

**ORGANIZATION, AUTHORITY
AND PROGRAMS
OF STATE FISH
AND WILDLIFE
AGENCIES**



*A Wildlife Management Institute Report
1997*

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AUTHORITY AND PROGRAMS
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A Report of the
WILDLIFE MANAGEMENT INSTITUTE
1997



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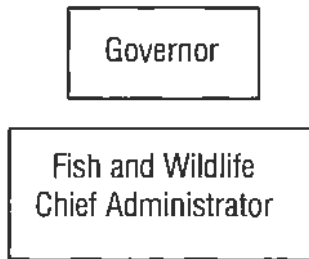
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Contents

Introduction	1
Organization	2
Regulatory Authority	3
Agency Administration	3
Personnel	4
Finances	5
Planning and Policy	5
Information and Education	5
Research	6
Management and Operations	6
Cooperative Programs and EIS Review	7
Tables and Footnotes	
Northeast Region	8
Southeast Region	38
Midwest Region	66
Interior West Region	94
Pacific Region	122
Summary Tables	150

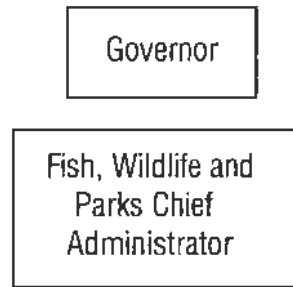
Figure 1. General Agency Hierarchies

Example A - Independent Agency



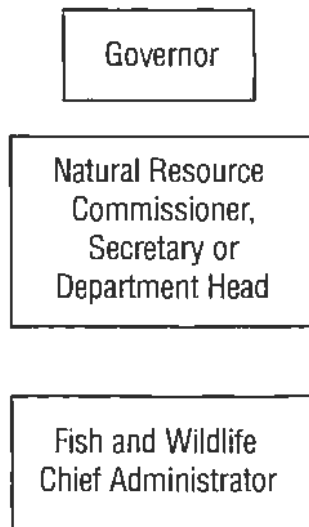
20 states have this structure

Example B - Independent Fish, Wildlife, and State Parks Agency



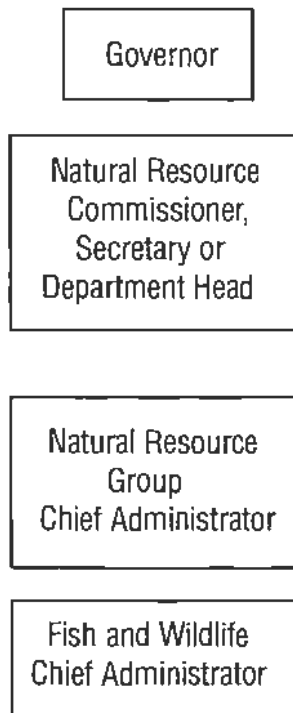
7 states have this structure

Example C - Fish and Wildlife on Second Tier of the Agency



20 states have this structure

Example D - Fish and Wildlife on Third Tier of the Agency



4 states have this structure

INTRODUCTION

Since the Wildlife Management Institute (WMI) first compiled information on the organization, authority and programs of state fish and wildlife agencies in 1948, much has changed in America, the wildlife management profession and the agencies themselves. WMI published subsequent comprehensive surveys in 1968, 1977, and 1987. Since 1948, WMI also conducted more than 50 requested and intensive studies of individual agencies, making recommendations for administrative or organizational adjustments to meet changing circumstances.

Point-by-point comparison of all previous survey data is not possible, since survey approaches, questions and responses of individual agencies differed widely over time. In this review, states were asked to identify the most important and useful information from past surveys and to suggest new information which, if tracked, would be helpful. On the basis of this response, WMI deleted some categories and added some new ones. Interactions with the agencies in compiling these data confirmed the diversity and complexity of organizational arrangements and the difficulty of categorizing them uniformly. The tables and brief narrative herein are intended to provide a baseline to identify and track state fish and wildlife agency authorities and programs.

Since the last review (completed in 1987 with 1985 information), many new issues have confronted fish and wildlife agencies. Some of these challenges, for better or worse, are:

- commissions, legislatures and governors that are a powerful influence on objective management of resources;
- loss of organized constituent support — the traditional hunting and fishing organizations are declining in number, membership and political influence, and a diversity of interest groups is emerging;
- public expectations and demand for broader fish and wildlife and habitat conservation activity in the absence of significant new funding;
- increased legal responsibility and vulnerability under both state and federal laws;
- cultural changes within agencies, such as fewer employees with hunting experience and traditional wildlife backgrounds; and
- staff reductions and cuts linked to budget shortages, but also to anti-government sentiment.

State agency administrators identified and ranked the major issues facing agency management and listed funding, changing constituencies and their demands, and habitat loss very high. Agencies are spending considerable time trying to learn more about their changing constituents, through focus groups, market research and application of a discipline referred to as human dimensions in wildlife management. Participation in outdoor recreation is shifting,

with traditional hunting and fishing stable at best, or, at worst, declining, and dramatic increases in such nonconsumptive activities as camping, wildlife viewing and photography.

This survey of state fish and wildlife agencies coincides with a concerted, widespread effort underway to expand the agencies' funding base, long supported almost exclusively by excise taxes on certain hunting and angling equipment, to excise taxes on certain equipment used primarily in outdoor recreational activities other than hunting and angling. The Teaming With Wildlife initiative is designed to meet the pressing need for additional financial resources to manage all wildlife. Just as Pittman-Robertson and Dingell-Johnson excise taxes helped support programs to restore populations of game species and sport fish, new funding from a broad segment of the American public can help to forestall population declines of species which are not hunted, and to meet the demands of an increasingly populous public. Such a breakthrough in funding would have a major impact on the organization, authority and programs of state fish and wildlife agencies.

Concepts dominating resource management now include ecosystem management, landscape ecology, nongame wildlife, biological diversity, and such new techniques as GIS and GAP analysis. The ways in which agencies are structured and function will continue to be influenced profoundly by progress toward integrating these broad concepts, practices and technologies into the mainstream of everyday fish and wildlife management.

Experience with previous editions of this document indicates that states use the data primarily to compare themselves with other states, particularly those nearby. Accordingly, to facilitate such comparisons from this survey report, states have been grouped by region, including: Northeast (ME, NH, VT, MA, CT, RI, NY, PA, NJ, WV, MD, DE), Southeast (VA, NC, SC, GA, FL, AL, MS, LA, AR, TN, KY), Midwest (OH, IN, IL, MI, WI, MN, IA, MO, ND, SD, NE, KS), Interior West (MT, ID, WY, NV, UT, CO, AZ, NM, TX, OK) and Pacific (AK, HI, WA, OR, CA). Tables summarizing all responses by region and comparing 1996 responses to the 1985 survey also have been included to indicate trends. For the 1996 survey, each state responded to an identical questionnaire, and since states are organized in many different ways, respondents invariably had to interpret questions subjectively in order to answer them appropriately for their respective agencies. Thus, caution is advised when interpreting the tables; more detailed specific information should be obtained directly from an appropriate state fish and wildlife agency to understand individual agencies fully.

Organization (Figure 1, Tables 1a, 1b)

States are different in so many ways that it is not possible to categorize accurately all of their organizations without listing all agencies separately. One measure of how agencies relate to their state governments is to identify how far up or down in the hierarchy of state government the fish and wildlife agencies are located. In Figure 1, Examples A and B show independent fish and wildlife agencies. Examples C and D illustrate where fish and wildlife agencies are part of a larger state agency. The chief fish and wildlife administrator is located farther down the hierarchy of state government in Example D than in Example C. Since the 1985 survey, two more state fish and wildlife agencies have been incorporated under a larger state agency. There now remain 25 organizationally independent state fish and wildlife agencies, while 26 are part of a larger state agency. Discrepancies in these numbers occur because some state agencies

consider themselves independent even though they are listed organizationally as part of a larger agency. Differences in how some states responded can sometimes be accounted for by how the agencies view themselves.

Commission or board members are appointed by the governor in 48 agencies (down from 51 in 1985), but must be approved by the state legislature in 34 states. In 24 states, commission/board members are selected to represent specific regions within the state, while in 26 states, they are selected statewide.

Regulatory Authority (Tables 2a, 2b)

The authority of a governing commission/board or commissioner is defined in the state constitution in 10 states, up from 8 in 1985, and is defined by law in 49 states. In 1985, the authority of a commission (or board or commissioner) was limited to budget, regulations and policy in 34 states (i.e., authority did not extend to personnel decisions or day-to-day operations of the agency). In 1996, such limitations existed in only 22 states, indicating an increasing power for commissions (or boards or commissioners) and increased potential for controlling agency operations. Also indicated is an increase in the number of states with license revocation authority. Blaze orange is required for big game hunting in the regular firearms season by 38 states, and for small game hunting in 14 states.

Table 2b shows a substantial number of new authorities identified as relevant by the agencies and that should provide improved ability to track and compare state fish and wildlife agency regulatory authority in the future. For example, the number of states with a wanton waste law has increased to 36 from 26 in 1985. Also, hunters, trappers, and anglers now have broad legal protection from harassment: 49 states have laws prohibiting hunter harassment; 36 have laws prohibiting trapper harassment; and 29 have laws prohibiting angler harassment. There has been a notable decline in the number of agency directors with authority to regulate coastal wetlands, two-way radios, and ATVs. There was a substantial increase in the number of agency directors with authority to designate game species and nongame species (32 in 1996, from 23 in 1985). While there are no comparative data for authority to regulate such things as hybrids and exotic wildlife or to manage invertebrates or plants, these results establish a baseline for authorities of interest. In 33 states, the commission, commissioner, or agency director has authority to charge access fees to management areas, and 20 states have used that authority. Fee access to private lands for hunting has been increasingly popular in the last two decades, and fee access to state wildlife management areas may become more common as agencies look for new funding sources.

Agency Administration (Table 3)

All 50 states have an Administrative Procedures Act. Public hearings are required for certain specific agency actions in 27 states, whereas public hearings are at the discretion of the governing board, commission or commissioner in 29 states. As of 1996, the director of a fish and wildlife agency is selected by the governor in 16 states, from 11 in 1985. This is a noteworthy increase in the control of governors over state fish and wildlife agencies. It corresponds with increased commission authority over agency operations and budgets (Table 2), and with actions by state legislative and executive branches to exercise more control over fish and wildlife agencies. In 32 states, the director of the fish and wildlife agency is selected by a

board or commission (if the agency is independent), or by the head of the larger agency if the fish and wildlife agency is not independent. State directors are more subject to removal for political reasons than in the past; the number of states where the director's term of office is based on merit has declined from 26 in 1985 to 15 in 1996. The number of states in which directors are required to have a college degree in natural resources has risen from 5 in 1985 to 8 in 1996. Three states require directors to have a degree in fisheries or wildlife management.

Personnel (Table 4)

This section summarizes data for all employees below the level of the agency director. The number of states in which fish and wildlife agency personnel are selected by civil service has risen from 24 in 1985 to 32 in 1996. State conservation law enforcement officers now have more education and more diversity in both education and experience -- 11 states require conservation officers to have a college degree in natural resources, and the number of states that can hire nonresidents as conservation officers has increased from 35 to 45. Nearly all states can hire nonresident biologists and technicians. The number of states in which formal in-service training is required by law has risen from 9 to 19, and the number providing periodic in-service training for all employees has risen from 19 to 30.

Employment opportunities for both fisheries and wildlife biologists increased sharply between 1985 and 1996. The number of personnel employed by state fish and wildlife agencies as administrators, wildlife and fish biologists, technicians, and conservation law enforcement officers in 1968, 1976, 1985 and 1996 is shown below. These categories may not accurately reflect job functions, since many administrators have biological training and experience and job functions are flexible. Numbers are approximate because some states did not respond, but an upward trend in employment is evident in all categories except law enforcement. However, six states did not provide numbers of law enforcement officers, so it is likely that the count in 1996 is similar to 1985.

Year	Administrators	Biologists	Technicians	Enforcement Officers	Total
1968	782	3,367	2,049	5,069	11,267
1976	845	5,240	2,871	5,273	14,229
1985	898	3,898*	3,056	6,153	14,005
1996	1,304	5,375**	3,725	5,795***	16,199

* Due to limited descriptive terms and misinterpretations, substantial numbers of managers were excluded in 1985.

** Four states did not provide data. This represents the total for 46 states.

*** Six states did not provide data. This represents the total for 44 states.

Finances (Table 5)

The number of states in which the fish and wildlife fund was shown to be available for use without legislative approval has fallen from 11 in 1985 to 7 in 1996, suggesting some degree of loss of agency autonomy. This is accentuated by the fact that budget priorities are increasingly set at authority levels above the state fish and wildlife agencies, i.e., by the governor or cabinet in 27 states (up from 6 in 1985), by the state office of budget in 19 states (3 in 1985), by legislative committee in 20 states (1 in 1985), and by legislative budget officer in 14 states (1 in 1985). There has been a modest increase in the number of state fish and wildlife agencies receiving state general funds (34, from 27 in 1985). Notably, 26 states already have identified sources of state funds that can be used to match Teaming With Wildlife funds for nongame programs, should such legislation be passed by Congress.

Planning and Policy (Table 6)

It appears that planning efforts have declined substantially between 1985 and 1996, although this apparent decline may simply reflect a change in emphasis from plan development to plan implementation. The number of agencies with comprehensive plans approved by the U.S. Fish and Wildlife Service dropped from 42 to 12. The number of fish and wildlife agencies conducting planning fell from 43 to 29. The number developing conservation plans declined from 34 to 16, and the number of agencies with a full-time planning staff dropped from 25 to 16. Similarly, there were reductions in the number of agencies with plans based on regions (35 to 14), river basins (30 to 13), watersheds (30 to 12), lakes (38 to 16), floodplains (19 to 2), shore lands (20 to 16) and estuaries (16 to 4). However, 12 agencies now have plans based on ecosystems, which may explain much of the reduction in plans based on other regions. The development of a number of federal ecosystem-based plans (e.g., Southern Appalachian Assessment, Interior Columbia Basin Ecosystem) has involved state agencies and pointed the way for states to adopt this approach to management. A few multistate, cooperative wildlife research projects have been initiated (e.g., Appalachian ruffed grouse study), suggesting that some agencies recognize a need to manage wildlife on various landscape levels.

The apparent reduction in planning efforts may be misleading. Many agencies put substantial effort into planning 10 to 20 years ago, with many planners involved. When the necessary information had been gathered and planning completed, planning activities logically declined. In most states, a skeleton planning team now monitors and updates plans. In any case, it is not clear from the 1996 survey or WMI's experience whether states widely use such plans in day-to-day activities.

Information and Education (Table 7)

With a few exceptions, state fish and wildlife agency I&E programs changed little between 1985 and 1996. There was a decline in the number of state agencies using radio (48 to 37) and television (44 to 39) as outreach media. The number of agencies offering workshops on waterfowl identification also declined (from 27 to 21). On the other hand, there was a substantial increase in states offering adult education (34 to 44), maintaining education centers (19 to 27) and offering hunter education (27 to 44). Hunter education now is provided in all 50 states. In fact, most hunter education is provided by wildlife program personnel rather than I&E

personnel. Project WILD programs exist in 47 states, and 40 have programs in Aquatic WILD. These, too, are accommodated by wildlife and fisheries personnel in some states rather than by I&E personnel.

Research (Table 8)

The number of states conducting wildlife research with federal funds other than Pittman-Robertson funds increased from 29 in 1985 to 37 in 1996, indicating new sources of funding are being accessed. However, the number of states conducting fisheries research with federal funds other than Wallop-Breaux funds declined from 43 to 23.

More states conduct research on threatened and endangered (T&E) species (44 states) and big game species (43 states) than on any other category of wildlife. Significantly, however, research is being conducted on neotropical migratory birds (27 states) and other nongame wildlife species (33 states). New in this survey were questions designed to identify monitoring programs separately from investigative research. In addition, because of state interest, the category game mammals used in previous surveys has been split into big game and small game mammals, and turkeys have been separated from other game birds. All states have monitoring programs on big game species and T&E species, 39 monitor neotropical migratory birds, and 47 states monitor other nongame wildlife species. Similarly, 30 states conduct research on nongame fish, and 15 do so on mussels; 36 states monitor nongame fish species and 24 monitor mussel populations. The emphasis on T&E species and neotropical migratory birds, other nongame wildlife, nongame fish, and mussels is indicative of the changing agency priorities and demonstrates agency responsiveness to changing constituencies. Human dimensions research is conducted by 34 state agencies to help understand and respond effectively to evolving demands of constituents. Agencies also are keeping abreast of new technologies; 43 states use GIS and GAP analysis in fish and wildlife research.

Management and Operations (Tables 9a and 9b)

A change in management and operations was a decline in the number of states with private lands access programs for hunting (from 49 in 1985 to 36 in 1996) and for fishing (from 48 to 30). This may be due partly to increases in state-managed lands and waters, but also may reflect a growing popularity of fee access to hunting and fishing on private lands. Still, the reduction in private land access programs does not seem to match with nationwide concerns about reduced access. Reflecting increased public interest, 47 states reported having or developing public areas for watchable wildlife. Without comparative data, it is not possible to determine whether this reflects a shift of resources previously used in other ways. There was also a notable decline in the number of agencies maintaining game farms (from 22 to 12). The number maintaining hatcheries for coldwater fish, however, increased from 36 to 43. There was a large decline reported in the number of agencies with cooperative programs with the U.S. Department of Agriculture, which is somewhat surprising given the relevance of Conservation Reserve Program set-asides to wildlife-associated recreation opportunities on private lands. Also reported was a large increase in the permitting requirements for hunting clubs, largely to address such concerns as introduction of diseases and exotic animals.

Cooperative Programs and EIS Review (Table 10)

Between 1985 and 1996, there were declines in the number of states with cooperative programs with the National Oceanic and Atmospheric Administration (NOAA — from 41 in 1985 to 23 in 1996), Farm Services Agency (FSA — 48 to 33), Cooperative State Research, Education and Extension Service (CSREES — 47 to 26), and state highway departments (51 to 39). This is puzzling given the potential for wildlife habitat enhancement under the Farm Bill provisions and the abilities of the FSA and CSREES to assist farmers with enrollment of their lands in the Conservation Reserve Program. The number of states with Sikes Act cooperative programs with the USDA Forest Service also declined from 23 to 14. The reasons for these declining partnerships involving state fish and wildlife agencies are unknown.

The number of states that require environmental impact statement (EIS) review by the state fish and wildlife agency declined from 47 to 32. Hence, the EIS review process may be becoming less sensitive to concerns of state fish and wildlife agencies. Often, however, the fish and wildlife agencies are bearing a significant portion of the costs associated with EIS review. Fish and wildlife funds are used in EIS review by 47 states; only 19 states can access general appropriations to help fund EIS review. This is a clear shift of funds from traditional management activities, but in states with large amounts of federal land there can be major benefits to fish, wildlife, and public recreational opportunities from steering federal project management and/or mitigation.

Footnotes for Table 1a. Northeastern States

Massachusetts

1Metropolitan District Commission.

Connecticut

1Serves at the pleasure of the governor.

Rhode Island

1Coastal resources.

New York

1Marine resources is part of the Division of Fish, Wildlife, and Marine Resources; there is a separate Division of Water for water quality issues.

New Jersey

1Green Acres Program.

West Virginia

1Approval of Senate.

Footnotes for Table 1b. Northeastern States

Maine

- 1Subject to the review of the Legislative Joint Standing Committee for Inland Fisheries and Wildlife.
- 2Successful confirmation by the legislature involves all categories.

Massachusetts

- 1Five of seven.

New York

- 1On two boards: Conservation Fund Advisory Board; and Fish and Wildlife Management Board.
- 2Some CFAB members.
- 3CFAB.
- 4FWMB ex-officio members.
- 5CFAB: 3 FWMB: 1.
- 6FWMB: 3.

