535,000	SALECS	277,200	Services Division	12,699,623
Early Retirement	90,444	FY 11	\$55,889,342	Fiscal Services	4,584,860
Damage	500,000	Wildlife Division	21,391,993	Office of Director	3,071,187
Cost Allocation	700,000	Fish Division	11,918,414	Coupons	800,000
SALECS	252,000	Services Division	13,284,873	Peace Officer Retirement	59,364
FY 08	\$49,468,992	Fiscal Services	4,503,017	Damage	1,270,000
Wildlife Division	18,339,800	Office of the Director	3,149,576	Cost Allocation	800,000
Fish Division	10,628,900	Coupons	800,000	SALECS	240,000
Services Division	12,087,871	Early Retirement	70,469		

**STATEMENT OF ASSETS, LIABILITIES, AND FUND BALANCES
ARISING FROM CASH TRANSACTIONS
AS OF JUNE 30, 2013**

**% CHNG
FY 10 to
FY13**

	2013	2012	2011	2010	
ASSETS:					
PETTY CASH	\$ 17,250	\$ 17,250	\$ 17,225	\$ 17,075	1%
CASH - OPERATIONS	44,739,212	39,914,796	43,213,175	37,099,785	21%
CASH- WDLDFE TRUST INTEREST	4,183,074	3,419,343	3,261,302	3,029,341	38%
CASH- ACCESS FUND	1,704,276	1,409,627	1,592,524	1,517,988	12%
	<hr/>	<hr/>	<hr/>	<hr/>	
	50,643,812	44,761,017	48,084,226	41,664,189	22%
CASH - WDLDFE TRUST CORPUS	25,285,520	24,406,299	23,504,809	22,680,288	11%
CASH- LIFETIME LICENSE FUND	4,645,359	4,294,679	4,153,591	3,955,745	17%
CASH-ALTERNATIVE ENTERPRISES	46,598	54,801	43,198	42,950	8%
CASH - APPS/UNDISTRIBD IN PROCESS	11,724,396	12,502,319	13,475,231	13,951,984	-16%
CASH-AQUATIC INVASIVE SPECIES	444,795	444,795	444,794		
RETURNED CHECKS	794	717	602	975	-19%
UNRALIZED GAINS/LOSSES					
TOTAL ASSETS	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	92,791,274	86,464,628	89,706,451	82,296,131	13%
LIABILITIES:					
VOUCHERS PAYABLE	11,546	2,926		260	4341%
LICENSE AGENT BONDS	100,000	100,000	92,752	100,000	0%
COURT ORDERED RESTITUTION	207,626	57,626	20,125	49,626	318%
APP/UNDIST PENDING DRAW	11,724,396	12,502,319	13,475,231	13,951,984	-16%
RESTRICTED FEDERAL FUNDS	46,554	28,644		1,820,667	-97%
UNREALIZED INVESTMENT GAIN/LOSS	0	0	444,794	245,366	-100%
OTHER DEFERRED REVENUE	83,250	208,433	1,202,982	150,558	-45%
TOTAL LIABILITIES	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	12,173,371	12,899,948	15,235,884	16,318,461	-25%
FUND BALANCE:					
RESTRICTED					
OUTSTANDING ENCUMBERANCES	6,976,391	8,587,998	9,343,571	6,396,903	9%
WDLDFE TRUST FUND CORPUS (F08)	25,285,520	24,406,299	23,504,809	22,680,288	11%
WLD TRUST FUND INTEREST (F07)	3,882,184	2,822,680	2,876,717	2,651,002	46%
ACCESS FUND CORPUS (F06)	1,704,276	1,409,627	1,384,904	1,517,988	12%
AQUATIC INVASIVE SPECIES	444,795	444,795			
LIFETIME LICENSE FUND (F02)	4,645,359	4,294,679	4,153,591	3,871,015	20%
ALTERNATIVE ENTERPRISES	46,598	54,801	43198	41,861	11%
UNRESTRICTED					
G&F OPERATING FUND(F01)	37,632,781	31,543,800	33,163,777	28,818,613	31%
TOTAL FUND BALANCE	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL LIABILITIES AND					
FUND BALANCE	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	92,791,274	86,464,628	89,706,451	82,296,131	13%

**STATEMENT OF REVENUE AND EXPENDITURES
FOR THE PERIODS ENDED JUNE 30, 2013**

EXPENDABLE FUNDS only:	FY 13	FY 12	% Change from FY 12
REVENUE RECEIVED**			
Hunting & Fish Lic	31,789,174	32,258,773	-1%
Conservation Stamps	796,132	846,821	-6%
Boating Registration	373,810	452,270	-17%
Other license revenue (pp points)	4,875,014	4,524,984	8%
Pooled Interest Opr**	3,027,892	2,125,438	42%
Pooled Interest Trt(1)	1,508,478	1,020,716	48%
Income from Inv&Land	30,294	232,323	-87%
100% Reimbursable(2)	7,035,634	8,122,673	-13%
Application Fees	1,890,721	1,884,051	0%
Publication Sales	184,643	186,162	-1%
Acess Yes donations/cstamp(3)	1,068,213	879,076	22%
Federal Aid & Grants	16,167,996	10,865,993	49%
License Recoupment	896,318	825,461	9%
General Funds	3,584,588	3,884,117	-8%
Other Items	80,302	164,525	-51%
TTL REVENUE EARNED	73,309,209	68,273,383	7%

EXPENDITURES MADE(4)

Maintenance & Ops			
Office of Director	2,719,528	2,715,392	0%
Fiscal Division	4,097,644	4,006,877	2%
Services Division	12,085,480	11,874,260	2%
Fish Division	11,276,651	11,074,369	2%
Wildlife Division	20,427,016	21,371,715	-4%
General Fund	3,584,588	3,884,117	-8%
TOTAL M&O EXPENSES	54,190,907	54,926,731	-1%

Access Fund	616,026	888,580	-31%
Wyoming wildlife trust(1)	482,952	630,799	-23%
Legislated Expenses	1,853,401	1,586,851	17%
Pr yr encbrd m/o exp(5)	2,556,054	3,069,362	-17%
TTL OPERATING EXP	59,699,339	61,102,323	-2%

Reimbursable Contracts	4,726,580	5,215,161	-9%
Statewildlife Grants	493,158	662,643	-26%
Landowner Incentive Grants (I)			
Property Rights	5,000	13,495	-63%
Nonrecurring Projects	284,238	861,383	-67%
Pr yr encbrd other xp(6)	2,269,410	2,823,200	-20%
TTL NONOP EXPENSES	7,778,387	9,575,882	-19%

TOTAL EXPENDITURES	67,477,726	70,678,204	-5%
DEFICIT OF REVENUE OVER EXP	5,831,483	(2,404,821)	

All Department revenue is recognized above excepting:

- 1) \$647,193 in lifetime license sales and 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 \$82,308 of lifetime conservation stamps and 37 1/2% of the c-stamp (\$796,132) revenue is 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 \$163,661 which are deposited into an access fund are budgeted and spent in the year following receipt; they can only be used for purchasing nonfee title access easements.
- 4) \$39,633 (net gain on a cash basis for revenue of \$197,674 and expenses of \$158,041) from sale of promotional products and publications.
- 5) \$444,794 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 13 to date = \$560,208.

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.

