



JOHN BEL EDWARDS
GOVERNOR

State of Louisiana
DEPARTMENT OF WILDLIFE AND FISHERIES

CHARLIE MELANCON
SECRETARY

July 21, 2016

Honorable Jay Dardenne, Commissioner
Division of Administration
P.O. Box 94095
Baton Rouge, LA 70804

Kimberly Robinson, Co-Chairman
Dr. James Richardson, Co-Chairman
Task Force on Structural Changes in
Budget & Tax Policy
Post Office Box 44098,
Baton Rouge, Louisiana 70804-4098

Re: Report on House Concurrent Resolution No. 25 of the 2016 Regular Legislative Session

Dear Sirs:

Please accept this report outlining the initiatives taken by the Louisiana Department of Wildlife and Fisheries has taken and plans to take to maximize efficient operations for FY 16-17 and into the future. This report examines the measures that the department has or will implement to focus on its core mission and eliminate inefficiencies.

If you have any questions on this matter, please feel free to contact Bryan McClinton, at 225-765-5021.

Sincerely,

A handwritten signature in blue ink, appearing to read "Charlie Melancon".

Charlie Melancon
Secretary



**Louisiana Department
Of
Wildlife and Fisheries**

House Concurrent Resolution No 25

The Louisiana Department of Wildlife and Fisheries (LDWF) is the state agency responsible for management of the state's renewable natural resources including all wildlife and all aquatic life. The control and supervision of these resources are assigned to the department in the Constitution of the State of Louisiana of 1974, Article IX, Section 7 and in revised statutes under Title 36 and Title 56. Responsibilities related to enforcement of boating safety laws are also assigned to LDWF in Title 34, Chapter 4, Part IV.

Prudent stewardship of the state's renewable natural resources contributes significantly to the quality of life of the state's citizens and to the economic well-being of the state. We serve almost two million direct users and countless others who benefit indirectly.

LDWF supports a strong work ethic in its employees and incorporates the use of good science, accurate information, and technology in carrying out its mission. The agency continually looks for ways to improve the way we manage resources to ensure their sustainability and availability for all users now and in the future.

There are national trends that challenge all fish and wildlife agencies. Some of these include:

- *People have increasingly greater demands on their time.*
- *Access to natural resources is becoming more restricted.*
- *Citizens have less trust in government.*
- *Funding is limited.*
- *The human population is aging.*
- *Complex regulations make it difficult to attract novices to hunting and fishing.*
- *Wildlife habitat is shrinking because of development.*
- *Increasingly urbanized public.*

These national issues in addition to state issues create a challenging climate for natural resource management. To ensure success in maintaining and expanding opportunities to the users of the resources and to ensure continued sustainable populations of fish and wildlife species, the department must enhance citizen participation, create opportunities to inform the public and exchange ideas and concerns, and make decisions that include scientific, social and economic factors.

The Department of Wildlife and Fisheries is organized by statute into four offices. Funding is appropriated to these budget units by "program".

<i>Office</i>	<i>Program</i>
<i>Office of Management and Finance</i>	<i>Management and Finance</i>
<i>Office of Secretary</i>	<i>Administration Enforcement</i>
<i>Office of Wildlife</i>	<i>Wildlife</i>
<i>Office of Fisheries</i>	<i>Fisheries</i>

LDWF Current Fiscal Position

The Department of Wildlife and Fisheries (LDWF) receives no tax revenue or State General Fund for management and operations. The Conservation Fund is the primary source of operating funds for the department's programs and activities. It serves as the general fund for the LDWF. Revenue deposited into the Conservation Fund is derived from the sale of hunting and fishing licenses, boat registrations and mineral revenue from Wildlife Management Areas (WMA). Mineral revenue is not a predictable or stable source of revenue and has accounted for 50% of the revenue deposited into the Conservation Fund since 2008. Recent decline in the oil and gas industry has impacted current projections for the Conservation Fund and we are projecting a deficient in our operating budget in FY 21.

Examination of Departmental Structures

Each Agency head has just completed the submission of their strategic plan. Both the Office of Fisheries and the Office of Wildlife are currently performing a comprehensive review of their organizational structure to focus personnel and resources on the LDWF's core mission. In FY 16 the Department has consolidated Public Information and Legal under the Office of the Secretary. These sections were previously dispersed among the different Agencies of the Department. This consolidation will help by leveraging resources to more efficiently carry out the mission of the Department.

Procurement and Processes

Each Agency has reviewed contracts and reduced FY 16 obligations by 8%. Additionally, the total savings for the 8% contract reductions over their respective terms.

Under the Jindal Administration's consolidation efforts, LDWF's Human Resources functions were moved to the Division of Administration. That function is now returning under LDWF and will result in savings. The per employee calculation cost allocation paid to the Division of Administration for those services was a higher cost than the actual salaries and benefits of the employees that will be returning to the Agency.

Similarly, the Department recommends that the purchasing consolidation also be reversed. The benefit to the department to have an in house purchasing director and travel expert will help us executing efficient and best purchasing practices. We have been working with state purchasing on expanding statewide contracts for aquatic weed spraying, aggregate and heavy equipment rental. The goal is to realize savings to all Agencies by having accessible and cost effective vendors available to implement these services.

Use of Technology

Data management and record retention is a concern for the Department. Through the IT consolidation we hope to see a statewide electronic system and protocols to scan documents that can be searchable and easily accessible. This will free up storage and office space and increase transparency and access for the Department and the public we serve.

Civil Service Procedures

The Department has ongoing and current job studies with Civil Service. These studies are looking at the Biologist and Veterinarian job classes to help with employee retention and allocation. These studies should allow for greater flexibility and the ability to better leverage human capital resources.

Duplication of Services

There is minimal duplication of services in the Department of Wildlife and Fisheries due to careful organization of programs and activities and due to a focus on cooperation and collaboration between programs. Communication among both professional and technical personnel in programs is accomplished through periodic meetings and work groups. Each program has unique goals, objectives, and strategies – all of which are directed toward the successful accomplishment of our mission of overall conservation of the state's wildlife and fisheries resources.

Elimination or improvement for ineffective or inefficient activities.

Each Agency head will continue to review contracts to identify efficiencies and savings. Each Agency within the Department will be given Conservation Fund expenditure goals that will be monitored to ensure that they are met. Additionally, LDWF intends to identify alternatives to the Conservation Fund for state fund matches on federal grants and new funding sources with conservation partners. All programs that were traditionally funded with Conservation Fund monies are under review. Federal grants will be amended where applicable and these programs will begin using federal assistance, thereby saving Conservation Fund operating monies.