Pennsylvania (Game Commission)

- 1Two-thirds consent of the Senate.
- 2Sportsmen's clubs/hunting and trapping groups.

New Jersey

- 1One of the eleven.
- 2Six of the eleven.

West Virginia

- 1Approval of Senate.
- 2One from each congressional district; remainder at large.

Delaware

- 1Council on Shellfisheries = 9; Council on Game and Fish = 9; Council on Titles Finfisheries = 7.
- 2Legislature approves Council on Titles Finfisheries; other council members are appointed by the governor.
- 3Council on Shellfisheries.
- 4For Council on Titles Finfisheries.
- 5Except representatives on the Council on Titles Finfisheries, which have five-year terms.
- 6Council on Shellfisheries meets whenever necessary; Council on Game and Fish meets monthly except for December; Council on Titles Finfisheries meets at least once per quarter.

Maryland

- 1Regional representation.

Footnotes for Table 2a. Northeastern States

Vermont

- 1Regulatory functions only.
- 2No time restriction.
- 3Commission/board and director/head have authority.

Massachusetts

- 1The commission and the agency director have discretionary authority.
- 2Deer season only.

Connecticut

- 1Forfeiture of bond or suspended judgment.
- 2Indefinitely.
- 3Commissioner.
- 4Parent agency.

Rhode Island

- 1All people on state management areas from third Saturday in October to February 28.

New York

- 1For some species.

Pennsylvania (Game Commission)

- 1Authority to deny permits.
- 2Commission and director.
- 3Only during overlap with small game season.
- 4Groundhog hunting.

Pennsylvania (Fish Commission)

- 1Refusal of alcohol test for BUI.
- 2Commissioner and director.

New Jersey

- 1Council limited to season, size, sex, manner, means, and time to take game species.
- 2Licenses are revoked by the courts, but appeal process goes through council.
- 3Council and director have discretionary authority.
- 4With firearms.

West Virginia

- 1Lies within separate division.

Delaware

- 1Strictly advisory.
- 2Single offense.
- 3Multiple offenses.

Footnotes for Table 2b. Northeastern States

Maine

1Legislature.

Massachusetts

- 1Rare and endangered species only.
- 2Commissioner of Administration and Finance.
- 3Nonresidents only.

Connecticut

1Would require legislative approval.

Pennsylvania (Game Commission)

- 1On agency-owned lands and for use in hunting.
- 2Except with protection permit.
- 3Certain disabled hunters may shoot from a vehicle with appropriate permit.

New Jersey

- 1Includes shellfish.
- 2On areas controlled by the state agency.
- 3To launch boats without a hunting or fishing license.

Delaware

1On public lands.

Table 3. Agency Administration—Northeastern States

	Public Hearings Are Required				Director/Head of Fish and Wildlife Agency				ME	NH	VT	MA	CT	RI	NY	PA _{gc}	PA _{fc}	NJ	WV	MD	DE	
	State has administrative procedures act	At regularly scheduled intervals	Upon petition	At discretion of board/commission or commissioner/secretary	For certain actions	Governor	Board/commission or commissioner/secretary	Civil service or state merit system rules														Based on merit
Maine	Y		Y	Y		Y		Y	U													
New Hampshire	Y	Y	Y	Y		Y		Y	4	Y	U											
Vermont	Y		Y	Y		Y		Y	U	Y	U	Y										
Massachusetts	Y			Y	Y ¹			Y	U				Y									
Connecticut	Y	Y ¹		Y		Y		Y	U			Y										
Rhode Island	Y	Y					Y	Y	U				Y									Y
New York	Y					Y			U				Y ¹									
Pennsylvania Game Commission	Y			Y		Y		Y	U													
Pennsylvania Fish Commission	Y			Y				Y	U													
New Jersey	Y					Y		Y	U				Y									
West Virginia	Y	Y						Y	U	Y	U											Y
Maryland	Y	Y						Y	U				Y									
Delaware	Y				Y ¹			Y	U	Y												

Legend
 Y = Yes
 U = Unlimited

Footnotes for Table 3. Northeastern States

Massachusetts

1For all rulemaking.

Connecticut

1Annually.

New York

1Bachelor of science degree plus eight years experience, including three years management capacity and three years in environmental conservation or natural resources.

New Jersey

1Governor approves council's selection.

Delaware

1Promulgating regulations.

Table 4. Personnel—Northeastern States

Legend
 Y = Yes
 U = Unlimited

	Personnel below Fish & Wildlife Head Are Selected by			F&W Agency Can Hire Nonresident			Conservation Law Enforcement Officers		Formal In-Service Training Is Provided								Current Number of Authorized Full-Time Positions within F&W Agency Whose Primary Responsibility Is																			
	Civil service	Other ment system	Other	Biologists	Technicians	Conservation officers	Minimum degree required			Average # of square miles covered per officer	Average # of licenses per officer (1000s of licenses)	By law	For the commission/board or commissioner/secretary	For new employees	For established employees	Periodically for all employees	For administrators	For biologists/technicians	For conservation officers	For information & education personnel	Central office administration	Other wildlife biologists	Other fisheries biologists	Wildlife technicians	Fisheries technicians	Conservation officers	Human dimensions/social sciences	Computers/GIS		Human resources	Contracting/procurement	Budgeting	Planning	Legal	Environmental impact assessment	Support staff (secretarial/ciental/receptionist)
							High school diploma	College degree	College degree in natural resources or fish & wildlife																											
Maine	Y ¹		Y ²	Y	Y	Y	Y			337	5.3			Y	Y	Y		Y	Y		24	37	25	2	5	117	0	11	2	2	1	2	0	1		ME
New Hampshire	Y			Y	Y	Y	Y			211	5.4			Y	Y	Y	Y	Y	Y	Y	17	42	10	4	31	44	0	1	1	1	4	0	2	1	13	NH
Vermont		Y		Y	Y	Y	Y			200	4.0	Y ¹		Y	Y	Y			Y ¹		15	8	8	6	6	30		1		2			1		12	VT
Massachusetts	Y		Y ¹	Y	Y					110	3.9										4	17	14	10 ²	- ²		0	1	0	2	0	0	0 ³	0	15	MA
Connecticut	Y			Y	Y	Y				225	5.1			Y	Y				Y		8	16	26	1	9									8	CT	
Rhode Island	Y			Y	Y	Y		Y		34	1.0										4	5	12		35									6	RI	
New York	Y		Y ¹	Y	Y	Y	Y	Y ²		172	5.4				Y			Y			19	110	105 ³	30	91 ⁴	276	18	4	1	1	5		1	60	18	NY
Pennsylvania Game Commission	Y		Y ¹	Y ²			Y			333	8.2		Y	Y	Y	Y	Y	Y	Y	Y	30	18	0	3	0	135	0	15	11	2	1	0	2	5	90	PA GC
Pennsylvania Fish Commission	Y		Y ¹				Y			400	10.2			Y	Y	Y	Y	Y	Y	Y	10		64		15	109		7	5	5	3	1	2	10	94	PA FC
New Jersey	Y					Y		Y		150	7.0	Y		Y	Y				Y		10	15	22	3	7	50		2		1	2			2	36	NJ
West Virginia	Y			Y	Y	Y		Y		218	2.0				Y			Y	Y		12	24	14	41	38			2	2	1	1			20	WV	
Maryland	Y			Y	Y	Y	Y			200	10.0										5	42		31			7		1	1		1		11	MD	
Delaware		Y		Y	Y	Y	Y			76	1.8			Y					Y		11	11	10	13	22	27	0	1	0	0	1	0	0	0	21	DE

Footnotes for Table 4. Northeastern States

Maine

- 1 Director of Bureau of Resource Management, director of Bureau of Administrative Services.
- 2 Deputy commissioner appointed by commissioner; chief warden appointed by commissioner; director of Bureau of Public Information appointed by commissioner.

Vermont

- 1 State law requires formal in-service training for wardens (25 hours/year) and deputy wardens (30 hours/year).

Massachusetts

- 1 Seven positions below agency head are appointed. Remainder are civil service.
- 2 All technicians (MA does not distinguish between the two).
- 3 Legal staffers at the Department level.

New York

- 1 Some are non-competitive appointments.
- 2 Thirty semester hours, associate's degree, or higher.
- 3 Including marine.
- 4 Including culturists.

Pennsylvania (Game Commission)

- 1 Non-civil service selection and non-competitive appointments.
- 2 Only if agency has a substantiated recruitment difficulty.

Pennsylvania (Fish Commission)

- 1 Non-civil service selection process.

Table 4. Personnel—Northeastern States

	Personnel below Fish & Wildlife Head Are Selected by			F&W Agency Can Hire Nonresident			Conservation Law Enforcement Officers		Formal In-Service Training Is Provided							Current Number of Authorized Full-Time Positions within F&W Agency Whose Primary Responsibility Is											State								
	Civil service	Other merit system	Other	Biologists	Technicians	Conservation officers	Minimum degree required		Average # of square miles covered per officer	Average # of licenses per officer (1000s of licenses)	By law	For the commission/board or commissioner/secretary	For new employees	For established employees	Periodically for all employees	For administrators	For biologists/technicians	For conservation officers	For information & education personnel	Central office administration	Other wildlife biologists	Other fisheries biologists	Wildlife technicians	Fisheries technicians	Conservation officers	Human dimensions/social sciences		Computers/GIS	Human resources	Contracting/procurement	Budgeting	Planning	Legal	Environmental impact assessment	Support staff (secretarial/clerical/receptionist)
							High school diploma	College degree																											
Maine	Y ¹		Y ²	Y	Y	Y	Y		337	5.3			Y	Y	Y		Y	Y		24	37	25	2	5	117	0	11	2	2	1	2	0	1		ME
New Hampshire	Y			Y	Y	Y	Y		211	5.4			Y	Y	Y	Y	Y	Y	Y	17	42	10	4	31	44	0	1	1	1	4	0	2	1	13	NH
Vermont		Y		Y	Y	Y	Y		200	4.0	Y ¹		Y	Y	Y			Y ¹		15	8	8	6	6	30		1		2			1		12	VT
Massachusetts	Y		Y ¹	Y	Y				110	3.9										4	17	14	10 ²	1 ²		0	1	0	2	0	0	0 ³	0	15	MA
Connecticut	Y			Y	Y	Y			225	5.1			Y		Y			Y		8	16	26	1	9										8	CT
Rhode Island	Y			Y	Y	Y		Y	34	1.0										4	5	12			35									6	RI
New York	Y		Y ¹	Y	Y	Y	Y	Y ²	172	5.4				Y			Y			19	110	105 ³	30	91 ⁴	276	18	4	1	1	5		1	60	18	NY
Pennsylvania Game Commission	Y		Y ¹	Y ²			Y		333	8.2		Y	Y	Y	Y	Y	Y	Y	Y	30	18	0	3	0	135	0	15	11	2	1	0	2	5	90	PA GC
Pennsylvania Fish Commission	Y		Y ¹				Y		400	10.2			Y	Y	Y	Y	Y	Y	Y	10		64		15	109		7	5	5	3	1	2	10	94	PA FC
New Jersey	Y					Y		Y	150	7.0	Y		Y	Y			Y			10	15	22	3	7	50		2		1	2			2	36	NJ
West Virginia	Y			Y	Y	Y		Y	218	2.0				Y		Y	Y			12	24	14	41	38			2	2	1	1				20	WV
Maryland	Y			Y	Y	Y	Y		200	10.0										5	42		31				7		1	1		1		11	MD
Delaware		Y		Y	Y	Y	Y		76	1.8			Y					Y		11	11	10	13	22	27	0	1	0	0	1	0	0	0	21	DE

Legend

Y = Yes
U = Unlimited

Footnotes for Table 4. Northeastern States

Maine

- 1Director of Bureau of Resource Management, director of Bureau of Administrative Services.
- 2Deputy commissioner appointed by commissioner; chief warden appointed by commissioner; director of Bureau of Public Information appointed by commissioner.

Vermont

- 1State law requires formal in-service training for wardens (25 hours/year) and deputy wardens (30 hours/year).

Massachusetts

- 1Seven positions below agency head are appointed. Remainder are civil service.
- 2All technicians (MA does not distinguish between the two).
- 3Legal staffers at the Department level.

New York

- 1Some are non-competitive appointments.
- 2Thirty semester hours, associate's degree, or higher.
- 3Including marine.
- 4Including culturists.

Pennsylvania (Game Commission)

- 1Non-civil service selection and non-competitive appointments.
- 2Only if agency has a substantiated recruitment difficulty.

Pennsylvania (Fish Commission)

- 1Non-civil service selection process.

Table 5. Finances—Northeastern States

Legend
 Y = Yes
 N = No
 U = Unlimited

	Bonds			State's Fish & Wildlife Fund	Income from Sales Invested for Interest	Agency Receives Legislatively Appropriated General Funds			State has a match for Teaming With Wildlife funds	Budget										Agency's fiscal year begins on								
	Agency receives revenue from general obligation bonds	Bonds are issued for				Separate and established by state law	Available for use without legislative approval	Protected from diversion by state law		Annual licenses	Lifetime licenses	Other	Yearly or biennially	For emergencies	For special projects	For capital construction	Priorities are prepared by	Author-ities are altered	Budget system is									
	Capital improvement	Land acquisition												Governor or cabinet	Fish and wildlife board/commission or commissioner/secretary	State office of budget/planning	Legislative committee	Legislative budget officer	Other	Frequently	Seldom/never	Based on continuation	Based on planning, programming, and budgeting	Zero-based	By objective	Other		
Maine	Y	Y	Y	Y	Y	Y	Y	Y ¹	Y				Y ²	Y	Y		Y				Y						7-1	ME
New Hampshire	N	Y		Y	Y	Y	Y		Y					N	Y						Y		Y				7-1	NH
Vermont	Y	Y		Y	Y		Y							Y ¹	Y						Y		Y				7-1	VT
Massachusetts	Y	Y	Y	Y	Y	Y	Y			Y			Y ¹		Y					Y				Y			7-1	MA
Connecticut	N	Y	Y		Y	Y			Y	Y	Y	Y	N	Y						Y	Y ¹	Y					7-1	CT
Rhode Island	Y	Y		Y	Y	Y	Y		Y				N	Y	Y	Y	Y	Y		Y			Y				7-1	RI
New York	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y			Y	Y	Y						Y					4-1	NY
Pennsylvania Game Commission	Y ¹	Y	Y	Y	Y	Y	Y						Y ²		Y						Y	Y			Y		7-1	PA GC
Pennsylvania Fish Commission	Y	Y		Y	Y	Y	Y		Y				Y ¹		Y				Y ²		Y					Y ³	7-1	PA FC
New Jersey	Y	Y	Y	Y	Y	Y		Y ¹	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y ²	Y			Y		Y		7-1	NJ
West Virginia	N			Y	Y		Y		Y		Y		Y ¹						Y ²		Y	Y					7-1	WV
Maryland	N			Y	Y				Y		Y		N		Y						Y	Y					7-1	MD
Delaware	Y	Y	Y	Y	Y	Y			Y		Y	Y	Y	Y	Y	Y	Y	Y			Y			Y			7-1	DE

Footnotes for Table 5. Northeastern States

Maine

- 1All department revenue.
- 2State income tax checkoff; conservation license plate funds.

Vermont

- 1Income tax checkoff; conservation license plate.

Massachusetts

- 1Income tax checkoff.

Connecticut

- 1Continuation with adjustments based on planning, etc.

Pennsylvania (Game Commission)

- 1Very infrequently.
- 2Agency funds; nongame tax checkoff funds; private initiatives.

Pennsylvania (Fish Commission)

- 1Wild Resources Conservation Fund.
- 2Executive director.
- 3Combination of items listed in this section.

New Jersey

- 1Nongame program license plate revenue; sale of Vernon Valley property.
- 2Fish and game division.

West Virginia

- 1State general reserve funds.
- 2Fish and wildlife head.

Table 6. Planning and Policy—Northeastern States

	Planning														Policy Manual					
	Agency has comprehensive plan approved by USFWS	Legislative proposals are based on F&W plan	Budgets prioritized according to plan priorities	Conducted by			Conservation plan is being developed	Planning is done by full-time planning staff	Agency has plans for development/zoning by							Currently available	Updated regularly	Distributed to commission/board	Distributed to agency employees	
				Fish and wildlife agency	DNR or equivalent	State planning agency			Regions	River basins	Watersheds	Lakes	Flood plains	Shore lands	Estuaries					Ecosystems/ecoregions
Maine	Y	Y	Y	Y			Y ¹									Y	Y ²	N	Y	ME
New Hampshire	Y	N														Y	Y ¹	Y	Y	NH
Vermont	N	Y	Y	Y	Y		N	Y		Y	Y				Y	Y ¹	Y		Y ²	VT
Massachusetts																Y	N	Y	N	MA
Connecticut	N	N	Y	Y			N	Y								Y	Y	Y	Y	CT
Rhode Island	N	N														N				RI
New York	N	N							Y	Y	Y	Y		Y	Y	N				NY
Pennsylvania Game Commission	N	N	N	Y			Y	N							Y ¹	Y	Y ²	Y	Y	PA GC
Pennsylvania Fish Commission	N	N	N	Y			Y	Y								N				PA FC
New Jersey	Y	Y	Y	Y			Y								Y	N	N	N	N	NJ
West Virginia	N	Y	Y	Y			Y	Y	Y						Y ¹	N				WV
Maryland	N	N		Y			Y	N							Y	N				MD
Delaware	N	Y	Y	Y			N	N		Y				Y	Y			Y		DE

Legend

Y = Yes
 N = No
 U = Unlimited

Footnotes for Table 6. Northeastern States

Maine

1Coordination and technical assistance to line administrative units of agency.

2As needed.

New Hampshire

1Updated annually.

Vermont

1State personnel distribute policy and procedures manual.

2Maintained for access by all state employees.

Pennsylvania (Game Commission)

1State game lands (wildlife management areas) and species, species guilds and habitat guilds.

2As required.

West Virginia

1Species.

Table 7. Information & Education—Northeastern States

	Agency has full-time I&E staff	Number of permanent positions	Information & Education Program Includes																		
			Magazines	News releases	Radio	Television	Exhibits	Educational videos	Youth education	Adult education	Trapper education	Waterfowl ID	Education center	Nongame education	Aquatic education		Boating education	Archery education	Project WILD	Aquatic WILD	Hunter education
Maine	Y	4	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	ME	
New Hampshire	Y	14	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	NH	
Vermont	Y	2		Y		Y	Y	Y	Y	Y			Y	Y		Y	Y	Y	Y	VT	
Massachusetts	Y	8	Y	Y		Y		Y	Y	Y	Y		Y	Y		Y	Y	Y	Y	MA	
Connecticut	Y	7	Y	Y		Y	Y		Y	Y	Y	Y	Y	Y		Y	Y		Y	CT	
Rhode Island			Y	Y		Y	Y	Y	Y		Y			Y		Y		Y	Y	RI	
New York	Y	58 ¹	Y	Y	Y		Y		Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	NY	
Pennsylvania Game Commission	Y	32	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y			Y	Y		Y	PA GC	
Pennsylvania Fish Commission	Y	18	Y	Y		Y		Y	Y				Y	Y				Y		PA FC	
New Jersey	Y	29	Y	Y	Y	Y	Y		Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	NJ	
West Virginia	Y	3	Y	Y	Y	Y	Y		Y				Y	Y	Y			Y	Y	WV	
Maryland	Y	3		Y		Y		Y	Y	Y			Y					Y		MD	
Delaware			Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y	Y	Y	Y	DE	

Legend
 Y = Yes
 U = Unlimited

Footnotes for Table 7. Northeastern States

Maine

¹Administered by Safety Division as well as snowmobile/ATV education.

Massachusetts

¹Administered by Division of Law Enforcement.

New York

¹Total for division of public affairs.

Footnotes for Table 8. Northeastern States

Maine

- 1Environmental Protection Agency.
- 2Funds from income tax checkoff and conservation license plate dedicated to nongame wildlife conservation.