Nonexpendable funds:

Wildlife Conservation Trust & Lifetime License Fund(s)

Corpus, July 1	28,700,978	27,658,400
Prior year adj for increase in value of investments		
Current year adj for increase in value of investm	0	0
Change in unrealized investments	0	
Interest earned	238,679	155,934
Transfer from operations	(296,512)	(274,128)
Donations	787	700
Lifetime hunting/fishing licenses	408,514	259,282
Lifetime conservation stamps	82,308	53,970
Annual conserv stamp 37 1/2%	796,125	846,821
Corpus, June 30	29,930,879	28,700,978

Aquatic Invasive Species Decals(7)

Corpus, July 1	444,794	444,794
Resident motorized decals		
Resident nonmotorized decals		
NonResident motorized decals		
NonResident nonmotorized decals		
Credit card charges		
Corpus, June 30	<u>444,794</u>	<u>444,794</u>

**SCHEDULE OF EXPENDITURES BY STRATEGIC PLAN PROGRAMS
FOR THE YEAR ENDED JUNE 30, 2013**

	Game & Fish Operng Fund	Wildlife Trust Fund	Access fund	Non recurring Projects	State Wld Grnts	100% funded Third Party Grants	Sub-Total Agency funding	General fund (non capital constructn)	Total Agency Expenditures	% Expd
AQUATIC WILDLIFE MNGT	3,943,591			22,784	197,509	43,775	\$ 4,207,658		\$ 4,207,658	6.12%
BIRD FARMS	622,412						622,412		622,412	0.91%
COOPERATIVE RESEARCH	171,500				131,980		303,480		303,480	0.44%
CONSERVATION ENGNING	634,519						634,519		634,519	0.92%
CWCS						1,111,815	1,111,815	645,250	1,757,065	2.56%
AQUATIC INVASIVE SPEC								\$ 1,118,010	1,118,010	1.63%
DEPARTMENT ADMIN	3,423,978			13,871			3,437,849		3,437,849	5.00%
EDUCATION	607,232	12,178				60,581	679,991		679,991	0.99%
FEEDGROUNDS	1,417,549						1,417,549		1,417,549	2.06%
FINANCIAL MANAGEMENT	2,479,110					-16,306	2,462,804		2,462,804	3.58%
FISH CULTURE^	5,372,824					-6,436	5,366,388		5,366,388	7.81%
HABITAT ^	5,838,780	470,774		78,990		1,268,296	7,656,841		7,656,841	11.14%
INFORMATION	1,584,651						1,584,651		1,584,651	2.31%
LEGISLATED EXPENSES(2)	1,828,434					24,967	1,853,401		1,853,401	2.70%
CUSTOMER SERVICES	339,756						339,756		339,756	0.49%
MANAGEMENT INFO SYSTEMS	2,223,114					21,257	2,244,371		2,244,371	3.27%
PERSONNEL MANAGEMENT	538,090						538,090		538,090	0.78%
PROPERTY RIGHTS	1,448,672		616,026			1,250,170	3,314,868		3,314,868	4.82%
REGIONAL INFORMATION/ED	519,450						519,450		519,450	0.76%
SPECIALIZED LAW ENFORCMNT	1,014,579					215,293	1,229,872		1,229,872	1.79%
HUMAN DIMENSIONS	221,377						221,377		221,377	0.32%
SUPPORT FACILITIES/PERSNL	2,450,524						2,450,524		2,450,524	3.57%
TERRESTRIAL WLD MNGT	14,366,185			168,594	163,669	313,188	15,011,636	450,975	15,462,611	22.50%
WILDLIFE HABITAT PRCTCN	730,272					217,589	947,861		947,861	1.38%
WILDLIFE HEALTH & LAB SVCS	688,121					222,389	910,511	1,370,353	2,280,864	3.32%
TTL DEPT OBJECTIVES	52,464,720	482,952	616,026	284,238	493,158	4,726,580	59,067,674	3,584,588	62,652,262	91.16%
PRIOR YR ENCUMBERED FNDS**	2,893,650	300,890		559,853	294,429	776,642	4,825,464	1,094,286	5,919,750	8.61%
ALTERNATIVE ENTERPRISES							158,041		158,041	0.23%
TTL AMT EXPND	55,358,370	783,842	616,026	844,091	787,587	5,503,222	64,051,180	4,678,874	68,730,053	
** (3) ENCUMBERED XPS INCLUDE: \$560,879 Aquatic Mngt; \$23,831 Bird Farms; \$654,799 Cooperative Research; \$16,895 Cons. Engineering										
\$467,434 CWCS; \$30,981 Dept. Admin.; \$61,739 Education; \$239,153 Feedgrounds; \$105,627 financial management;										
\$432,744 Fish Culture; \$680,515 Habitat; \$200,400 Information; \$0 Legislative; \$0 Cust. Servs.; \$240,187 Info. Syst.;										
\$3,988 Personnel; \$512,198 Prop. Rights; \$0 Regional I&E; \$21,116 Law Enforcement; \$87,480 Strategic planning; \$165,476 Supportive Facilities										
\$289,152 Terrestrial Wildlife; \$24,590 Habitat Protection; \$6,279 Lab Services										

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

BIG GAME LICENSES	PRICE	2008	2009	2010	2011	2012
Resident Antelope	\$33.00	17,331	18,428	18,523	18,087	17,033
Resident Youth Antelope	\$15.00	2,582	2,684	2,703	2,700	2,584
Resident Doe/Fawn Antelope	\$22.00	7,455	7,389	7,416	6,980	6,518
Resident Youth Doe/Fawn Antelope	\$14.00	766	714	718	760	644
Pioneer Antelope	\$2.00	192	169	138	126	93
Pioneer Doe/Fawn Antelope	\$2.00	48	46	46	30	23
Pioneer Heritage Antelope	\$20.00	160	171	214	284	270
Pioneer Heritage Doe/Fawn Antelope	\$18.00	35	40	59	88	83
TOTALS		28,569	29,641	29,817	29,055	27,248
Nonres Special Antelope	\$512.00	662	607	519	570	648
NonRes Special Antelope w/Preference Point	\$512.00	1,003	928	973	1,038	939
NonRes Antelope w/Preference Point	\$272.00	2,807	3,005	2,753	2,953	2,438
NonRes Antelope Yth w/Preference Point	\$110.00	293	327	282	315	279
Nonres Antelope	\$272.00	13,733	13,557	14,092	13,276	11,959
Nonres Youth Antelope	\$110.00	788	821	1,023	937	859
Nonres Doe/Fawn Antelope	\$34.00	19,981	22,262	24,927	24,233	22,209
Nonres Youth Doe/Fawn Antelope	\$19.00	1,323	1,433	1,586	1,605	1,487
TOTALS		40,590	42,940	46,155	44,927	40,818
TOTAL ANTELOPE LICENSES		69,159	72,581	75,972	73,982	68,066
Resident Bighorn Sheep	\$117.00	183	191	196	191	174
Resident Ewe/Lamb Bighorn Sheep	\$36.00					13
Resident Youth Ewe/Lamb Bighorn Sheep	\$20.00					2
Nonresident Bighorn Sheep	\$2,252.00	61	67	71	69	62
Nonresident Ewe/Lamb Bighorn Sheep	\$240.00					5
Nonresident Yth Ewe/Lamb Bighorn Sheep	\$100.00					
TOTAL BIGHORN SHEEP LICENSES		244	258	267	260	256
Resident Deer	\$38.00	41,621	42,449	42,182	40,088	38,618
Resident Deer Military Combat	\$0.00	6	21	4	3	
Resident Youth Deer	\$15.00	5,206	5,345	5,647	5,536	5,553
Resident Doe/Fawn Deer	\$22.00	7,732	8,639	8,083	8,544	8,143
Resident Youth Doe/Fawn Deer	\$14.00	807	859	797	814	764
Pioneer Deer	\$2.00	339	299	251	223	175
Pioneer Doe/Fawn Deer	\$2.00	62	50	40	38	33
Pioneer Heritage Deer	\$23.00	229	260	396	462	492
Pioneer Heritage Doe/Fawn Deer	\$18.00	33	41	57	93	76
TOTALS		56,035	57,963	57,457	55,801	53,854
Nonres Special Deer	\$552.00	1,406	1,165	1,005	871	781
NonRes Deer Special w/Preference Point	\$552.00	1,468	1,111	1,026	1,030	867
NonRes Deer w/Preference Point	\$312.00	4,309	3,862	3,581	3,536	3,214
NonRes Deer Yth w/Preference Point	\$110.00	272	228	213	259	218
Nonresident Deer	\$312.00	17,846	17,790	17,329	15,865	13,764
Nonresident Youth Deer	\$110.00	834	796	805	747	653
Nonresident Doe/Fawn Deer	\$34.00	6,926	7,420	6,953	6,578	6,137
Nonresident Youth Doe/Fawn Deer	\$19.00	444	434	362	370	357
TOTALS		33,505	32,806	31,274	29,256	25,991
TOTAL DEER LICENSES		89,540	90,769	88,731	85,057	79,845
Resident Elk	\$52.00	38,575	38,706	37,894	37,280	37,728
Resident Elk Military Combat	\$0.00	5	17	2	3	
Resident Youth Elk	\$25.00	3,697	3,623	3,671	3,742	3,815
Pioneer Elk	\$5.00	372	335	266	218	163
Resident Cow/Calf Elk	\$43.00	6,783	8,244	9,690	11,097	13,386
Resident Yth Cow/Calf Elk	\$20.00	521	606	736	927	1,073