New Hampshire

- 1License revenues, donations, limited general funds.
- 2North American Oceanic and Atmospheric Administration.
- 3License revenues; donations.

Vermont

- 1Moose hunting license application ee.
- 2License fees.

Connecticut

- 1Endangered Species Act, Section 6 monies.
- 2Private grants; income tax checkoff funds.
- 3Interjurisdictional funds.
- 4Limited.

Rhode Island

- 1Endangered Species Act, Section 6 monies.
- 2Waterfowl and trout stamps.

Pennsylvania (Game Commission)

- 1Endangered Species Act, Section 6 monies.

Pennsylvania (Fish Commission)

- 1EPA Chesapeake Bay Program; Atlantic State Cooperative Fishery Act.
- 2Hydro-electric utility FERC settlement funds.

New Jersey

- 1Endangered Species Act, Section 6 monies.
- 2National Wild Turkey Federation; National Fish and Wildlife Foundation; private foundations, corporate grants.
- 3Also includes other shellfish.

West Virginia

- 1Endangered Species Act, Section 6 monies; federal agency contracts.

Maryland

- 1Environmental Protection Agency (via National Marine Fisheries Service).
- 2License fees.

Delaware

- 1Endangered Species Act, Section 6 monies.
- 2Nongame tax checkoff.
- 3ACFCMA.

Table 9a. Management and Operations—Northeastern States

Legend
 Y = Yes
 N = No
 U = Unlimited

	Agency Has Active Program to Preserve/Restore Habitat for					Agency Maintains, Develops, or Manages																Captive Wildlife										
	Wetlands wildlife	Big game	Upland game	Nongame	Threatened & endangered species	Access to private lands for					Public areas for					State management areas specifically for					Number of game farm facilities in 1995-96	Fish hatcheries				Is allowed by law or permit for		Disease testing is required	Specific cage requirements exist			
						Hunting	Fishing	Boating	Watchable wildlife	Backpackers/hikers	Campers	Hunting	Fishing	Boating	Watchable wildlife	Backpackers/hikers	Campers	Waterfowl	Big game	Upland/small game		Nongame	Game farms	Warmwater fish	Coldwater fish	Saltwater fish	Total # facilities in 1995-96			Native species	Exotic species	
																																Native species
Maine	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			Y		0	Y	Y	Y	Y	ME
New Hampshire	Y	Y	Y			Y	Y	Y	Y			Y	Y	Y	Y			Y	Y	Y		N			Y	Y	6	Y	Y	Y	Y	NH
Vermont	Y	Y	Y	Y	Y							Y	Y		Y	Y		Y	Y		Y	N	Y	Y			5		Y	Y	Y	VT
Massachusetts	Y	Y	Y	Y	Y							Y	Y		Y						Y	Y ¹	1		Y		5	Y	Y	Y	Y	MA
Connecticut	Y		Y	Y	Y	Y	Y					Y	Y	Y	Y	Y		Y		Y	Y ¹	N			Y		3	Y	Y	N	N	CT
Rhode Island	Y	Y	Y	Y	Y	Y						Y	Y		Y			Y				N	Y	Y			4	Y	Y	Y	N	RI
New York	Y				Y	Y	Y		Y			Y	Y	Y	Y	Y	Y	Y	Y	Y	Y ¹	Y ¹	2	Y	Y		12	Y	Y ²	Y ³	N ⁴	NY
Pennsylvania Game Commission	Y	Y	Y	Y	Y	Y						Y			Y	Y		Y	Y	Y		Y ¹	5					Y	Y	Y ²	Y ²	PA GC
Pennsylvania Fish Commission							Y	Y					Y	Y								N		Y	Y	Y	15	Y	Y	N	N	PA FC
New Jersey	Y	Y	Y	Y	Y				Y			Y	Y	Y	Y					Y	Y ¹	Y ¹	1	Y	Y		2	N	Y	Y	Y	NJ
West Virginia	Y	Y	Y	Y	Y							Y	Y	Y	Y	Y	Y	Y	Y		Y	N		Y	Y		7	Y		Y ¹		WV
Maryland	Y	Y	Y	Y	Y	Y	Y					Y	Y	Y	Y	Y	Y	Y	Y	Y		N		Y	Y		6	Y	Y	N	N	MD
Delaware	Y	Y	Y	Y	Y	Y						Y	Y	Y	Y			Y	Y	Y	Y	N						Y	N	N	N	DE

Footnotes for Table 9a. Northeastern States

Massachusetts

1Ring-necked pheasant.

Connecticut

1Limited.

New York

1Ring-necked pheasant.

2Not regulated.

3For some species.

4Only for falconry.

Pennsylvania (Game Commission)

1Ring-necked pheasant.

2For some species.

New Jersey

1Ring-necked pheasant, bobwhite quail.

West Virginia

1If imported.

Table 9b. Management and Operations—Northeastern States

Legend
 Y = Yes
 N = No
 U = Unlimited

	Fee Hunting Preserves					Agency Provides Technical Assistance to Private Land-owners for		Private Lands					Private Hunting Clubs			Animal Damage					Regulations Are Established by Management Units for					
	Does state have any?	Agency provides technical assistance	Full-time agency staff person	Preserve acreage is regulated	Operators set hunting regulations	Wildlife management	Fisheries management	Agency promotes public access to private lands by					Licenses/permits are required for			Predator control is conducted by			Damage payments are authorized for		Big game species	Furbearers	Turkeys	Upland/small game		
								Agency fees/services	Agreements with industry/nonindustrial landowners	Cooperative programs with USDA	Cooperative programs with private organizations	Other	State has landowner liability relief law	Big game	Upland/small game	Waterfowl	Extension trapper programs	Bounty payments	Cooperation with Animal Damage Control (APHIS)	Other					Predators	Big game
Maine	Y	N	N	Y	N	Y	Y	Y	Y		Y				Y	Y					Y	Y	Y	Y	ME	
New Hampshire	Y	N	N		Y	Y	Y		Y		Y	Y	Y	Y				Y			Y			Y	NH	
Vermont	Y	N	N	Y ¹	N	Y	Y		Y	Y	Y ²	Y	Y	Y	Y			Y			Y		Y		VT	
Massachusetts	Y	N	N	Y ¹	Y			Y					Y ²	Y ²							Y ³				MA	
Connecticut	Y	Y	N	Y ¹	N	Y ²	Y ²	Y	Y		Y	Y ³	Y				N ⁴				Y		Y		CT	
Rhode Island	Y	N	N	N	N	Y	Y		Y		Y							Y					Y		RI	
New York	Y	N	N	Y ¹	Y ²	Y	Y	Y	Y		Y	Y	Y					Y				Y	Y	Y	Y	NY
Pennsylvania Game Commission	Y	N	N	Y ¹	Y ²			Y	Y		Y							Y		Y ³		Y	Y	Y		PA GC
Pennsylvania Fish Commission							Y	Y	Y	Y	Y															PA FC
New Jersey	Y	Y	N	Y	N	Y	Y				Y											Y	Y	Y	Y	NJ
West Virginia	Y	N	N	N	N			Y		Y		Y						Y ¹	Y ²	Y ²		Y		Y		WV
Maryland	Y	Y	N	Y ¹	N	Y	Y	Y ²	Y	Y	Y	Y ³		Y	Y					Y		Y		Y		MD
Delaware	Y	N	N	Y ¹	N	Y	Y	Y	Y		Y	Y ²	Y		Y	Y						Y	Y	Y	Y	DE

Footnotes for Table 9b. Northeastern States

Vermont

- 1Acreage limit as to minimum acres.
- 2Coop. with rod and gun clubs.

Massachusetts

- 1Minimum: 100 acres; Maximum: 500 acres.
- 2Not distinguished from "fee hunting preserves" — these are considered the same thing in MA.
- 3Antlerless deer only.

Connecticut

- 1Minimum: 300 acres; Maximum: 1,000 acres.
- 2As staff limitations allow.
- 3Very limited—purchase of recreational or access rights.
- 4No formal predator control program.

New York

- 1Minimum: 100 acres.
- 2For taking—not season dates.

Pennsylvania (Game Commission)

- 1For regulated shooting grounds for upland birds and waterfowl; minimum size: 100 acres.
- 2Within state parameters.
- 3Bear only (livestock, beehives).

West Virginia

- 1Commercial.
- 2Bear.

Maryland

- 1Minimum: 200 acres.
- 2Services only.
- 3Provided no fee was involved.
- 4Black bear only (livestock, beehives, agriculture).

Delaware

- 1Minimum: 300 acres.
- 2Technical service to private landowners.

Footnotes for Table 10. Northeastern States

Maine

1OSP for FERC.

New York

1If provided.

2Developers and project sponsors.

Pennsylvania (Game Commission)

1Game fund monies for employee salaries and expenses.

2Qualified—one game commission employee is dedicated to and funded by reviews for highway construction projects.

New Jersey

1Depends on application and regulation.

2Tax checkoff, etc.

Footnotes for Table 11. Northeastern States

Maine

- 1State pays no taxes.
- 2Owned by state.
- 3Cooperative agreements are mutual understandings. A very large but undefined amount of public waters across the state.

Massachusetts

- 1First year of state ownership only.
- 2Under state law, almost all lakes and ponds over 20 acres are in state ownership.

New York

- 1Local taxes for state lands in Adirondack and Catskill Parks.

Pennsylvania (Game Commission)

- 1Includes ponds.

Pennsylvania (Fish Commission)

- 1Fee title and easement.

Table 1a. Agency Organization—Southeastern States

State	Agency Organization		If Fish and Wildlife Agency is a Subdivision of a Larger Agency:		Term of office
	Fish and Wildlife is an independent agency	Fish and Wildlife is part of a larger agency	Other subdivisions in the parent agency include	Chief administrator of parent agency	
Virginia	Y				
North Carolina	Y				
South Carolina	Y				
Georgia		Y	Y	Y	U
Florida	Y				
Alabama		Y			
Mississippi		Y	Y	Y	U
Louisiana	Y				
Arkansas	Y				
Tennessee	Y				
Kentucky	Y				

Legend
 Y = Yes
 U = Unlimited

Footnotes for Table 1a. Southeastern States

Georgia

¹Pollution Prevention Assistance.

²Technically, reports to the Board of Natural Resources, but deals with the governor concerning day-to-day operations.

Alabama

¹Marine Police.

Table 1b. Agency Organization—Southeastern States

	If Fish and Wildlife is an Independent Agency:			Board Members																				State								
				Must have										Selected to represent						Represent					Terms of office							
	Chief administrator reports to			Number	Appointed by governor	Natural resources mgmt. education or experience	Hunting or fishing experience	Sponsorship by sportsmen's organization	Current hunting or fishing license	Political affiliation	Approval of legislature	Protected from removal except for cause	Entitled to public hearing before removal	Political parties			Commodity groups			Other special interests			Counties		Regions	Statewide	Other	Coincident	Staggered	Years per term	Number of consecutive terms	Number of commission/board meetings required/year
														Unpaid commission or board	Governor	Other	By law	Regulation	Tradition	By law	Regulation	Tradition										
Virginia	Y			11	Y					Y ¹				Y							Y			Y ²		Y	4	2	4	VA		
North Carolina	Y			17	Y ¹						Y											Y ²	Y ³			Y	4	U	2	NC		
South Carolina	Y			7	Y					Y ¹	Y												Y ²	Y ³	Y			U		SC		
Georgia				16	Y						Y											Y	Y			Y	7	1	6	GA		
Florida	Y			5	Y					Y	Y											Y				Y	5	U	6 ¹	FL		
Alabama				13 ¹	Y											Y						Y				Y	6	U	2	AL		
Mississippi	Y			5	Y			Y		Y	Y												Y ¹		Y	5	U		MS			
Louisiana		Y		7	Y					Y							Y ¹					Y ¹	Y ¹			Y	6	1 ²	12	LA		
Arkansas	Y			8	Y						Y												Y ¹				7	1		AR		
Tennessee	Y			13	Y					Y	Y											Y ¹	Y ¹	Y ¹		Y	6 ²	1 ³	6	TN		
Kentucky	Y			9	Y ¹						Y	Y	Y ²									Y				Y	4	U	4	KY		

Legend
Y = Yes
U = Unlimited

Footnotes for Table 1b. Southeastern States

Virginia

1There are no requirements, but board members usually meet most of the listed criteria.

2Congressional districts.

North Carolina

± 1Eleven of seventeen appointed by the governor. Six of seventeen selected by the legislature.

2Nine of seventeen.

3Eight of seventeen.

4Two for four years; six for two years; nine for six years.

South Carolina

1Senate.

2One of seven.

3Six: one from each congressional district.

Georgia

1At governor's discretion.

Florida

1As policy, six are held each year.

Alabama

1Ten members, plus the governor, the commissioner of agriculture, and the director of extension service.

Mississippi

1Congressional districts.

Louisiana

1Three members must be from the coastal parishes and be representatives of the commercial fishing and fur industries. The other four are from the state at large and other industries.

2One of seven serves a four-year term concurrent with governor. Remainder can only serve one, six-year term.

Arkansas

1Congressional districts.

Tennessee

1Nine commissioners from districts; two statewide legislative appointments; plus commissioner of environment and commissioner of agriculture.

2Governor appoints nine positions to six-year terms. Legislature appoints two positions to two-year terms.

3Governor's appointments are for a single term. Legislature's appointments serve consecutive terms.

Kentucky

1From a list of five names recommended by the sportsmen of each wildlife district.

2No more than five members can belong to the same political party.

Footnotes for Table 2a. Southeastern States

Virginia

- 1A court of law may order a revocation.
- 2The Marine Resources Commission has authority for marine waters.
- 3Deer only.

South Carolina

- 1By law and executive order of the governor.
- 2For deer gun season in certain zones and wildlife management areas.

Georgia

- 1Administrative revocation and revocation by court of jurisdiction.

Alabama

- 1To advise commissioner.
- 2Courts may revoke for certain offenses.
- 3During deer gun season.

Mississippi

- 1Includes budget, regulatory, policy, and personnel by statute. Involved in day-to-day operations, but not by statute.

Louisiana

- 1Director also has authority under flood conditions.

Arkansas

- 1Director also has authority.
- 2Small game during big game seasons.

Tennessee

- 1Includes hiring/dismissal of agency director.
- 2Legislative penalties provide for revocation of license for some violations; judicial system is in control of revocations.

Kentucky

- 1"...advise the commissioner to take such actions as may be beneficial to the Department and in the interest of wildlife and conservation of natural resources."
- 2Revocation authority lies with the courts.
- 3The commission approves the promulgation of administrative regulations governing these activities. Before adoption, however, administrative regulations go through a process that includes public comment and legislative review.
- 4The commission may close a season within 48 hours by emergency regulation with the governor's signature or as a provision of a regulation. The governor can close a season by proclamation within 48 hours during periods of extreme fire hazard.
- 5All hunters and persons accompanying them during firearms deer season, except migratory bird hunters and those hunting at night.

Footnotes for Table 2b. Southeastern States

Virginia

- 1Limited.
- 2Legislature.

North Carolina

- 1Legislature.

Georgia

- 1Legislature.
- 2From a vehicle under power.

Florida

- 1Legislature.

Alabama

- 1Set by statute.

Louisiana

- 1Requires legislative action.
- 2You must possess a hunting or fishing license, or a Wild Louisiana stamp.

Arkansas

- 1For resident licenses.
- 2For non-resident licenses.

Tennessee

- 1Regulatory authority on agency-managed lands.
- 2Not hybrids.
- 3Legislature authorizes—commission establishes areas where fee applies.

Kentucky

- 1Authority is given to the commission by the legislature.
- 2Through administrative regulation process.

Table 3. Agency Administration—Southeastern States

	Public Hearings Are Required				Director/Head of Fish and Wildlife Agency											
	At regularly scheduled intervals	Upon petition	At discretion of board/commission or commissioner/secretary	For certain actions	Selected by			Term of office				Required to have				
					Governor	Board/commission or commissioner/secretary	Civil service or state merit system rules	Based on merit	Length of term	Head can be reappointed to another term	Number of consecutive terms that head can serve	College degree	College degree in a natural resources field	College degree in fisheries or wildlife	Graduate degree	
Virginia	Y		Y	Y ¹		Y		Y	U							VA
North Carolina	Y			Y ¹		Y			U							NC
South Carolina	Y		Y			Y			U			Y			Y	SC
Georgia	Y	Y		Y ¹			Y	Y	U			Y	Y	Y		GA
Florida	Y		Y	Y		Y		Y	U		U					FL
Alabama	Y	Y		Y ¹	Y ²		Y ³	Y	U							AL
Mississippi	Y		Y		Y	Y			U			Y			Y	MS
Louisiana	Y				Y				U	Y ¹						LA
Arkansas	Y					Y			U			Y				AR
Tennessee	Y		Y	Y ¹		Y			U					N ²		TN
Kentucky	Y			Y ¹		Y			U							KY

Legend
 Y = Yes
 U = Unlimited

Footnotes for Table 3. Southeastern States

Virginia

1Required for promulgation of regulations.

North Carolina

1Required for promulgation of regulations.

Georgia

1For setting seasons and regulations for hunting and fishing.

Alabama

1APA does not apply to seasons/bag limits.

2Commission with governor's approval.

3Merit system.

Louisiana

1Serves at the pleasure of the governor.

Tennessee

1Season setting, rulemaking, mandated public notice.

2Preferred, but not mandatory.

Kentucky

1Promulgating administrative regulations.

Table 4. Personnel—Southeastern States

Legend
Y = Yes
U = Unlimited

	Personnel below Fish & Wildlife Head Are Selected by			F&W Agency Can Hire Nonresident			Conservation Law Enforcement Officers		Formal In-Service Training Is Provided							Current Number of Authorized Full-Time Positions within F&W Agency Whose Primary Responsibility Is																		
	Civil service	Other merit system	Other	Biologists	Technicians	Conservation officers	Minimum degree required	Average # of square miles covered per officer	Average # of licenses per officer (1000s of licenses)	By law	For the commission/board or commissioner/secretary	For new employees	For established employees	Periodically for all employees	For administrators	For biologists/technicians	For conservation officers	For information & education personnel	Central office administration	Other wildlife biologists	Other fisheries biologists	Wildlife technicians	Fisheries technicians	Conservation officers	Human dimensions/social sciences	Computers/GIS	Human resources	Contracting/procurement		Budgeting	Planning	Legal	Environmental impact assessment	Support staff (secretarial/clerical/receptionist)
Virginia		Y		Y	Y	Y	Y	263	4.2					Y ¹		Y		17	36	24	31	33	165	0	13	3	2	1	1	0	1	64	VA	
North Carolina		Y		Y	Y	Y	Y	325	2.5	Y		Y	Y	Y	Y	Y	Y	2	95	95			200	1	5	0	1	8	0	1	6	100	NC	
South Carolina			Y ¹	Y	Y	Y	Y ²			Y	Y	Y	Y		Y	Y		6	28	20 ³	54	36	240	0	25	7	7	1	1	4	5	70	SC	
Georgia		Y		Y	Y	Y	Y	247	3.8			Y	Y	Y		Y	Y	11	34	27	75	52	235	0	3	1	0	4	0	0	0	30	GA	
Florida	Y	Y		Y	Y	Y	Y	185	2.5			Y		Y		Y		26	141	104	20	18	313	0	9	5	6	2	3	3	21	101	FL	
Alabama		Y		Y	Y	Y	Y	390	5.0							Y		13	42	22	13	19	153									32	AL	
Mississippi		Y	Y ¹	Y	Y	Y		214	2.3			Y			Y	Y		29	16	15	2	4	305	1	2	5	4	1	1	2	1	38	MS	
Louisiana	Y ¹			Y	Y	Y	Y ²	245	4.6	Y		Y	Y	Y	Y	Y	Y	32	72	95	79	48	212		12	7	5	3	13	3	15	85	LA	
Arkansas			Y ¹	Y	Y	Y	Y	800	2.5	Y				Y		Y		11	42	39	34	25	141	0	7	4	0	1	0	2	2	49	AR	
Tennessee	Y ¹			Y	Y	Y	Y	239	8.8	Y		Y	Y		Y	Y	Y	16	113 ²	113 ²	101 ³	101 ³	176		31	1	3			2		145	TN	
Kentucky		Y		Y	Y	Y	Y ¹	240	3.5	Y	Y	Y	Y	Y	Y	Y	Y	28	42	25	36	36	171		8	4	2	1	2	2.5	5	35	KY	

Footnotes for Table 4. Southeastern States

Virginia

1Classes are available to all employees through the Department of Personnel and Training.

South Carolina

1Deputy directors are appointed to serve at the director's pleasure.

2Or equivalent combination of education and experience.

3Plus 73 marine biologists and 20 marine technicians.

Mississippi

1Statutorily exempt positions, including part-time positions, may be appointed by the executive director.

Louisiana

1The assistant secretary, undersecretary, and deputy secretary are appointed by governor or director.

2Plus two years experience or 60 semester hours.

Arkansas

1Interviews/application.

Tennessee

1Except assistant directors, attorneys, chiefs, and regional managers.

2Professional biologists and foresters.

3Non-degree technicians/equipment operators.

Kentucky

1Any BA or BS degree.

Table 5. Finances—Southeastern States

State	Bonds			Wildlife Fund			Interest			Agency Receives Legislatively Appropriated General Funds			Budget										Agency's fiscal year begins on	State							
	Agency receives revenue from general obligation bonds	Capital Improvement	Land acquisition	Separate and established by state law	Available for use without legislative approval	Protected from diversion by state law	Annual licenses	Lifetime licenses	Other	Yearly or biennially	For emergencies	For special projects	For capital construction	Priorities are prepared by					Author-ities are altered		Budget system is										
Virginia	N			Y		Y	Y	Y	Y	Y	Y	Y	Y	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	7-1	VA
North Carolina	N			Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	7-1	NC
South Carolina	Y	Y	Y	Y																										7-1	SC
Georgia	Y		Y			Y				Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	7-1	GA
Florida	Y		Y	Y							Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	7-1	FL
Alabama	N			Y			Y	Y																						10-1	AL
Mississippi	N	Y	Y	Y			Y	Y		Y																				7-1	MS
Louisiana	Y		Y	Y			Y	Y																						7-1	LA
Arkansas	N			Y			Y	Y	Y ¹																					7-1	AR
Tennessee	N			Y			Y	Y																						7-1	TN
Kentucky	N			Y			Y	Y	Y ¹																					7-1	KY

Legend
 Y = Yes
 N = No
 U = Unlimited

Footnotes for Table 5. Southeastern States

Virginia

- 1All license fees are invested for interest.
- 2Fish and wildlife board working with cabinet secretary.

North Carolina

- 1All license fees are invested for interest.

Georgia

- 1Wildlife license plate, state tax checkoff.
- 2In transition to results-oriented budgeting.

Florida

- 1Nongame trust funds.
- 2Performance-based Program Budgeting.

Mississippi

- 1General funds; park user fees.

Arkansas

- 1All receipts are invested in interest-bearing accounts.
- 2Amendment 75 to Arkansas Constitution provides 1/8 of 1 percent of sales tax to be used partially by agency for wildlife programs.

Tennessee

- 1Comp. planning.

Kentucky

- 1All receipts are invested in interest-bearing account.

Table 6. Planning and Policy—Southeastern States

	Planning										Policy Manual											
	Agency has comprehensive plan approved by USFWS	Legislative proposals are based on F&W plan	Budgets prioritized according to plan priorities	Conducted by			Conservation plan is being developed	Planning is done by full-time planning staff	Agency has plans for development/zoning by													
				Fish and wildlife agency	DNR or equivalent	State planning agency			Regions	River basins	Watersheds	Lakes	Flood plains	Shore lands	Estuaries	Ecosystems/coregions	Other	Currently available	Updated regularly	Distributed to commission/board	Distributed to agency employees	
Virginia	N ¹	N	Y ²	Y				N										Y	Y ²	Y	Y	VA
North Carolina	N	N					N	N										Y	Y ¹	N	Y	NC
South Carolina	N	N																Y	Y ¹	Y	Y	SC
Georgia	N	N	N	Y	Y		N	N	Y ¹									Y	Y	Y	Y	GA
Florida	N	Y	Y	Y			Y	N										Y	Y	Y	Y	FL
Alabama	N	N					N	N										Y	N	Y	Y	AL
Mississippi	N	Y	Y	Y			Y	N									Y ¹	Y	Y	Y	Y	MS
Louisiana	Y	N	N	Y			N	N		Y	Y	Y				Y ¹	Y	Y ²	Y ³	Y	Y	LA
Arkansas	Y ¹	Y	Y	Y			Y	N	Y			Y				Y ²		Y	Y ³	Y	Y	AR
Tennessee	Y	Y	Y	Y			Y	N										Y	Y ¹	Y	Y	TN
Kentucky	N	N	N	Y			Y	Y	Y	Y	Y	Y				Y		N ¹				KY

Legend
 Y = Yes
 N = No
 U = Unlimited

Footnotes for Table 6. Southeastern States

Virginia

- 1Have detailed Federal Aid cost share project plans.
- 2Federal Aid plans.
- 3Annually.

North Carolina

- 1Annually.

South Carolina

- 1Every one to two years.

Georgia

- 1Planning for delivery of fish and wildlife services on a regional basis.

Mississippi

- 1State lakes, wildlife management areas, parks.

Louisiana

- 1Specific areas and species.
- 2As needed, at least annually.
- 3Part of the policy manual is distributed.

Arkansas

- 1For Federal Aid.
- 2Wildlife zones based on habitat.
- 3As needed.

Tennessee

- 1As needed, at least annually.

Kentucky

- 1Policies are issued and updated individually, as needed. A policy manual is being developed.

Table 7. Information & Education—Southeastern States

	Agency has full-time I&E staff	Number of permanent positions	Information & Education Program Includes																			
			Magazines	News releases	Radio	Television	Exhibits	Educational videos	Youth education	Adult education	Trapper education	Waterfowl ID	Education center	Nongame education	Aquatic education	Boating education	Archery education	Project WILD		Aquatic WILD	Hunter education	
Virginia	Y	14	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y	Y	Y	Y	VA	
North Carolina	Y	1	Y				Y	Y	Y	Y			Y		Y	Y		Y	Y		NC	
South Carolina	Y	38	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	SC
Georgia	Y	5		Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y		Y	Y	Y	GA	
Florida	Y	38	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	FL
Alabama	Y ¹	5	Y	Y																		AL
Mississippi	Y	28	Y	Y	Y	Y			Y	Y			Y	Y	Y	Y	Y	Y	Y	Y	Y	MS
Louisiana	Y	33	Y	Y			Y		Y	Y			Y		Y	Y		Y	Y	Y	Y	LA
Arkansas	Y	25	Y	Y		Y	Y	Y	Y	Y				Y	Y	Y	Y	Y	Y	Y	Y	AR
Tennessee	Y	21	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y	Y	Y	Y	Y	TN
Kentucky	Y	60	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	KY

Legend
 Y = Yes
 U = Unlimited

Footnotes for Table 7. Southeastern States

Alabama

¹Part of umbrella Department of Conservation and Natural Resources.

Footnotes for Table 8. Southeastern States

Virginia

- 1Endangered Species Act, Section 6; Chesapeake Bay Program; Coastal Zone Management.
- 2Ducks Unlimited.
- 3Chesapeake Bay Program; U.S. Forest Service.
- 4Private sector—Bass Anglers Sportsman's Society, Trout Unlimited, counties and cities, etc.
- 5Limited.

South Carolina

- 1Corps of Engineers; National Marine Fisheries Service.
- 2National Oceanic and Atmospheric Administration.

Florida

- 1Panther; state game; nongame.
- 2State Game Trust Fund.

Alabama

- 1Endangered Species Act, Section 6.

Mississippi

- 1Endangered Species Act, Section 6; Corps of Engineers mitigation; U.S. Fish and Wildlife Service.
- 2Income tax checkoff; Heritage Program.
- 3Endangered Species Act, Section 7.
- 4General fund.

Louisiana

- 1Challenge grants.
- 2National Marine Fisheries Service.

Arkansas

- 1Grants from U.S. Department of Agriculture.
- 2Private sector grants.

Kentucky

- 1Endangered Species Act, Section 6; Partners for Wildlife.
- 2National Wild Turkey Federation.

Footnotes for Table 9a. Southeastern States

Virginia

1Rehabilitation only.

Florida

1For some species under certain conditions.

Alabama

1Most wildlife management areas are leased private lands.

2"Game Farm" houses display animals; "Sanctuaries" are sources for translocations.

Kentucky

1Limited.

2Minimal.

Table 9b. Management and Operations—Southeastern States

Legend
 Y = Yes
 N = No
 U = Unlimited

	Fee Hunting Preserves					Agency Provides Technical Assistance to Private Land-owners for		Private Lands					Private Hunting Clubs	Animal Damage					Regulations Are Established by Management Units for					
	Does state have any?	Agency provides technical assistance	Full-time agency staff person	Preserve acreage is regulated	Operators set hunting regulations	Wildlife management	Fisheries management	Agency promotes public access to private lands by					Licenses/permits are required for	Predator control is conducted by	Damage payments are authorized for			Big game species	Furbearers	Turkeys	Upland/small game			
								Agency fees/services	Agreements with industry/nonindustrial landowners	Cooperative programs with USDA	Cooperative programs with private organizations	Other			State has landowner liability relief law	Big game	Upland/small game					Waterfowl		Extension trapper programs
Virginia	Y	Y	N	Y ¹	N	Y	Y	Y	Y	Y			Y		Y				Y ²					VA
North Carolina	Y	Y	N	Y ¹	N	Y	Y	Y	Y			Y							Y	Y	Y	Y		NC
South Carolina	Y	Y	Y	Y ¹	N	Y	Y		Y		Y	N		Y	Y				Y	Y	Y	Y		SC
Georgia	Y	Y	N	Y ¹	N	Y	Y		Y			Y		Y	Y									GA
Florida	Y	Y	N	Y ¹	Y	Y	Y	Y	Y	Y		Y							Y		Y			FL
Alabama	Y	Y ¹	N	N	N ²	Y	Y		Y			Y			Y	Y ³			Y	Y	Y	Y		AL
Mississippi	Y	N	N	Y ¹	N							N			Y									MS
Louisiana	Y	N	N	Y ¹	N	Y	Y		Y			Y	Y	Y	Y	Y ²			Y	Y	Y	Y		LA
Arkansas	Y	Y	N	N	Y	Y	Y	Y	Y	Y		Y			Y	Y ¹			Y	Y	Y	Y		AR
Tennessee	Y	Y	N	Y ¹	N ²	Y	Y	Y	Y	Y		Y	Y	Y					Y	Y	Y	Y		TN
Kentucky	Y	Y ¹	N	Y ²	Y ³	Y	Y		Y			Y			Y	Y ⁵			Y			Y		KY

Footnotes for Table 9b. Southeastern States

Virginia

- 1Minimum: 100; maximum: 3,000.
- 2Deer.

North Carolina

- 1Minimum: 100; maximum: 1,000.

South Carolina

- 1Minimum: 100; maximum: 1,500.

Georgia

- 1Minimum: 100; maximum: 1,000—more acres possible with purchase of additional licenses.

Florida

- 1Minimum: 100; maximum: 1,000.

Alabama

- 1Limited.
- 2They could set more restrictive regulations.
- 3Nuisance alligator control program.

Mississippi

- 1Minimum: 100; maximum: 640.

Louisiana

- 1Minimum: 100; maximum: 2,000.
- 2Permitted, private animal damage control operators.

Arkansas

- 1Cooperative program with county governments.

Tennessee

- 1Minimum: 20; maximum: 640.
- 2Can be more restrictive than state agency.

Kentucky

- 1Through private lands habitat improvement program.
- 2Minimum: 200 (foxes), 300 (hoofed animals); maximum: 2,000.
- 3Except seasons.
- 4Commercial waterfowl shooting area permit.
- 5Agency makes traps/equipment available to landowners.

Footnotes for Table 10. Southeastern States

Virginia

¹Information requests.

Footnotes for Table 11. Southeastern States

Virginia

¹The agency manages 43,000 miles of streams and rivers.

North Carolina

¹City governments.

Louisiana

¹Includes donated lands.

Tennessee

¹Only wetland purchases since 1987.

Kentucky

¹239,533 acres licensed from the U.S. Army Corps of Engineers, and 3,500 acres from Tennessee Valley Authority.

Table 1a. Agency Organization—Midwestern States

	If Fish and Wildlife Agency is a Subdivision of a Larger Agency:		
	Other subdivisions in the parent agency include	Chief administrator of parent agency	
	Fish and Wildlife is an independent agency		
	Fish and Wildlife is part of a larger agency		
	Administration/personnel		
	Agriculture/food		
	Energy/geology		
	Engineering		
	Environmental protection/management		
	Forestry		
	Historic preservation		
	Law enforcement		
	Legal/legislative affairs		
	Nongame/natural heritage/preserves		
	Operations		
	Parks/recreation		
	Planning		
	Public affairs/information & education		
	Soils/lands/real estate		
	Waste management		
	Water/marine resources		
	Other		
	Political appointee		
	Appointed by governor		
	Reports to governor		
	Selected by civil service or merit system		
	Other		
	Natural resources mgmt. education or experience	Must have	
	Hunting or fishing experience		
	Sponsorship by sportsmen's organization		
	Current hunting or fishing license		
	Political affiliation		
	Approval of legislature		
	Protected from removal except for cause		
	Entitled to public hearing before removal		
	Number of years per term	Term of office	
	Number of consecutive terms		
Ohio		U	OH
Indiana		-2	IN
Illinois			IL
Michigan			MI
Wisconsin		-1	WI
Minnesota		U	MN
Iowa		4 U	IA
Missouri			MO
North Dakota			ND
South Dakota		U	SD
Nebraska			NE
Kansas			KS

Legend
 Y = Yes
 U = Unlimited

Footnotes for Table 1a. Midwestern States

Ohio

1Civilian conservation, Recycling and Litter Prevention.

Indiana

1Reclamation, Entomology.
2At the pleasure of the governor.

Illinois

1Scientific surveys.

Michigan

1The director is appointed by the Natural Resources Commission.

Wisconsin

1Serves at the governor's pleasure.

South Dakota

1Custer State Park.

Table 1b. Agency Organization—Midwestern States

	If Fish and Wildlife is an Independent Agency:			Board Members																											
				Must have										Selected to represent						Represent				Terms of office							
	Chief administrator reports to			Number	Appointed by governor	Natural resources mgmt. education or experience	Hunting or fishing experience	Sponsorship by sportsmen's organization	Current hunting or fishing license	Political affiliation	Approval of legislature	Protected from removal except for cause	Entitled to public hearing before removal	Political parties			Commodity groups			Other special interests			Counties	Regions	Statewide	Other	Coincident	Staggered	Years per term	Number of consecutive terms	Number of commission/board meetings required/year
	Unpaid commission or board	Governor	Other											By law	Regulation	Tradition	By law	Regulation	Tradition	By law	Regulation	Tradition									
	Legend																														
Y = Yes																															
U = Unlimited																															
Ohio				7	Y					Y	Y	Y		Y			Y ¹							Y			Y	4	U	4	OH
Indiana				12	Y	Y ¹				Y ²		Y		Y ³			Y ³		Y ³					Y		Y	3	U	4	IN	
Illinois		Y		11	Y					Y	Y												Y		Y	4	U	4	IL		
Michigan	Y ¹			7	Y					Y ²	Y	Y	Y ³				Y ⁴			Y ⁴			Y		Y	4	U	12 ⁵	MI		
Wisconsin	Y	Y		7	Y					Y	Y								Y				Y		Y	6	U	12	WI		
Minnesota																														MN	
Iowa	Y			7	Y					Y	Y					Y							Y		Y	6	2	4	IA		
Missouri	Y	Y		4	Y	Y ¹				Y	Y ¹			Y									Y		Y	6	U		MO		
North Dakota		Y		8	Y						Y					Y	Y			Y ¹			Y			4	2	2 ²	ND		
South Dakota				8	Y					Y	Y	Y	Y	Y	Y		Y						Y		Y	4	2	1 ¹	SD		
Nebraska	Y			7	Y	Y				Y ¹	Y	Y	Y	Y ¹			Y ²						Y		Y	5	1	4	NE		
Kansas		Y		7	Y	N ¹	N ¹					Y	Y ²										Y	Y	Y ³	Y	4	U		KS	

Footnotes for Table 1b. Midwestern States

Ohio

1Two members are farmers.

Indiana

1Five of the 12 are citizen members appointed by the governor; two must have knowledge, experience, or education in natural resources conservation.

2Not more than three of the five citizen members can be of the same political party.

3Seven of the 12 members include the commissioners of: 1) department of transportation, 2) department of environmental management, 3) department of commerce, 4) department of natural resources; the chairmen of: 5) advisory council for the bureau of water and resource regulation, 6) advisory council for the bureau of lands and cultural resources; and the 7) president of the Indiana academy of science.

Michigan

1Paid expenses.

2Advise and consent of Senate.

3Not more than four of the seven can be of the same political party.

4Not consistent.

5Twelve minimum—once per month.

Missouri

1Generally.

North Dakota

1Sportsmen's groups.

2Two per district.

South Dakota

1Only one is required, but in practice they hold at least ten per year and more if necessary.

Nebraska

1Not more than four of the seven can be from one political party.

2At least 2 must be farmers/ranchers.

Kansas

1Supported in statute, but without specific requirements.

2Must be bipartisan representation.

3Geographic subdivisions are only informally considered.

Footnotes for Table 2a. Midwestern States

Ohio

- 1 Approve regulations; review/recommend programs.
- 2 In cases related to hunting injury.
- 3 Fish and wildlife director recommends and commission/board approves.
- 4 All hunting except waterfowl during deer gun seasons.

Indiana

- 1 Not budget, some personnel, regulatory and policy.
- 2 In some cases.
- 3 For permanent administrative rules; director has authority for temporary administrative rules.

Wisconsin

- 1 The commission and the director have discretionary authority.

North Dakota

- 1 Only some licenses—guide, bait dealer, etc.
- 2 Governor has authority but usually acts on recommendation of the director.

Nebraska

- 1 Current legislation could provide for it.

Kansas

- 1 The commission lacks budget and personnel authority and has only regulatory and advisory authority.
- 2 Only for specific issues—courts hold most revocation authority.
- 3 The commission and the agency head have authority, which varies by species.
- 4 There is a separate law enforcement division that handles only wildlife and boating enforcement.
- 5 Wildlife area managers.

Footnotes for Table 2b. Midwestern States

Ohio

- 1On owned or managed lands.
- 2Administrative authority for user fee.

Indiana

- 1Put and take hunting.

Michigan

- 1May establish application fees for certain game.
- 2Statutory.

Minnesota

- 1Legislature.

Iowa

- 1Reserved waterfowl blinds.

Missouri

- 1As mandated by state law.
- 2Commission.

North Dakota

- 1Legislature.

South Dakota

- 1All but non-domestic mammals.
- 2Legislature authorizes special licenses, but commission sets fees.

Nebraska

- 1Board can work within a range of increases.
- 2Shotguns only.

Kansas

- 1Shared authority.
- 2Legislature sets maximum-minimum framework. Commission sets actual fees in most cases.
- 3Also commission.
- 4Except for coyotes.

Footnotes for Table 3. Midwestern States

Ohio

- 1Part of regulation-setting procedures.
- 2Chief administrator of parent agency.

Illinois

- 1Listing endangered and threatened species.
- 2Appointed by governor, approved by Senate, and serves as long as he/she continues to be appointed.

Michigan

- 1Negotiated contract.

Wisconsin

- 1For establishing changes in hunting/fishing/trapping regulations.

Iowa

- 1Administrative rule changes.