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

Pioneer Cow/Calf Elk	\$5.00	59	51	54	51	60
Pioneer Heritage Elk	\$32.00	372	397	510	609	658
Pioneer Heritage Cow/Calf Elk	\$27.00	65	92	131	174	236
TOTALS		50,449	52,071	52,954	54,101	57,119
Nonres Special Elk/Fishing	\$1,057.00	669	549	657	727	794
NonRes Elk Yth w/Preference Point	\$275.00	84	89	73	70	77
NonRes Elk Special w/Preference Point	\$1,057.00	1,855	1,483	1,315	1,331	1,225
NonRes Elk w/Preference Point	\$577.00	2,824	2,848	2,704	2,574	2,489
Nonres Elk & Fishing	\$577.00	2,699	2,963	3,092	3,152	3,232
Nonres Youth Elk/Fishing	\$275.00	79	86	77	83	86
Nonres Cow/Calf Elk	\$288.00	1,874	2,417	2,722	3,336	3,962
Nonres Youth Cow/Calf Elk	\$100.00	93	114	136	158	204
TOTALS		10,177	10,549	10,776	11,431	12,069
TOTAL ELK LICENSES		60,626	62,620	63,730	65,532	69,188
Resident Moose	\$112.00	586	489	460	443	395
Nonresident Moose	\$1,402.00	129	107	100	96	96
TOTAL MOOSE LICENSES		715	596	560	539	491
Resident Mountain Goat	\$122.00	15	17	15	17	18
Nonres Mountain Goat	\$2,152.00	5	5	5	6	6
TOTAL MOUNTAIN GOAT LICENSES		20	22	20	23	24

COMMERCIAL LICENSES	PRICE	2008	2009	2010	2011	2012
Comm'l Fish Hatchery	\$182.00	11	11	12	12	10
Deal in Live Bait	\$67.00	63	68	64	67	61
Fishing Preserve	\$132.00	73	41	46	55	54
Resident Fur Dealer	\$52.00	16	13	15	13	15
Nonresident Fur Dealer	\$277.00	13	10	6	11	10
Game Bird Farm	\$132.00	111	115	112	108	105
Seine or Trap Fish License	\$20.00	697	720	781	735	840
Resident Taxidermist	\$67.00	179	180	190	187	176
Nonresident Taxidermist	\$702.00	4	3	3	6	7
TOTAL COMMERCIAL LICENSES		1,167	1,161	1,229	1,194	1,278

FUR BEARING/TRAP LICENSES	PRICE	2008	2009	2010	2011	2012
Res Fur Bearing Trap	\$44.00	1,685	1,723	1,691	1,793	2,132
Res Youth Fur Bear Trap	\$6.00	117	136	153	115	171
Nonres Fur Bearing Trap	\$242.00	48	43	36	40	37
TOTAL FUR BEARING/TRAPPING LICENSES		1,850	1,902	1,880	1,948	2,340

GAME BIRD/SML GAME LICENSES:	PRICE	2008	2009	2010	2011	2012
Res Bird/Small Game Annual	\$24.00	8,689	8,880	8,198	7,953	8,603
Res Daily Bird/Small Game	\$9.00	957	994	938	927	884
Res Bird/Small Game Military Combat	\$0.00		6	2	3	
Nonres Bird/Small Game Annual	\$72.00	1,879	1,779	1,777	1,738	1,893
Nonres Daily Bird/Small Game	\$20.00	5,192	4,800	4,937	4,977	4,925
Nonres Youth Bird/Small Game Annual	\$40.00	128	117	118	115	146
TOTAL COMBINATION LICENSES		16,845	16,576	15,970	15,713	16,451

GAME BIRD LICENSES:	PRICE	2008	2009	2010	2011	2012
Resident Game Bird	\$16.00	7,553	7,822	7,727	7,430	7,596

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

TOTAL GAME BIRD LICENSES		7,553	7,822	7,727	7,430	7,596	
SMALL GAME LICENSES:		PRICE	2008	2009	2010	2011	2012
Resident Small Game	\$16.00	1,831	1,713	1,600	1,533	1,393	
TOTAL SMALL GAME LICENSES			1,831	1,713	1,600	1,533	1,393
TURKEY LICENSES:		PRICE	2008	2009	2010	2011	2012
Resident Spring Turkey	\$16.00	4,358	4,447	4,960	4,503	3,886	
Resident Fall Turkey	\$16.00	2,649	2,542	2,202	2,042	1,972	
Resident Pioneer Spring Turkey	\$2.00					9	
Resident Pio Heritage Spring Turkey	\$10.00					35	
Resident Pioneer Fall Turkey	\$2.00					7	
Resident Pio Heritage Fall Turkey	\$10.00					21	
TOTALS			7,007	6,989	7,162	6,545	5,930
Nonres Spring Turkey	\$72.00	1,412	1,451	1,870	1,847	1,281	
Nonres Fall Turkey	\$72.00	496	313	280	276	240	
TOTALS			1,908	1,764	2,150	2,123	1,521
TOTAL TURKEY LICENSES			8,915	8,753	9,312	8,668	7,451
GAME FISH LICENSES:		PRICE	2008	2009	2010	2011	2012
Resident Fishing Annual	\$24.00	73,489	77,392	75,381	72,197	79,082	
Resident Youth Fishing Annual	\$3.00	6,101	6,371	6,377	6,128	6,725	
Resident Daily Fish	\$6.00	36,192	39,004	39,225	37,992	36,530	
Resident Daily Fish Military Combat	\$0.00	6	32	17	21		
TOTALS			115,788	122,799	121,000	116,338	122,337
Nonres Fishing Annual	\$92.00	12,466	12,460	12,609	11,419	13,603	
Nonres Youth Fish Annual	\$15.00	3,417	3,390	3,438	2,855	3,421	
Nonres Daily Fishing	\$14.00	183,477	188,046	180,050	160,453	182,434	
TOTALS			199,360	203,896	196,097	174,727	199,458
TOTAL FISHING LICENSES			315,148	326,695	317,097	291,065	321,795
LIFETIME LICENSES:		PRICE	2008	2009	2010	2011	2012
Bird/Fish/Small Game	\$482.00	97	65	83	79	82	
Fishing	\$302.00	68	63	62	62	59	
Bird/Fish/Small Game & Conservation Stamp	\$662.50	313	238	255	338	374	
Bird/Small Game	\$302.00	10	12	13	17	32	
Bird/Small Game & Conservation Stamp	\$482.50	11	1	3	8	11	
Fishing/Conservation Stamp	\$482.50	253	150	195	209	218	
Conservation Stamp	\$180.50	131	81	96	84	124	
TOTAL LIFETIME LICENSES			883	610	707	797	900
OTHER LICENSES:		PRICE	2008	2009	2010	2011	2012
Resident Archery	\$16.00	13,723	14,173	13,559	13,249	14,041	
Resident Youth Archery	\$6.00			974	1,074	1,162	
Nonresident Archery	\$30.00	4,364	4,646	4,958	5,114	4,985	
Nonresident Youth Archery	\$12.00			126	140	120	
TOTAL ARCHERY LICENSES			18,087	18,819	19,617	19,577	20,308
Res License to Capture Falcon	\$38.00	10	7	12	16	26	
Nonres Lic to Capture Falcon	\$242.00	29	8	7	13	16	
License to Hunt with Falcon	\$16.00	75	79	87	77	79	
License to Capture Fur Bearing Animal	\$20.00	1	1	2	1	2	

STATEWIDE FIVE-YEAR COMPARISON OF LICENSE SALES

Disabled Hunter Companion Permit	\$5.00	97	109	133	180	251
Duplicate with Coupon	\$5.00	1,618	2,046	2,270	2,320	3,919
Duplicate without Coupon	\$5.00	151	115	143	143	200
Duplicate Multi-Purpose	\$5.00	1,127	2,053	2,307	2,405	2,870
Duplicate Commercial	\$5.00	4	8	5	4	13
Duplicate Lifetime	\$5.00	248	262	272	244	215
TOTAL OTHER LICENSES		3,360	4,688	5,238	5,403	7,591
DECALS AND PERMITS:	PRICE	2008	2009	2010	2011	2012
Nonresident AIS Motorized Decal	\$30.00			5,755	5,254	5,771
Nonresident AIS Nonmotorized Decal	\$15.00			2,521	2,873	3,716
Resident AIS Motorized Decal	\$10.00			20,675	19,914	21,612
Resident AIS Nonmotorized Decal	\$5.00			6,505	6,733	8,360
Pheasant Special Mgmt Permit	\$12.50	5,591	5,716	5,578	4,867	5,015
Conservation Order Special Mgmt Permit	\$12.50	228	208	133	214	187
TOTAL PERMITS		5,819	5,924	41,167	39,855	44,661
STAMPS AND TAGS:	PRICE	2008	2009	2010	2011	2012
Conservation Stamps	\$12.50	172,586	176,790	175,760	170,810	175,964
Elk Special Management Stamp	\$12.50	13,523	13,279	12,493	12,115	11,760
Wildlife Damage Management Stamp	\$10.00	249	149	122	241	193
Reciprocity Stamps	\$10.00	8,230	8,688	8,111	7,588	7,991
Interstate Game Tags	\$8.00	15,834	14,979	14,772	14,489	14,627
TOTAL STAMPS AND TAGS		210,422	213,885	211,258	205,243	210,535
TROPHY GAME LICENSES:	PRICE	2008	2009	2010	2011	2012
Resident Black Bear	\$45.00	2,962	3,079	3,101	3,362	3,720
Nonres Black Bear	\$362.00	295	282	295	347	401
TOTAL BLACK BEAR LICENSES		3,257	3,361	3,396	3,709	4,121
Resident Mountain Lion	\$30.00	1,631	1,703	1,943	1,923	2,149
Resident Reduced Price Mountain Lion	\$20.00			27	49	52
Nonres Mountain Lion	\$362.00	128	142	182	213	179
Nonresident Reduced Price Mountain Lion	\$92.00			4	11	7
TOTAL MOUNTAIN LION LICENSES		1,759	1,845	2,156	2,196	2,387
Resident Gray Wolf	\$18.00					4,294
Nonresident Gray Wolf	\$180.00					198
TOTAL GRAY WOLF						4,492
WILD BISON LICENSES:	PRICE	2008	2009	2010	2011	2012
Resident Wild Bison	\$402.00	279	266	180	208	246
Nonresident Wild Bison	\$2,502.00	28	22	15	19	19
TOTAL BISON LICENSES:		307	288	195	227	265
		2008	2009	2010	2011	2012
GRAND TOTAL LICENSES:		817,507	840,888	867,829	829,951	871,434

HIP PERMITS 8,823 (5,602 SOLD MANUALLY; 3,221 SOLD ELECTRONICALLY)

NOTE: The price does not include application fees or preference point fees.

EXPENDITURE ALLOCATIONS BY PROGRAM -- FY 13

CODE	PROGRAM	COSTS BEFORE ALLOCATION	GEN'L WILDLIFE ALLOCATION*	COSTS AFTER ALLOCATION
AA	GENERAL WILDLIFE	\$15,187,967		
BC	ANTELOPE	\$3,053,402	\$879,915	\$3,933,317
BD	ELK	\$11,411,192	\$3,288,424	\$14,699,616
BE	ROCKY MOUNTAIN SHEEP	\$1,160,827	\$334,522	\$1,495,349
BF	MOOSE	\$1,055,424	\$304,147	\$1,359,572
BG	ROCKY MOUNTAIN GOAT	\$103,601	\$29,855	\$133,456
BJ	MOUNTAIN LION	\$491,548	\$141,652	\$633,200
BK	BLACK BEAR	\$585,637	\$168,766	\$754,404
BL	GRIZZLY BEAR	\$1,506,480	\$434,130	\$1,940,610
BM	MULE DEER	\$5,961,365	\$1,717,918	\$7,679,283
BN	WHITE-TAILED DEER	\$564,139	\$162,571	\$726,710
BP	BISON	\$154,982	\$44,662	\$199,643
BW	WOLF	\$1,125,802	\$324,428	\$1,450,231
CA	SMALL GAME	\$26,847	\$7,737	\$34,584
CC	PHEASANTS	\$912,931	\$263,084	\$1,176,016
CF	TURKEY	\$117,697	\$33,917	\$151,614
CG	PARTRIDGE	\$1,412	\$407	\$1,819
CR	BLUE/RUFFED GROUSE	\$10,696	\$3,082	\$13,779
CT	SAGE GROUSE	\$2,450,657	\$706,219	\$3,156,876
CV	SHARP-TAILED GROUSE	\$19,538	\$5,630	\$25,168
DB	GEESE	\$638,447	\$183,985	\$822,432
DC	DUCKS	\$134,854	\$38,862	\$173,716
DD	SWANS	\$56,976	\$16,419	\$73,396
DE	DOVES	\$227,516	\$65,565	\$293,081
DF	CRANES	\$76,779	\$22,126	\$98,905
DH	WHOOPING CRANE	\$171	\$49	\$221

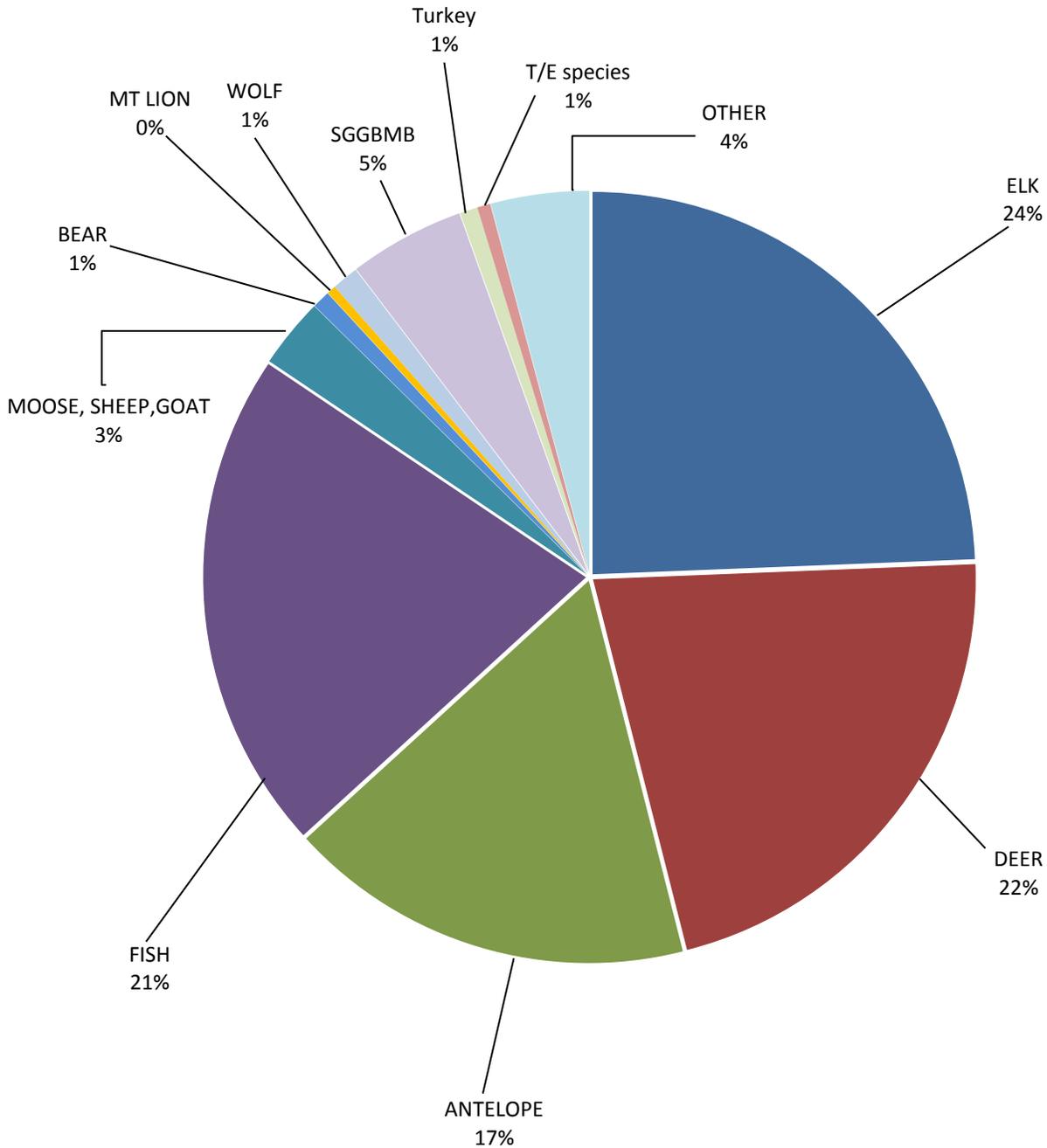
EXPENDITURE ALLOCATIONS BY PROGRAM -- FY 13