South Dakota

- 1Setting seasons, harvest quotas, setting fees, set refuges, methods; anything that involves rulemaking.
- 2Subject to approval of governor.

Nebraska

- 1Adoption of regulations.

Table 4. Personnel—Midwestern States

Legend
 Y = Yes
 U = Unlimited

97

	Personnel below Fish & Wildlife Head Are Selected by			F&W Agency Can Hire Nonresident			Conservation Law Enforcement Officers		Formal In-Service Training Is Provided							Current Number of Authorized Full-Time Positions within F&W Agency Whose Primary Responsibility Is																			
	Civil service	Other merit system	Other	Biologists	Technicians	Conservation officers	Minimum degree required		Average # of square miles covered per officer	Average # of licenses per officer (1000s of licenses)	By law	For the commission/board or commissioner/secretary	For new employees	For established employees	Periodically for all employees	For administrators	For biologists/technicians	For conservation officers	For information & education personnel																
							High school diploma	College degree												College degree in natural resources or fish & wildlife	Central office administration	Other wildlife biologists	Other fisheries biologists	Wildlife technicians	Fisheries technicians	Conservation officers	Human dimensions/social sciences	Computers/GIS	Human resources	Contracting/procurement	Budgeting	Planning	Legal	Environmental impact assessment	Support staff (secretarial/scientist/receptionist)
Ohio	Y			Y	Y	Y	Y ¹		300	8.1	Y		Y	Y	Y	Y	Y	Y	42 ²	58	42	53	40	179		4	4	1	1	1	0	5	54	OH	
Indiana			Y ¹	Y	Y		Y		175	3.7	Y		Y	Y	Y		Y	Y	15	56	34	0	0	205	1	1	1	1	1	2	1	5	45	IN	
Illinois	Y			Y	Y	Y	Y ¹		380		Y			Y			Y																	IL	
Michigan	Y		Y ¹	Y	Y		Y		537	13.0				Y			Y																	MI	
Wisconsin	Y			Y	Y	Y	Y		430	16.3							Y		37	66	81	65	115	78										WI	
Minnesota	Y			Y	Y	Y	Y		467	11.0	Y		Y		Y		Y		35	227	171	108	75	180		5	1	1	1	2			6	71	MN
Iowa			Y ¹	Y	Y	Y	Y		721	6.2	Y		Y	Y		Y	Y		244	35	28	65	37	78		4		2	5				50	IA	
Missouri			Y ¹	Y	Y	Y	Y		430				Y	Y			Y		18	125	102	105	111	162	3	43	11	6	2	2	1	4		MO	
North Dakota	Y			Y	Y	Y	Y		2,400	7.0			Y	Y			Y		14	22	10	10	6	29	0	2	0	0	0	1	0	4	9	ND	
South Dakota	Y		Y ¹	Y	Y	Y		Y	1,400	7.4	Y		Y	Y	Y	Y	Y	Y	13	29	28	30	12	56	1	1	0	2	0	2	1	3	16	SD	
Nebraska	Y ¹		Y ²	Y	Y	Y	Y		1,800	7.5			Y	Y	Y	Y	Y	Y	18	35	29	12	16	51		3	2	3	8	2	0	4	27	NE	
Kansas	Y			Y	Y	Y	Y		1,300	6.5	Y		Y	Y	Y	Y	Y	Y	40	25 ¹	35 ²			67	1	4	2	1	2	3	2	6		KS	

Footnotes for Table 4. Midwestern States

Ohio

- 1A degree in Natural Resources or criminology.
- 2Includes District Office Administration.

Indiana

- 1State law and hiring policies.

Illinois

- 1Or combination of college and field experience.

Michigan

- 1Six positions are appointed by the director.

Iowa

- 1DAs selected by director; below DAs selected by state merit.

Missouri

- 1In-house selection process.

South Dakota

- 1Assistant directors are appointed by the fish and wildlife agency director with approval of the secretary.

Nebraska

- 1Of the commission.
- 2Agency has adopted personnel rules and includes two union contracts.

Kansas

- 1Includes wildlife technicians, but not public lands managers, assistant managers, and conservation workers (37) most of whom are biologists by training.
- 2Includes fisheries technicians.

Footnotes for Table 5. Midwestern States

Ohio

- 1For free license reimbursement less than 2% of annual budget.
- 2Income tax checkoff, special vehicle license tag sales.
- 3The Chief and senior administrators using our comprehensive management system.

Indiana

- 1C.M.S. - division of fish and wildlife.

Illinois

- 1State park fund, natural areas acquisition fund, E-plates, fish and wildlife fund.

Wisconsin

- 1Tax checkoff, vehicle license plate sales.

Minnesota

- 1Nongame Fund tax checkoff.
- 2Performance based.

Missouri

- 1Conservation department sales tax.

Kansas

- 1Only partial. A new funding initiative is seeking an additional \$1 million.
- 2Also considers Federal Aid agreements and apportionments.

Footnotes for Table 6. Midwestern States

Ohio

- 1Facilitated/coordinated by full-time planner.
- 2Species.

Michigan

- 1State game areas, parks, forests.

Wisconsin

- 1As needed.

Iowa

- 1As needed.

Missouri

- 1Conservation areas.
- 2As needed.

Nebraska

- 1As needed.

Kansas

- 1Also by administrative and technical staff.
- 2Public land areas.
- 3As needed.

Table 7. Information & Education—Midwestern States

	Agency has full-time I&E staff	Number of permanent positions	Information & Education Program Includes																		
			Magazines	News releases	Radio	Television	Exhibits	Educational videos	Youth education	Adult education	Trapper education	Waterfowl ID	Education center	Nongame education	Aquatic education	Boating education		Archery education	Project WILD	Aquatic WILD	Hunter education
			Ohio	Y	33	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y
Indiana	Y	8	Y ¹	Y			Y		Y	Y			Y	Y	Y ²		Y		Y ²	IN	
Illinois	Y	37 ¹	Y	Y		Y	Y	Y	Y	Y				Y	Y	Y	Y	Y	Y	Y	IL
Michigan	Y		Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y	Y		Y	MI	
Wisconsin	Y	17	Y	Y	Y	Y	Y	Y	Y				Y	Y			Y	Y		WI	
Minnesota	Y	1	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y			Y	Y	Y	MN	
Iowa	Y	12	Y	Y	Y	Y	Y	Y	Y	Y		Y		Y			Y	Y	Y	IA	
Missouri	Y	70	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	MO	
North Dakota	Y	9	Y	Y		Y	Y	Y	Y		Y		Y	Y	Y	Y	Y	Y	Y	ND	
South Dakota	Y	6	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	SD	
Nebraska	Y	38	Y	Y	Y	Y	Y	Y		Y		Y		Y	Y	Y	Y	Y	Y	NE	
Kansas	Y	20	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	KS	

Legend
 Y = Yes
 U = Unlimited

Footnotes for Table 7. Midwestern States

Indiana

1Department of Natural Resources magazine.

2Law enforcement.

Illinois

1Division of Education employees

plus interpreters.

Footnotes for Table 8. Midwestern States

Ohio

- 1Hunting license dollars; Partnership with Ruffed Grouse Society and other conservation organizations.
- 2Fishing license dollars; Ohio River Trust Fund; Lake Erie Protection Fund.

Illinois

- 1NBS-Gap, LTRM.
- 2Private—The Nature Conservancy, state habitat fund, state appropriations fund.
- 3Interjurisdictional Fisheries Act, National Biological Service state partnership grants.
- 4Wildlife preservation fund.

Michigan

- 1Endangered Species Act.
- 2State funds, private donations.
- 3State fish and game.

Wisconsin

- 1U.S. Forest Service, Environmental Protection Agency, NOS state partnerships, U.S. Fish and Wildlife Service Partners for Wildlife program and nongame bird program.
- 2Hunting and fishing fees; GPR grants; Sigurd Olson Institute; Great Lakes Protection Fund; utility companies; Wisconsin Department of Transportation.
- 3Environmental Protection Agency; U.S. Forest Service.
- 4State, industry, conservation group funds.

Minnesota

- 1License fees.

Iowa

- 1Trust fund.
- 2State matching funds.

Missouri

- 1Agency funds.

North Dakota

- 1U.S. Forest Service, Environmental Protection Agency.
- 2License dollars.

South Dakota

- 1Endangered Species Act Section 6; Partners for Wildlife.
- 2South Dakota State University, University of South Dakota.
- 3Waiver of overhead costs by South Dakota State University.

Nebraska

- 1Bureau of Reclamation; National Biological Service; U.S. Fish and Wildlife Service.
- 2Rocky Mountain Elk Foundation.
- 3Bureau of Reclamation; National Biological Service.

Kansas

- 1Non-federal wildlife fee funds.

Footnotes for Table 9a. Midwestern States

Ohio

1Ring-necked pheasants.

Indiana

1Ring-necked pheasants.

Illinois

1Ring-necked pheasants and quail.

2Plus nursery ponds at state sites.

3For some species.

Michigan

1Permit not required.

2TB test for deer and elk that are transported within state; all species imported.

Wisconsin

1Pheasants.

2Only for cervids.

Nebraska

1Canada geese—closing in 1997.

2A strengthened law is being proposed in 1997.

Kansas

1For some species.

Table 9b. Management and Operations—Midwestern States

Legend
 Y = Yes
 N = No
 U = Unlimited

	Fee Hunting Preserves					Agency Provides Technical Assistance to Private Land-owners for	Private Lands					Private Hunting Clubs	Animal Damage					Regulations Are Established by Management Units for							
	Does state have any?	Agency provides technical assistance	Full-time agency staff person	Preserve acreage is regulated	Operators set hunting regulations		Wildlife management	Fisheries management	Agency promotes public access to private lands by					Licenses/permits are required for	Predator control is conducted by	Damage payments are authorized for			Big game species	Furbearers	Turkeys		Upland/small game		
									Agency fees/services	Agreements with industry/nonindustrial landowners	Cooperative programs with USDA		Cooperative programs with private organizations			Other	State has landowner liability relief law	Big game						Upland/small game	Waterfowl
Ohio	Y	Y	N	Y ¹	N	Y	Y		Y			Y				Y	Y ²				Y		Y	Y	OH
Indiana	Y	Y	N	Y ¹	Y ²	Y	Y					Y				Y					Y		Y		IN
Illinois	Y	Y	N	Y ¹	N	Y	Y	Y	Y		Y	Y	Y			Y ²					Y	Y	Y	Y	IL
Michigan	Y	N	Y	Y ¹	Y ²	Y		Y				Y									Y	Y	Y		MI
Wisconsin	Y ¹	Y ²	N	Y ³	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y		Y	Y		Y		Y		WI
Minnesota	Y	Y	N	Y ¹	Y	Y	Y			Y		Y	Y	Y	Y						Y	Y	Y		MN
Iowa	Y	N	Y ¹		N	Y	Y				Y ²	Y				Y					Y		Y		IA
Missouri	Y	Y	N	Y	Y	Y	Y		Y	Y		Y		Y							Y	Y		Y	MO
North Dakota	Y	N	N	Y	N	Y	Y					Y				Y					Y		Y		ND
South Dakota	Y	Y	Y	Y ¹	Y ²	Y	Y	Y	Y			Y		Y	Y ³	Y					Y	Y	Y	Y	SD
Nebraska	Y	N	N	Y ¹	Y ²	Y ³	Y ³	Y	Y	Y		Y	Y	Y		Y					Y		Y		NE
Kansas	Y	Y	N	Y ¹	N	Y	Y	Y	Y			Y		Y	Y ²						Y	Y ³	Y	Y ³	KS

Footnotes for Table 9b. Midwestern States

Ohio

- 1Minimum: 80 acres.
- 2Nuisance wild animal trapping permit.

Indiana

- 1Minimum: 100 acres; Maximum: 640 acres.
- 2Seasons and bag limits.

Illinois

- 1Minimum: 200 acres; Maximum: 1,280 acres.
- 2Nuisance animal control permit.

Michigan

- 1Regulated for gamebirds: mallards have a minimum of 50 acres; upland game at least 80 acres. A single licensee cannot exceed 640 acres. Total acreage in licensed gamebird preserves cannot exceed 1% of the county land mass.
- 2Big game preserve operators cannot.

Wisconsin

- 1Private.
- 2For pen specifications.
- 3Maximum of 640 acres.

Minnesota

- 1Minimum: 100 acres; Maximum: 1,000 acres.

Iowa

- 1Assigned to law enforcement.
- 2Snowmobile trail agreements and ATV area grants.

South Dakota

- 1Minimum: 160 acres; Maximum 1,280 acres; but one person may have two preserves with maximum acreage.
- 2Within guidelines set by commission.
- 3Only when commission determines that the average price for raw furs in the round for the preceding winter is below \$5 per animal.

Nebraska

- 1Maximum: 1280 acres.
- 2Only within agency parameters.
- 3Very limited.

Kansas

- 1Regulated by limitation on percent of county eligible.
- 2Private animal damage control specialists.
- 3Two regions.

Footnotes for Table 10. Midwestern States

Ohio

1Infrequently.

Kansas

1Sometimes.

Michigan

1Department of Environmental Quality.

2For some permitting actions.

3Threatened and endangered species review.

4Wildlife division.

5Mostly.

6Nongame Fund (minor).

Footnotes for Table 11. Midwestern States

Ohio

- 1Agreements for municipal lakes cover 30,000 acres; Lake Erie and Sandusky Bay cover 2.3 million acres. 214,650 acres with Pennsylvania.
- 3Ohio River - 250 miles with West Virginia.

Michigan

- 1Gift and tax reverted.

Wisconsin

- 1Figures listed under "Total Acres of Agency Land" include lakes. These are not tracked separately.

Iowa

- 1Includes lakes, rivers, streams. These are not tracked separately.

South Dakota

- 1Except for fishing access lands.
- 2Primarily lands under management license with federal agencies such as the Corps of Engineers.

Nebraska

- 1On wildlife lands only.

Table 1a. Agency Organization—Interior Western States

State	Agency Organization		Chief administrator of parent agency		Term of office
	Fish and Wildlife is an independent agency	Fish and Wildlife is part of a larger agency	Other subdivisions in the parent agency include	Chief administrator of parent agency	
Montana	Y				
Idaho	Y				
Wyoming	Y				
Nevada		Y			
Utah		Y			
Colorado		Y			
Arizona	Y				
New Mexico	Y				
Texas	Y				
Oklahoma	Y				
			Administration/personnel		
			Agriculture/food		
			Energy/geology		
			Engineering		
			Environmental protection/management		
			Forestry		
			Historic preservation		
			Law enforcement		
			Legal/legislative affairs		
			Nongame/natural heritage/preserves		
			Operations		
			Parks/recreation		
			Planning		
			Public affairs/information & education		
			Soils/lands/real estate		
			Waste management		
			Water/marine resources		
			Other		
			Political appointee		
			Appointed by governor		
			Reports to governor		
			Selected by civil service or merit system		
			Other		
			Natural resources mgmt. education or experience	Must have	
			Hunting or fishing experience		
			Sponsorship by sportsmen's organization		
			Current hunting or fishing license		
			Political affiliation		
			Approval of legislature		
			Protected from removal except for cause		
			Entitled to public hearing before removal		
			Number of years per term		
			Number of consecutive terms		
MT					
ID					
WY					
NV					
UT					
CO					
AZ					
NM					
TX					
OK					

Legend
 Y = Yes
 U = Unlimited

Footnotes for Table 1a. Interior Western States

Nevada

1Conservation districts.

Colorado

1Geological survey, state board of land commissioners, soil conservation board, water conservation board.

Table 1b. Agency Organization—Interior Western States

Legend
 Y = Yes
 U = Unlimited

	If Fish and Wildlife is an Independent Agency:			Board Members																				State								
				Must have										Selected to represent						Represent					Terms of office							
	Chief administrator reports to			Number	Appointed by governor	Natural resources mgmt. education or experience	Hunting or fishing experience	Sponsorship by sportsmen's organization	Current hunting or fishing license	Political affiliation	Approval of legislature	Protected from removal except for cause	Entitled to public hearing before removal	Political parties			Commodity groups			Other special interests			Counties		Regions	Statewide	Other	Coincident	Staggered	Years per term	Number of consecutive terms	Number of commission/board meetings required/year
	Unpaid commission or board	Governor	Other											By law	Regulation	Tradition	By law	Regulation	Tradition	By law	Regulation	Tradition										
Montana		Y		5	Y					Y	Y	Y				Y ¹							Y				Y	4	U		MT	
Idaho	Y			7	Y		Y			Y	Y			Y									Y				Y	4	U	4	ID	
Wyoming	Y	Y		7	Y					Y	Y	Y	Y	Y					Y ¹			Y				Y	6	1	2	WY		
Nevada			U ¹	9	Y				Y ²			Y				Y ³			Y ⁴					Y ⁵		Y	3	U	U ⁶	NV		
Utah			Y ¹	7	Y	Y ²				Y ³												Y				Y	4	1		UT		
Colorado				8	Y					Y ¹	Y		Y ²			Y ³			Y ³			Y	Y	Y ⁴		Y	4	U	2	CO		
Arizona	Y			5	Y		Y			Y	Y	Y	Y	Y ¹									Y ²			Y	5	U	4 ³	AZ		
New Mexico	Y			7	Y					Y			Y			Y		Y			Y ¹		Y	Y		Y	4	U		NM		
Texas	Y			9	Y					Y	Y													Y		Y	6	U	4	TX		
Oklahoma	Y			8	Y					Y	Y											Y	Y			Y	8	U	12	OK		

Footnotes for Table 1b. Interior Western States

Montana

1One must be a rancher.

Wyoming

1Ranching/agriculture.

Nevada

1Director of the Department of Conservation and Natural Resources.

2Only the five sportsmen members.

3One must represent ranching; one must represent farming.

4One must represent the general public; one must represent conservation of wildlife; five must represent sportsmen.

5No more than three per county.

6Up to nine.

Utah

1The executive director of the Department of Natural Resources.

2One of several possible areas of expertise; including habitat management (terrestrial and aquatic), business (including private lands issues) and economics (including knowledge of recreational uses). Each area must be represented on the Board.

3Approval of the Senate.

Colorado

1Senate.

2But no more than four of the eight members from the same political party.

3One of eight members each from livestock producers, sportsmen/outfitters, agriculture, wildlife organizations, and boards of county commissioners.

4Five of eight members from regions (groups of counties) and three at large.

Arizona

1Not more than three of five from any one political party.

2Generally by region, but it is the call of the governor and it varies.

3At least.

New Mexico

1Ranchers, environmentalists, commercial wildlife-related enterprises.

Footnotes for Table 2a. Interior Western States

Montana

- 1Decisions made are then commonly referred to the courts.
- 2Several answers possible.
- 3If there were one.

Wyoming

- 1Recommended or required on some department management areas for pheasant hunting.

Nevada

- 1Regulatory, policy, some contested cases and budget authority.
- 2Indirectly and only to a general extent.

Utah

- 1Limited to policy and regulatory functions only.
- 2Fish and wildlife agency director/head has authority in emergencies only.
- 3Shared by some qualified biologists through 1997; terminated after 1997.

Colorado

- 1Acquire, lease, sell, or exchange property; capture, sell, or exchange wildlife; enter agreements with other agencies.
- 2Only through limiting total hunter numbers or hunter numbers within species management units.
- 3Any/all possessing law enforcement commission "commissioned officers."

Arizona

- 1All officers have four-year degrees—some specialists are also officers.
- 2None.

New Mexico

- 1For noncompliance with permit requirements.
- 2Commission/board and director/head have authority.

Texas

- 1Failure to abide by permit provisions.
- 2Commission/board and director/head have authority.
- 3On public hunting areas.

Footnotes for Table 2b. Interior Western States

Montana

- 1To the extent that it relates to hunting.
- 2On FWP property.
- 3Tattooing.
- 4Commission approves.
- 5But do not currently exercise that authority.
- 6Unless by permit.

Idaho

- 1Commission has the authority.
- 2From a vehicle only.