CODE	PROGRAM	COSTS BEFORE ALLOCATION	GEN'L WILDLIFE ALLOCATION*	COSTS AFTER ALLOCATION
FX	SPORT FISH	\$17,032,122	\$4,908,237	\$21,940,359
HB	BOBCAT/LYNX	\$293,745	\$84,650	\$378,395
HC	BEAVER	\$191,076	\$55,063	\$246,140
MB	COMMERCIAL FISHERIES	\$27,896	\$8,039	\$35,935
NA	NONGAME MAMMALS	\$825,803	\$237,976	\$1,063,778
NB	NONGAME BIRDS	\$798,354	\$230,066	\$1,028,419
NC	RAPTORS	\$587,718	\$169,366	\$757,083
ND	NONGAME FISH	\$258,035	\$74,359	\$332,394
NE	AMPHIBIANS/REPTILES	\$485,597	\$139,937	\$625,534
NF	PREDATORY BIRDS	\$4,528	\$1,305	\$5,833
NH	PEREGRINE FALCON	\$38,035	\$10,961	\$48,996
NJ	BALD EAGLE	\$34,045	\$9,811	\$43,855
NK	BLACK FOOTED FERRET	\$61,470	\$17,714	\$79,184
NL	CANADIAN LYNX	\$4,848	\$1,397	\$6,246
NM	PREBLES MEADOW MOUSE	\$65,317	\$18,823	\$84,140
NP	PREDATORY MAMMALS	\$34,917	\$10,062	\$44,980
NR	BLACK-TAILED PRARIE DOG	\$815	\$235	\$1,050
NS	WHITE-TAILED PRARIE DOG	\$97,469	\$28,088	\$125,557
NW	WYOMING TOAD	\$10,380	\$2,991	\$13,371
NX	EXOTIC GAME	\$2,829	\$815	\$3,644
ZZ **	NONWILDLIFE	\$838,165		\$838,165
TOTAL PROGRAM COSTS		\$53,542,086	\$15,187,967	\$68,730,053

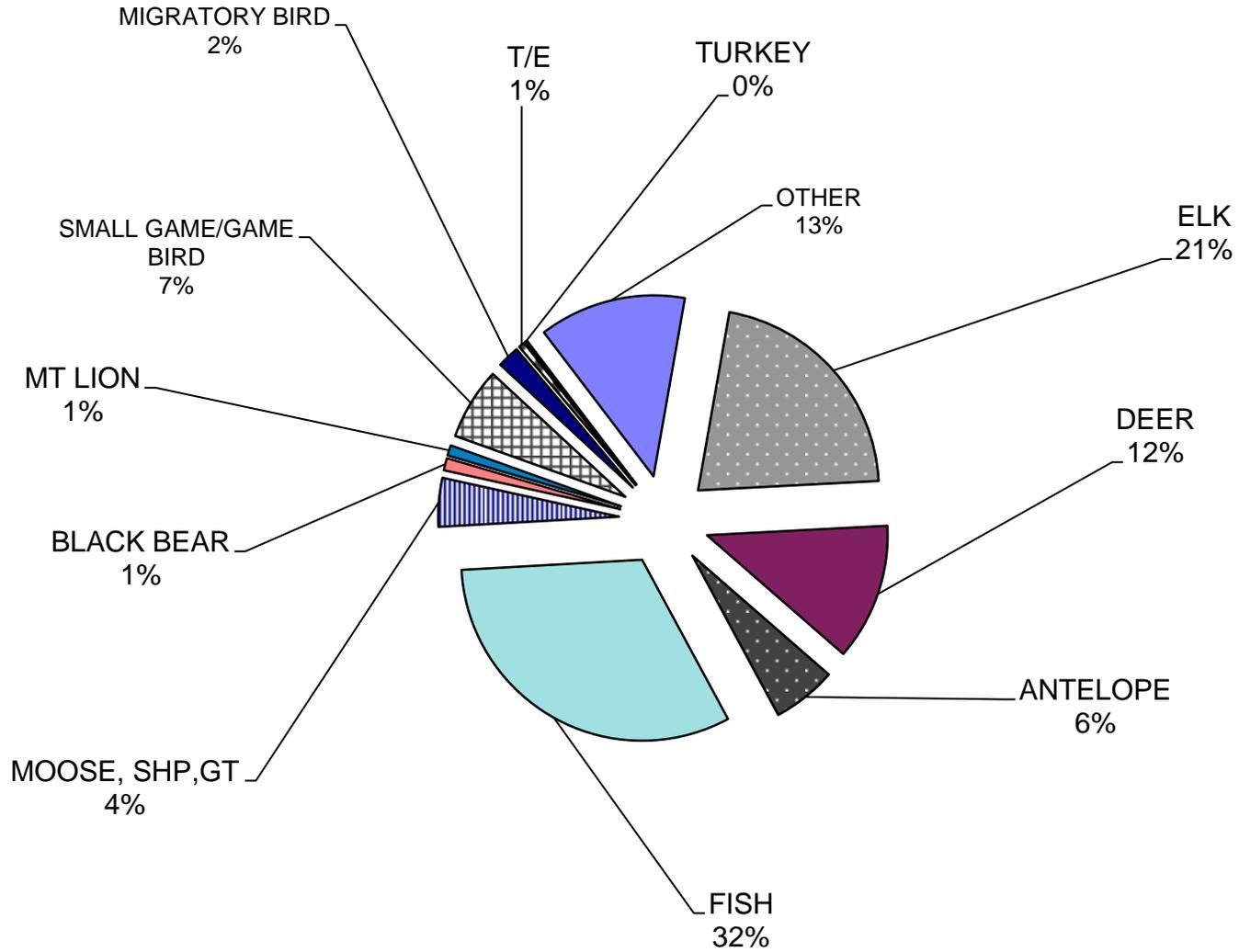
*Most costs for the Office of the Director, Fiscal Services, Services (including remodeling and maintenance of regional office buildings, and Information/Education programs such as Wyoming Wildlife Magazine, information services, visitor centers, educational programs, etc. are included in General Wildlife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

**Nonwildlife includes Alternative Enterprises (3V10).

WGF Revenue Collected by Species FY 13 (includes general fund noncapital construction)



WGF Expenditures by Species - FY 13 (includes general fund non capital construction)



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

PROGRAM	2008	2009	%	2010	%	2011	%	2012	%	2013	%
Antelope	3,785,765	3,451,229	5.77%	4,642,327	6.80%	4,057,197	6.21%	3,958,296	5.58%	3,933,317	5.72%
Elk	12,415,185	13,942,785	23.32%	14,652,727	21.45%	13,483,854	20.65%	16,493,854	23.26%	14,699,616	21.39%
Rocky Mountain Sheep	1,284,207	1,237,934	2.07%	1,935,584	2.83%	1,788,348	2.74%	1,823,835	2.57%	1,495,349	2.18%
Moose	1,022,129	819,010	1.37%	1,395,340	2.04%	1,588,023	2.43%	982,685	1.39%	1,359,572	1.98%
Rocky Mountain Goat	48,575	86,302	0.14%	68,089	0.10%	89,638	0.14%	56,123	0.08%	133,456	0.19%
Mountain Lion	399,474	517,806	0.87%	689,285	1.01%	574,596	0.88%	692,596	0.98%	633,200	0.92%
Black Bear	1,076,992	682,477	1.14%	600,596	0.88%	760,785	1.17%	864,833	1.22%	754,404	1.10%
Grizzly Bear	1,359,017	1,746,787	2.92%	1,917,167	2.81%	1,927,556	2.95%	1,694,477	2.39%	1,940,610	2.82%
Mule Deer	5,819,403	6,250,196	10.45%	7,815,382	11.44%	8,121,724	12.44%	8,341,097	11.76%	7,679,283	11.17%
White-tailed Deer	411,374	560,517	0.94%	830,597	1.22%	502,003	0.77%	674,624	0.95%	726,710	1.06%
Bison	336,837	216,062	0.36%	129,169	0.19%	174,431	0.27%	300,643	0.42%	199,643	0.29%
Wolf	966,111	1,096,770	1.83%	444,373	0.65%	308,087	0.47%	734,296	1.04%	1,450,231	2.11%
Small Game	63,398	50,274	0.08%	41,726	0.06%	42,347	0.06%	28,245	0.04%	34,584	0.05%
Game Birds	1,925	338	0.00%	5,396	0.01%	735	0.00%	163	0.00%	0	0.00%
Pheasants	1,081,735	2,805,527	4.69%	1,447,921	2.12%	1,343,098	2.06%	1,693,459	2.39%	1,176,016	1.71%
Turkey	325,686	298,506	0.50%	283,493	0.42%	330,420	0.51%	175,429	0.25%	151,614	0.22%
Partridge	421	1,323	0.00%	94,263	0.14%	8,438	0.01%	3,397	0.00%	1,819	0.00%
Blue/Ruffed Grouse	11,228	8,261	0.01%	13,973	0.02%	7,468	0.01%	4,952	0.01%	13,779	0.02%
Sage Grouse	2,536,600	3,375,155	5.65%	3,688,894	5.40%	2,414,403	3.70%	3,258,052	4.59%	3,156,876	4.59%
Sharp-Tailed Grouse	37,840	32,047	0.05%	24,237	0.04%	23,053	0.04%	23,219	0.03%	25,168	0.04%
Geese	531,811	1,046,785	1.75%	1,392,274	2.04%	1,577,790	2.42%	305,835	0.43%	822,432	1.20%
Ducks	225,079	237,433	0.40%	324,943	0.48%	41,640	0.06%	1,067,842	1.51%	173,716	0.25%
Swans	306,190	630,108	1.05%	233,611	0.34%	258,155	0.40%	209,110	0.29%	73,396	0.11%
Doves	144,777	50,190	0.08%	57,738	0.08%	51,337	0.08%	131,663	0.19%	293,081	0.43%

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

PROGRAM	2008	2009	%	2010	%	2011	%	2012	%	2013	%
Cranes	182,947	172,882	0.29%	88,641	0.13%	171,299	0.26%	108,639	0.15%	99,126	0.14%
Sport Fish	15,286,495	16,806,936	28.11%	20,113,566	29.45%	20,265,111	31.03%	21,474,956	30.28%	21,940,359	31.92%
Bobcat/Lynx	551,070	337,402	0.56%	358,400	0.52%	257,658	0.39%	480,931	0.68%	378,395	0.55%
Beaver	54,599	42,549	0.07%	48,901	0.07%	271,214	0.42%	189,976	0.27%	246,140	0.36%
Commercial Fisheries	36,040	33,103	0.06%	4,095	0.01%	17,734	0.03%	19,745	0.03%	35,935	0.05%
Nongame Mammals	380,567	432,085	0.72%	655,143	0.96%	711,679	1.09%	987,226	1.39%	1,063,778	1.55%
Nongame Birds	535,644	522,666	0.87%	619,112	0.91%	447,560	0.69%	827,377	1.17%	1,028,419	1.50%
Raptors	165,296	362,577	0.61%	771,732	1.13%	712,094	1.09%	653,433	0.92%	757,083	1.10%
Nongame Fish	381,811	475,643	0.80%	1,575,399	2.31%	1,377,514	2.11%	913,755	1.29%	332,394	0.48%
Amphibians/Reptiles	153,371	348,854	0.58%	431,625	0.63%	431,113	0.66%	409,590	0.58%	625,534	0.91%
Predatory Birds	1,234	3,685	0.01%	9,078	0.01%	6,767	0.01%	6,668	0.01%	5,833	0.01%
Peregrine Falcon	30,089	83,310	0.14%	30,446	0.04%	36,583	0.06%	55,694	0.08%	48,996	0.07%
Bald Eagle	40,138	35,472	0.06%	24,797	0.04%	17,686	0.03%	84,470	0.12%	43,855	0.06%
Black-Footed Ferret	158,585	274,268	0.46%	137,172	0.20%	178,179	0.27%	169,306	0.24%	79,184	0.12%
Canadian Lynx	4,634	6,905	0.01%	7,946	0.01%	18,172	0.03%	8,376	0.01%	6,246	0.01%
Prebles Jumping Mouse	303	3,033	0.01%	26,560	0.04%	34,694	0.05%	37,366	0.05%	84,140	0.12%
Predatory Mammals	28,609	38,191	0.06%	35,530	0.05%	23,647	0.04%	38,946	0.05%	44,980	0.07%
Black-Tailed Prairie Dog	4,792	26,540	0.04%	22,083	0.03%	739	0.00%	9,552	0.01%	1,050	0.00%
White-Tailed Prairie Dog	90,565	69,781	0.12%	12,769	0.02%	116,423	0.18%	103,077	0.15%	125,557	0.18%
Wyoming Toad	6,991	11,844	0.02%	6,399	0.01%	6,459	0.01%	14,844	0.02%	13,371	0.02%
Exotic Game	3,137	2,083	0.00%	15,535	0.02%	4,058	0.01%	7,184	0.01%	3,644	0.01%
Nonwildlife	605,449	555,456	0.93%	581,095	0.85%	717,863	1.10%	804,245	1.13%	838,165	1.22%
TOTAL PROGRAM COSTS	52,894,125	59,789,087	100.00%	68,305,129	100.00%	65,299,372	100.00%	70,924,085	100.00%	68,730,053	100.00%