Wyoming

- 1Jet skis.
- 2Commission can reduce some fees and set special management fees.
- 3Both—commission can set special management fees.

Nevada

- 1Wildlife commission, within limits as established by the legislature for some ags and permits.

Utah

- 1Department of Agriculture. Also private aquaculture facilities.

Colorado

- 1Authority was transferred to State Department of Agriculture in 1996 for most but not all species.
- 2Legislature.
- 3Does not apply to holders of a valid Colorado hunting license.

Arizona

- 1Only for habitat management.
- 2To a point.
- 3Some crustaceans, mollusks.
- 4By rule within statutory limits.
- 5Requires rule procedures to establish.
- 6Prohibits shooting from a vehicle.

Texas

- 1On public hunting lands.
- 2Only on public roads and rights-of-way; i.e., hunting from vehicle is legal on private land.

Oklahoma

- 1Commission.
- 2Legislature.

Footnotes for Table 3. Interior Western States

Montana

1Land acquisition, season setting, by statute, often items of significant public interest.

Idaho

1Promulgation of rules, regulations, and land acquisition.

Wyoming

1Promulgation of rules, regulations.

Nevada

1The director/head is nominated by the commission/board, and selected by the Department of Conservation and Natural Resources director.

Utah

1By Department of Natural Resources executive director.
2Demonstrated ability in management and administration and experience in wildlife management.

Colorado

1Rule-making procedures are described in statute.
2Based on annual renewal of contract.
3Not required by law; requirements specified by commission/executive director of Department of Natural Resources.

New Mexico

1Listing/de-listing state threatened and endangered species.

Texas

1Prior to annual statewide hunting and fishing proclamation; migratory bird proclamation.

Oklahoma

1Regulation changes.

Table 4. Personnel—Interior Western States

Legend
 Y = Yes
 U = Unlimited

	Personnel below Fish & Wildlife Head Are Selected by			F&W Agency Can Hire Nonresident			Conservation Law Enforcement Officers		Formal In-Service Training Is Provided								Current Number of Authorized Full-Time Positions within F&W Agency Whose Primary Responsibility Is																			
	Civil service	Other merit system	Other	Biologists	Technicians	Conservation officers	High school diploma	College degree	College degree in natural resources or fish & wildlife	Average # of square miles covered per officer	Average # of licenses per officer (1000s of licenses)	By law	For the commission/board or commissioner/secretary	For new employees	For established employees	Periodically for all employees	For administrators	For biologists/technicians	For conservation officers	For information & education personnel	Central office administration	Other wildlife biologists	Other fisheries biologists	Wildlife technicians	Fisheries technicians	Conservation officers	Human dimensions/social sciences		Computers/GIS	Human resources	Contracting/procurement	Budgeting	Planning	Legal	Environmental impact assessment	Support staff (secretarial/clerical/receptionist)
Montana			Y ¹	Y	Y	Y		Y	2,400	2.4 ²			Y					Y			18	46	32	5	4	83	1	7	4	1	4	3	4	2	36	MT
Idaho	Y			Y	Y	Y	Y ¹	Y ²	742	4.5			Y	Y	Y	Y	Y	Y	Y	Y	40	71	103	7	10	111	0	20	2	4	7	1	1	8	52	ID
Wyoming				Y	Y	Y		Y	1,700	7.0	Y	Y	Y	Y	Y			Y	Y		7	60	70			63		8	2		1	1	1	3	16	WY
Nevada	Y			Y	Y	Y		Y	4,500	4.0	Y		Y	Y					Y		27	25	19	15	17	35		1		1				6	45	NV
Utah		Y		Y	Y	Y		Y	1,100K	8.7	Y	Y									26	57	93	18	22	78	0	6	1	1	22	1	0	7	43	UT
Colorado	Y			Y ¹	Y ¹	Y ¹		Y	900	9.0	Y ²	Y		Y	Y			Y			3	92	44	47	81	127	6	13	8	9	7 ³	- ³	1	0	50	CO
Arizona	Y			Y	Y	Y		Y	1,200	6.7	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	24	80	46	8	30	159	1	4	5	3	5	3	2	15	50	AZ
New Mexico	Y			Y ¹	Y ¹	Y ¹		Y	2,300	10.2			Y								81	23	10	10	33	65	0	9	3	2	1	1	0	4	21	NM
Texas			Y ¹	Y	Y	Y		Y	495	4.1								Y				136	112	71	138	539	0	89	24	11	28	2	6	4	279	TX
Oklahoma			Y ¹	Y	Y	Y		Y	558	6.1								Y			19	34	12	35	32	121	1		4		5			1	37	OK

Footnotes for Table 4. Interior Western States

Montana

- 1Department examination of wardens; director selects all other personnel.
- 2Approximate—difficult to compute the number of individuals who hunted and/or fished because one individual can buy multiple licenses and no cross-check is available.

Idaho

- 1On paper.
- 2In practice.

Colorado

- 1On exception basis—must demonstrate that no qualified resident applicant exists.
- 2Minimum annual requirements for commissioned officer.
- 3Seven positions total, for both budgeting and planning.

New Mexico

- 1However, governor's edict currently precludes hiring non-residents.

Texas

- 1Competitive selection process.

Oklahoma

- 1Interview process/testing (internal-non-merit).

Table 5. Finances—Interior Western States

State	Bonds		State's Fish & Wildlife Fund		Income from Sales Invested for Interest			Agency Receives Legislatively Appropriated General Funds			Budget							Agency's fiscal year begins on	State								
	Agency receives revenue from general obligation bonds	Bonds are issued for	Separate and established by state law	Available for use without legislative approval	Annual licenses	Lifetime licenses	Other	Yearly or biennially	For emergencies	For special projects	For capital construction	State has a match for <i>Teaming With Wildlife</i> funds	Priorities are prepared by				Author-ities are altered			Budget system is							
Montana	Y	Y	Y	Y	Y	Y	Y ¹	Y ¹				N											7-1	MT			
Idaho	N		Y		Y	Y						N												7-1	ID		
Wyoming	N		Y		Y	Y						Y ¹													7-1	WY	
Nevada	Y	Y	Y		Y			Y			Y	Y ¹													7-1	NV	
Utah	N		Y		Y	Y	Y ¹		Y							Y									7-1	UT	
Colorado	N		Y		Y	Y	Y ¹					Y ²				Y									7-1	CO	
Arizona	N	Y	Y		Y	Y						Y ¹				Y									7-1	AZ	
New Mexico	Y	Y	Y		Y		Y ¹		Y		Y	N				Y									7-1	NM	
Texas	Y	Y	Y		Y	Y			Y		Y	N				Y									9-1	TX	
Oklahoma	N		Y		Y	Y						Y ¹				Y										7-1	OK

Legend
 Y = Yes
 N = No
 U = Unlimited

Footnotes for Table 5. Interior Western States

Montana

1For state parks only.

Idaho

1All.

Wyoming

1Wildlife trust account interest.

Nevada

1State general funds which are currently received and used for nongame programs.

Utah

1Habitat authorization.

Colorado

1All cash is invested.

2State lottery funds.

3All are involved to some extent.

4Legislative budget system is based on continuation. Internal agency budget system is based on planning, programming, and budgeting.

Arizona

1Heritage (lottery).

2Executive budget office.

New Mexico

1All other.

Oklahoma

1Through cooperative agreements and pass-through funding with a) other state agencies, b) counties, c) cities, d) development authorities, e) colleges and universities.

Table 6. Planning and Policy—Interior Western States

	Planning										Policy Manual										
	Agency has comprehensive plan approved by USFWS	Legislative proposals are based on F&W plan	Budgets prioritized according to plan priorities	Conducted by			Conservation plan is being developed	Planning is done by full-time planning staff	Agency has plans for development/zoning by												
				Fish and wildlife agency	DNR or equivalent	State planning agency			Regions	River basins	Watersheds	Lakes	Flood plains	Shore lands	Estuaries	Ecosystems/coregions	Other	Currently available	Updated regularly	Distributed to commission/board	Distributed to agency employees
Montana	N	N							Y	Y		Y						Y	Y	Y	Y
Idaho	Y	N																Y	Y	Y	Y
Wyoming	Y	Y	Y	Y				Y		Y								Y	Y	Y	Y
Nevada	N	N																Y	N	Y	Y
Utah	N	N																Y	Y	Y	Y
Colorado	N	Y	Y	Y						Y								Y	N	N	Y
Arizona	Y	Y	Y	Y								Y					Y	Y	Y	Y	Y
New Mexico	N	N																Y	Y	Y	Y
Texas	N	N														Y		Y	N	Y	Y
Oklahoma	N	N																Y	Y	Y	Y

Legend
 Y = Yes
 N = No
 U = Unlimited

Footnotes for Table 6. Interior Western States

Montana

1For specific waters.

2Every few years.

Idaho

1Four to six times per year, irregularly.

Wyoming

1Continuously updated.

Arizona

1Review all habitat impacts on all lands regardless of status through statewide "Habitat Evaluation Project."

2Monthly, if needed.

New Mexico

1As needed.

Table 7. Information & Education—Interior Western States

	Agency has full-time I&E staff	Number of permanent positions	Information & Education Program Includes																			
			Magazines	News releases	Radio	Television	Exhibits	Educational videos	Youth education	Adult education	Trapper education	Waterfowl ID	Education center	Nongame education	Aquatic education	Boating education	Archery education		Project WILD	Aquatic WILD	Hunter education	
Montana	Y	25	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	MT	
Idaho	Y	27	Y	Y	Y	Y	Y		Y	Y		Y	Y	Y		Y	Y	Y	Y	Y	ID	
Wyoming	Y	26	Y	Y	Y	Y	Y	Y	Y	Y	Y ¹	Y ¹	Y	Y	Y	Y	Y	Y	Y	Y	Y	WY
Nevada	Y	8		Y	Y	Y	Y		Y	Y			Y		Y	Y		Y	Y	Y	NV	
Utah	Y	18	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y		Y	Y		Y	UT	
Colorado	Y	30	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	CO	
Arizona	Y	38	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	Y	Y	AZ	
New Mexico	Y	16		Y	Y	Y	Y									Y	Y	Y	Y	Y	NM	
Texas	Y	41	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y		Y		Y	TX	
Oklahoma	Y	28	Y	Y	Y	Y	Y		Y	Y				Y	Y			Y	Y	Y	OK	

Legend
 Y = Yes
 U = Unlimited

Footnotes for Table 7. Interior Western States

Wyoming

1Minimal.

Table 8. Research—Interior Western States

State	Agency's Wildlife Research												Agency's Fisheries Research										Agency Conducts Research													
	Assists out-of-state cooperative investigations with				Wildlife research is funded with				Currently conducting research on				Currently monitoring population/habitat trends of				Collects information to estimate harvest of			Conducts in-house research on			Fisheries research funded with			Monitors population status of			Conducts studies to evaluate introduced exotic		Conducts studies to evaluate stocking of		Using GIS/GAP analysis	In marketing	On biodiversity	On human dimensions in wildlife management
Montana	Y	Y	Y	Y	Y	Y ¹	Y ²	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Idaho	Y	Y	Y	Y	Y	Y ¹	Y ²	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Wyoming	Y	Y	Y	Y	Y	Y ¹	Y ²	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Nevada	Y	Y	Y	Y	Y	Y ¹	Y ²	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Utah	Y	Y	Y	Y	Y	Y	Y ¹	Y ¹	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Colorado	Y	Y	Y	Y	Y	Y	Y ¹	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Arizona	Y	Y	Y	Y	Y	Y	Y ¹	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
New Mexico	Y	Y	Y	Y	Y	Y	Y ¹	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Texas	Y	Y	Y	Y	Y	Y	Y ¹	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Oklahoma	Y	Y	Y	Y	Y	Y	Y ¹	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

Legend
 Y = Yes
 U = Uninitiated

Footnotes for Table 8. Interior Western States

Montana

- 1U.S. Forest Service, Bureau of Land Management, U.S. Fish and Wildlife Service, Corps of Engineers, BPA.
- 2License dollars.

Idaho

- 1U.S. Forest Service, Bureau of Land Management.
- 2Private contracts.
- 3BPA.

Wyoming

- 1Endangered Species Act, Section 6.
- 2License revenue, wildlife trust account interest.

Nevada

- 1Endangered Species Act, Section 6.
- 2License fees; state general fund; U.S. Forest Service and Bureau of Land Management grants.
- 3License fees; state general fund.

Utah

- 1License revenue; state general fund.
- 2License revenue.

Colorado

- 1Department of Energy.
- 2License revenue.
- 3Bureau of Reclamation.

Arizona

- 1Contracts; cooperative agreements; challenge cost-share.
- 2State, heritage.
- 3Contracts; grants; cooperative agreements.

New Mexico

- 1D-J funds; U.S. Forest Service; Bureau of Land Management; Endangered Species Act, Section 6; Bureau of Reclamation grants.
- 2Share With Wildlife (private donations); general fund.
- 3Threatened and endangered.
- 4State funds.

Texas

- 1Independent grants.
- 2License sales; independent grants.
- 3MARFIN, SK.

Oklahoma

- 1Endangered Species Act, Section 6.
- 2License funds.

Table 9a. Management and Operations—Interior Western States

Legend
 Y = Yes
 N = No
 U = Unlimited

	Agency Has Active Program to Preserve/Restore Habitat for					Agency Maintains, Develops, or Manages																Captive Wildlife										
	Wetlands wildlife	Big game	Upland game	Nongame	Threatened & endangered species	Access to private lands for						Public areas for						State management areas specifically for				Number of game farm facilities in 1995-96	Fish hatcheries				Is allowed by law or permit for		Disease testing is required	Specific cage requirements exist		
						Hunting	Fishing	Boating	Watchable wildlife	Backpackers/hikers	Campers	Hunting	Fishing	Boating	Watchable wildlife	Backpackers/hikers	Campers	Waterfowl	Big game	Upland/small game	Nongame		Game farms	Warmwater fish	Coldwater fish	Saltwater fish	Total # facilities in 1995-96	Native species			Exotic species	
																																Native species
Montana	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y	Y	Y	Y	Y	Y		N		Y	Y		9	Y	Y ¹	Y ²	N	MT
Idaho	Y	Y	Y		Y	Y	Y		Y			Y	Y	Y	Y	Y	Y	Y	Y	Y		N			Y		22	Y	Y	Y	Y	ID
Wyoming	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y	Y	Y	Y	Y	Y		Y ¹	2		Y		10	Y	Y	Y	Y	WY
Nevada	Y	Y	Y	Y	Y							Y	Y	Y	Y		Y	Y		Y		N			Y		4	Y	Y	Y	Y	NV
Utah	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N		Y	Y		10	N ¹	N ¹	Y	Y	UT
Colorado	Y	Y	Y	Y	Y	Y	Y		Y			Y	Y		Y			Y	Y	Y	Y	N		Y	Y		14	Y ¹	Y	Y	Y	CO
Arizona	Y	Y	Y	Y	Y	Y		Y	Y			Y	Y	Y	Y			Y	Y	Y	Y	N		Y	Y			Y ¹	Y ¹	Y ¹	Y ¹	AZ
New Mexico	Y	Y	Y	Y	Y	Y		Y				Y	Y	Y	Y	Y	Y	Y		Y		N		Y	Y		6	Y	Y	Y	Y	NM
Texas	Y	Y	Y	Y	Y	Y			Y				Y									N		Y		Y		Y	Y	Y	Y	TX
Oklahoma	Y	Y	Y		Y	Y	Y					Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N		Y	Y			Y	Y	N ¹	Y	OK

Footnotes for Table 9a. Interior Western States

Montana

1Nonindigenous ungulates and some other species.

2Testing is required by the Department of Livestock.

Wyoming

1Species raised: pheasants.

Utah

1Allowed only when permitted on a case-by-case basis.

Colorado

1For commercial purposes only; no private possession allowed.

Arizona

1Some.

Oklahoma

1U.S. Department of Agriculture requirements apply.

Table 9b. Management and Operations—Interior Western States

Legend
 Y = Yes
 N = No
 U = Unlimited

	Fee Hunting Preserves				Agency Provides Technical Assistance to Private Land-owners for	Private Lands						Private Hunting Clubs	Animal Damage						Regulations Are Established by Management Units for						
	Does state have any?	Agency provides technical assistance	Full-time agency staff person	Preserve acreage is regulated		Operators set hunting regulations	Wildlife management	Fisheries management	Agency promotes public access to private lands by				Licenses/permits are required for	Predator control is conducted by			Damage payments are authorized for			Big game species	Furbearers	Turkeys		Upland/small game	
									Agency fees/services	Agreements with industry/nonindustrial landowners	Cooperative programs with USDA			Cooperative programs with private organizations	Other	State has landowner liability relief law	Big game	Upland/small game	Waterfowl						Extension trapper programs
Montana	Y	Y	N	N	Y	Y	Y	Y	Y	Y	Y				Y		Y		Y	Y	Y		MT		
Idaho	Y	Y	N	Y ¹	Y	Y	Y	Y			Y				Y		Y		Y	Y	Y	Y	ID		
Wyoming	Y	Y	N	N	N	Y	Y	Y	Y	Y	Y				Y	Y ¹	Y	Y	Y	Y	Y	Y	WY		
Nevada	Y	N	N	N	Y ¹			Y			Y				Y		Y ²		Y		Y	Y	NV		
Utah	Y	Y	N	N	Y ¹	Y	Y	Y		Y	Y ²	Y	Y	Y	Y		Y	Y	Y	Y	Y	Y	UT		
Colorado	N					Y	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y			Y		CO		
Arizona	Y ¹	N ²	N	N	Y					Y ³	Y				Y						Y		AZ		
New Mexico	Y	N	N	N	N	Y	Y	Y	Y		Y	Y			Y						Y		NM		
Texas	Y	Y	N	N	N	Y	Y			Y	Y	-		Y	Y								TX		
Oklahoma	Y		N	N	Y	Y	Y	Y	Y		Y				Y						Y	Y	OK		

Footnotes for Table 9b. Interior Western States

Idaho

1Minimum: 160 acres; maximum:
1,600 acres.

Wyoming

1APHIS does it except on trophy
game animals.

Nevada

1Within statutory and regulatory limits.
2Elk only.

Utah

1Within agency parameters.
2Cooperative wildlife management
units with some permits reserved for
landowners (sale or own use) and some for
public drawing.

Arizona

1Private game farm and shooting
preserves R12-4-414 and 415.
2Upland game birds and authorized
game mammals on private land.
3Stewardship agreements with
individual private landowners.
4Sandhill crane, tree squirrel, all
others statewide.

Footnotes for Table 10. Interior Western States

Montana

1License dollars.

Wyoming

1Department of Environmental Quality.

2Those not solicited by clearinghouse.

3Rarely.

4Occasionally.

Arizona

1Heritage funds, \$1.5 million.

Oklahoma

1Federal environmental impact statements.