ALL AGENCY EXPENDITURES ON AN ACTIVITY BASIS

		2009		2010		2011		2012*		2013**	
cd	ACTIVITY DESCRIPTION	AMT	%	AMT	%	AMT	%	AMT	%	AMT	%
001	Legal research	822	0.00	139	0.00	413	0.00	2,051	0.00	8,507	0.01
002	Legal briefs			14,881	0.02			2,913	0.00		
003	Legal pleadings					35,000	0.05				
004	Legal - court appearances			186	0.00			4,368	0.01	2,026	0.00
005	Legal conferences										
051	Fee Title Acq-Aquatic Habitat	3219	0.00	2,600	0.00	3,323	0.01	200	0.00	7,425	0.01
052	Fee Title Acq- Rip Habitat	87880	0.13	97,396	0.14	5,469	0.01	2,538	0.00	6,695	0.01
053	Fee Title Acq- Ter Habitat	1019111	1.49	9,108	0.01	9,309	0.01	8,959	0.01	14,622	0.02
054	Fee Title Acq- Boat Access	382	0.00	-		757	0.00	3,100	0.00	2,028	0.00
055	Fee Title Acq- Public Access	2229	0.00	7,639	0.01	467	0.00	2,590	0.00	2,548	0.00
056	Fee Title Acq- Dept Facilities	174283	0.26	26,044	0.04	566,928	0.87	386,669	0.55	4,507	0.01
061	Non-Fee Title- Aquatic Habitat	5726	0.01	1,071,784	1.57	68,415	0.10	305,825	0.43	3,298	0.00
062	Non-Fee Title- Rip Habitat	2514	0.00	4,429	0.01	7,179	0.01	16,204	0.02	69,936	0.10
063	Non-Fee Title- Ter Habitat	594874	0.87	4,479,639	6.56	199,342	0.31	1,051,613	1.48	1,122,190	1.63
064	Non-Fee Title- Boat Access	1693	0.00	3,600	0.01	7,765	0.01	21,300	0.03	37,894	0.06
065	Non-Fee Title-Public Access	762538	1.12	806,896	1.18	795,148	1.22	847,927	1.20	951,758	1.38
066	Non-Fee Title-Dept Facilities	1697	0.00	573	0.00	1,912	0.00	7,036	0.01	11,617	0.02
100	Administration	7,142,528	10.46	7,438,325	10.89	7,471,713	11.44	6,930,354	9.77	7,177,559	10.44
105	Clerical	1,493,730	2.19	1,504,431	2.20	1,338,883	2.05	1,346,739	1.90	1,545,854	2.25
110	License Sales & Accounting	1,201,886	1.76	1,158,877	1.70	1,144,786	1.75	1,125,342	1.59	1,054,950	1.53
114	Product Sales & Alt Funding	85,937	0.13	95,497	0.14	96,148	0.15	230,486	0.32	156,046	0.23
115	Fiscal	664,842	0.97	649,905	0.95	699,177	1.07	771,955	1.09	778,810	1.13
121	Management Planning	1,115,303	1.63	1,217,468	1.78	1,150,617	1.76	1,413,190	1.99	1,471,959	2.14
122	Strategic Planning	160,643	0.24	107,443	0.16	124,916	0.19	134,094	0.19	72,339	0.11
125	Procurement & Inventory	1,658,148	2.43	1,147,020	1.68	276,476	0.42	688,564	0.97	768,158	1.12
130	Regulations	264,317	0.39	326,162	0.48	327,377	0.50	375,389	0.53	384,621	0.56
132	Season Setting	101,056	0.15	111,372	0.16	153,543	0.24	146,455	0.21	141,899	0.21
135	Grant-in-Aid Administration	94,985	0.14	115,043	0.17	84,186	0.13	100,374	0.14	133,561	0.19
140	Inter-Agency communications	1,054,948	1.54	1,047,990	1.53	1,134,747	1.74	1,306,829	1.84	1,224,404	1.78
141	Mngt Info Systems(LE & LIC)	413,399	0.61	378,539	0.55	626,451	0.96	393,303	0.55	58,676	0.09
142	Mngt Info Systems(other)	98,927	0.14	105,935	0.16	102,396	0.16	94,434	0.13	90,170	0.13
143	Mngt Info Systems-Hdw/Soft	797,229	1.17	1,007,300	1.47	1,458,957	2.23	1,603,858	2.26	1,528,292	2.22
145	Intra-Agency Communications	1,287,943	1.89	1,368,973	2.00	1,585,455	2.43	1,714,184	2.42	1,709,747	2.49

cd	ACTIVITY DESCRIPTION	2009		2010		2011		2012*		2013**	
		AMT	%	AMT	%	AMT	%	AMT	%	AMT	%
149	Commuting Mileage	5,627	0.01	4,384	0.01	7,386	0.01	5,913	0.01	6,873	0.01
150	Hunter Safety	125633	0.18	157,609	0.23	145,179	0.22	191,063	0.27	222,091	0.32
155	Conservation Education	617313	0.90	497,148	0.73	576,701	0.88	1,001,267	1.41	603,795	0.88
156	Aquatic Education	82266	0.12	124,897	0.18	118,548	0.18	169,305	0.24	132,756	0.19
158	Mass Media Presentations	246388	0.36	131,781	0.19	219,633	0.34	423,371	0.60	372,051	0.54
160	Public Contacts	1553368	2.27	1,839,943	2.69	1,809,085	2.77	1,949,193	2.75	2,267,930	3.30
165	Info Documents & Displays	984884	1.44	1,189,907	1.74	1,038,801	1.59	1,043,488	1.47	1,053,961	1.53
170	Wyo Wildlife Magazine	502393	0.74	536,023	0.78	519,130	0.79	503,869	0.71	487,597	0.71
175	Extension Service	64143	0.09	59,123	0.09	30,091	0.05	47,029	0.07	40,069	0.06
180	In-Service Training	1417849	2.08	1,925,740	2.82	1,883,892	2.89	2,373,262	3.35	1,775,590	2.58
181	Instructional Training	115612	0.17	165,095	0.24	120,598	0.18	178,325	0.25	162,110	0.24
201	Habitat Dvmt on Priv Land	135083	0.20	392,667	0.57	224,215	0.34	125,710	0.18	18,351	0.03
210	Department Facility Dev	412484	0.60	705,538	1.03	931,659	1.43	936,946	1.32	686,005	1.00
231	Wldlife Rearing Facility Dev	457901	0.67	681,078	1.00	2,333,151	3.57	1,122,989	1.58	660,291	0.96
232	Watering Facility Dev	27174	0.04	59,333	0.09	22,289	0.03	11,190	0.02	18,778	0.03
233	Motor Boat Access Dev	848540	1.24	666,715	0.98	276,701	0.42	632,341	0.89	761,509	1.11
234	Stream Habitat Developmnt	141659	0.21	209,381	0.31	224,952	0.34	244,572	0.34	323,632	0.47
235	Reservoir/Lake Habitat Dev	14561	0.02	17,118	0.03	8,208	0.01	15,867	0.02	161,081	0.23
236	Impoundment Development	2907	0.00	3,742	0.01	18,838	0.03	6,402	0.01	829	0.00
23N&Y	NEPA Development			686	0.00	756	0.00	6,320	0.01	33,696	0.05
237	Fish Passage Development	160428	0.23	315,604	0.46	682,298	1.04	558,542	0.79	472,103	0.69
240	Riparian Habitat Dev	50996	0.07	139,328	0.20	70,157	0.11	148,240	0.21	201,373	0.29
24N										106	0.00
250	Terrestrial Habitat Dev	114272	0.17	90,621	0.13	4,721	0.01	8,552	0.01	31,231	0.05
260	Public Facility Development	101563	0.15	71,989	0.11	55,846	0.09	11,489	0.02	12,897	0.02
26N										506	0.00
270	Cropland Development	143	0.00								
280	Transport Facility Dev			16,433	0.02	77	0.00	13	0.00	909	0.00
290	Fence Construction	22151	0.03	70,732	0.10	49,837	0.08	163,209	0.23	94,837	0.14
299	Other Misc Public Dev	2390	0.00	231	0.00	1,578	0.00	737	0.00	100	0.00
300	Routine Enforcement	1515515	2.22	1,424,927	2.09	1,644,431	2.52	1,506,309	2.12	1,456,575	2.12
310	Enforcement Investigations	724163	1.06	771,178	1.13	750,744	1.15	743,082	1.05	702,706	1.02
320	Enforcement Administration	379140	0.56	371,412	0.54	404,991	0.62	395,174	0.56	327,443	0.48
401	Habitat Mntn on Priv Land	373544	0.55	60,296	0.09	1,466	0.00	518	0.00	7,781	0.01