Table 11. Agency Lands and Waters—Interior Western States

	Payment for Fee Title Land ('95-'96)		Total Acres of Agency Land in 1995-96 (1,000s of acres)				Total Acres of Agency Lakes (1,000s of acres)				Total Miles of Agency Rivers/Streams				Agency Has Cooperative Agreements for Land with (1,000s of acres)				Agency Has Cooperative Agreements for Lakes with (1,000s of acres)				Agency Has Cooperative Agreements for Rivers/Streams with (miles)				
	Payments in lieu of taxes	Pay taxes	Purchased under fee title	Donated	Leased	Covered by easement	Purchased by fee title	Donated	Leased	Covered by easement	Purchased by fee title	Donated	Leased	Covered by easement	Individuals	Industry	Other state government agencies	Federal government agencies	Individuals	Industry	Other state government agencies	Federal government agencies	Individuals	Industry	Other state government agencies	Federal government agencies	
MT	Y		265		142	82.0	0	0	0	0	0	0	0	0	7,000	867		33.0					87.0	26.0	25.0	87.0	MT
ID	Y		192	13.7	47.8	8.3									Y	Y	Y	Y		Y	Y	Y					ID
WY	Y		161	4.6	37.7	19.5	.842	0	0	3.0	103	0	0	120	0.72			133		3.5		13.8					WY
NV	Y		43.0	0.2	58.4	12.6	0.05				57.0				.014	3.5		8.0		.032							NV
UT	Y		350	60.5	45.0	7.0	.785	0	0	0	13.0	7.0	0.5	0.5	1,100		250	50.0		.25		.450					UT
CO	Y		310		228	90.0	20.0				167		75.0		20.0		300										CO
AZ	Y		26.2 ¹	.810	3.1	.069 ²	.316	0	3.2 ³						230		.075 ⁴			.005		7.2					AZ
NM			172	0	0	0.8	62.0				46.0						9,400										NM
TX	Y		290	30.0	450	0.64	0	0	0	0	0	0	0	0.64	260	46.0	413	0	0	0	0	0	0	0	0	0	TX
OK	Y ¹		226	42.0	1.7 ²	1.8	1.7	0.06	556 ³		6.3					225		324	Y	Y	Y	Y					OK

Footnotes for Table 11. Interior Western States

Arizona

- 1Includes lands acquired from federal government (R and PP).
- 2Flood easements (2).
- 3Includes mostly agreements with federal government agencies.
- 4Acreage of easements.

Oklahoma

- 1On lands purchased after 1-1-89.
- 2Cooperative agreement/license: 635K.
- 3Federal reservoirs managed by Fisheries.

Table 1a. Agency Organization—Pacific States

		If Fish and Wildlife Agency is a Subdivision of a Larger Agency:		
		Other subdivisions in the parent agency include	Chief administrator of parent agency	
		Fish and Wildlife is an independent agency		
		Fish and Wildlife is part of a larger agency		
		Administration/personnel		
		Agriculture/food		
		Energy/geology		
		Engineering		
		Environmental protection/management		
		Forestry		
		Historic preservation		
		Law enforcement		
		Legal/legislative affairs		
		Nongame/natural heritage/preserves		
		Operations		
		Parks/recreation		
		Planning		
		Public affairs/information & education		
		Soils/lands/real estate		
		Waste management		
		Water/marine resources		
		Other		
		Political appointee		
		Appointed by governor		
		Reports to governor		
		Selected by civil service or merit system		
		Other		
		Natural resources mgmt. education or experience	Must have	
		Hunting or fishing experience		
		Sponsorship by sportsmen's organization		
		Current hunting or fishing license		
		Political affiliation		
		Approval of legislature		
		Protected from removal except for cause		
		Entitled to public hearing before removal		
		Number of years per term	Term of office	
		Number of consecutive terms		
Alaska	Y			AK
Hawaii	Y			HI
Washington	Y			WA
Oregon	Y			OR
California	Y			CA

Legend
 Y = Yes
 U = Unlimited

Footnotes for Table 1a. Pacific States

Hawaii

¹Bureau of Conveyances;
Aquaculture Development.

California

¹Coastal Commission, Conservation.

Footnotes for Table 1b. Pacific States

Alaska

- 1Seven members each: Board of Fisheries; Board of Game.
- 2Selected to represent geographic regions, various user groups.
- 3Geographic regions in general, in combination with representing various resource user groups.

Hawaii

- 1Not more than three members on the board from the same political party.

Oregon

- 1Congressional districts (5) plus one each from east and west parts of the state.
- 2Generally no more than two terms, but not legally limited.

California

- 1Must be confirmed by the Senate within 12 months of appointment.

Footnotes for Table 2a. Pacific States

Alaska

- 1Most authority lies with the court system. Agency can revoke permits for specific hunts, environmental actions, scientific collecting permits.
- 2Commission/board and director/head have authority.
- 3Both, but primarily in another agency.

Hawaii

- 1Department may revoke hunting privileges after notice and hearing for violation of hunting rules.
- 2In addition to the CBCS, the fish and wildlife head has authority if authorized by the Board of Land and Natural Resources, except for game mammals and exotic freshwater fish on private property.
- 3The CBCS and the fish and wildlife head (Department Head) have authority.
- 4Only on state lands.
- 5No hunter orange is required in designated archery-only areas.

Washington

- 1The commission and the director have authority.
- 2Upland birds and rabbits.

Oregon

- 1Commercial fishing licenses only.
- 2No limits.
- 3Authority is delegated to the director for emergency situations.
- 4Oregon State Police game division.

California

- 1The commission and the director have authority.

Footnotes for Table 2b. Pacific States

Alaska

1Marine invertebrates only.

Hawaii

1Only on state lands.

2Except for exotic game mammals and exotic freshwater fish on private property.

3Except exotics on private property.

4Threatened and endangered species everywhere; native species only on state land.

5Hunting.

6Fishing.

7Sometimes—to cover costs of helicopter access provided to public.

8Freshwater fishing only.

Washington

1Limited.

2Director, as prescribed by legislature.

3Prohibit shooting from a vehicle.

Oregon

1Only when used for hunting.

2Sauvie Island only.

3Only for antelope.

Table 3. Agency Administration—Pacific States

	Public Hearings Are Required				Director/Head of Fish and Wildlife Agency												
	State has administrative procedures act	At regularly scheduled intervals	Upon petition	At discretion of board/commission or commissioner/secretary	For certain actions	Selected by			Term of office				Required to have				
						Governor	Board/commission or commissioner/secretary	Civil service or state ment system rules	Based on merit	Length of term	Head can be reappointed to another term	Number of consecutive terms that head can serve	College degree	College degree in a natural resources field	College degree in fisheries or wildlife	Graduate degree	
Alaska	Y			Y	Y ¹	Y		Y		U	Y	U		Y			AK
Hawaii	Y			Y	Y ¹					U							HI
Washington	Y		Y		Y ¹		Y		Y	U							WA
Oregon	Y		Y	Y	Y ¹		Y		Y	4	Y	U	Y				OR
California	Y	Y			Y ¹	Y				U	Y	U					CA

Legend
 Y = Yes
 U = Unlimited

Footnotes for Table 3. Pacific States

Hawaii

¹For revision in hunting and fishing regulations. Rule gives board or authorized representative authority to change seasons, limits, and conditions when in public interest.

Washington

¹Hearings are associated with specific actions.

Oregon

¹All commission meetings are advertised as public meetings as well as unscheduled meetings of a quorum of commissions. Regulations are set by administrative rule by commission.

California

¹To adopt regulations.

Table 4. Personnel—Pacific States

State	Personnel below Fish & Wildlife Head Are Selected by			F&W Agency Can Hire Nonresident			Conservation Law Enforcement Officers				Formal In-Service Training Is Provided								Current Number of Authorized Full-Time Positions within F&W Agency Whose Primary Responsibility Is																
	Civil service	Other merit system	Other	Biologists	Technicians	Conservation officers	High school diploma	College degree	College degree in natural resources or fish & wildlife	Average # of square miles covered per officer	Average # of licenses per officer (1000s of licenses)	By law	For the commission/board or commissioner/secretary	For new employees	For established employees	Periodically for all employees	For administrators	For biologists/technicians	For conservation officers	For information & education personnel	Central office administration	Other wildlife biologists	Other fisheries biologists	Wildlife technicians	Fisheries technicians	Conservation officers	Human dimensions/social sciences	Computers/GIS	Human resources	Contracting/procurement	Budgeting	Planning	Legal	Environmental impact assessment	Support staff (secretarial/clerical/receptionist)
Alaska		Y	Y ¹	Y	Y	Y	Y		8,000								Y	Y	Y	Y	39	105	348	30	707	21	47	12	9	16	2		48	143	
Hawaii	Y			Y ¹	Y ¹	Y ¹	Y		137	0.5		Y	Y	Y			Y	Y	Y	Y	3	16	22	12	10	47	0	1	0	0	0	0	1	20 ²	
Washington	Y		Y ¹	Y	Y	Y	Y		384	4.0				Y			Y	Y	Y	Y	171	378 ²	— ²	277 ³	— ³	148	0	42	16	30	8	13	0	27	103
Oregon	Y			Y	Y	Y	Y		820	8.8		Y	Y	Y	Y	Y	Y	Y	Y	Y	10 ¹	104	217	24	178	0	0	12	7	3	6	0	0 ²	71	
California	Y ¹	Y ¹		Y	Y	Y	Y		556	— ²	Y ³	Y	Y	Y	Y	Y	Y	Y	Y ³	Y															CA

Legend
 Y = Yes
 U = Unlimited

Footnotes for Table 4. Pacific States

Alaska

1Head (commissioner) appoints division directors (chiefs).

Hawaii

1With special approval.
2Includes licensing, data compilation/analysis.

Washington

1Some serve at the pleasure of the director.
2378—includes both wildlife and fisheries biologists.
3277—includes both wildlife and fisheries technicians.

Oregon

1Total personnel in agency is 932 permanent employees and 320 seasonal positions.
2No single person assigned. Review at several staff and field levels.

California

1Depends on level.
2Fishing (427); hunting (123).
3By law for enforcement officers.

Table 5. Finances—Pacific States

State	Bonds		State's Fish & Wildlife Fund			Income from Sales Invested for Interest			Agency Receives Legislatively Appropriated General Funds			Budget										Agency's fiscal year begins on	State			
	Agency receives revenue from general obligation bonds	Bonds are issued for	Separate and established by state law	Available for use without legislative approval	Protected from diversion by state law	Annual licenses	Lifetime licenses	Other	Yearly or biennially	For emergencies	For special projects	For capital construction	State has a match for <i>Teaming With Wildlife</i> funds	Priorities are prepared by					Author-ities are altered		Budget system is					
Alaska	N		Y		Y	Y		Y ¹	Y		Y	N	Y		Y					Y	Y		Y	Y ⁴	7-1	AK
Hawaii	Y	Y	Y		Y	Y		Y ¹	Y			Y ²	Y		Y					Y	Y		Y		7-1	HI
Washington	Y	Y	Y		Y				Y			Y	Y ¹		Y					Y	Y		Y		7-1	WA
Oregon	Y	Y	Y		Y				Y				N							Y	Y		Y		7-1	OR
California	Y	Y	Y		Y			Y ¹	Y ²				N							Y ³	Y	Y	Y	Y ⁴	7-1	CA

Legend
 Y = Yes
 N = No
 U = Unlimited

Footnotes for Table 5. Pacific States

Hawaii

- 1 Stamps/tag and artwork.
- 2 State general funds and portion of state's wildlife fund.

Washington

- 1 Personalized license plate funds.

California

- 1 Selected dedicated accounts.
- 2 Less than five percent.
- 3 Director.
- 4 Legislation.

Table 6. Planning and Policy—Pacific States

	Planning										Policy Manual											
	Agency has comprehensive plan approved by USFWS	Legislative proposals are based on F&W plan	Budgets prioritized according to plan priorities	Conducted by			Conservation plan is being developed	Planning is done by full-time planning staff	Agency has plans for development/zoning by							Currently available	Updated regularly	Distributed to commission/board	Distributed to agency employees			
				Fish and wildlife agency	DNR or equivalent	State planning agency			Regions	River basins	Watersheds	Lakes	Flood plains	Shore lands	Estuaries	Ecosystems/ecoregions	Other					
Alaska	N	N		Y			Y ¹	Y	Y									Y	Y ¹	Y	Y	AK
Hawaii	N	Y ¹	Y ²	Y ¹					Y									Y	N ²	Y	Y	HI
Washington	N	N							Y	Y	Y							Y	Y ¹	Y	Y	WA
Oregon	N	N	Y				Y	Y		Y	Y				Y			Y	Y ¹	Y	Y	OR
California	N	Y	Y	Y			Y	Y		Y	Y	Y						Y	Y ¹	Y	Y	CA

Legend
 Y = Yes
 N = No
 U = Unlimited

Footnotes for Table 6. Pacific States

Alaska

¹As needed.

Hawaii

¹Operational plans are prepared for regional programs by regional fish and wildlife staff and compiled into one overall statewide plan. Hawaii does not use the FWS "Comprehensive Management System."

²Statewide or department priorities can override agency priorities.

³Periodically.

Washington

¹Sporadically.

California

¹Annually.

Table 7. Information & Education—Pacific States

	Agency has full-time I&E staff	Number of permanent positions	Information & Education Program Includes																			
			Magazines	News releases	Radio	Television	Exhibits	Educational videos	Youth education	Adult education	Trapper education	Waterfowl ID	Education center	Nongame education	Aquatic education	Boating education	Archery education	Project WILD	Aquatic WILD	Hunter education		
Alaska	Y			Y	Y		Y	Y			Y	Y	Y	Y	Y		Y	Y	Y	Y	Y	AK
Hawaii	Y	8		Y	Y		Y	Y	Y	Y				Y	Y		Y	Y	Y	Y	Y	HI
Washington	Y	12		Y	Y	Y	Y		Y	Y	Y				Y					Y	Y	WA
Oregon	Y	8	Y	Y	Y	Y	Y	Y	Y	Y	Y	N ¹		N ¹	Y		Y	Y	Y	Y	Y	OR
California	Y	7	Y	Y	Y	Y	Y	Y						Y	Y			Y	Y	Y	Y	CA

Legend
 Y = Yes
 N = No
 U = Unlimited

Footnotes for Table 7. Pacific States

Oregon

¹Wildlife division.

Table 8. Research—Pacific States

State	Agency's Wildlife Research												Agency's Fisheries Research										Agency Conducts Research																		
	Assists out-of-state cooperative investigations with				Wildlife research is funded with				Currently conducting research on				Currently monitoring population/habitat trends of				Collects information to estimate harvest of			Conducts in-house research on			Fisheries research funded with				Monitors population status of			Conducts studies to evaluate introduced exotic		Conducts studies to evaluate stocking of		Using GIS/GAP analysis	In marketing	On biodiversity	On human dimensions in wildlife management				
Alaska	Y	Y	Y	Y	Y ¹	Y ¹	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	AK	
Hawaii	Y	Y	Y	Y	Y ¹	Y ¹	Y ²		Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y ³	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	HI
Washington	Y	Y	Y	Y	Y ¹	Y ¹	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	WA
Oregon	Y	Y	Y	Y	Y ¹	Y ¹	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	OR
California	Y	Y	Y	Y	Y ¹	Y ¹	Y ²	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	CA

Legend
 Y = Yes
 U = Unlimited

Footnotes for Table 8. Pacific States

Alaska

- 1Federal appropriations through federal agencies (Endangered Species Act, Section 7).
- 2State fish and game fund.

Hawaii

- 1Endangered Species Act, Section 6.
- 2State general funds.
- 3Development of culture techniques.
- 4Interjurisdictional fisheries.
- 5General funds.

Washington

- 1Endangered Species Act, Section 6; U.S. Forest Service; U.S. Fish and Wildlife Service.
- 2Local; other state agencies.
- 3PL-304, Pacific Fisheries Management Council, Interjurisdictional Fisheries Act of 1987.

Oregon

- 1U.S. Forest Service and Bureau of Land Management.
- 2License and general fund.
- 3Corps of Engineers; BPA; U.S. Forest Service; Bureau of Land Management.
- 4License dollars, other state/local agencies and private organizations.

California

- 1North American Waterfowl Management Plan; National Fish and Wildlife Foundation.
- 2Fish and game preservation fund (license dollars); environmental license plate fund; Tidelands oil revenue; tax checkoff for threatened and endangered species.
- 3Fish and game preservation funds.

Table 9a. Management and Operations—Pacific States

Legend
 Y = Yes
 N = No
 U = Unlimited

	Agency Has Active Program to Preserve/Restore Habitat for					Agency Maintains, Develops, or Manages																Captive Wildlife										
	Wetlands wildlife	Big game	Upland game	Nongame	Threatened & endangered species	Access to private lands for					Public areas for					State management areas specifically for				Number of game farm facilities in 1995-96	Fish hatcheries				Is allowed by law or permit for		Disease testing is required	Specific cage requirements exist				
						Hunting	Fishing	Boating	Watchable wildlife	Backpackers/hikers	Campers	Hunting	Fishing	Boating	Watchable wildlife	Backpackers/hikers	Campers	Waterfowl	Big game		Upland/small game	Nongame	Game farms	Warmwater fish	Coldwater fish	Saltwater fish			Total # facilities in 1995-96	Native species	Exotic species	
																																Native species
Alaska	Y	Y	Y		Y						Y	Y	Y	Y			Y	Y			N						Y	Y	Y	Y	AK	
Hawaii	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N		Y	Y	Y	2	Y	Y			HI
Washington	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y	Y		Y			Y	Y	Y	Y	Y ¹	2	1 ²	Y	Y	87 ³	Y	Y			WA	
Oregon	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y			Y	Y	Y	Y	N			Y	Y ¹	34	Y	Y	Y ²	Y ²	OR	
California	Y	Y	Y	Y	Y	Y	Y				Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	N			Y		22	Y	Y	Y	Y	CA	

Footnotes for Table 9a. Pacific States

Washington

- 1Pheasants.
- 2Currently under construction.
- 3Rearing facilities.

Oregon

- 1Assumes salmon as saltwater species.
- 2Some.

Footnotes for Table 9b. Pacific States

Alaska

¹Department personnel.

Hawaii

¹Once licensed for specific species.

²Only for historic trail access or for areas under cooperative agreement.

Oregon

¹Maximum: 640 acres.

²\$40,000 per year allocated to fund APHIS (by statute).

³Fall season only.

Footnotes for Table 10. Pacific States

Alaska

- 1Alaska Department of Environmental Conservation works within EPA framework, but is separate from the Department of Fish and Game.
- 2Industry receipts.

Hawaii

- 1Occasionally.
- 2D-J/W-B.

Oregon

- 1Department of Environmental Quality.
- 2Coordinated state reviews are done on major issues of concern to several state agencies.
- 3Absorbed by personnel in Department of Fish and Wildlife who may be funded from a variety of sources.

Footnotes for Table 11. Pacific States

Alaska

- 1Shared statutory authority with Alaska Department of Natural Resources.

Hawaii

- 1State lands.
- 2Agreement with private landowners.

Washington

- 1No count.
- 2Stream and river access acres.
- 31.2 million combined acres (individuals, industry, and other agencies).

Oregon

- 1Agreement.
- 2Boeing.

Summary of Changes
Tables 1a. - 1b. Agency Organization

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
Fish & Wildlife is an independent agency	4	8	3	7	3	27	25
Fish & Wildlife is part of a larger agency	9	3	9	3	2	24	26
Chief administrator of larger agency:							
is a political appointee	9	3	7	3	2	N/A	24
reports to the governor	9	2	6	3	2	N/A	22
is selected by civil service or merit system	0	0	0	0	0	N/A	0
must have nat. res. mgmt., educ. or experience	2	1	0	1	0	N/A	4
must have hunting/fishing experience	0	0	0	0	0	N/A	0
must have sponsorship of sportsmen's organization	0	0	0	0	0	N/A	0
must have current hunting or fishing license	0	0	0	0	0	N/A	0
must have political affiliation	0	0	1	0	0	N/A	1
must have approval of legislature	8	0	6	0	2	N/A	16
is protected from removal except for cause	2	1	0	0	0	N/A	3
is entitled to a public hearing before removal	0	0	0	0	0	N/A	0
may serve an unlimited number of terms	6	2	4	3	1	0	16
Commission/board members:							
are appointed by governor	11	11	11	10	5	51	48
must have natural resources mgmt., experience or educ.	5	0	3	1	2	N/A	11
must have hunting/fishing experience	4	0	0	2	1	N/A	7
must have sponsorship of sportsmen's organization	1	0	0	0	0	N/A	1
must have current hunting or fishing license	2	1	0	1	0	N/A	4
must have political affiliation	1	0	5	3	0	N/A	9
must have approval of legislature	6	6	8	9	5	33	34
are protected from removal except for cause	6	8	9	7	4	41	34
are entitled to public hearing before removal	1	1	4	3	1	17	10
represent counties	4	1	0	2	1	29	8
represent regions	6	7	4	6	1	N/A	24
selected statewide	6	5	8	4	3	30	26
serve coincident terms	0	1	1	0	0	N/A	2
serve staggered terms	11	9	9	10	5	46	44
may serve unlimited number of terms	5	6	7	8	4	35	30

Summary of Changes
Table 2a. Regulatory Authority

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
Authority of Comm./Board in constitution	1	3	2	2	2	8	10
Authority of Comm./Board defined by law	13	9	12	10	5	50	49
Auth. of Comm./Bd. limited to budget, reg., policy	5	5	6	4	2	34	22
Advisory groups mandated by law	7	5	7	3	4	N/A	26
Advisory groups mandated by regulation	0	2	2	0	1	N/A	5
License revocation authorized for persons found guilty	8	7	9	7	2	32	33
License revocation authorized for persons not prosecuted	4	2	2	3	2	4	13
No license revocation authority	2	5	1	0	0	13	8
Can revoke licenses for 1 year	1	1	3	1	0	24	6
Can revoke licenses for > 1 year	9	6	9	7	4	30	35
Can revoke licenses for life	4	1	4	2	2	6	13
Law Enforcement lies within Fish & Wildlife agency	7	11	10	9	3	41	40
Law Enforcement lies in a separate division of same agency	1	1	2	1	1	9	6
Law Enforcement is in another agency	5	0	1	0	2	N/A	8
Law Enforcement shared by wildlife biologists	1	5	3	6	1	N/A	16
Law Enforcement shared by fisheries biologists	0	4	1	6	1	N/A	12
Law Enforcement shared by nongame biologists	0	1	1	4	1	N/A	7
Orange mandatory for big game-reg. firearms season	9	10	12	5	2	N/A	38
Orange mandatory for big game - muzzleloader season	8	8	11	3	1	N/A	31
Orange mandatory for fall turkey hunting	2	0	0	0	1	N/A	3
Orange mandatory for spring turkey hunting	1	0	0	0	0	N/A	1
Orange mandatory for archery hunting	2	0	0	0	1	N/A	3
Orange mandatory for small game hunting	5	3	4	0	2	N/A	14

Summary of Changes
Table 2b. Regulatory Authority

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
Fish & Wildlife director has authority to:							
administer inland fish	12	11	12	10	5	N/A	50
administer inland wildlife	12	11	12	10	5	N/A	50
administer coastal fish	7	3	1	1	5	N/A	17
administer coastal wildlife	9	7	1	1	5	N/A	23
administer marine fish	7	3	0	1	5	N/A	16
administer marine wildlife	8	5	0	2	4	N/A	19
administer boating	4	10	8	4	2	27	28
administer ATVs/snowmobiles	4	3	7	2	2	N/A	18
regulate inland wetlands	2	3	6	4	4	15	19
regulate coastal wetlands	1	3	1	1	4	21	10
regulate electronic calling devices	9	9	10	8	4	45	40
regulate radio telemetry devices	5	3	7	4	3	N/A	22
regulate 2-way radios	2	1	4	4	0	19	11
regulate ATVs	7	4	7	4	3	33	25
regulate motorcycles	6	4	5	4	3	N/A	22
regulate recreational vehicles	7	5	9	3	3	N/A	27
regulate boating laws	5	9	10	4	2	N/A	30
regulate environmental laws	3	4	5	3	4	N/A	19
regulate wildlife depredation management	11	11	12	8	5	N/A	47
regulate taxidermists	7	8	9	3	2	N/A	29
regulate wildlife rehabilitators	12	9	12	9	5	N/A	47
regulate ADC agents	11	10	8	1	3	N/A	33
regulate exotic wildlife	12	9	12	7	5	N/A	45
regulate wolves/hybrids	11	7	10	5	1	N/A	34
regulate inter/intrastate movement of wildlife	12	11	11	7	5	N/A	46
regulate hunting preserves	12	11	12	9	4	N/A	48
regulate game ranching	10	7	10	6	4	N/A	37
designate game and nongame species	8	7	8	6	3	23	32
manage reptiles/amphibians	12	11	11	9	4	N/A	47
manage inverts	11	9	10	5	4	N/A	39
manage plants	7	2	9	1	2	N/A	21
manage rare plant communities	6	4	7	1	2	N/A	20

Summary of Changes

Table 2b. (continued) Regulatory Authority

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
License fee authority set by:							
legislature	12	10	9	10	5	47	46
commission/board/secretary	0	1	4	3	1	6	9
Fish & Wildlife head	0	0	0	0	0	N/A	0
Additional fees for species set by:							
legislature	12	9	8	9	4	42	42
commission/board/secretary	1	1	0	1	0	N/A	3
Fish & Wildlife head	0	1	5	3	1	N/A	10
Can charge for use of management areas:							
commission/board	2	5	7	8	4	N/A	26
commissioner/secretary	0	0	1	0	0	N/A	1
Fish & Wildlife head	4	0	1	0	1	N/A	6
Agency charges for access to some management areas	1	5	6	3	5	N/A	20
State has cased gun law	3	4	6	0	1	N/A	14
State prohibits loaded guns in vehicles	12	5	9	5	3	N/A	34
State prohibits shooting from/near vehicle	12	10	10	10	4	N/A	46
State has a freedom of Information Act	13	11	10	7	5	46	46
State has a wanton waste law	7	6	9	10	4	26	36
State has a hunter harassment law	12	10	12	10	5	N/A	49
State has an angler harassment law	8	7	8	5	1	N/A	29
State has a trapper harassment law	10	6	11	6	3	N/A	36

Summary of Changes
Table 3. Agency Administration

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
State has administrative procedures act	13	11	11	10	5	49	50
Public hearings are required:							
at regular intervals	5	2	3	4	1	17	15
upon petition	3	2	4	3	2	12	14
at discretion of board/commissioner	9	5	6	6	3	17	29
for certain actions	2	7	7	7	4	N/A	27
Director/Head of Independent agency							
Selected by:							
governor	4	3	5	2	2	11	16
board/commission/secretary	7	8	7	8	2	34	32
civil service or merit system	3	2	0	0	1	6	6
Term of office:							
based on merit	3	4	2	4	2	26	15
unlimited	12	11	9	7	3	44	42
can be reappointed	4	2	5	3	3	N/A	17
unlimited number of consecutive terms	3	1	2	2	3	N/A	11
Required to have:							
college degree	5	3	1	3	1	16	13
college degree in natural resources	2	2	2	1	1	5	8
college degree in fish & wildlife	0	1	1	1	0	5	3
graduate degree	1	2	0	0	0	N/A	3

Summary of Changes

Table 4. Personnel

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
Personnel below fish and wildlife head are selected by:							
civil service	11	3	9	5	4	24	32
other merit system	2	7	0	1	2	15	12
Agency can hire nonresident biologists	11	11	12	10	5	50	49
Agency can hire nonresident technicians	10	11	12	10	5	47	48
Agency can hire nonresident conservation officers	10	11	10	10	4	35	45
Minimum education required for conservation LE							
high school diploma	8	6	3	1	5	35	23
college degree	2	3	7	4	0	15	16
college degree in natural resources	2	1	2	6	0	N/A	11
Formal in-service training provided:							
by law	2	4	7	5	1	9	19
for commission/board/secretary	1	2	0	4	0	N/A	7
for new employees	8	8	9	6	3	39	34
for established employees	6	6	8	5	3	38	28
periodically for all employees	8	7	9	4	2	19	30
for administrators	3	5	4	2	2	37	16
for biologists/technicians	5	7	6	3	3	45	24
for conservation officers	10	11	12	8	4	47	45
for I&E personnel	3	4	5	2	2	34	16

Summary of Changes

Table 5. Finances

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
Agency receives revenue from bonds	9	4	7	4	4	37	28
Bonds used for capital improvement	11	2	7	5	3	22	28
Bonds used for land acquisition	7	5	4	3	2	23	21
State fish and wildlife fund:							
separate and established by law	12	10	12	10	5	48	49
available for use without legislative approval	3	0	1	3	0	11	7
protected from diversion by law	13	9	12	9	4	51	47
Annual license sales invested for interest	10	8	11	9	3	28	41
Lifetime license sales invested for interest	8	8	6	7	1	N/A	30
Agency receives general funds:							
yearly or biennially	10	6	8	5	5	27	34
for emergencies	1	1	5	1	1	1	9
for special projects	5	6	7	2	0	17	20
for capital construction	5	3	7	3	3	33	21
State has a match for Teaming With Wildlife	8	4	7	5	2	N/A	26
Budget priorities prepared by:							
governor or cabinet	7	3	8	6	3	6	27
board/commission/secretary	9	10	7	8	4	32	38
state office of budget	4	2	7	4	2	3	19
legislative committee	4	2	7	5	2	1	20
legislative budget officer	3	2	4	5	0	1	14
Budget priorities are frequently altered	3	5	3	3	1	12	15
Budget priorities are seldom/never altered	9	4	7	6	4	3	30
Budget system is:							
based on continuation	5	5	4	6	1	13	21
based on planning, programming, and budgeting	5	7	7	3	4	34	26
zero-based	0	2	1	1	1	9	5
by objective	4	1	4	1	2	7	12

Summary of Changes
Table 6. Planning and Policy

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
Agency has comprehensive plan approved by USFWS	3	3	3	3	0	9	12
Legislative proposals based on F&W plan	5	4	5	3	2	7	19
Budgets prioritized by Plan priorities	6	5	6	3	2	N/A	22
Planning conducted by:							
F&W agency	9	8	6	3	3	43	29
DNR or equivalent	1	1	1	0	0	7	3
state planning agency	0	0	0	0	0	4	0
Conservation plan is being developed	6	4	2	2	2	34	16
Planning done by full-time planning staff	4	2	6	3	1	25	16
Agency has plans for development/zoning by:							
regions	3	3	6	0	2	35	14
river basins	1	2	5	2	3	30	13
watersheds	3	2	4	0	3	30	12
lakes	2	3	8	2	1	38	16
floodplains	0	0	2	0	0	19	2
shore lands	1	0	3	0	0	20	4
estuaries	2	0	1	0	1	16	4
ecosystems	4	1	6	1	0	N/A	12
Policy manual available	7	10	9	10	5	42	41
Policy manual updated regularly	5	9	9	7	4	37	34
Policy manual distributed to commission/board	4	9	7	8	4	N/A	32
Policy manual distributed to employees	6	10	9	10	5	N/A	40

Summary of Changes
Table 7. Information and Education

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
Agency has full-time I&E staff	11	11	12	10	5	49	49
I&E program includes:							
magazines	11	10	12	8	2	42	43
news releases	13	10	12	10	5	51	50
radio	6	7	9	10	5	48	37
television	6	8	11	10	4	44	39
exhibits	13	10	12	10	5	50	50
videos	6	8	11	6	4	N/A	35
youth education	13	10	12	9	3	45	47
adult education	11	10	11	9	3	34	44
trapper education	9	3	7	5	3	25	27
waterfowl identification	6	4	5	5	1	27	21
education center	8	6	6	6	1	19	27
nongame education	10	8	9	8	3	N/A	38
aquatic education	11	10	12	9	5	N/A	47
boating education	2	10	7	5	1	N/A	25
archery education	8	7	8	7	3	N/A	33
Project WILD	11	10	12	10	4	N/A	47
Aquatic WILD	9	10	10	8	3	N/A	40
hunter education	9	9	11	10	5	23	44

Summary of Changes
Table 8. Research

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
Assists out-of-state research with:							
funds	11	10	12	10	4	46	47
personnel	7	9	10	9	4	49	39
Wildlife research funded with P-R funds	11	11	11	10	5	50	48
Wildlife research funded with other federal funds	8	8	7	9	5	29	37
Currently conducting research on:							
turkeys	5	7	10	4	1	N/A	27
gamebirds	4	8	11	10	3	N/A	36
waterfowl	6	8	10	4	2	N/A	30
big game mammals	8	9	12	9	5	N/A	43
small game mammals	4	5	7	3	0	N/A	19
furbearers	7	5	9	5	1	N/A	27
T&E species	9	10	10	10	5	N/A	44
neotropical migrants	4	8	8	5	2	N/A	27
other nongame	4	9	9	6	5	N/A	33
Currently monitoring population trends of:							
turkeys	11	11	12	9	4	N/A	47
gamebirds	10	10	11	9	5	48	45
waterfowl	12	11	12	9	5	49	49
big game mammals	12	11	12	10	5	N/A	50
small game mammals	8	11	12	8	4	N/A	43
furbearers	12	10	11	9	4	43	46
T&E species	12	11	12	10	5	45	50
neotropical migrants	9	10	9	7	4	N/A	39
other nongame	12	11	11	8	5	49	47
Collects information to estimate harvest of:							
big game mammals	12	11	12	10	5	N/A	50
turkeys	12	11	12	10	4	N/A	49
other game birds	7	11	12	10	5	N/A	45
small game mammals	7	11	12	8	3	N/A	41
furbearers	10	11	12	10	4	N/A	47
Conducts in-house research on:							
freshwater coldwater fish	9	6	9	9	4	N/A	37
freshwater warmwater fish	9	10	12	8	2	N/A	41
saltwater fish	7	2	0	1	5	N/A	15
nongame fish	4	6	9	6	5	N/A	30
mussels	3	6	4	2	0	N/A	15
Fisheries research funded with W-B funds	12	11	12	9	5	47	49
Fisheries research funded with other federal funds	5	5	4	6	3	43	23

Summary of Changes
Table 8 (continued). Research

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
Monitors population status of:							
freshwater coldwater fish	9	7	11	10	5	41	42
freshwater warmwater fish	10	11	12	10	4	47	47
saltwater fish	7	3	0	1	5	17	16
nongame fish	7	8	9	9	3	N/A	36
mussels	7	8	7	2	0	N/A	24
Conducts studies to evaluate introduced exotic:							
freshwater fish	9	9	11	9	4	45	42
saltwater fish	1	0	0	1	2	6	4
Conducts studies to evaluate stocking of:							
freshwater fish	12	11	12	9	5	47	49
saltwater fish	4	2	0	2	4	8	12
Agency conducts research:							
using GAP analysis/GIS	10	9	11	9	4	N/A	43
in marketing	4	4	8	5	0	N/A	21
on biodiversity	7	8	6	5	1	N/A	27
on human dimensions in wildlife management	9	8	8	8	1	N/A	34

Summary of Changes
Table 9a. Management and Operations

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
Agency has habitat programs for:							
wetlands wildlife	12	10	12	10	5	48	49
big game	10	9	12	10	5	50	46
upland game	11	10	12	10	5	50	48
nongame	10	8	11	8	4	38	41
T&E species	11	9	11	10	5	45	46
Agency maintains, develops, or manages:							
Access to private lands for:							
hunting	8	7	8	9	4	49	36
fishing	6	6	8	6	4	48	30
boating	3	3	1	5	4	N/A	16
watchable wildlife	4	2	2	7	3	N/A	18
hikers	0	1	1	0	2	N/A	4
campers	0	1	0	0	1	N/A	2
Public areas for:							
hunting	12	11	12	9	5	50	49
fishing	12	11	12	10	5	48	50
boating	9	10	10	8	4	N/A	41
watchable wildlife	11	11	11	9	5	N/A	47
hikers	8	7	8	6	3	N/A	32
campers	4	8	10	7	2	N/A	31
State management areas for:							
waterfowl	10	11	11	9	5	46	46
big game	7	9	7	7	5	30	35
upland game	7	11	11	9	4	29	42
nongame	7	7	6	4	4	31	28
Agency maintains, develops, or manages game farms	4	1	5	1	1	21	12
Fish hatcheries for:							
warmwater fish	7	11	12	7	1	38	38
coldwater fish	11	7	11	9	5	36	43
saltwater fish	2	1	0	1	3	6	7
Captive native species allowed by permit	11	11	12	9	5	N/A	48
Captive exotic species allowed by permit	11	10	12	9	5	N/A	47
Disease testing of captives required	9	8	8	9	3	N/A	37
Specific cage requirements exist	6	9	7	9	3	N/A	34

Summary of Changes
Table 9b. Management and Operations

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
Fee hunting preserves:							
state has some	12	11	12	9	4	N/A	48
agency provides technical assistance	3	9	8	5	4	36	29
agency provides full time agency staff person	0	1	3	0	1	4	5
preserve acreage is regulated	9	9	11	1	1	N/A	31
operators set regulations	4	3	7	6	1	N/A	21
Agency provides wildlife management assistance	9	10	12	8	4	48	43
Agency provides fisheries management assistance	10	10	11	8	4	45	43
Agency promotes public access to private lands by:							
fees/services	7	5	5	6	3	27	26
agreements with industry	12	10	7	8	4	42	41
cooperative programs with USDA	3	4	3	2	0	28	12
cooperative programs with private groups	8	4	5	5	3	28	25
Landowner liability relief law	12	9	12	10	4	43	47
Hunting clubs need permits for big game	3	2	4	3	1	7	13
Hunting clubs need permits for upland game	7	2	4	2	1	7	16
Hunting clubs need permits for waterfowl	7	3	4	1	1	8	16
Predator control conducted by extension programs	3	2	4	2	0	16	11
Predator control conducted by bounty payments	0	0	1	0	0	3	1
Predator control conducted by coop. with ADC	7	9	10	10	4	N/A	40
Damage payments authorized for predators	1	0	0	2	1	N/A	4
Damage payments authorized for big game	5	0	1	6	1	N/A	13
Damage payments authorized for waterfowl	0	0	1	1	0	N/A	2
Damage payments authorized for upland/small game	0	0	0	0	0	N/A	0
Regulations established by management units for:							
big game species	11	9	12	9	5	48	46
furbearers	5	6	6	4	3	N/A	24
turkeys	10	7	11	8	3	N/A	39
upland/small game	5	7	5	5	4	N/A	26

Summary of Changes

Table 10. Cooperative Programs and EIS Review

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
Agency maintains cooperative program with:							
USFWS	13	11	12	10	5	51	51
NOAA	10	4	5	0	4	41	23
EPA	10	5	8	5	3	39	31
BOR	1	2	4	9	2	16	18
BLM	0	1	3	8	4	17	16
NRCS	9	10	11	9	3	48	42
FSA	8	9	8	5	3	48	33
CSREES	5	9	7	3	2	47	26
USFS	9	11	12	10	5	47	47
USCOE	11	10	12	5	4	49	42
other military groups	8	7	10	9	4	44	38
state highway department	10	8	9	7	5	51	39
colleges	13	9	12	10	5	51	49
youth groups	11	6	5	3	4	45	29
conservation groups	13	10	12	9	5	50	49
Sikes Act Program with:							
military lands	3	5	2	1	3	15	14
USFS	1	5	4	2	2	23	14
BLM	0	0	0	4	2	6	6
State EPA within agency	11	9	8	7	4	10	39
State requires EISs	6	7	7	1	3	21	24
Agency reviews/comments on EISs	13	11	11	10	5	50	50
State clearinghouse for EISs:							
requires agency review	6	10	9	6	1	47	32
reflects agency recommendations	7	10	10	7	5	42	39
includes recommendations for mitigation	9	9	10	6	5	48	39
includes recommendations for enhancement	7	9	10	6	4	43	36
Agency is free to submit EIS review	11	11	7	9	5	45	43
EIS review is funded by:							
F & W funds	12	10	10	10	5	46	47
general appropriations	7	2	5	2	3	9	19
fund transfers	2	2	0	1	1	1	6
state clearinghouse	0	0	0	0	1	1	1
EIS review expenses charged to:							
federal agencies	5	2	1	2	0	7	10
other state agencies	3	1	1	2	1	6	8
local agencies	0	0	0	0	0	2	0
regional agencies	1	0	0	0	0	4	1
private agencies	3	1	1	0	1	11	6

Summary of Changes
Table 11. Agency Lands and Waters

Table Heading	Region					Total	
	NE	SE	MW	IW	Pac	1987	1997
State agency:							
makes payments in lieu of taxes	5	3	7	9	4	22	28
pays taxes	2	0	3	0	0	9	5