cd	ACTIVITY DESCRIPTION	2009		2010		2011		2012*		2013**	
		AMT	%	AMT	%	AMT	%	AMT	%	AMT	%
410	Facility Maintenance	2238895	3.28	2,599,032	3.81	2,525,067	3.87	2,455,694	3.46	2,686,131	3.91
420	Equipment Maintenance	422299	0.62	408,807	0.60	508,912	0.78	564,817	0.80	598,269	0.87
422	Equine Maintenance	70752	0.10	90,638	0.13	99,232	0.15	122,462	0.17	137,208	0.20
430	Aquatic Habitat Maintenance	45802	0.07	71,264	0.10	94,230	0.14	186,089	0.26	68,778	0.10
433	Motor Boat Access Site Main	100016	0.15	216,151	0.32	166,735	0.26	121,761	0.17	121,866	0.18
440	Riparian Habitat Maintenance	116118	0.17	247,564	0.36	825,529	1.26	355,537	0.50	316,426	0.46
450	Terrestrial Habitat Main	315330	0.46	302,760	0.44	360,148	0.55	629,314	0.89	551,151	0.80
451	Noxious Vegetation Control	234035	0.34	217,174	0.32	232,070	0.36	197,044	0.28	273,146	0.40
452	Livestock Grazing	81986	0.12	77,173	0.11	43,135	0.07	51,736	0.07	57,300	0.08
453	Permanent Cover/Food Patch	318770	0.47	367,683	0.54	452,145	0.69	449,157	0.63	500,236	0.73
454	Veg Cover Mngt- Presc Burns	120708	0.18	35,401	0.05	86,954	0.13	171,751	0.24	69,260	0.10
455	Veg Cov Mngt- Mech Tmnt	405071	0.59	341,018	0.50	347,138	0.53	195,819	0.28	94,253	0.14
456	Veg Cov Mngt- Chem Tmnt	55115	0.08	150,194	0.22	264,560	0.41	445,971	0.63	367,341	0.53
457	Watering Facility Maintenance	25027	0.04	50,285	0.07	14,448	0.02	54,359	0.08	76,093	0.11
458	Cropland Maintenance	34908	0.05	25,764	0.04	33,768	0.05	79,056	0.11	45,452	0.07
45N	NEPA Prescribed Burn							615	0.00		
460	Public Access Maintenance	642766	0.94	432,952	0.63	422,354	0.65	463,159	0.65	592,040	0.86
480	Transport Facility Maintenance	197400	0.29	203,268	0.30	272,786	0.42	250,523	0.35	184,232	0.27
490	Fence Maintenance	488712	0.72	553,880	0.81	535,777	0.82	742,645	1.05	881,093	1.28
510	Habitat & Populations Evaluation	1620143	2.37	2,206,904	3.23	1,644,133	2.52	1,589,387	2.24	1,490,805	2.17
511	Habitat Inventory	1046856	1.53	1,324,294	1.94	962,511	1.47	719,532	1.01	670,622	0.98
512	Fish & Wildlife Population Studies	3019588	4.42	3,427,268	5.02	3,689,221	5.65	5,087,507	7.17	4,812,823	7.00
513	Fish Passage Investigations	230259	0.34	669,778	0.98	91,078	0.14	91,653	0.13	88,757	0.13
514	NonG&F Habitat/Pop Eval	14354	0.02	23,993	0.04	17,424	0.03	21,401	0.03	5,604	0.01
520	Public Use Inventory	1176448	1.72	1,049,669	1.54	975,576	1.49	1,323,700	1.87	1,468,670	2.14
530	Resource Reconnaissance	193484	0.28	194,789	0.29	204,533	0.31	240,082	0.34	258,782	0.38
540	Environmental Protection	1008783	1.48	1,247,497	1.83	1,685,707	2.58	1,518,585	2.14	1,805,654	2.63
551	Disease Investigation	1523211	2.23	1,458,418	2.14	1,639,689	2.51	1,450,952	2.05	1,465,943	2.13
553	Life History/Ecology Investigation	474818	0.70	715,485	1.05	936,673	1.43	976,750	1.38	880,469	1.28
554	NonGame Life History Inv	363	0.00	75	0.00	21,770	0.03	61,447	0.09	35,105	0.05
571	Economic Investigation					4377.84	0.01			863	0.00
576	Investigation of Techniques	20392	0.03	65,738	0.10	99,014	0.15	166,926	0.24	193,065	0.28
577	Artificial Propagation Investigatic	701	0.00	1,751	0.00	2,290	0.00	1,070	0.00	893	0.00
580	Water rights Admin	36989	0.05	156,323	0.23	157,033	0.24	173,634	0.24	135,610	0.20
610	Fish & Wildlife Control	319131	0.47	384,734	0.56	403,815	0.62	347,578	0.49	503,519	0.73

cd	ACTIVITY DESCRIPTION	2009		2010		2011		2012*		2013**	
		AMT	%	AMT	%	AMT	%	AMT	%	AMT	%
620	Damage Prevention	660256	0.97	753,495	1.10	988,516	1.51	918,412	1.29	896,435	1.30
630	Damage Claims	1399694	2.05	1,530,919	2.24	1,656,777	2.54	1,680,477	2.37	2,072,304	3.02
710	Fish & Wildlife Rearing	1983743	2.90	2,341,825	3.43	2,451,852	3.75	2,932,055	4.13	2,959,459	4.31
712	Fish Egg Collection	224199	0.33	217,295	0.32	271,223	0.42	264,216	0.37	251,876	0.37
715	Wildlife Stocking-Restoration	18451	0.03	23,470	0.03	20,781	0.03	19,017	0.03	23,186	0.03
716	Wildlife Stocking-Maintenance	224552	0.33	243,063	0.36	245,841	0.38	250,195	0.35	214,150	0.31
717	Wildlife Stocking-Put&Take	132332	0.19	142,463	0.21	158,457	0.24	188,473	0.27	224,460	0.33
718	Wildlife Stocking-New Species E	18157	0.03	2,333	0.00	325	0.00	8,202	0.01	4,407	0.01
720	Wildlife Feeding	2240909	3.28	1,632,821	2.39	920,631	1.41	2,334,956	3.29	1,445,404	2.10
730	Trapping & Transplanting	23345	0.03	128,786	0.19	70,870	0.11	41,707	0.06	26,182	0.04
810	Paid Leave-Military, Admin	237917	0.35	150,136	0.22	190,054	0.29	102,780	0.14	116,712	0.17
811	Paid Leave-Annual	2143834	3.14	2,246,075	3.29	2,262,168	3.46	2,522,179	3.56	2,587,970	3.77
812	Paid Leave-Sick	596400	0.87	651,310	0.95	716,456	1.10	514,381	0.73	516,401	0.75
813	Paid Leave-Comp Time Off	123114	0.18	100,420	0.15	93,928	0.14	117,433	0.17	125,348	0.18
814	Paid Leave-Holiday	1014357	1.49	1,051,723	1.54	1,103,592	1.69	1,120,692	1.58	1,154,562	1.68
815	Paid Leave - Bee Time	67456	0.10	79,689	0.12	94,629	0.14	92,912	0.13	82,921	0.12
816	Paid Leave - Personal Day	88552	0.13	181,646	0.27	38,337	0.06	102,801	0.14	215,847	0.31
817	Paid Leave - Fins Fur Fitness							29,017	0.04	23,479	0.03
818	Paid Leave - FMLA							134,130	0.19	201,149	0.29
830	Employee Moving	55450	0.08	44,339	0.06	50,041	0.08	92,592	0.13	32,466	0.05
900	Boating Enforcement	234217	0.34	250,403	0.37	268,534	0.41	310,753	0.44	257,063	0.37
905	Boating Accident Invest	17173	0.03	10,683	0.02	10,989	0.02	26,889	0.04	11,491	0.02
910	Boating Certificate & Sales	86022	0.13	91,908	0.13	102,624	0.16	118,121	0.17	112,872	0.16
915	Boating Administration	65746	0.10	62,544	0.09	66,316	0.10	71,777	0.10	56,716	0.08
920	Boating Education	22514	0.03	23,760	0.03	17,993	0.03	16,067	0.02	18,573	0.03
925	Search & Rescue	3290	0.00	3,251	0.00	5,641	0.01	17,044	0.02	3,750	0.01
930	Local Law Enforcement Assistan	9193	0.01	12,172	0.02	11,673	0.02	15,619	0.02	10,941	0.02
935	Boating Buoy Maintenance	5037	0.01	4,874	0.01	6,548	0.01	7,734	0.01	5,960	0.01
940	Boating Equip/Supp Proc	1069	0.00	148	0.00	1,521	0.00	2,614	0.00	856	0.00
	TOTAL	59,789,087	88	68,305,129	100	65,299,372	100	70,924,085	100	68,730,053	100

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

**includes general fund expenditures of \$3,584,588

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

FY	LANDOWNER COUPONS	% CHANGE	DAMAGE CLAIMS	% CHANGE
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%
2013	654,992	-8.66%	971,759	50.08%

REFERENCES

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